

**Invitation for Bid (BID) Interest Form
BID Form #1**

Instructions: *If your firm/company is interested in responding to this BID, then BID Form #1 MUST be submitted to the Office of Financial Services immediately following download.* This form is crucial in providing pertinent company information for bidder's list tracking and distribution of any potential addendum.

Awarding Authority:	<i>City of Brockton / Brockton Public Schools</i>
Contract / Bid Number:	<i>1480-0003</i>
Name of Bid:	<i>FY2014 ENERGY MANAGEMENT CONTROLS SERVICE</i>

Fax this BID Interest #1 Form to:

Brockton Public Schools / Office of Financial Services
Fax: 508-580-7587

By submitting this *BID Interest Form* the below identified firm is expressing its interest in the above-referenced public bidding project and is requesting that it be added to the list of firms that will receive any addenda to the *BID* that might occur. ***The Awarding Authority assumes no responsibility for a firm's failure to receive any addenda or other correspondence related to this BID due to the firm's failure to submit a BID Interest Form as directed above or for any other reason.***

Company Name:	
Company Address:	
City/Town, State & Zip:	
Company Telephone #:	
Company Fax #:	
Company Contact Person/Title:	
Contact Person Email Address:	
Date Submitted:	

By: _____
(Signature of Authorized Representative)

BID FORMS AND SPECIFICATIONS

**FY2014 ENERGY MANAGEMENT CONTROLS SERVICE AT VARIOUS
BROCKTON PUBLIC SCHOOLS**

(Contract / Bid Number: 1480-0003)

**Honorable Linda Balzotti
Mayor
City of Brockton
Brockton, Massachusetts**

**Advertising Dates:
Central Register
March 6, 2013**

**Brockton Enterprise
March 6, 2013**

**John R. Jerome
Interim Superintendent of Schools
City of Brockton
Brockton, Massachusetts**

**Bid Opening
Wednesday, March 20, 2013
10:30 A.M.**

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INVITATION TO BID

BROCKTON PUBLIC SCHOOLS BROCKTON, MASSACHUSETTS

1. Sealed General Bids for **Contract / Bid Number 1480-0003, FY2014 ENERGY MANAGEMENT CONTROLS SERVICE at various Brockton Public Schools**, will be received by the Office of Financial Services for the Brockton Public Schools, 43 Crescent Street, Brockton, MA., 02301, until **Wednesday, March 20, 2013 at 10:30 A.M.** At the noted time, the General Bids for the project will be publicly opened and read.

Bidding procedures and award of the Contract shall be in strict accordance with the provisions of the Commonwealth of Massachusetts GL Chapter 149, Sections 44A through 44L inclusive, of the General Laws of the Commonwealth of Massachusetts, including all current amendments and guidelines.

Specifications and all other bid documents may be obtained after **1:00 P.M., Wednesday, March 6, 2013** on our website. The hyperlink is <http://www.brocktonpublicschools.com/page.cfm?p=64>. Should you require a paper copy you may contact our office.

Estimated Cost of Services: Not to exceed \$100,000

Please note that this bid has two parts: a planned service agreement portion and an on-call portion.

2. All bidders must use the prescribed bid forms available at the above stated address.
3. All Bids must be properly identified as **FY2014 ENERGY MANAGEMENT CONTROLS SERVICE at Various Brockton Public Schools** and delivered to the Office of Financial Services for the Brockton Public Schools, 43 Crescent Street, Brockton, MA 02301, prior to the official **OPENING**, as stated above, at which time and place they will be opened and read aloud.

All bidders assume the risk of any delay in the mail, or, any other delays which prevent receipt of the bid(s) at the posted bid opening date and time. **Bids received after the official BID OPENING DATE AND TIME will be returned unopened. No facsimile of bids is allowed.**

4. The City of Brockton will reject any or all bids when required to do so by the above referenced General Laws, or, if it deems it to be in the public interest to do so. The Awarding Authority also reserves the right to waive any informalities in any bid based on the public interest to proceed in this way. Any bid submitted will be binding for sixty (60) days beyond the **OPENING DATE**.
5. The Awarding Authority also reserves the right to reject any bid if it determines that such bid does not represent the bid of a person competent to perform the work as specified within the conditions and time frame as set forth for completion of the project.
6. Any and all questions relative to these specifications must be submitted in writing to the Awarding Authority at least seven (7) days before the **BID OPENING DATE**, and written answers shall be sent to all bidders as an addendum.
7. **THE AWARD OF CONTRACT FOR THE PROJECT(S) IS CONTINGENT UPON THE AVAILABILITY OF FUNDING AND APPROVAL OF ALL APPROPRIATE MUNICIPAL BODIES.**

INSTRUCTIONS TO BIDDERS

A. BID REQUIREMENTS:

1. Sealed bids for **FY2014 ENERGY MANAGEMENT CONTROLS SERVICE at various Brockton Public Schools**, will be received at the time and place as stated in the "Advertisement/ Invitation for Bids" and in accordance with the bid documents.
2. The General Bid proposal, filled out and signed in longhand by the bidder must be accompanied by a bid deposit equal to five percent (5%) of the amount of the base bid(s) of the project(s). The bid deposit may be in the form of a certified check, bank treasurer's or cashier's check, or a bid bond from a licensed surety company and must be placed in an envelope, sealed, and marked "**GENERAL BID FOR FY2014 ENERGY MANAGEMENT CONTROLS SERVICE at various Brockton Public Schools**" and delivered to Office of Financial Services of the Brockton Public Schools, 43 Crescent Street, Brockton, MA, 02301, as stated in the "Invitation to Bid."
3. All bid deposits of General Bidders, except those of the three lowest responsible and eligible General Bidders, shall be returned within five (5) days, Saturdays, Sundays and legal holidays excluded, after the opening of the General Bids. The bid deposits of the three lowest responsible and eligible General Bidders shall be returned upon the execution and delivery of the General Contract, or, if no award is made upon the expiration of the time prescribed in the "Invitation for Bids". If any General Bidder fails to perform their agreement to execute a Contract and furnish a Performance and Payment bond as stated in their General Bid, their bid deposit shall become and be the property of the City of Brockton; provided that the amount of the deposit which becomes the property of the Awarding Authority shall not, in any event, exceed the difference between their bid price and the bid price of the next lowest responsible and eligible bidder; and provided further that in case of death, disability, bona fide clerical or mechanical error of a substantial nature their bid deposit shall be returned to them.
4. No claims for immunity or exceptions predicated upon misunderstanding or failure to correctly interpret the above paragraph will be allowed.
5. The Bid Forms, General Conditions, Addenda (if any), and Sample Contract and any other documents which constitute the Contract Documents will be available as stipulated in the "Invitation to Bid" and shall be incorporated into and be made a part of the contract.
6. Commonwealth of Massachusetts General Laws Section 149, Sections 44A through 44L are incorporated herein by reference. Any inconsistency between the Invitation to Bid, Information to Bidders, Bid Forms, Conditions of the Contract, and any other Contract Documents and these statutes, or any other applicable statutes, bylaws, or regulations existing on the date on which the bids are to be received, shall not be grounds for invalidating the bidding procedures, but, where required by law, such statute, bylaw, or regulation shall be deemed to govern.

B. BIDDER'S REPRESENTATION:

1. Each General Bidder making a bid (Hereinafter called "Bid") represents that:
 - a. The General Bidder has read and understands the Contract documents and the Bid is made in accordance therewith.
2. Failure to so examine the Contract Documents and site will not relieve any Bidder from any obligation under the Bid as submitted.

C. GENERAL BIDDER'S QUALIFICATIONS:

The Awarding Authority, the City of Brockton, will review the qualifications of the apparent low General Bidder after the General Bids are opened. The lowest eligible and responsible General Bidder will be awarded the Contract provided that the General Bidder meets all the requirements of the bid and scope of services and possesses the skill, ability, and integrity to complete the job to the Awarding Authority's satisfaction.

D. REQUESTS FOR INTERPRETATION:

1. All General Bidders shall promptly notify the Awarding Authority of any ambiguity, inconsistency, or error which they may discover upon examination of the Contract Documents, the site(s), and/or local condition(s).
2. Bidders requiring clarification or interpretation of the Contract Documents shall make a written request to the Awarding Authority through:

Ms. Janice Johnson-Plumer
Office Manager-Facilities
43 Crescent Street
Brockton, MA 02301
(508) 580-7201
(508) 580-7587 (FAX)
3. Interpretation, correction, or change(s) in the Contract Documents will be made by an addendum that will become part of the Contract Documents. Neither the Awarding Authority nor its representative(s) will be held accountable for any oral instructions.
4. An addendum will be mailed or faxed by the Awarding Authority to every individual or firm on record as having taken a set of Contract Documents. Receipt of said addendum must be acknowledged by each Bidder in the appropriate space provided in the Bid Forms. Failure to do so may lead to disqualification of the General Bid by the Awarding Authority. All bidders are, therefore, encouraged to confirm the number of Addenda which have been issued prior to submitting their Bid.
5. Copies of the Addendum will be made available for inspection at the locations listed in the Advertisement as to where Contract Documents are on file.

E. TAXES/EXEMPTION:

The Awarding Authority is exempt from payment of the Massachusetts Sales Tax. The City of Brockton under G.L. Chapter 64H, Section 6 (d) and (e) has been issued a Certificate of Exemption by the Massachusetts Department of Revenue.

F. WITHDRAWAL OF BIDS:

No General Bidder shall withdraw their Bid for a period of sixty (60) days, Saturdays, Sundays and legal holidays excluded, after the date set for the opening of the General Bids.

G. SUB-CONTRACTS:

All work shall be performed by the General Contractor unless other wise necessitated by the work.

H. PAYMENT BOND:

A Payment Bond, each equal to fifty percent (50%) of the total service or project cost and issued by a surety company authorized to do business under the laws of the Commonwealth, and, satisfactory to the Awarding Authority, will be required from the successful Bidder in accordance with regulations relating to Chapter 149 of the General Laws of the State of Massachusetts. The General Contractor has ten (10) days from the date of notification of intent to award the Contract to obtain the required bond. The premium on the bond shall be included as a part of the total Bid cost(s). Forms of bonds are included by reference and executed copies shall be included in the Contract Documents when the Contract is signed.

I. TIME FOR PERFORMANCE:

Performance of the contract by the successful bidder shall begin July 1, 2013 and end June 30, 2014. The Awarding Authority or its representative shall be informed of any work that is loud in character and may cause undue

disturbance to neighboring residents, or work that has the slightest potential for endangering the health and safety of any building occupants or persons in the proximity of the building.

J. EXAMINE BUILDING:

1. Examination of any/all of the facilities shall be coordinated through the Office Manager-Facilities for the Brockton Public Schools, Ms. Janice Johnson-Plumer, (508) 580-7201.
2. Site visits shall occur between the hours of 8:00 A.M. and 5:00 P.M. on regular workdays and must be coordinated in advance with Ms. Johnson-Plumer.

K. BUILDING PERMITS:

1. All General Bidders are advised that all appropriate types of permits are required and that the fees for any permits must be a separate line item on the invoice. Please refer to the Scope of Services for the proper submission of all invoices for payment.
2. The successful General Bidder shall be required to obtain any necessary permit(s) or license(s) prior to as required by any statute, rule or regulation. The City of Brockton will not waive any relevant municipal fees if a proposal for a specific project has been submitted by the contractor for a specific amount. The successful General Bidder shall note that the normal turnaround time for obtaining all necessary permits from the City of Brockton Building Department is one (1) week.
3. The General Bidder is responsible for the filing of any other permits, fees, inspections, etc., as may be required by Federal, State, and local authorities.

L. ESTIMATED HOURS:

Owner does not guarantee a minimum number of man hours for on-call services during the term of the contract. The Owner has supplied the estimated hours for the purpose of: (1) bid comparison by the Awarding Authority; and, (2) bidder's assessment of staffing requirements for labor availability.

FY2014 ENERGY MANAGEMENT CONTROLS SERVICE AT VARIOUS BROCKTON PUBLIC SCHOOLS

**To: The Awarding Authority
City of Brockton/School Department
43 Crescent Street
Brockton, MA 02301**

Company submitting Bid

Signature of Authorized Representative of Company

- A) The undersigned has received and examined the document entitled "**FY2014 ENERGY MANAGEMENT CONTROLS SERVICE at Various Brockton Public Schools**".
- B) The undersigned warrants that they have complied with all provisions of the Specifications and can furnish the materials, equipment, and labor to carry out all the service as proposed.
- C) The undersigned agrees, that in the event of award of the Contract, they can start work as required, and further agrees that the work will be completed within the time frame agreed upon prior to the signing date of the Contract.
- D) **The following documents are made a condition of this Bid and must be included with the Bid in order for the Bid to be considered as a legitimate and acceptable Bid for consideration of Award of Contract:**
- 1) **Page(s) 7 - 19 of the Bid Forms with all bid proposals, information, signatures, seals, etc., as required.**
 - 2) **5% Bid Deposit in the form of a certified or bank check, treasurer's check, cashier's check, or bid bond from a licensed Massachusetts surety company.**
 - 3) **Statement of payment of all State taxes (page 8).**

BID FORM
(Must be submitted)

CITY OF BROCKTON

Pursuant to M.G.L. Ch. 62C., section 49A, I certify under the penalties of perjury that I, to my best knowledge and belief, have filed all state tax returns and paid all state taxes required under law.

Social Security Number or
Federal Identification Number

Signature of Individual or
Corporate Name

Typed/Printed Name of Individual or
Corporate Name

Date:

By:
Corporate Officer (if applicable)

FORM 5

****Corporate Seal must be clearly affixed if applicable.**

BID FORM
(Must be submitted)

FY2014 ENERGY MANAGEMENT CONTROLS SERVICE
AT VARIOUS BROCKTON PUBLIC SCHOOLS

TERM OF CONTRACT

Contracts will be in force from July 1, 2013 until June 30, 2014 and shall not exceed \$100,000.00 in the aggregate (Part A and Part B combined).

PART A: PLANNED SERVICE AGREEMENT

THE CONTRACT REQUIREMENTS AND LOCATIONS FOR PLANNED SERVICE AGREEMENT

The Planned Service Agreement vendor will be responsible for providing a comprehensive maintenance and support program of the Automated Logic Controls Systems. The vendor shall furnish all personnel, parts, materials, test equipment, tools and services in conformance with the terms and conditions as outlined herein.

The vendor must be available for service and system support 24 hours per day. As such they must have a 24 hour per day manned telephone number and on call service technician and mechanic available. All service and system support calls must be responded to within two (2) hours. The vendor must maintain in their local office and on any service vehicle, an inventory of replacement parts and components and any necessary tools and equipment to properly service and repair the equipment. This includes all temperature sensors, controllers, actuators, and automation logic boards for any Automated Logic (ALC) Systems. The vendor shall provide a minimum of **(13) visits @ 8 hours onsite per visit for a total of (108) hours for the term of the contract (Travel Time Included)**. Service visits shall include scheduled preventative maintenance, including calibration, adjustments, routine inspection/ system diagnostic and accurate recording of services performed on the Automated Logic Control System.

The following minimum tasks shall be provided by the vendor during the term of the Planned Service Agreement.

Operator Workstations and Associated Devices

- Visually inspect and clean all hardware of dust and debris
- Run a diagnostics program to check PC operation
- Verify printer interface

Network Field Panels

- Visually inspect LED's, fuses, cables connectors and RS232 port
- Check and verify proper power levels
- Clean and tighten all electrical termination points
- Verify all circuit boards secured

Unit Controllers

- Check sequence of mechanical equipment operation to insure optimum system efficiency
- Check outdoor, duct, immersion and space temperature sensor accuracy's
- Check duct static pressure transmitter accuracy
- Verify current switch status feedback
- Verify temperature low limit safeties
- Verify damper, inlet guide vanes or frequency drive operations
- Verify hot water and chilled water valve operations
- Verify thermostat programmed functions
- Verify fan and pump controls
- Check and verify proper power levels at controls panels
- Clean and tighten all electrical termination points.
- Clean and/or calibrate all devices as required.

BID FORM
(Must be submitted)

FY2014 ENERGY MANAGEMENT CONTROLS SERVICE
AT VARIOUS BROCKTON PUBLIC SCHOOLS

TERM OF CONTRACT

Contracts will be in force from July 1, 2013 until June 30, 2014 and shall not exceed \$100,000.00 in the aggregate (Part A and Part B combined).

PART A: PLANNED SERVICE AGREEMENT (CONTINUED)

THE CONTRACT REQUIREMENTS AND LOCATIONS FOR PLANNED SERVICE AGREEMENT

Application Software and Verification Services

- Provide and install the latest released software updates.
- Verify system database and modifications
- Verify operation of remote telecommunication data link to remote site.
- Sequence verification and database backup
- Update device data base to current operating standards
- Verify operation of monitoring screen
- Verify set-up and operation of console devices
- Verify set-up of user's passwords and privilege levels.

Software Backup Service

- Device database back-up of system database to hard disk systems
- Provide routine disk file management.
- Back-up of graphical system database to Zip disk.

The vendor shall provide unlimited hours of remote Web access support on the Automated Logic (ALC) System. The vendor shall support Brockton Public Schools via the web and assist managing daily operational issues as required.

Additional Services Repair Services/Replacement Components

The Brockton Public Schools shall be responsible for the cost of all labor, materials, replacement components to repair any malfunction. Any replacement parts shall be new and shall be an exact duplication of the part being replaced. No substitution of the original equipment for the designated manufacturer model, type or size shall be allowed unless approved by Ms. Janice Johnson-Plumer Office Manager-Facilities for the Brockton Public Schools.

- a. All repair calls shall be made with personnel regularly employed by the vendor.
- b. Unless otherwise authorized by the Brockton Public Schools all repair calls shall be responded to within 2 hours of the time the original call was placed.
- c. Once repairs are started, they shall continue without interruption until completed.
- d. No repairs and/or additional work not included in this Agreement shall be accomplished without the written authorization of the Brockton Public Schools.

BID FORM
(Must be submitted)

FY2014 ENERGY MANAGEMENT CONTROLS SERVICE
AT VARIOUS BROCKTON PUBLIC SCHOOLS

TERM OF CONTRACT

Contracts will be in force from July 1, 2013 until June 30, 2014 and shall not exceed \$100,000.00 in the aggregate (Part A and Part B combined).

PART A: PLANNED SERVICE AGREEMENT (CONTINUED)

THE CONTRACT REQUIREMENTS AND LOCATIONS FOR PLANNED SERVICE AGREEMENT

1. High School - 16 Hours
 2. Crosby Administration building - 4 hours
 3. Angelo School - 8 hours
 4. Arnone School - 8 hours
 5. Plouffe School - 8 hours
 6. Baker School - 8 hours
 7. George School - 8 hours
 8. Davis School - 8 hours
 9. Raymond School - 8 hours
 10. East Jr. High - 2 hours
 11. North Jr. High - 2 hours
 12. South Jr. High - 4 hours
 13. West Jr. High - 2 hours
 14. Ashfield School - 2 hours
 15. Brookfield School - 2 hours
 16. Downey School - 2 hours
 17. Hancock School - 2 hours
 18. Huntington School - 2 hours
 19. Keith School - 2 hours
 20. Kennedy School - 4 hours
 21. Paine School - 2 hours
 22. Gilmore School - 2 hours
 23. Goddard School - 2 hours
 24. B.B. Russell School - Unoccupied
 25. Lincoln School - Unoccupied
 26. Howard School - Unoccupied
 27. Franklin School - Unoccupied
 28. Whitman School - Unoccupied
 29. Shaw School - Unoccupied
-

108 HOURS TOTAL COST FOR PART A: PLANNED SERVICE AGREEMENT

FY2014 Planned Service Agreement 108 Hours (July 1, 2013, to June 30, 2014) \$ _____

BID FORM
(Must be submitted)

FY2014 ENERGY MANAGEMENT CONTROLS SERVICE AT VARIOUS BROCKTON PUBLIC SCHOOLS
SCOPE OF SERVICES

TERM OF CONTRACT

Contracts will be in force from July 1, 2013 until June 30, 2014 and shall not exceed \$100,000.00 in the aggregate (Part A and Part B combined).

PART B: ON-CALL SERVICES

THE CONTRACT REQUIREMENTS FOR HOURLY RATES FOR ON-CALL SERVICES

- A. **Hourly rates for on-call services for Monday-Friday, 8:00 a.m. to 5:00 p.m.** It is estimated that 90 man hours during the contract term will be requested. Note: All hourly service rates are to reflect the incorporation of State prevailing wage requirements:
FY2014 (July 1, 2013 to June 30, 2014) \$ _____ Per Man Hour x 90 hours = \$ _____

Hourly rates for on-call services for nights, weekends and holidays. It is estimated that 20 man hours during the contract term will be requested. Note: All hourly service rates are to reflect the incorporation of State prevailing wage requirements:
FY2014 (July 1, 2013 to June 30, 2014) \$ _____ Per Man Hour x 20 hours = \$ _____

TOTAL COST PART B: ON-CALL SERVICES \$ _____

The Contractor shall furnish all labor, materials, equipment and insurance, and perform all work required for **FY2014 ENERGY MANAGEMENT CONTROLS SERVICE at Various Brockton Public Schools** in strict accordance with the General Conditions, and, if applicable, addenda and unit prices. Said documents are incorporated herein by reference, and, are made a part hereof, of the Contract, provided, however, since this is a governmental agency contract, that terms of any of these documents inconsistent with applicable law shall have no effect.

- B. **Travel charge(s)**—The City Of Brockton/School Department will not pay any invoices which include travel charges, mileage, truck charge(s), or any other associated costs. **There shall be no exceptions.**
- C. **Material(s) Costs:** The vendor shall submit with each invoice an original copy of any material(s) costs purchased from a respectable trades supplier, in which the said material has been used for the installation and/or repair of equipment in the Brockton Public Schools. There shall be a percentage overhead of the said materials at a percentage of **10% above vendor's cost**. The material overhead percentage must be based on the original invoice from the supplier and **not based on any trade service publication prices.**
- D. **Voluntary Alternates (If any)**--please describe and attach supporting materials.

- E. **Required Response Times:** The Owner is seeking service, which can respond, on a timely basis and not to exceed 30 minutes after the initial telephone call. In terms of an emergency service call, response time by technician is not to exceed 15 minutes. Bidders shall submit with their bid, evidence of being able to make required response times.
- F. Bidders shall submit with bid, evidence of at least five years experience on similar type projects in a public school setting and bidders shall supply references for listed jobs.

BID FORM
(Must be submitted)

CITY OF BROCKTON

I hereby certify, under the pains and penalties of perjury, that I am able to furnish labor in harmony with all other elements of labor employed in the work and that all employees employed on the worksite, or in work subject to the bid, have successfully completed at least 10 hours of OSHA approved training. I agree to submit documentation that all employees to be employed in the work subject to this bid have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration (OSHA) that is at least 10 hours in duration. I further certify that any employee found on a worksite subject to this section without documentation of successful completion of a course in construction safety and health approved by the United States Occupational Safety and Health Administration (OSHA) that is at least 10 hour in duration shall be subject to immediate removal.

Company Name

Typed Name of Person Authorized to Sign Bid

Written Signature of Person Authorized to Sign Bid

Title of Signatory

Company Address

Company Telephone

Company Fax Number

Date

If corporation, this page must be signed and sealed by a duly authorized officer.
If partnership, so state and give names of all partners.
If an individual, so state and sign.

Documentation of successful completion of said course must be provided with the submission of the first certified payroll report for each employee. Payment requisitions will NOT be reviewed without the required OSHA documentation.

BID FORM
(Must be submitted)

TO: Aldo E Petronio
Executive Director of Financial Services
43 Crescent Street
Brockton, Massachusetts 02301

A. The undersigned proposed to furnish **FY2014 ENERGY MANAGEMENT CONTROLS SERVICE at Various Brockton Public Schools** in accordance with the aforementioned specifications.

B. The undersigned offers the following information as evidence of his qualifications to perform the work as bid upon, according to all the requirements of the specifications.

1. Have been in business under present business name for _____ years.

2. Ever failed to complete any work awarded?

3. Have you been involved in litigation in the past five (5) years?

4. List at least three (3) city and school departments which you have served recently of similar character required for the abovementioned **FY2014 ENERGY MANAGEMENT CONTROLS SERVICE at Various Brockton Public Schools.**

<u>City or School Department</u>	<u>Description of Work</u>
a. _____	_____
b. _____	_____
c. _____	_____

C. Bidders shall indicate firm date of delivery on receipt of contract and subsequent purchase order from the School Department of the City of Brockton.

Delivery Date: _____ ARO

COMPANY: _____

TYPED NAME: _____

SIGNATURE: _____

TITLE: _____

BID FORM
(Must be submitted)

REGISTRATION INFORMATION

DATE: _____

TYPED NAME: _____

SIGNATURE: _____

TITLE: _____

COMPANY: _____ **Federal Identification Number:** _____

BUSINESS ADDRESS: _____

CITY, STATE, ZIP: _____

TELEPHONE NUMBER# _____ **FAX NUMBER#** _____

IF CORPORATION,

1. GIVE YOUR CORRECT CORPORATE NAME: _____

2. STATE AND DATE OF INCORPORATION: _____

3. IF FOREIGN CORPORATION, GIVE MASSACHUSETTS REGISTRATION DATE: _____

IF COMPANY, GIVE OWNER'S NAME AND TITLE: _____

IF PARTNERSHIP, GIVE NAMES AND ADDRESSES OF PARTNERS: _____

IF TRUST OR LEGAL ENTITY, GIVE NAMES AND ADDRESSES OF TRUST OR

LEGAL ENTITY: _____

BID FORM
(Must be submitted)

DEVIATION SHEET

All deviations and/or substitutions from the original specified item (or equal) must be noted in writing and forwarded to the School Department of the City of Brockton with the bid proposal.

Please list below:

Company

Typed Name

Signature

Title

BID FORM
(Must be submitted)

ATTESTATION CLAUSE - TAX COMPLIANCE CERTIFICATION

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.

Under Section 35 of the Chapter 233, political subdivisions and agencies of the Commonwealth must annually furnish to the Commissioner of Revenue a list of all persons who have provided goods, services or real estate space in the aggregate of five thousand dollars (\$5,000.00) or more.

Chapter 233 of the Acts of 1983, Section 35 and 36 require that each provider or vendor of goods and services to any municipal agency must attest that it/he is in compliance of all laws relating to taxes.

The Attestation must occur at the time of issuing, renewing, or extending a license, contract, or agreement.

Any person/company failing to execute the Attestation Clause shall not be allowed to obtain, renew, or extend a license, contract, or agreement.

Each successful proposer shall certify that he is in compliance with Chapter 233 by providing a **Social Security Number or Federal Identification Number** when a contract is issued.

COMPANY: _____

TYPED NAME: _____ SIGNATURE: _____

TITLE: _____

FEDERAL IDENTIFICATION NUMBER/S.S. NUMBER _____

BONA FIDE BID--CERTIFICATE OF NON-COLLUSION

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

Name of person signing bid: _____

Name of Business: _____

EACH VENDOR SHOULD SIGN BOTH PARTS OF THIS BID FORM AND SUBMIT IT WITH BID

BID FORM
(Must be submitted)

Assurance of Nondiscrimination Compliance

The undersign certifies that it does not subject employees or applicants for employment by this firm to discrimination on the basis of race, color, national origin, handicap, age or sex, in any of the following areas:

1. Recruitment, hiring, upgrading, promotion, whether for full-time or part time employment, consideration for demotion, transfer, layoff, or rehiring.
2. Rates of pay or any other form of compensation and changes in compensation.
3. Job assignments and seniority status.
4. Granting and returning from leaves of absence, leave for pregnancy, or any other leave.
5. Fringe benefits available by virtue of employment, whether or not administered by the recipient.
6. Selection and financial support for training, including apprenticeship, professional meetings, conferences and other related activities, selection for tuition assistance, and selection for sabbaticals and leaves of absence to pursue training.
7. Employer-sponsored activities, including social or recreational programs.
8. Any other term, condition, or privilege of employment.

NAME OF BIDDER: _____

BY _____

TITLE _____

ADDRESS _____

TELEPHONE _____

DATE _____

If corporation, must be signed and sealed by a duly authorized officer; if partnership, so state and give names of all partners; or if an individual, so state and sign.

MINORITY/WOMEN BUSINESS CLASSIFICATION STATEMENT

1. Our firm is principally (more than 50%) minority owned.
YES _____ NO _____
2. Our firm is principally (more than 50%) woman owned.
YES _____ NO _____
3. Our firm is registered with SOMWBA (State Office of Minority & Woman Business Assistance).
YES _____ NO _____

SOMWBA CERTIFICATION CATEGORY: _____

MBE _____ WBE _____

BID FORM
(Must be submitted)

CERTIFICATE OF INDEMNIFICATION & RELEASE

The Vendor shall indemnify and hold the City of Brockton harmless from any and all acts and omissions arising out of this contract.

Further, the Vendor shall indemnify and hold harmless the City of Brockton against any/all suits, claims, actions costs or damages to which the City may be subject to by reason of damages to the property or person or anyone, arising or resulting from faulty, negligence, or wrongful omissions by the Vendor.

The Vendor, their agent(s) representatives or employees shall release and hold the City of Brockton harmless for any injury to themselves, corporate officers, agents, representatives or employees in connection with the performance of this agreement or any related subcontract thereof.

Vendor covenants to maintain, during the entire term of the above referenced agreement, a policy of public liability and property damage insurance, and workers, compensation insurance, under which the City of Brockton, with an address location at 45 School Street, Brockton MA is named insured, with limits satisfactory to the City of Brockton from all costs, expenses and liabilities arising out of the claims described in Section A above. All such insurance policies must provide a thirty (30) day written notice to the City of Brockton in the event of cancellation or non-renewal for any reason by either the insurer or insured.

Further, the vendor will be required to provide the City with a certificate of insurance evidencing the insurance coverage described above.

Authorized Agent or Representative of
Corporate Vendor to Sign Contracts/
Agreements (same as #6 on Affidavit)

Date:

BID FORM
(Must be submitted)

GENERAL CONDITIONS

I. CONDITIONS OF BIDDING

A. BID DEPOSIT

B. REFERENCE TO PAYMENT BOND

II. GENERAL WORK DESCRIPTION

A. SCOPE OF SERVICES AND REQUIREMENTS

B. MATERIAL AND WORKMANSHIP

C. WAGES

D. PERMITS AND NOTIFICATIONS

E. MATERIAL REFERENCES

F. APPROVALS

G. PAYMENT TO CONTRACTORS

H. INSURANCE REQUIREMENTS

I. PATENT INFRINGEMENT

J. LAWS AND ORDINANCES

K. PROVISION OF LAW DEEMED INSERTED

L. INVALID CLAUSES

M. INDEMNITY

N. HOURS OF WORK

O. QUALIFICATION OF EMPLOYMENT

P. FREEDOM OF EMPLOYMENT TO LODGE, BOARD AND TRADE

Q. SAFETY REQUIREMENTS; OSHA TRAINING [M.G.L. c. 30, s. 39S]

R. CONTRACT LIMITATION

S. CORI

I. CONDITION OF BIDDING

- A. BID DEPOSIT:** Each bidder must deposit with his/her bid, a security deposit in the amount of five percent (5%) of the base bid, either in the form of a certified check, cashier's check issued by a responsible bank or trust company, or bid bond, payable to the City of Brockton. Said bid deposit shall be based on the maximum allowable contract amount of One Hundred Thousand (\$100,000.00) Dollars.
- B. PAYMENT BOND:** The successful bidder shall furnish a Payment Bond equal to fifty percent (50%) of the total contract value of One Hundred Thousand (\$100,000.00) Dollars. This Bond must be purchased from a surety company authorized to transact business in the Commonwealth of Massachusetts. The premiums for the bond are to be paid by the successful bidder and are to be included in the contract price. The Bonds shall be written in conformance with Massachusetts General Laws, Chapter 149.

II. GENERAL WORK DESCRIPTION

A. SCOPE OF SERVICES

The Brockton Public Schools is seeking FY2014 ENERGY MANAGEMENT CONTROLS SERVICE to meet its needs in this area of concern.

I. On-Call Services

The Brockton Public Schools is seeking to establish a working relationship with an Energy Management Controls vendor that holds an Electrical License in the Commonwealth of Massachusetts for on-call service on a time and materials basis. Under this agreement, the vendor will be responsible for providing a comprehensive maintenance and support program of the Automated Logic Controls Systems as defined in herein. Each bidder is required to visit the sites of the said equipment prior to submitting their bid offering. The purpose of this visit is to acquaint the bidders with any and all conditions at the sites and to identify, inspect and inventory the equipment. The vendor shall not be relieved from assuming all responsibility for properly estimating the difficulties and the cost of performing the services required with this specification, because of failure to investigate the conditions or become acquainted with all the information concerning the services to be performed. The intent is to secure one vendor to maintain and upgrade all systems listed under this service contract. The vendor shall have the ability to furnish all personnel, parts, materials, test equipment, tools, services, etc. in conformance with the terms and conditions as outlined in the specification. The vendor shall be regularly engaged in the maintenance, repair and replacement of Automated Logic Controls and shall be factory trained and certified on the aforementioned controls.

The contracted vendor will be required to submit a service report detailing all work performed and all related time(s) and material(s) costs **at the time of submission of all invoices for payment**. This report will be subject to inspection and review by the Office Manager-Facilities prior to the approval for payment of said invoice(s). **Because all work performed by the Brockton Public Schools is subject to State Wage Rate Laws, all invoices must include a breakdown of per hour labor cost and material(s) costs as separate items so that payment of State Prevailing Wage Rates for all involved trades may be confirmed.**

B. MATERIALS AND WORKMANSHIP:

Unless otherwise specifically provided for in the Specifications, all services, workmanship, equipment, materials and articles incorporated in the work covered by these Specifications are to be of the best grade of their respective kinds for the purpose for which they are intended. Where equipment, materials or articles are referred to in the Specifications as "equal" to any particular standard, the Awarding Authority or those delegated by them shall decide the question of equality

C. WAGES:

The wages paid to labor on this work shall not be less than the minimum wage rates established by the Commission of Labor and Industries of the Commonwealth of Massachusetts.

D. PERMITS AND NOTIFICATIONS:

The Contractor shall obtain and pay for all required licenses and permits for the work herein provided in these Specifications. The Contractor is also responsible for the timely filing of all necessary notifications involving environmental issues related to the project with all appropriate Federal, State, and Local authorities.

E. MATERIAL REFERENCES:

Specific reference in the Specifications to any article, device, product, materials, fixtures, form or type of construction or installation, etc., by name, make or catalog number shall be interpreted as establishing a standard of equality and shall not be construed as limiting competition. The Contractor, in such cases may at his/her option use any article, device, product, materials, fixtures, form or type of construction or installation which in the judgment of the Awarding Authority or those delegated by them is equal to that named.

F. APPROVALS:

All notices, demands, requests, instructions, approvals and claims must be submitted in writing.

G. PAYMENT TO CONTRACTOR:

Payments are to be made in accordance with the provisions of Chapter 627, paragraph 1 of the Acts of 1961 which provisions are contained in the proposed Contract Form.

H. INSURANCE REQUIREMENTS:

1. Before commencing performance of any work on the project, the Contractor shall furnish evidence of insurance coverage for payment of Worker's Compensation and the furnishing of other benefits under Chapter 152 of the General Laws (the Worker's Compensation Law) to all person to be employed during the work covered by the Contract and shall continue such insurance in full force and effect during the term of this project. Failure to provide and continue in force such insurance and aforesaid benefits shall be deemed a material breach of the Contract covering the project and shall operate as an immediate termination thereof at the election of the Awarding Authority. Said insurance shall be acceptable to the Awarding Authority and the policy shall be submitted to the Awarding Authority for examination as a part of the Contract Documents. Satisfactory certificates of insurance of said insurance shall be filed with the Awarding Authority prior to the commencement of any work by the Contractor on this project.
2. The insurance required shall include all major divisions of coverage and shall be on a comprehensive basis including Premises and Operations, Owner's and Contractor's Protective, Products and Completed Operations, and Owned, Non-owner, and Hired Motor Vehicles. Such insurance shall be written for not less than any limits of liability required by law or the following limits, whichever are greater:

Employer's Liability: \$500,000

Comprehensive General Liability Insurance:

Bodily Injury Liability	\$500,000 per person \$1,000,000 per occurrence
Property Damage Liability	\$500,000 per occurrence \$2,000,000 annual aggregate

Motor Vehicle Insurance:

Bodily Injury	\$500,000 per person \$1,000,000 per occurrence
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Property Damage	\$500,000 per occurrence
Or, Combined Single Limit	\$1,000,000

Excess Liability (Umbrella) Insurance:	
Combined Single Limit	\$2,000,000

3. The Contractor shall effect and maintain insurance against all risks of physical loss upon all work in place and all materials stored at any work site, whether or not covered by payments made by the Awarding Authority. This insurance shall be in an amount equal to the full replacement cost thereof at all times and shall be for the benefit of the Awarding Authority and the Contractor as their interest may respectively appear. This insurance shall be placed with such company or companies as may be acceptable to the Awarding Authority.
4. In the event that the form of any policy or certificates of insurance required under this Contract or the amount thereof, if not especially specified herein, or the companies writing the same are not satisfactory to the Awarding Authority, the Contractor will secure other policies or certificates in form and amount and with companies satisfactory to the Awarding Authority.

The Contractor shall not cause any policies to be canceled or permit them to lapse, and all insurance policies shall include a clause to the effect that the policy shall not be canceled or changed until fifteen days after the Awarding Authority, as herein defined, has received written notice thereof as evidenced by return receipt of registered letter. All certificates of insurance shall contain true transcripts from the policy, authenticated by the proper officer of the insurer, evidencing particularly that the Awarding Authority is included as one of those insured, the extent of the insurance, the location and operations to which the insurance applies, the expiration date and the above-mentioned notice of cancellation clause.

5. All insurance shall be written on an occurrence basis, unless the Awarding Authority approves in writing coverage on a claims-made basis.

I. PATENT INFRINGEMENTS:

The Contractor shall hold and save the Awarding Authority, its officers, and employees, harmless from liability of any nature or kind, including costs, and expenses for or on account of any, patented or unpatented invention, process, article, or appliance manufactured or used in the performance of the work covered by these Specifications, including its use by the Awarding Authority.

J. LAWS AND ORDINANCES:

1. All work to be performed under this Specification shall be in accordance with all applicable laws, State or Federal, and all applicable ordinances, codes, rules and regulations of the Awarding Authority or any public board or officer having jurisdiction, regulation or control over any work to be done hereunder.
2. The building code of the City of Brockton shall be the minimum required for all work, but the Specifications shall govern wherever the Specification requirements are in excess of, greater than, or more stringent than code requirements and are permitted under the code.

K. PROVISION OF LAW DEEMED INSERTED:

1. Every provision required by law to be inserted herein, and especially those required by Chapter 149 of the General Laws, as amended, shall be incorporated herein by reference, to the extent that such is not already included herein as if it were set forth herein in its entirety. These documents shall be read and enforced as though such provisions were included herein and, if through mistake or otherwise such provision is not so inserted or is incorrectly inserted, then, upon the application of either party, these documents shall be amended to meet the requirements of the law.
2. In the event of any conflict between the provisions of these documents and the provisions required to be inserted herein, such latter provisions shall control.

L. INVALID CLAUSES:

1. If any provision of this Specification shall be such as to render it invalid or illegal, then if it shall not appear to have been made by the parties, it shall not be deemed to form part thereof, but the balance of the Specifications shall remain in force and effect.
2. The titles, headings and notes contained in the Specifications are solely to facilitate reference to various portions of the Specifications and in no way affect, limit or cast light upon the interpretation of the portion to which they refer.

M. INDEMNITY:

The Contractor agrees to indemnify and save the Awarding Authority harmless from and against any and all costs, loss, expense, liability, damages, or claims for damages, including costs of defending any action on account of any injury or damage to buildings, improvements or property of the City or any person, firm, corporation or association and on account of any injury (including death) to any person or persons arising or resulting from the work provided for or performed under the Contract documents or from any act, omission or negligence of the Contractor. The foregoing provisions shall not be deemed to be released, waived, or modified in any respect by reason of any insurance provided by the Contractor under the Contract. The Contractor shall furnish insurance to the Awarding Authority for the performance of the provisions of this paragraph.

N. HOURS OF WORK:

No laborer, worker, mechanic, foreman, or inspector working within the Commonwealth, in the employ of the Contractor, Subcontractor or other person doing or contracting to do the whole or a part of the work contemplated by the Contract, shall be required or permitted to work more than eight hours in any one day, except in cases of emergency, the Awarding Authority, being subject to Section 31, of Chapter 149 of the General Laws.

O. QUALIFICATIONS FOR EMPLOYMENT:

In the employment of mechanics, teamsters, chauffeurs, and laborers, preference shall first be given to citizens of the Commonwealth who have been residents of the Commonwealth for at least six months at the commencement for their employment who are male veterans as defined in Clause 43 of Section 7 of Chapter 4 of the General Laws, and who are qualified to perform the work to which the employment relates; and secondly, to citizens of the Commonwealth generally who have been residents of the Commonwealth for at least six months at the commencement of their employment, and if they cannot be found in sufficient numbers, then to citizens of the United States.

P. FREEDOM OF EMPLOYMENT TO LODGE, BOARD AND TRADE:

Every employee in the work to be performed under this Contract shall be allowed to lodge, board, and trade where and with whom he elects and no person or his agents or employees shall directly or indirectly require as a condition of employment in said work, that an employee shall lodge, board or trade at a particular place or with a particular person.

Q. SAFETY REQUIREMENTS; OSHA TRAINING [M.G.L. c. 30, s. 39S]

The Contractor shall comply and shall cause all subcontractors and persons employed on the Work to comply with all applicable safety requirements. By executing this contract the Contractor hereby certifies 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 all employees to be employed in the work subject to this bid have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration. Any employee found on a worksite subject to this section without documentation of successful completion of a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration shall be subject to immediate removal.



DEVAL L. PATRICK
Governor
TIMOTHY P. MURRAY
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

JOANNE F. GOLDSTEIN
Secretary
HEATHER E. ROWE
Director

Awarding Authority: City of Brockton/Brockton Public Schools
Contract Number: **City/Town:** BROCKTON
Description of Work: Additions and/or Alteration Works for the Brockton Public Schools Various Trade Works.
Job Location: Various Locations

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.
- Awarding authorities 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.
- 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. Once a contractor has been selected by the awarding authority, the wage schedule shall be made a part of the contract for that project. The wage schedule must be posted in a conspicuous place at the work site during 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 regardless of whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- All apprentices must be registered with the Massachusetts Division of Apprenticeship Training (DAT) in order to be paid at the lower apprentice rates. All apprentices must keep his/her apprentice identification card on his/her person during all work hours. If a worker is not registered with DAT, he/she must be paid the "total rate" listed on the wage schedule regardless of experience or skills.
- 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. 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 directly to the awarding authority and keep them on file for three years. Each weekly payroll report must contain: the employee’s name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
- Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2012	\$30.45	\$8.91	\$8.00	\$0.00	\$47.36
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2012	\$30.52	\$8.91	\$8.00	\$0.00	\$47.43
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2012	\$30.64	\$9.07	\$8.00	\$0.00	\$47.71
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2012	\$82.32	\$9.80	\$17.67	\$0.00	\$109.79
	08/01/2013	\$85.47	\$9.80	\$17.67	\$0.00	\$112.94
	08/01/2014	\$88.62	\$9.80	\$17.67	\$0.00	\$116.09
	08/01/2015	\$91.77	\$9.80	\$17.67	\$0.00	\$119.24
AIR TRACK OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2012	\$30.35	\$7.10	\$11.55	\$0.00	\$49.00
	06/01/2013	\$30.85	\$7.10	\$11.55	\$0.00	\$49.50
	12/01/2013	\$31.35	\$7.10	\$11.55	\$0.00	\$50.00
	06/01/2014	\$31.85	\$7.10	\$11.55	\$0.00	\$50.50
	12/01/2014	\$32.35	\$7.10	\$11.55	\$0.00	\$51.00
	06/01/2015	\$32.85	\$7.10	\$11.55	\$0.00	\$51.50
	12/01/2015	\$33.35	\$7.10	\$11.55	\$0.00	\$52.00
	06/01/2016	\$33.85	\$7.10	\$11.55	\$0.00	\$52.50
	12/01/2016	\$34.60	\$7.10	\$11.55	\$0.00	\$53.25
For apprentice rates see "Apprentice- LABORER"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>ASBESTOS WORKERS LOCAL 6 (BOSTON)</i>	12/01/2012	\$29.08	\$10.40	\$5.95	\$0.00	\$45.43
	06/01/2013	\$29.88	\$10.40	\$5.95	\$0.00	\$46.23
	12/01/2013	\$30.68	\$10.40	\$5.95	\$0.00	\$47.03
	06/01/2014	\$31.58	\$10.40	\$5.95	\$0.00	\$47.93
	12/01/2014	\$32.48	\$10.40	\$5.95	\$0.00	\$48.83
	06/01/2015	\$33.43	\$10.40	\$5.95	\$0.00	\$49.78
	12/01/2015	\$34.38	\$10.40	\$5.95	\$0.00	\$50.73
ASPHALT RAKER <i>LABORERS - ZONE 2</i>	12/01/2012	\$29.85	\$7.10	\$11.55	\$0.00	\$48.50
	06/01/2013	\$30.35	\$7.10	\$11.55	\$0.00	\$49.00
	12/01/2013	\$30.85	\$7.10	\$11.55	\$0.00	\$49.50
	06/01/2014	\$31.35	\$7.10	\$11.55	\$0.00	\$50.00
	12/01/2014	\$31.85	\$7.10	\$11.55	\$0.00	\$50.50
	06/01/2015	\$32.35	\$7.10	\$11.55	\$0.00	\$51.00
	12/01/2015	\$32.85	\$7.10	\$11.55	\$0.00	\$51.50
	06/01/2016	\$33.35	\$7.10	\$11.55	\$0.00	\$52.00
	12/01/2016	\$34.10	\$7.10	\$11.55	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2012	\$40.09	\$10.00	\$13.02	\$0.00	\$63.11
	06/01/2013	\$40.87	\$10.00	\$13.02	\$0.00	\$63.89
	12/01/2013	\$41.65	\$10.00	\$13.02	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2012	\$40.09	\$10.00	\$13.02	\$0.00	\$63.11
	06/01/2013	\$40.87	\$10.00	\$13.02	\$0.00	\$63.89
	12/01/2013	\$41.65	\$10.00	\$13.02	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 2</i>	12/01/2012	\$29.85	\$7.10	\$11.55	\$0.00	\$48.50
	06/01/2013	\$30.35	\$7.10	\$11.55	\$0.00	\$49.00
	12/01/2013	\$30.85	\$7.10	\$11.55	\$0.00	\$49.50
	06/01/2014	\$31.35	\$7.10	\$11.55	\$0.00	\$50.00
	12/01/2014	\$31.85	\$7.10	\$11.55	\$0.00	\$50.50
	06/01/2015	\$32.35	\$7.10	\$11.55	\$0.00	\$51.00
	12/01/2015	\$32.85	\$7.10	\$11.55	\$0.00	\$51.50
	06/01/2016	\$33.35	\$7.10	\$11.55	\$0.00	\$52.00
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 2</i>	12/01/2012	\$30.35	\$7.10	\$11.55	\$0.00	\$49.00
	06/01/2013	\$30.85	\$7.10	\$11.55	\$0.00	\$49.50
	12/01/2013	\$31.35	\$7.10	\$11.55	\$0.00	\$50.00
	06/01/2014	\$31.85	\$7.10	\$11.55	\$0.00	\$50.50
	12/01/2014	\$32.35	\$7.10	\$11.55	\$0.00	\$51.00
	06/01/2015	\$32.85	\$7.10	\$11.55	\$0.00	\$51.50
	12/01/2015	\$33.35	\$7.10	\$11.55	\$0.00	\$52.00
	06/01/2016	\$33.85	\$7.10	\$11.55	\$0.00	\$52.50
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2010	\$37.70	\$6.97	\$11.18	\$0.00	\$55.85

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2010

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$24.51	\$6.97	\$11.18	\$0.00	\$42.66
2	65	\$24.51	\$6.97	\$11.18	\$0.00	\$42.66
3	70	\$26.39	\$6.97	\$11.18	\$0.00	\$44.54
4	75	\$28.28	\$6.97	\$11.18	\$0.00	\$46.43
5	80	\$30.16	\$6.97	\$11.18	\$0.00	\$48.31
6	85	\$32.05	\$6.97	\$11.18	\$0.00	\$50.20
7	90	\$33.93	\$6.97	\$11.18	\$0.00	\$52.08
8	95	\$35.82	\$6.97	\$11.18	\$0.00	\$53.97

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (QUINCY)</i>	02/01/2013	\$47.41	\$10.18	\$17.83	\$0.00	\$75.42
	08/01/2013	\$48.31	\$10.18	\$17.90	\$0.00	\$76.39
	02/01/2014	\$48.87	\$10.18	\$17.90	\$0.00	\$76.95
	08/01/2014	\$49.77	\$10.18	\$17.97	\$0.00	\$77.92
	02/01/2015	\$50.33	\$10.18	\$17.97	\$0.00	\$78.48
	08/01/2015	\$51.23	\$10.18	\$18.04	\$0.00	\$79.45
	02/01/2016	\$51.80	\$10.18	\$18.04	\$0.00	\$80.02
	08/01/2016	\$52.70	\$10.18	\$18.12	\$0.00	\$81.00
	02/01/2017	\$53.27	\$10.18	\$18.12	\$0.00	\$81.57

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Quincy

Effective Date - 02/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.71	\$10.18	\$17.83	\$0.00	\$51.72
2	60	\$28.45	\$10.18	\$17.83	\$0.00	\$56.46
3	70	\$33.19	\$10.18	\$17.83	\$0.00	\$61.20
4	80	\$37.93	\$10.18	\$17.83	\$0.00	\$65.94
5	90	\$42.67	\$10.18	\$17.83	\$0.00	\$70.68

Effective Date - 08/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.16	\$10.18	\$17.90	\$0.00	\$52.24
2	60	\$28.99	\$10.18	\$17.90	\$0.00	\$57.07
3	70	\$33.82	\$10.18	\$17.90	\$0.00	\$61.90
4	80	\$38.65	\$10.18	\$17.90	\$0.00	\$66.73
5	90	\$43.48	\$10.18	\$17.90	\$0.00	\$71.56

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2012	\$39.72	\$10.00	\$13.02	\$0.00	\$62.74
	06/01/2013	\$40.49	\$10.00	\$13.02	\$0.00	\$63.51
	12/01/2013	\$41.27	\$10.00	\$13.02	\$0.00	\$64.29

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2012	\$33.45	\$7.10	\$12.60	\$0.00	\$53.15
	06/01/2013	\$34.20	\$7.10	\$12.60	\$0.00	\$53.90
	12/01/2013	\$34.95	\$7.10	\$12.60	\$0.00	\$54.65
	06/01/2014	\$35.70	\$7.10	\$12.60	\$0.00	\$55.40
	12/01/2014	\$36.45	\$7.10	\$12.60	\$0.00	\$56.15
	06/01/2015	\$37.20	\$7.10	\$12.60	\$0.00	\$56.90
	12/01/2015	\$37.95	\$7.10	\$12.60	\$0.00	\$57.65
	06/01/2016	\$38.70	\$7.10	\$12.60	\$0.00	\$58.40
	12/01/2016	\$39.70	\$7.10	\$12.60	\$0.00	\$59.40

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2012	\$32.30	\$7.10	\$12.60	\$0.00	\$52.00
	06/01/2013	\$33.05	\$7.10	\$12.60	\$0.00	\$52.75
	12/01/2013	\$33.80	\$7.10	\$12.60	\$0.00	\$53.50
	06/01/2014	\$34.55	\$7.10	\$12.60	\$0.00	\$54.25
	12/01/2014	\$35.30	\$7.10	\$12.60	\$0.00	\$55.00
	06/01/2015	\$36.05	\$7.10	\$12.60	\$0.00	\$55.75
	12/01/2015	\$36.80	\$7.10	\$12.60	\$0.00	\$56.50
	06/01/2016	\$37.55	\$7.10	\$12.60	\$0.00	\$57.25
	12/01/2016	\$38.55	\$7.10	\$12.60	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2012	\$32.30	\$7.10	\$12.60	\$0.00	\$52.00
	06/01/2013	\$33.05	\$7.10	\$12.60	\$0.00	\$52.75
	12/01/2013	\$33.80	\$7.10	\$12.60	\$0.00	\$53.50
	06/01/2014	\$34.55	\$7.10	\$12.60	\$0.00	\$54.25
	12/01/2014	\$35.30	\$7.10	\$12.60	\$0.00	\$55.00
	06/01/2015	\$36.05	\$7.10	\$12.60	\$0.00	\$55.75
	12/01/2015	\$36.80	\$7.10	\$12.60	\$0.00	\$56.50
	06/01/2016	\$37.55	\$7.10	\$12.60	\$0.00	\$57.25
	12/01/2016	\$38.55	\$7.10	\$12.60	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2012	\$29.85	\$7.10	\$11.55	\$0.00	\$48.50
	06/01/2013	\$30.35	\$7.10	\$11.55	\$0.00	\$49.00
	12/01/2013	\$30.85	\$7.10	\$11.55	\$0.00	\$49.50
	06/01/2014	\$31.35	\$7.10	\$11.55	\$0.00	\$50.00
	12/01/2014	\$31.85	\$7.10	\$11.55	\$0.00	\$50.50
	06/01/2015	\$32.35	\$7.10	\$11.55	\$0.00	\$51.00
	12/01/2015	\$32.85	\$7.10	\$11.55	\$0.00	\$51.50
	06/01/2016	\$33.35	\$7.10	\$11.55	\$0.00	\$52.00
	12/01/2016	\$34.10	\$7.10	\$11.55	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i>	09/01/2012	\$33.48	\$9.80	\$15.61	\$0.00	\$58.89
	03/01/2013	\$33.92	\$9.80	\$15.61	\$0.00	\$59.33
	09/01/2013	\$34.53	\$9.80	\$15.61	\$0.00	\$59.94
	03/01/2014	\$35.13	\$9.80	\$15.61	\$0.00	\$60.54
	09/01/2014	\$35.90	\$9.80	\$15.61	\$0.00	\$61.31
	03/01/2015	\$36.67	\$9.80	\$15.61	\$0.00	\$62.08

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 09/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.74	\$9.80	\$1.57	\$0.00	\$28.11
2	60	\$20.09	\$9.80	\$1.57	\$0.00	\$31.46
3	70	\$23.44	\$9.80	\$10.90	\$0.00	\$44.14
4	75	\$25.11	\$9.80	\$10.90	\$0.00	\$45.81
5	80	\$26.78	\$9.80	\$12.47	\$0.00	\$49.05
6	80	\$26.78	\$9.80	\$12.47	\$0.00	\$49.05
7	90	\$30.13	\$9.80	\$14.04	\$0.00	\$53.97
8	90	\$30.13	\$9.80	\$14.04	\$0.00	\$53.97

Effective Date - 03/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.96	\$9.80	\$1.57	\$0.00	\$28.33
2	60	\$20.35	\$9.80	\$1.57	\$0.00	\$31.72
3	70	\$23.74	\$9.80	\$10.90	\$0.00	\$44.44
4	75	\$25.44	\$9.80	\$10.90	\$0.00	\$46.14
5	80	\$27.14	\$9.80	\$12.47	\$0.00	\$49.41
6	80	\$27.14	\$9.80	\$12.47	\$0.00	\$49.41
7	90	\$30.53	\$9.80	\$14.04	\$0.00	\$54.37
8	90	\$30.53	\$9.80	\$14.04	\$0.00	\$54.37

Notes:

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING	02/01/2013	\$42.87	\$10.50	\$18.61	\$1.30	\$73.28
BRICKLAYERS LOCAL 3 (QUINCY)	08/01/2013	\$43.62	\$10.50	\$18.61	\$1.30	\$74.03
	02/01/2014	\$44.05	\$10.50	\$18.61	\$1.30	\$74.46
	08/01/2014	\$44.80	\$10.50	\$18.61	\$1.30	\$75.21
	02/01/2015	\$45.23	\$10.50	\$18.61	\$1.30	\$75.64
	08/01/2015	\$45.98	\$10.50	\$18.61	\$1.30	\$76.39
	02/01/2016	\$46.43	\$10.50	\$18.61	\$1.30	\$76.84
	08/01/2016	\$47.18	\$10.50	\$18.61	\$1.30	\$77.59
	02/01/2017	\$47.63	\$10.50	\$18.61	\$1.30	\$78.04

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass

Effective Date - 02/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.44	\$10.50	\$12.11	\$1.30	\$45.35
2	60	\$25.72	\$10.50	\$13.61	\$1.30	\$51.13
3	65	\$27.87	\$10.50	\$14.61	\$1.30	\$54.28
4	70	\$30.01	\$10.50	\$15.61	\$1.30	\$57.42
5	75	\$32.15	\$10.50	\$16.61	\$1.30	\$60.56
6	80	\$34.30	\$10.50	\$17.61	\$1.30	\$63.71
7	90	\$38.58	\$10.50	\$18.61	\$1.30	\$68.99

Effective Date - 08/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.81	\$10.50	\$12.11	\$1.30	\$45.72
2	60	\$26.17	\$10.50	\$13.61	\$1.30	\$51.58
3	65	\$28.35	\$10.50	\$14.61	\$1.30	\$54.76
4	70	\$30.53	\$10.50	\$15.61	\$1.30	\$57.94
5	75	\$32.72	\$10.50	\$16.61	\$1.30	\$61.13
6	80	\$34.90	\$10.50	\$17.61	\$1.30	\$64.31
7	90	\$39.26	\$10.50	\$18.61	\$1.30	\$69.67

Notes:
Steps are 6000 hours

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR LABORERS - ZONE 2	12/01/2012	\$29.85	\$7.10	\$11.55	\$0.00	\$48.50
	06/01/2013	\$30.35	\$7.10	\$11.55	\$0.00	\$49.00
	12/01/2013	\$30.85	\$7.10	\$11.55	\$0.00	\$49.50
	06/01/2014	\$31.35	\$7.10	\$11.55	\$0.00	\$50.00
	12/01/2014	\$31.85	\$7.10	\$11.55	\$0.00	\$50.50
	06/01/2015	\$32.35	\$7.10	\$11.55	\$0.00	\$51.00
	12/01/2015	\$32.85	\$7.10	\$11.55	\$0.00	\$51.50
	06/01/2016	\$33.35	\$7.10	\$11.55	\$0.00	\$52.00
	12/01/2016	\$34.10	\$7.10	\$11.55	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES OPERATING ENGINEERS LOCAL 4	12/01/2012	\$41.09	\$10.00	\$13.02	\$0.00	\$64.11
	06/01/2013	\$41.87	\$10.00	\$13.02	\$0.00	\$64.89
	12/01/2013	\$42.65	\$10.00	\$13.02	\$0.00	\$65.67

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 4	12/01/2012	\$28.17	\$10.00	\$13.02	\$0.00	\$51.19
	06/01/2013	\$28.72	\$10.00	\$13.02	\$0.00	\$51.74
	12/01/2013	\$29.27	\$10.00	\$13.02	\$0.00	\$52.29

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

DELEADER (BRIDGE) PAINTERS LOCAL 35 - ZONE 2	01/01/2013	\$45.01	\$7.80	\$15.60	\$0.00	\$68.41
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Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.51	\$7.80	\$0.00	\$0.00	\$30.31
2	55	\$24.76	\$7.80	\$3.52	\$0.00	\$36.08
3	60	\$27.01	\$7.80	\$3.84	\$0.00	\$38.65
4	65	\$29.26	\$7.80	\$4.16	\$0.00	\$41.22
5	70	\$31.51	\$7.80	\$13.68	\$0.00	\$52.99
6	75	\$33.76	\$7.80	\$14.00	\$0.00	\$55.56
7	80	\$36.01	\$7.80	\$14.32	\$0.00	\$58.13
8	90	\$40.51	\$7.80	\$14.96	\$0.00	\$63.27

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN <i>LABORERS - ZONE 2</i> For apprentice rates see "Apprentice- LABORER"	12/01/2011	\$31.80	\$7.10	\$12.45	\$0.00	\$51.35
DEMO: BACKHOE/LOADER/HAMMER OPERATOR <i>LABORERS - ZONE 2</i> For apprentice rates see "Apprentice- LABORER"	12/01/2011	\$32.80	\$7.10	\$12.45	\$0.00	\$52.35
DEMO: BURNERS <i>LABORERS - ZONE 2</i> For apprentice rates see "Apprentice- LABORER"	12/01/2011	\$32.55	\$7.10	\$12.45	\$0.00	\$52.10
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 2</i> For apprentice rates see "Apprentice- LABORER"	12/01/2011	\$32.80	\$7.10	\$12.45	\$0.00	\$52.35
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 2</i> For apprentice rates see "Apprentice- LABORER"	12/01/2011	\$32.55	\$7.10	\$12.45	\$0.00	\$52.10
DEMO: WRECKING LABORER <i>LABORERS - ZONE 2</i> For apprentice rates see "Apprentice- LABORER"	12/01/2011	\$31.80	\$7.10	\$12.45	\$0.00	\$51.35
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2012	\$39.72	\$10.00	\$13.02	\$0.00	\$62.74
	06/01/2013	\$40.49	\$10.00	\$13.02	\$0.00	\$63.51
	12/01/2013	\$41.27	\$10.00	\$13.02	\$0.00	\$64.29
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2012	\$54.88	\$9.80	\$17.67	\$0.00	\$82.35
	08/01/2013	\$56.98	\$9.80	\$17.67	\$0.00	\$84.45
	08/01/2014	\$59.08	\$9.80	\$17.67	\$0.00	\$86.55
	08/01/2015	\$61.18	\$9.80	\$17.67	\$0.00	\$88.65
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2012	\$54.88	\$9.80	\$17.67	\$0.00	\$82.35
	08/01/2013	\$56.98	\$9.80	\$17.67	\$0.00	\$84.45
	08/01/2014	\$59.08	\$9.80	\$17.67	\$0.00	\$86.55
	08/01/2015	\$61.18	\$9.80	\$17.67	\$0.00	\$88.65

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2012	\$58.80	\$9.80	\$17.67	\$0.00	\$86.27
	08/01/2013	\$61.05	\$9.80	\$17.67	\$0.00	\$88.52
	08/01/2014	\$63.30	\$9.80	\$17.67	\$0.00	\$90.77
	08/01/2015	\$65.55	\$9.80	\$17.67	\$0.00	\$93.02
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2012	\$82.32	\$9.80	\$17.67	\$0.00	\$109.79
	08/01/2013	\$85.47	\$9.80	\$17.67	\$0.00	\$112.94
	08/01/2014	\$88.62	\$9.80	\$17.67	\$0.00	\$116.09
	08/01/2015	\$91.77	\$9.80	\$17.67	\$0.00	\$119.24
ELECTRICIAN <i>ELECTRICIANS LOCAL 223</i>	09/01/2012	\$35.73	\$7.95	\$10.36	\$0.00	\$54.04
	09/01/2013	\$36.41	\$8.45	\$10.56	\$0.00	\$55.42

Apprentice - *ELECTRICIAN - Local 223*

Effective Date - 09/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$14.29	\$0.00	\$0.43	\$0.00	\$14.72
2	42	\$15.01	\$0.00	\$0.45	\$0.00	\$15.46
3	45	\$16.08	\$7.95	\$0.48	\$0.00	\$24.51
4	48	\$17.15	\$7.95	\$2.91	\$0.00	\$28.01
5	50	\$17.87	\$7.95	\$3.05	\$0.00	\$28.87
6	55	\$19.65	\$7.95	\$3.34	\$0.00	\$30.94
7	60	\$21.44	\$7.95	\$3.65	\$0.00	\$33.04
8	65	\$23.22	\$7.95	\$3.95	\$0.00	\$35.12
9	70	\$25.01	\$7.95	\$4.26	\$0.00	\$37.22
10	75	\$26.80	\$7.95	\$4.55	\$0.00	\$39.30

Effective Date - 09/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$14.56	\$0.00	\$0.44	\$0.00	\$15.00
2	42	\$15.29	\$0.00	\$0.46	\$0.00	\$15.75
3	45	\$16.38	\$8.45	\$0.49	\$0.00	\$25.32
4	48	\$17.48	\$8.45	\$2.97	\$0.00	\$28.90
5	50	\$18.21	\$8.45	\$3.10	\$0.00	\$29.76
6	55	\$20.03	\$8.45	\$3.40	\$0.00	\$31.88
7	60	\$21.85	\$8.45	\$3.72	\$0.00	\$34.02
8	65	\$23.67	\$8.45	\$4.02	\$0.00	\$36.14
9	70	\$25.49	\$8.45	\$4.33	\$0.00	\$38.27
10	75	\$27.31	\$8.45	\$4.64	\$0.00	\$40.40

Notes:

Steps are 750 hours

Apprentice to Journeyworker Ratio:2:3***

ELEVATOR CONSTRUCTOR <i>ELEVATOR CONSTRUCTORS LOCAL 4</i>	01/01/2012	\$52.45	\$8.78	\$6.96	\$0.00	\$68.19
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Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Effective Date - 01/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.23	\$8.78	\$0.00	\$0.00	\$35.01
2	55	\$28.85	\$8.78	\$6.96	\$0.00	\$44.59
3	65	\$34.09	\$8.78	\$6.96	\$0.00	\$49.83
4	70	\$36.72	\$8.78	\$6.96	\$0.00	\$52.46
5	80	\$41.96	\$8.78	\$6.96	\$0.00	\$57.70

Notes:

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

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER <i>ELEVATOR CONSTRUCTORS LOCAL 4</i>	01/01/2012	\$38.59	\$8.78	\$6.96	\$0.00	\$54.33
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FENCE & GUARD RAIL ERECTOR <i>LABORERS - ZONE 2</i>	12/01/2012	\$29.85	\$7.10	\$11.55	\$0.00	\$48.50
	06/01/2013	\$30.35	\$7.10	\$11.55	\$0.00	\$49.00
	12/01/2013	\$30.85	\$7.10	\$11.55	\$0.00	\$49.50
	06/01/2014	\$31.35	\$7.10	\$11.55	\$0.00	\$50.00
	12/01/2014	\$31.85	\$7.10	\$11.55	\$0.00	\$50.50
	06/01/2015	\$32.35	\$7.10	\$11.55	\$0.00	\$51.00
	12/01/2015	\$32.85	\$7.10	\$11.55	\$0.00	\$51.50
	06/01/2016	\$33.35	\$7.10	\$11.55	\$0.00	\$52.00
	12/01/2016	\$34.10	\$7.10	\$11.55	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	11/01/2012	\$38.26	\$10.00	\$12.65	\$0.00	\$60.91
	05/01/2013	\$38.87	\$10.00	\$12.65	\$0.00	\$61.52
	11/01/2013	\$39.63	\$10.00	\$12.65	\$0.00	\$62.28
	05/01/2014	\$40.40	\$10.00	\$12.65	\$0.00	\$63.05

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	11/01/2012	\$39.66	\$10.00	\$12.65	\$0.00	\$62.31
	05/01/2013	\$40.28	\$10.00	\$12.65	\$0.00	\$62.93
	11/01/2013	\$41.05	\$10.00	\$12.65	\$0.00	\$63.70
	05/01/2014	\$41.82	\$10.00	\$12.65	\$0.00	\$64.47

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	11/01/2012	\$21.18	\$10.00	\$12.65	\$0.00	\$43.83
	05/01/2013	\$21.54	\$10.00	\$12.65	\$0.00	\$44.19
	11/01/2013	\$22.00	\$10.00	\$12.65	\$0.00	\$44.65
	05/01/2014	\$22.45	\$10.00	\$12.65	\$0.00	\$45.10

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 223</i>	09/01/2012	\$35.73	\$7.95	\$10.36	\$0.00	\$54.04
	09/01/2013	\$36.41	\$8.45	\$10.56	\$0.00	\$55.42

For apprentice rates see "Apprentice- ELECTRICIAN"

FIRE ALARM REPAIR / MAINTENANCE <i>LOCAL 223</i>	09/01/2012	\$30.37	\$7.95	\$8.80	\$0.00	\$47.12
/ COMMISSIONING <i>ELECTRICIANS</i>	09/01/2013	\$30.95	\$8.45	\$8.98	\$0.00	\$48.38

For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2012	\$33.61	\$10.00	\$13.02	\$0.00	\$56.63
	06/01/2013	\$34.26	\$10.00	\$13.02	\$0.00	\$57.28
	12/01/2013	\$34.92	\$10.00	\$13.02	\$0.00	\$57.94
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER <i>LABORERS - ZONE 2</i>	12/01/2012	\$20.50	\$7.10	\$11.55	\$0.00	\$39.15
	06/01/2013	\$20.50	\$7.10	\$11.55	\$0.00	\$39.15
	12/01/2013	\$20.50	\$7.10	\$11.55	\$0.00	\$39.15
	06/01/2014	\$20.50	\$7.10	\$11.55	\$0.00	\$39.15
	12/01/2014	\$20.50	\$7.10	\$11.55	\$0.00	\$39.15
	06/01/2015	\$20.50	\$7.10	\$11.55	\$0.00	\$39.15
	12/01/2015	\$20.50	\$7.10	\$11.55	\$0.00	\$39.15
	06/01/2016	\$20.50	\$7.10	\$11.55	\$0.00	\$39.15
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE 1</i>	03/01/2012	\$37.20	\$9.80	\$16.61	\$0.00	\$63.61

Apprentice - FLOORCOVERER - Local 2168 Zone 1

Effective Date - 03/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.60	\$9.80	\$1.79	\$0.00	\$30.19
2	55	\$20.46	\$9.80	\$1.79	\$0.00	\$32.05
3	60	\$22.32	\$9.80	\$11.24	\$0.00	\$43.36
4	65	\$24.18	\$9.80	\$11.24	\$0.00	\$45.22
5	70	\$26.04	\$9.80	\$13.03	\$0.00	\$48.87
6	75	\$27.90	\$9.80	\$13.03	\$0.00	\$50.73
7	80	\$29.76	\$9.80	\$14.82	\$0.00	\$54.38
8	85	\$31.62	\$9.80	\$14.82	\$0.00	\$56.24

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2012	\$40.09	\$10.00	\$13.02	\$0.00	\$63.11
	06/01/2013	\$40.87	\$10.00	\$13.02	\$0.00	\$63.89
	12/01/2013	\$41.65	\$10.00	\$13.02	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2012	\$28.17	\$10.00	\$13.02	\$0.00	\$51.19
	06/01/2013	\$28.72	\$10.00	\$13.02	\$0.00	\$51.74
	12/01/2013	\$29.27	\$10.00	\$13.02	\$0.00	\$52.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 35 (ZONE 2)</i>	01/01/2013	\$35.51	\$7.80	\$14.60	\$0.00	\$57.91

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - GLAZIER - Local 35 Zone 2

Effective Date - 01/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.76	\$7.80	\$0.00	\$0.00	\$25.56
2	55	\$19.53	\$7.80	\$3.25	\$0.00	\$30.58
3	60	\$21.31	\$7.80	\$3.54	\$0.00	\$32.65
4	65	\$23.08	\$7.80	\$3.84	\$0.00	\$34.72
5	70	\$24.86	\$7.80	\$12.83	\$0.00	\$45.49
6	75	\$26.63	\$7.80	\$13.13	\$0.00	\$47.56
7	80	\$28.41	\$7.80	\$13.42	\$0.00	\$49.63
8	90	\$31.96	\$7.80	\$14.01	\$0.00	\$53.77

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

HOISTING ENGINEER/CRANES/GRADALLS	12/01/2012	\$40.09	\$10.00	\$13.02	\$0.00	\$63.11
OPERATING ENGINEERS LOCAL 4	06/01/2013	\$40.87	\$10.00	\$13.02	\$0.00	\$63.89
	12/01/2013	\$41.65	\$10.00	\$13.02	\$0.00	\$64.67

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 12/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$22.05	\$10.00	\$0.00	\$0.00	\$32.05
2	60	\$24.05	\$10.00	\$13.02	\$0.00	\$47.07
3	65	\$26.06	\$10.00	\$13.02	\$0.00	\$49.08
4	70	\$28.06	\$10.00	\$13.02	\$0.00	\$51.08
5	75	\$30.07	\$10.00	\$13.02	\$0.00	\$53.09
6	80	\$32.07	\$10.00	\$13.02	\$0.00	\$55.09
7	85	\$34.08	\$10.00	\$13.02	\$0.00	\$57.10
8	90	\$36.08	\$10.00	\$13.02	\$0.00	\$59.10

Effective Date - 06/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$22.48	\$10.00	\$0.00	\$0.00	\$32.48
2	60	\$24.52	\$10.00	\$13.02	\$0.00	\$47.54
3	65	\$26.57	\$10.00	\$13.02	\$0.00	\$49.59
4	70	\$28.61	\$10.00	\$13.02	\$0.00	\$51.63
5	75	\$30.65	\$10.00	\$13.02	\$0.00	\$53.67
6	80	\$32.70	\$10.00	\$13.02	\$0.00	\$55.72
7	85	\$34.74	\$10.00	\$13.02	\$0.00	\$57.76
8	90	\$36.78	\$10.00	\$13.02	\$0.00	\$59.80

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17 - A	02/01/2013	\$42.32	\$9.82	\$18.24	\$2.11	\$72.49
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 223	09/01/2012	\$35.73	\$7.95	\$10.36	\$0.00	\$54.04
	09/01/2013	\$36.41	\$8.45	\$10.56	\$0.00	\$55.42
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 17 - A	02/01/2013	\$42.32	\$9.82	\$18.24	\$2.11	\$72.49
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING - WATER) PLUMBERS & PIPEFITTERS LOCAL 51	09/01/2012	\$34.71	\$10.30	\$15.35	\$0.00	\$60.36
	03/01/2013	\$35.46	\$10.30	\$15.35	\$0.00	\$61.11
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC PLUMBERS & PIPEFITTERS LOCAL 51	09/01/2012	\$34.71	\$10.30	\$15.35	\$0.00	\$60.36
	03/01/2013	\$35.46	\$10.30	\$15.35	\$0.00	\$61.11
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HYDRAULIC DRILLS <i>LABORERS - ZONE 2</i>	12/01/2012	\$30.35	\$7.10	\$11.55	\$0.00	\$49.00
	06/01/2013	\$30.85	\$7.10	\$11.55	\$0.00	\$49.50
	12/01/2013	\$31.35	\$7.10	\$11.55	\$0.00	\$50.00
	06/01/2014	\$31.85	\$7.10	\$11.55	\$0.00	\$50.50
	12/01/2014	\$32.35	\$7.10	\$11.55	\$0.00	\$51.00
	06/01/2015	\$32.85	\$7.10	\$11.55	\$0.00	\$51.50
	12/01/2015	\$33.35	\$7.10	\$11.55	\$0.00	\$52.00
	06/01/2016	\$33.85	\$7.10	\$11.55	\$0.00	\$52.50
	12/01/2016	\$34.60	\$7.10	\$11.55	\$0.00	\$53.25

For apprentice rates see "Apprentice- LABORER"

INSULATOR (PIPES & TANKS) <i>ASBESTOS WORKERS LOCAL 6 (BOSTON)</i>	09/01/2012	\$41.46	\$10.65	\$11.50	\$0.00	\$63.61
	09/01/2013	\$43.06	\$10.65	\$11.50	\$0.00	\$65.21
	09/01/2014	\$45.06	\$10.65	\$11.50	\$0.00	\$67.21

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

Effective Date - 09/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.73	\$10.65	\$8.60	\$0.00	\$39.98
2	60	\$24.88	\$10.65	\$9.18	\$0.00	\$44.71
3	70	\$29.02	\$10.65	\$9.76	\$0.00	\$49.43
4	80	\$33.17	\$10.65	\$10.34	\$0.00	\$54.16

Effective Date - 09/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.53	\$10.65	\$8.60	\$0.00	\$40.78
2	60	\$25.84	\$10.65	\$9.18	\$0.00	\$45.67
3	70	\$30.14	\$10.65	\$9.76	\$0.00	\$50.55
4	80	\$34.45	\$10.65	\$10.34	\$0.00	\$55.44

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (BOSTON AREA)</i>	09/16/2012	\$38.98	\$7.70	\$18.35	\$0.00	\$65.03
	03/16/2013	\$40.23	\$7.70	\$18.35	\$0.00	\$66.28

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - IRONWORKER - Local 7 Boston

Effective Date - 09/16/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.39	\$7.70	\$18.35	\$0.00	\$49.44
2	70	\$27.29	\$7.70	\$18.35	\$0.00	\$53.34
3	75	\$29.24	\$7.70	\$18.35	\$0.00	\$55.29
4	80	\$31.18	\$7.70	\$18.35	\$0.00	\$57.23
5	85	\$33.13	\$7.70	\$18.35	\$0.00	\$59.18
6	90	\$35.08	\$7.70	\$18.35	\$0.00	\$61.13

Effective Date - 03/16/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$24.14	\$7.70	\$18.35	\$0.00	\$50.19
2	70	\$28.16	\$7.70	\$18.35	\$0.00	\$54.21
3	75	\$30.17	\$7.70	\$18.35	\$0.00	\$56.22
4	80	\$32.18	\$7.70	\$18.35	\$0.00	\$58.23
5	85	\$34.20	\$7.70	\$18.35	\$0.00	\$60.25
6	90	\$36.21	\$7.70	\$18.35	\$0.00	\$62.26

Notes:

** Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:**

JACKHAMMER & PAVING BREAKER OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2012	\$29.85	\$7.10	\$11.55	\$0.00	\$48.50
	06/01/2013	\$30.35	\$7.10	\$11.55	\$0.00	\$49.00
	12/01/2013	\$30.85	\$7.10	\$11.55	\$0.00	\$49.50
	06/01/2014	\$31.35	\$7.10	\$11.55	\$0.00	\$50.00
	12/01/2014	\$31.85	\$7.10	\$11.55	\$0.00	\$50.50
	06/01/2015	\$32.35	\$7.10	\$11.55	\$0.00	\$51.00
	12/01/2015	\$32.85	\$7.10	\$11.55	\$0.00	\$51.50
	06/01/2016	\$33.35	\$7.10	\$11.55	\$0.00	\$52.00
	12/01/2016	\$34.10	\$7.10	\$11.55	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

LABORER <i>LABORERS - ZONE 2</i>	12/01/2012	\$29.60	\$7.10	\$11.55	\$0.00	\$48.25
	06/01/2013	\$30.10	\$7.10	\$11.55	\$0.00	\$48.75
	12/01/2013	\$30.60	\$7.10	\$11.55	\$0.00	\$49.25
	06/01/2014	\$31.10	\$7.10	\$11.55	\$0.00	\$49.75
	12/01/2014	\$31.60	\$7.10	\$11.55	\$0.00	\$50.25
	06/01/2015	\$32.10	\$7.10	\$11.55	\$0.00	\$50.75
	12/01/2015	\$32.60	\$7.10	\$11.55	\$0.00	\$51.25
	06/01/2016	\$33.10	\$7.10	\$11.55	\$0.00	\$51.75
	12/01/2016	\$33.85	\$7.10	\$11.55	\$0.00	\$52.50

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LABORER - Zone 2

Effective Date - 12/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$17.76	\$7.10	\$11.55	\$0.00	\$36.41
2	70	\$20.72	\$7.10	\$11.55	\$0.00	\$39.37
3	80	\$23.68	\$7.10	\$11.55	\$0.00	\$42.33
4	90	\$26.64	\$7.10	\$11.55	\$0.00	\$45.29

Effective Date - 06/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.06	\$7.10	\$11.55	\$0.00	\$36.71
2	70	\$21.07	\$7.10	\$11.55	\$0.00	\$39.72
3	80	\$24.08	\$7.10	\$11.55	\$0.00	\$42.73
4	90	\$27.09	\$7.10	\$11.55	\$0.00	\$45.74

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER LABORERS - ZONE 2	12/01/2012	\$29.60	\$7.10	\$11.55	\$0.00	\$48.25
	06/01/2013	\$30.10	\$7.10	\$11.55	\$0.00	\$48.75
	12/01/2013	\$30.60	\$7.10	\$11.55	\$0.00	\$49.25
	06/01/2014	\$31.10	\$7.10	\$11.55	\$0.00	\$49.75
	12/01/2014	\$31.60	\$7.10	\$11.55	\$0.00	\$50.25
	06/01/2015	\$32.10	\$7.10	\$11.55	\$0.00	\$50.75
	12/01/2015	\$32.60	\$7.10	\$11.55	\$0.00	\$51.25
	06/01/2016	\$33.10	\$7.10	\$11.55	\$0.00	\$51.75
	12/01/2016	\$33.85	\$7.10	\$11.55	\$0.00	\$52.50

For apprentice rates see "Apprentice- LABORER"

LABORER: CEMENT FINISHER TENDER LABORERS - ZONE 2	12/01/2012	\$29.60	\$7.10	\$11.55	\$0.00	\$48.25
	06/01/2013	\$30.10	\$7.10	\$11.55	\$0.00	\$48.75
	12/01/2013	\$30.60	\$7.10	\$11.55	\$0.00	\$49.25
	06/01/2014	\$31.10	\$7.10	\$11.55	\$0.00	\$49.75
	12/01/2014	\$31.60	\$7.10	\$11.55	\$0.00	\$50.25
	06/01/2015	\$32.10	\$7.10	\$11.55	\$0.00	\$50.75
	12/01/2015	\$32.60	\$7.10	\$11.55	\$0.00	\$51.25
	06/01/2016	\$33.10	\$7.10	\$11.55	\$0.00	\$51.75
	12/01/2016	\$33.85	\$7.10	\$11.55	\$0.00	\$52.50

For apprentice rates see "Apprentice- LABORER"

LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS - ZONE 2	12/01/2011	\$29.35	\$7.10	\$11.55	\$0.00	\$48.00
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For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MASON TENDER <i>LABORERS - ZONE 2</i>	12/01/2012	\$29.85	\$7.10	\$11.55	\$0.00	\$48.50
	06/01/2013	\$30.35	\$7.10	\$11.55	\$0.00	\$49.00
	12/01/2013	\$30.85	\$7.10	\$11.55	\$0.00	\$49.50
	06/01/2014	\$31.35	\$7.10	\$11.55	\$0.00	\$50.00
	12/01/2014	\$31.85	\$7.10	\$11.55	\$0.00	\$50.50
	06/01/2015	\$32.35	\$7.10	\$11.55	\$0.00	\$51.00
	12/01/2015	\$32.85	\$7.10	\$11.55	\$0.00	\$51.50
	06/01/2016	\$33.35	\$7.10	\$11.55	\$0.00	\$52.00
	12/01/2016	\$34.10	\$7.10	\$11.55	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 2</i>	12/01/2012	\$29.60	\$7.10	\$11.55	\$0.00	\$48.25
	06/01/2013	\$30.10	\$7.10	\$11.55	\$0.00	\$48.75
	12/01/2013	\$30.60	\$7.10	\$11.55	\$0.00	\$49.25
	06/01/2014	\$31.10	\$7.10	\$11.55	\$0.00	\$49.75
	12/01/2014	\$31.60	\$7.10	\$11.55	\$0.00	\$50.25
	06/01/2015	\$32.10	\$7.10	\$11.55	\$0.00	\$50.75
	12/01/2015	\$32.60	\$7.10	\$11.55	\$0.00	\$51.25
	06/01/2016	\$33.10	\$7.10	\$11.55	\$0.00	\$51.75
	12/01/2016	\$33.85	\$7.10	\$11.55	\$0.00	\$52.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 2</i>	12/01/2012	\$29.60	\$7.10	\$11.55	\$0.00	\$48.25
	06/01/2013	\$30.10	\$7.10	\$11.55	\$0.00	\$48.75
	12/01/2013	\$30.60	\$7.10	\$11.55	\$0.00	\$49.25
	06/01/2014	\$31.10	\$7.10	\$11.55	\$0.00	\$49.75
	12/01/2014	\$31.60	\$7.10	\$11.55	\$0.00	\$50.25
	06/01/2015	\$32.10	\$7.10	\$11.55	\$0.00	\$50.75
	12/01/2015	\$32.60	\$7.10	\$11.55	\$0.00	\$51.25
	06/01/2016	\$33.10	\$7.10	\$11.55	\$0.00	\$51.75
	12/01/2016	\$33.85	\$7.10	\$11.55	\$0.00	\$52.50
This classification applies to the wholesale removal of standing trees including all associated trimming of branches and limbs, and applies to the removal of branches at locations not on or around utility lines. For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2012	\$29.85	\$7.10	\$11.55	\$0.00	\$48.50
	06/01/2013	\$30.35	\$7.10	\$11.55	\$0.00	\$49.00
	12/01/2013	\$30.85	\$7.10	\$11.55	\$0.00	\$49.50
	06/01/2014	\$31.35	\$7.10	\$11.55	\$0.00	\$50.00
	12/01/2014	\$31.85	\$7.10	\$11.55	\$0.00	\$50.50
	06/01/2015	\$32.35	\$7.10	\$11.55	\$0.00	\$51.00
	12/01/2015	\$32.85	\$7.10	\$11.55	\$0.00	\$51.50
	06/01/2016	\$33.35	\$7.10	\$11.55	\$0.00	\$52.00
	12/01/2016	\$34.10	\$7.10	\$11.55	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	02/01/2013	\$36.20	\$10.18	\$16.51	\$0.00	\$62.89
	08/01/2013	\$36.91	\$10.18	\$16.58	\$0.00	\$63.67
	02/01/2014	\$37.36	\$10.18	\$16.58	\$0.00	\$64.12
	08/01/2014	\$38.07	\$10.18	\$16.65	\$0.00	\$64.90
	02/01/2015	\$38.52	\$10.18	\$16.65	\$0.00	\$65.35
	08/01/2015	\$39.23	\$10.18	\$16.72	\$0.00	\$66.13
	02/01/2016	\$39.68	\$10.18	\$16.72	\$0.00	\$66.58
	08/01/2016	\$40.38	\$10.18	\$16.80	\$0.00	\$67.36
	02/01/2017	\$40.84	\$10.18	\$16.80	\$0.00	\$67.82

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

Effective Date - 02/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.10	\$10.18	\$16.51	\$0.00	\$44.79
2	60	\$21.72	\$10.18	\$16.51	\$0.00	\$48.41
3	70	\$25.34	\$10.18	\$16.51	\$0.00	\$52.03
4	80	\$28.96	\$10.18	\$16.51	\$0.00	\$55.65
5	90	\$32.58	\$10.18	\$16.51	\$0.00	\$59.27

Effective Date - 08/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.46	\$10.18	\$16.58	\$0.00	\$45.22
2	60	\$22.15	\$10.18	\$16.58	\$0.00	\$48.91
3	70	\$25.84	\$10.18	\$16.58	\$0.00	\$52.60
4	80	\$29.53	\$10.18	\$16.58	\$0.00	\$56.29
5	90	\$33.22	\$10.18	\$16.58	\$0.00	\$59.98

Notes:

Apprentice to Journeyworker Ratio:1:3

MARBLE MASONS, TILELAYERS & TERRAZZO MECH <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	02/01/2013	\$47.45	\$10.18	\$17.83	\$0.00	\$75.46
	08/01/2013	\$48.35	\$10.18	\$17.90	\$0.00	\$76.43
	02/01/2014	\$48.91	\$10.18	\$17.90	\$0.00	\$76.99
	08/01/2014	\$49.81	\$10.18	\$17.97	\$0.00	\$77.96
	02/01/2015	\$50.37	\$10.18	\$17.97	\$0.00	\$78.52
	08/01/2015	\$51.27	\$10.18	\$18.04	\$0.00	\$79.49
	02/01/2016	\$51.84	\$10.18	\$18.04	\$0.00	\$80.06
	08/01/2016	\$52.74	\$10.18	\$18.12	\$0.00	\$81.04
	02/01/2017	\$53.31	\$10.18	\$18.12	\$0.00	\$81.61

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 02/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.73	\$10.18	\$17.83	\$0.00	\$51.74
2	60	\$28.47	\$10.18	\$17.83	\$0.00	\$56.48
3	70	\$33.22	\$10.18	\$17.83	\$0.00	\$61.23
4	80	\$37.96	\$10.18	\$17.83	\$0.00	\$65.97
5	90	\$42.71	\$10.18	\$17.83	\$0.00	\$70.72

Effective Date - 08/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.18	\$10.18	\$17.90	\$0.00	\$52.26
2	60	\$29.01	\$10.18	\$17.90	\$0.00	\$57.09
3	70	\$33.85	\$10.18	\$17.90	\$0.00	\$61.93
4	80	\$38.68	\$10.18	\$17.90	\$0.00	\$66.76
5	90	\$43.52	\$10.18	\$17.90	\$0.00	\$71.60

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2012	\$39.72	\$10.00	\$13.02	\$0.00	\$62.74
	06/01/2013	\$40.49	\$10.00	\$13.02	\$0.00	\$63.51
	12/01/2013	\$41.27	\$10.00	\$13.02	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANICS MAINTENANCE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2012	\$39.72	\$10.00	\$13.02	\$0.00	\$62.74
	06/01/2013	\$40.49	\$10.00	\$13.02	\$0.00	\$63.51
	12/01/2013	\$41.27	\$10.00	\$13.02	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 2) <i>MILLWRIGHTS LOCAL 1121 - Zone 2</i>	04/01/2011	\$31.71	\$8.67	\$15.61	\$0.00	\$55.99

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - MILLWRIGHT - Local 1121 Zone 2

Effective Date - 04/01/2011

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.86	\$8.67	\$11.64	\$0.00	\$36.17
2	55	\$17.44	\$8.67	\$11.64	\$0.00	\$37.75
3	60	\$19.03	\$8.67	\$13.23	\$0.00	\$40.93
4	65	\$20.61	\$8.67	\$13.23	\$0.00	\$42.51
5	70	\$22.20	\$8.67	\$14.02	\$0.00	\$44.89
6	75	\$23.78	\$8.67	\$14.02	\$0.00	\$46.47
7	80	\$25.37	\$8.67	\$14.82	\$0.00	\$48.86
8	85	\$26.95	\$8.67	\$14.82	\$0.00	\$50.44

Notes:

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER LABORERS - ZONE 2	12/01/2012	\$29.85	\$7.10	\$11.55	\$0.00	\$48.50
	06/01/2013	\$30.35	\$7.10	\$11.55	\$0.00	\$49.00
	12/01/2013	\$30.85	\$7.10	\$11.55	\$0.00	\$49.50
	06/01/2014	\$31.35	\$7.10	\$11.55	\$0.00	\$50.00
	12/01/2014	\$31.85	\$7.10	\$11.55	\$0.00	\$50.50
	06/01/2015	\$32.35	\$7.10	\$11.55	\$0.00	\$51.00
	12/01/2015	\$32.85	\$7.10	\$11.55	\$0.00	\$51.50
	06/01/2016	\$33.35	\$7.10	\$11.55	\$0.00	\$52.00
	12/01/2016	\$34.10	\$7.10	\$11.55	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

OILER (OTHER THAN TRUCK CRANES,GRADALLS) OPERATING ENGINEERS LOCAL 4	12/01/2012	\$21.28	\$10.00	\$13.02	\$0.00	\$44.30
	06/01/2013	\$21.70	\$10.00	\$13.02	\$0.00	\$44.72
	12/01/2013	\$22.12	\$10.00	\$13.02	\$0.00	\$45.14

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4	12/01/2012	\$24.62	\$10.00	\$13.02	\$0.00	\$47.64
	06/01/2013	\$25.10	\$10.00	\$13.02	\$0.00	\$48.12
	12/01/2013	\$25.59	\$10.00	\$13.02	\$0.00	\$48.61

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS II OPERATING ENGINEERS LOCAL 4	12/01/2012	\$39.72	\$10.00	\$13.02	\$0.00	\$62.74
	06/01/2013	\$40.49	\$10.00	\$13.02	\$0.00	\$63.51
	12/01/2013	\$41.27	\$10.00	\$13.02	\$0.00	\$64.29

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 - ZONE 2	01/01/2013	\$45.01	\$7.80	\$15.60	\$0.00	\$68.41
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Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 01/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.99	\$7.80	\$0.00	\$0.00	\$24.79
2	55	\$18.68	\$7.80	\$3.52	\$0.00	\$30.00
3	60	\$20.38	\$7.80	\$3.84	\$0.00	\$32.02
4	65	\$22.08	\$7.80	\$4.16	\$0.00	\$34.04
5	70	\$23.78	\$7.80	\$13.68	\$0.00	\$45.26
6	75	\$25.48	\$7.80	\$14.00	\$0.00	\$47.28
7	80	\$27.18	\$7.80	\$14.32	\$0.00	\$49.30
8	90	\$30.57	\$7.80	\$14.96	\$0.00	\$53.33

Notes:

Apprentice to Journeyworker Ratio:1:1

PAINTER (TRAFFIC MARKINGS) LABORERS - ZONE 2	12/01/2012	\$29.60	\$7.10	\$11.55	\$0.00	\$48.25
	06/01/2013	\$30.10	\$7.10	\$11.55	\$0.00	\$48.75
	12/01/2013	\$30.60	\$7.10	\$11.55	\$0.00	\$49.25
	06/01/2014	\$31.10	\$7.10	\$11.55	\$0.00	\$49.75
	12/01/2014	\$31.60	\$7.10	\$11.55	\$0.00	\$50.25
	06/01/2015	\$32.10	\$7.10	\$11.55	\$0.00	\$50.75
	12/01/2015	\$32.60	\$7.10	\$11.55	\$0.00	\$51.25
	06/01/2016	\$33.10	\$7.10	\$11.55	\$0.00	\$51.75
	12/01/2016	\$33.85	\$7.10	\$11.55	\$0.00	\$52.50

For Apprentice rates see "Apprentice- LABORER"

PAINTER / TAPER (BRUSH, NEW) *	01/01/2013	\$34.51	\$7.80	\$15.60	\$0.00	\$57.91
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* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 01/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.26	\$7.80	\$0.00	\$0.00	\$25.06
2	55	\$18.98	\$7.80	\$3.52	\$0.00	\$30.30
3	60	\$20.71	\$7.80	\$3.84	\$0.00	\$32.35
4	65	\$22.43	\$7.80	\$4.16	\$0.00	\$34.39
5	70	\$24.16	\$7.80	\$13.68	\$0.00	\$45.64
6	75	\$25.88	\$7.80	\$14.00	\$0.00	\$47.68
7	80	\$27.61	\$7.80	\$14.32	\$0.00	\$49.73
8	90	\$31.06	\$7.80	\$14.96	\$0.00	\$53.82

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT) PAINTERS LOCAL 35 - ZONE 2	01/01/2013	\$32.57	\$7.80	\$15.60	\$0.00	\$55.97
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Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 01/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.29	\$7.80	\$0.00	\$0.00	\$24.09
2	55	\$17.91	\$7.80	\$3.52	\$0.00	\$29.23
3	60	\$19.54	\$7.80	\$3.84	\$0.00	\$31.18
4	65	\$21.17	\$7.80	\$4.16	\$0.00	\$33.13
5	70	\$22.80	\$7.80	\$13.68	\$0.00	\$44.28
6	75	\$24.43	\$7.80	\$14.00	\$0.00	\$46.23
7	80	\$26.06	\$7.80	\$14.32	\$0.00	\$48.18
8	90	\$29.31	\$7.80	\$14.96	\$0.00	\$52.07

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2012	\$30.28	\$9.07	\$8.00	\$0.00	\$47.35
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2012	\$39.20	\$9.80	\$17.67	\$0.00	\$66.67
	08/01/2013	\$40.70	\$9.80	\$17.67	\$0.00	\$68.17
	08/01/2014	\$42.20	\$9.80	\$17.67	\$0.00	\$69.67
	08/01/2015	\$43.70	\$9.80	\$17.67	\$0.00	\$71.17

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PILE DRIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2012	\$39.20	\$9.80	\$17.67	\$0.00	\$66.67
	08/01/2013	\$40.70	\$9.80	\$17.67	\$0.00	\$68.17
	08/01/2014	\$42.20	\$9.80	\$17.67	\$0.00	\$69.67
	08/01/2015	\$43.70	\$9.80	\$17.67	\$0.00	\$71.17

Apprentice - PILE DRIVER - Local 56 Zone 1

Effective Date - 08/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.60	\$9.80	\$17.67	\$0.00	\$47.07
2	60	\$23.52	\$9.80	\$17.67	\$0.00	\$50.99
3	70	\$27.44	\$9.80	\$17.67	\$0.00	\$54.91
4	75	\$29.40	\$9.80	\$17.67	\$0.00	\$56.87
5	80	\$31.36	\$9.80	\$17.67	\$0.00	\$58.83
6	80	\$31.36	\$9.80	\$17.67	\$0.00	\$58.83
7	90	\$35.28	\$9.80	\$17.67	\$0.00	\$62.75
8	90	\$35.28	\$9.80	\$17.67	\$0.00	\$62.75

Effective Date - 08/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.35	\$9.80	\$17.67	\$0.00	\$47.82
2	60	\$24.42	\$9.80	\$17.67	\$0.00	\$51.89
3	70	\$28.49	\$9.80	\$17.67	\$0.00	\$55.96
4	75	\$30.53	\$9.80	\$17.67	\$0.00	\$58.00
5	80	\$32.56	\$9.80	\$17.67	\$0.00	\$60.03
6	80	\$32.56	\$9.80	\$17.67	\$0.00	\$60.03
7	90	\$36.63	\$9.80	\$17.67	\$0.00	\$64.10
8	90	\$36.63	\$9.80	\$17.67	\$0.00	\$64.10

Notes:

Apprentice to Journeyworker Ratio:1:3

PIPELAYER <i>LABORERS - ZONE 2</i>	12/01/2012	\$29.85	\$7.10	\$11.55	\$0.00	\$48.50
	06/01/2013	\$30.35	\$7.10	\$11.55	\$0.00	\$49.00
	12/01/2013	\$30.85	\$7.10	\$11.55	\$0.00	\$49.50
	06/01/2014	\$31.35	\$7.10	\$11.55	\$0.00	\$50.00
	12/01/2014	\$31.85	\$7.10	\$11.55	\$0.00	\$50.50
	06/01/2015	\$32.35	\$7.10	\$11.55	\$0.00	\$51.00
	12/01/2015	\$32.85	\$7.10	\$11.55	\$0.00	\$51.50
	06/01/2016	\$33.35	\$7.10	\$11.55	\$0.00	\$52.00
	12/01/2016	\$34.10	\$7.10	\$11.55	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

PLUMBER & PIPEFITTER <i>PLUMBERS & PIPEFITTERS LOCAL 51</i>	09/01/2012	\$34.71	\$10.30	\$15.35	\$0.00	\$60.36
	03/01/2013	\$35.46	\$10.30	\$15.35	\$0.00	\$61.11

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PLUMBER/PIPEFITTER - Local 51

Effective Date - 09/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$13.88	\$10.30	\$1.50	\$0.00	\$25.68
2	50	\$17.36	\$10.30	\$1.50	\$0.00	\$29.16
3	60	\$20.83	\$10.30	\$7.85	\$0.00	\$38.98
4	70	\$24.30	\$10.30	\$11.66	\$0.00	\$46.26
5	80	\$27.77	\$10.30	\$15.35	\$0.00	\$53.42

Effective Date - 03/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$14.18	\$10.30	\$1.50	\$0.00	\$25.98
2	50	\$17.73	\$10.30	\$1.50	\$0.00	\$29.53
3	60	\$21.28	\$10.30	\$7.85	\$0.00	\$39.43
4	70	\$24.82	\$10.30	\$11.66	\$0.00	\$46.78
5	80	\$28.37	\$10.30	\$15.35	\$0.00	\$54.02

Notes:
Steps 2000hrs. Prior 9/1/05; 40/40/45/50/55/60/65/75/80/85

Apprentice to Journeyworker Ratio:1:3

PNEUMATIC CONTROLS (TEMP.) PLUMBERS & PIPEFITTERS LOCAL 51	09/01/2012	\$34.71	\$10.30	\$15.35	\$0.00	\$60.36
	03/01/2013	\$35.46	\$10.30	\$15.35	\$0.00	\$61.11

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

PNEUMATIC DRILL/TOOL OPERATOR LABORERS - ZONE 2	12/01/2012	\$29.85	\$7.10	\$11.55	\$0.00	\$48.50
	06/01/2013	\$30.35	\$7.10	\$11.55	\$0.00	\$49.00
	12/01/2013	\$30.85	\$7.10	\$11.55	\$0.00	\$49.50
	06/01/2014	\$31.35	\$7.10	\$11.55	\$0.00	\$50.00
	12/01/2014	\$31.85	\$7.10	\$11.55	\$0.00	\$50.50
	06/01/2015	\$32.35	\$7.10	\$11.55	\$0.00	\$51.00
	12/01/2015	\$32.85	\$7.10	\$11.55	\$0.00	\$51.50
	06/01/2016	\$33.35	\$7.10	\$11.55	\$0.00	\$52.00
	12/01/2016	\$34.10	\$7.10	\$11.55	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

POWDERMAN & BLASTER LABORERS - ZONE 2	12/01/2012	\$30.60	\$7.10	\$11.55	\$0.00	\$49.25
	06/01/2013	\$31.10	\$7.10	\$11.55	\$0.00	\$49.75
	12/01/2013	\$31.60	\$7.10	\$11.55	\$0.00	\$50.25
	06/01/2014	\$32.10	\$7.10	\$11.55	\$0.00	\$50.75
	12/01/2014	\$32.60	\$7.10	\$11.55	\$0.00	\$51.25
	06/01/2015	\$33.10	\$7.10	\$11.55	\$0.00	\$51.75
	12/01/2015	\$33.60	\$7.10	\$11.55	\$0.00	\$52.25
	06/01/2016	\$34.10	\$7.10	\$11.55	\$0.00	\$52.75
	12/01/2016	\$34.85	\$7.10	\$11.55	\$0.00	\$53.50

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2012	\$40.09	\$10.00	\$13.02	\$0.00	\$63.11
	06/01/2013	\$40.87	\$10.00	\$13.02	\$0.00	\$63.89
	12/01/2013	\$41.65	\$10.00	\$13.02	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2012	\$40.09	\$10.00	\$13.02	\$0.00	\$63.11
	06/01/2013	\$40.87	\$10.00	\$13.02	\$0.00	\$63.89
	12/01/2013	\$41.65	\$10.00	\$13.02	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2012	\$28.17	\$10.00	\$13.02	\$0.00	\$51.19
	06/01/2013	\$28.72	\$10.00	\$13.02	\$0.00	\$51.74
	12/01/2013	\$29.27	\$10.00	\$13.02	\$0.00	\$52.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS LOCAL 653</i>	08/01/2008	\$19.76	\$7.16	\$4.21	\$0.00	\$31.13
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2012	\$39.72	\$10.00	\$13.02	\$0.00	\$62.74
	06/01/2013	\$40.49	\$10.00	\$13.02	\$0.00	\$63.51
	12/01/2013	\$41.27	\$10.00	\$13.02	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RESIDENTIAL WOOD FRAME (All Other Work) <i>CARPENTERS -ZONE 2 (Residential Wood)</i>	04/01/2011	\$24.24	\$8.67	\$15.51	\$0.00	\$48.42
RESIDENTIAL WOOD FRAME CARPENTER ** ** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement. <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.	05/01/2011	\$24.24	\$6.34	\$6.23	\$0.00	\$36.81
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2012	\$29.85	\$7.10	\$11.55	\$0.00	\$48.50
	06/01/2013	\$30.35	\$7.10	\$11.55	\$0.00	\$49.00
	12/01/2013	\$30.85	\$7.10	\$11.55	\$0.00	\$49.50
	06/01/2014	\$31.35	\$7.10	\$11.55	\$0.00	\$50.00
	12/01/2014	\$31.85	\$7.10	\$11.55	\$0.00	\$50.50
	06/01/2015	\$32.35	\$7.10	\$11.55	\$0.00	\$51.00
	12/01/2015	\$32.85	\$7.10	\$11.55	\$0.00	\$51.50
	06/01/2016	\$33.35	\$7.10	\$11.55	\$0.00	\$52.00
12/01/2016	\$34.10	\$7.10	\$11.55	\$0.00	\$52.75	
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2012	\$39.72	\$10.00	\$13.02	\$0.00	\$62.74
	06/01/2013	\$40.49	\$10.00	\$13.02	\$0.00	\$63.51
	12/01/2013	\$41.27	\$10.00	\$13.02	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roof Waterproofing &Roof Damproofg) <i>ROOFERS LOCAL 33</i>	02/01/2013	\$37.41	\$10.50	\$10.70	\$0.00	\$58.61

Apprentice - ROOFER - Local 33

Effective Date - 02/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.71	\$10.50	\$3.38	\$0.00	\$32.59
2	60	\$22.45	\$10.50	\$10.70	\$0.00	\$43.65
3	65	\$24.32	\$10.50	\$10.70	\$0.00	\$45.52
4	75	\$28.06	\$10.50	\$10.70	\$0.00	\$49.26
5	85	\$31.80	\$10.50	\$10.70	\$0.00	\$53.00

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 <i>ROOFERS LOCAL 33</i>	02/01/2013	\$37.66	\$10.50	\$10.70	\$0.00	\$58.86
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For apprentice rates see "Apprentice- ROOFER"

SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 17 - A</i>	02/01/2013	\$42.32	\$9.82	\$18.24	\$2.11	\$72.49
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Apprentice - SHEET METAL WORKER - Local 17-A

Effective Date - 02/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$16.93	\$9.82	\$4.00	\$0.00	\$30.75
2	40	\$16.93	\$9.82	\$4.00	\$0.00	\$30.75
3	45	\$19.04	\$9.82	\$8.00	\$1.11	\$37.97
4	45	\$19.04	\$9.82	\$8.00	\$1.11	\$37.97
5	50	\$21.16	\$9.82	\$8.75	\$1.19	\$40.92
6	50	\$21.16	\$9.82	\$9.00	\$1.20	\$41.18
7	60	\$25.39	\$9.82	\$10.24	\$1.36	\$46.81
8	65	\$27.51	\$9.82	\$10.99	\$1.45	\$49.77
9	75	\$31.74	\$9.82	\$12.49	\$1.62	\$55.67
10	85	\$35.97	\$9.82	\$13.49	\$1.78	\$61.06

Notes:
Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

SIGN ERECTOR <i>PAINTERS LOCAL 35 - ZONE 2</i>	06/01/2012	\$25.37	\$6.82	\$6.85	\$0.00	\$39.04
	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 - 06/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$12.69	\$6.82	\$0.00	\$0.00	\$19.51
2	55	\$13.95	\$6.82	\$2.35	\$0.00	\$23.12
3	60	\$15.22	\$6.82	\$2.35	\$0.00	\$24.39
4	65	\$16.49	\$6.82	\$2.35	\$0.00	\$25.66
5	70	\$17.76	\$6.82	\$6.85	\$0.00	\$31.43
6	75	\$19.03	\$6.82	\$6.85	\$0.00	\$32.70
7	80	\$20.30	\$6.82	\$6.85	\$0.00	\$33.97
8	85	\$21.56	\$6.82	\$6.85	\$0.00	\$35.23
9	90	\$22.83	\$6.82	\$6.85	\$0.00	\$36.50

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>	12/01/2012	\$30.74	\$8.91	\$8.00	\$0.00	\$47.65
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2012	\$31.03	\$8.91	\$8.00	\$0.00	\$47.94
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 550 - (Section A)</i>	01/01/2013	\$51.58	\$8.42	\$12.60	\$0.00	\$72.60
	03/01/2013	\$52.58	\$8.42	\$12.60	\$0.00	\$73.60

Apprentice - SPRINKLER FITTER - Local 550

Effective Date - 01/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$18.05	\$8.42	\$8.00	\$0.00	\$34.47
2	40	\$20.63	\$8.42	\$8.00	\$0.00	\$37.05
3	45	\$23.21	\$8.42	\$8.00	\$0.00	\$39.63
4	50	\$25.79	\$8.42	\$8.00	\$0.00	\$42.21
5	55	\$28.37	\$8.42	\$8.00	\$0.00	\$44.79
6	60	\$30.95	\$8.42	\$8.00	\$0.00	\$47.37
7	65	\$33.53	\$8.42	\$8.00	\$0.00	\$49.95
8	70	\$36.11	\$8.42	\$8.00	\$0.00	\$52.53
9	75	\$38.69	\$8.42	\$8.00	\$0.00	\$55.11
10	80	\$41.26	\$8.42	\$8.00	\$0.00	\$57.68

Effective Date - 03/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$18.40	\$8.42	\$8.00	\$0.00	\$34.82
2	40	\$21.03	\$8.42	\$8.00	\$0.00	\$37.45
3	45	\$23.66	\$8.42	\$8.00	\$0.00	\$40.08
4	50	\$26.29	\$8.42	\$8.00	\$0.00	\$42.71
5	55	\$28.92	\$8.42	\$8.00	\$0.00	\$45.34
6	60	\$31.55	\$8.42	\$8.00	\$0.00	\$47.97
7	65	\$34.18	\$8.42	\$8.00	\$0.00	\$50.60
8	70	\$36.81	\$8.42	\$8.00	\$0.00	\$53.23
9	75	\$39.44	\$8.42	\$8.00	\$0.00	\$55.86
10	80	\$42.06	\$8.42	\$8.00	\$0.00	\$58.48

Notes:
Steps are 850 hours

Apprentice to Journeyworker Ratio:1:1

STEAM BOILER OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2012	\$39.72	\$10.00	\$13.02	\$0.00	\$62.74
	06/01/2013	\$40.49	\$10.00	\$13.02	\$0.00	\$63.51
	12/01/2013	\$41.27	\$10.00	\$13.02	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2012	\$39.72	\$10.00	\$13.02	\$0.00	\$62.74
	06/01/2013	\$40.49	\$10.00	\$13.02	\$0.00	\$63.51
	12/01/2013	\$41.27	\$10.00	\$13.02	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 223</i>	09/01/2012	\$30.37	\$7.95	\$8.80	\$0.00	\$47.12
	09/01/2013	\$30.95	\$8.45	\$8.98	\$0.00	\$48.38

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 223

Effective Date - 09/01/2012

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

Notes: See Electrician Apprentice Wages
Steps are 750hrs
Telecom Apprentice Wages shall be the same as the Electrician Apprentice Wages

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS	02/01/2013	\$46.35	\$10.18	\$17.83	\$0.00	\$74.36
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2013	\$47.25	\$10.18	\$17.90	\$0.00	\$75.33
	02/01/2014	\$47.81	\$10.18	\$17.90	\$0.00	\$75.89
	08/01/2014	\$48.71	\$10.18	\$17.97	\$0.00	\$76.86
	02/01/2015	\$49.27	\$10.18	\$17.97	\$0.00	\$77.42
	08/01/2015	\$50.17	\$10.18	\$18.04	\$0.00	\$78.39
	02/01/2016	\$50.74	\$10.18	\$18.04	\$0.00	\$78.96
	08/01/2016	\$51.64	\$10.18	\$18.12	\$0.00	\$79.94
	02/01/2017	\$52.21	\$10.18	\$18.12	\$0.00	\$80.51

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 02/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.18	\$10.18	\$17.83	\$0.00	\$51.19
2	60	\$27.81	\$10.18	\$17.83	\$0.00	\$55.82
3	70	\$32.45	\$10.18	\$17.83	\$0.00	\$60.46
4	80	\$37.08	\$10.18	\$17.83	\$0.00	\$65.09
5	90	\$41.72	\$10.18	\$17.83	\$0.00	\$69.73

Effective Date - 08/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.63	\$10.18	\$17.90	\$0.00	\$51.71
2	60	\$28.35	\$10.18	\$17.90	\$0.00	\$56.43
3	70	\$33.08	\$10.18	\$17.90	\$0.00	\$61.16
4	80	\$37.80	\$10.18	\$17.90	\$0.00	\$65.88
5	90	\$42.53	\$10.18	\$17.90	\$0.00	\$70.61

Notes:

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2012	\$37.30	\$7.10	\$12.60	\$0.00	\$57.00
	06/01/2013	\$34.45	\$7.10	\$12.60	\$0.00	\$54.15
	12/01/2013	\$35.20	\$7.10	\$12.60	\$0.00	\$54.90
	06/01/2014	\$35.95	\$7.10	\$12.60	\$0.00	\$55.65
	12/01/2014	\$36.70	\$7.10	\$12.60	\$0.00	\$56.40
	06/01/2015	\$37.45	\$7.10	\$12.60	\$0.00	\$57.15
	12/01/2015	\$38.20	\$7.10	\$12.60	\$0.00	\$57.90
	06/01/2016	\$38.95	\$7.10	\$12.60	\$0.00	\$58.65
	12/01/2016	\$39.95	\$7.10	\$12.60	\$0.00	\$59.65
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2012	\$32.42	\$7.10	\$12.60	\$0.00	\$52.12
	06/01/2013	\$33.17	\$7.10	\$12.60	\$0.00	\$52.87
	12/01/2013	\$33.92	\$7.10	\$12.60	\$0.00	\$53.62
	06/01/2014	\$34.67	\$7.10	\$12.60	\$0.00	\$54.37
	12/01/2014	\$35.42	\$7.10	\$12.60	\$0.00	\$55.12
	06/01/2015	\$36.17	\$7.10	\$12.60	\$0.00	\$55.87
	12/01/2015	\$36.92	\$7.10	\$12.60	\$0.00	\$56.62
	06/01/2016	\$37.67	\$7.10	\$12.60	\$0.00	\$57.37
	12/01/2016	\$38.67	\$7.10	\$12.60	\$0.00	\$58.37
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2012	\$32.30	\$7.10	\$12.60	\$0.00	\$52.00
	06/01/2013	\$33.05	\$7.10	\$12.60	\$0.00	\$52.75
	12/01/2013	\$33.80	\$7.10	\$12.60	\$0.00	\$53.50
	06/01/2014	\$34.55	\$7.10	\$12.60	\$0.00	\$54.25
	12/01/2014	\$35.30	\$7.10	\$12.60	\$0.00	\$55.00
	06/01/2015	\$36.05	\$7.10	\$12.60	\$0.00	\$55.75
	12/01/2015	\$36.80	\$7.10	\$12.60	\$0.00	\$56.50
	06/01/2016	\$37.55	\$7.10	\$12.60	\$0.00	\$57.25
	12/01/2016	\$38.55	\$7.10	\$12.60	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2012	\$39.72	\$10.00	\$13.02	\$0.00	\$62.74
	06/01/2013	\$40.49	\$10.00	\$13.02	\$0.00	\$63.51
	12/01/2013	\$41.27	\$10.00	\$13.02	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2012	\$31.32	\$8.91	\$8.00	\$0.00	\$48.23
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2012	\$44.58	\$7.10	\$13.00	\$0.00	\$64.68
	06/01/2013	\$45.33	\$7.10	\$13.00	\$0.00	\$65.43
	12/01/2013	\$46.08	\$7.10	\$13.00	\$0.00	\$66.18
	06/01/2014	\$46.83	\$7.10	\$13.00	\$0.00	\$66.93
	12/01/2014	\$47.58	\$7.10	\$13.00	\$0.00	\$67.68
	06/01/2015	\$48.33	\$7.10	\$13.00	\$0.00	\$68.43
	12/01/2015	\$49.08	\$7.10	\$13.00	\$0.00	\$69.18
	06/01/2016	\$49.83	\$7.10	\$13.00	\$0.00	\$69.93
	12/01/2016	\$50.83	\$7.10	\$13.00	\$0.00	\$70.93
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2012	\$46.58	\$7.10	\$13.00	\$0.00	\$66.68
	06/01/2013	\$47.33	\$7.10	\$13.00	\$0.00	\$67.43
	12/01/2013	\$48.08	\$7.10	\$13.00	\$0.00	\$68.18
	06/01/2014	\$48.83	\$7.10	\$13.00	\$0.00	\$68.93
	12/01/2014	\$49.58	\$7.10	\$13.00	\$0.00	\$69.68
	06/01/2015	\$50.33	\$7.10	\$13.00	\$0.00	\$70.43
	12/01/2015	\$51.08	\$7.10	\$13.00	\$0.00	\$71.18
	06/01/2016	\$51.83	\$7.10	\$13.00	\$0.00	\$71.93
	12/01/2016	\$52.83	\$7.10	\$13.00	\$0.00	\$72.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2012	\$36.65	\$7.10	\$13.00	\$0.00	\$56.75
	06/01/2013	\$37.40	\$7.10	\$13.00	\$0.00	\$57.50
	12/01/2013	\$38.15	\$7.10	\$13.00	\$0.00	\$58.25
	06/01/2014	\$38.90	\$7.10	\$13.00	\$0.00	\$59.00
	12/01/2014	\$39.65	\$7.10	\$13.00	\$0.00	\$59.75
	06/01/2015	\$40.40	\$7.10	\$13.00	\$0.00	\$60.50
	12/01/2015	\$41.15	\$7.10	\$13.00	\$0.00	\$61.25
	06/01/2016	\$41.90	\$7.10	\$13.00	\$0.00	\$62.00
	12/01/2016	\$42.90	\$7.10	\$13.00	\$0.00	\$63.00
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2012	\$38.65	\$7.10	\$13.00	\$0.00	\$58.75
	06/01/2013	\$39.40	\$7.10	\$13.00	\$0.00	\$59.50
	12/01/2013	\$40.15	\$7.10	\$13.00	\$0.00	\$60.25
	06/01/2014	\$40.90	\$7.10	\$13.00	\$0.00	\$61.00
	12/01/2014	\$41.65	\$7.10	\$13.00	\$0.00	\$61.75
	06/01/2015	\$42.40	\$7.10	\$13.00	\$0.00	\$62.50
	12/01/2015	\$43.15	\$7.10	\$13.00	\$0.00	\$63.25
	06/01/2016	\$43.90	\$7.10	\$13.00	\$0.00	\$64.00
	12/01/2016	\$44.90	\$7.10	\$13.00	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2012	\$30.74	\$8.91	\$8.00	\$0.00	\$47.65
WAGON DRILL OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2012	\$29.85	\$7.10	\$11.55	\$0.00	\$48.50
	06/01/2013	\$30.35	\$7.10	\$11.55	\$0.00	\$49.00
	12/01/2013	\$30.85	\$7.10	\$11.55	\$0.00	\$49.50
	06/01/2014	\$31.35	\$7.10	\$11.55	\$0.00	\$50.00
	12/01/2014	\$31.85	\$7.10	\$11.55	\$0.00	\$50.50
	06/01/2015	\$32.35	\$7.10	\$11.55	\$0.00	\$51.00
	12/01/2015	\$32.85	\$7.10	\$11.55	\$0.00	\$51.50
	06/01/2016	\$33.35	\$7.10	\$11.55	\$0.00	\$52.00
	12/01/2016	\$34.10	\$7.10	\$11.55	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2012	\$40.09	\$10.00	\$13.02	\$0.00	\$63.11
	06/01/2013	\$40.87	\$10.00	\$13.02	\$0.00	\$63.89
	12/01/2013	\$41.65	\$10.00	\$13.02	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WATER METER INSTALLER <i>PLUMBERS & PIPEFITTERS LOCAL 51</i>	09/01/2012	\$34.71	\$10.30	\$15.35	\$0.00	\$60.36
	03/01/2013	\$35.46	\$10.30	\$15.35	\$0.00	\$61.11
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
Outside Electrical - East						
CABLE TECHNICIAN (Power Zone) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/03/2012	\$25.18	\$7.95	\$4.42	\$0.00	\$37.55
	03/03/2013	\$25.18	\$8.20	\$4.17	\$0.00	\$37.55
	09/01/2013	\$25.66	\$8.70	\$4.48	\$0.00	\$38.84
For apprentice rates see "Apprentice- LINEMAN"						
CABLEMAN (Underground Ducts & Cables) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/03/2012	\$35.67	\$7.95	\$5.23	\$0.00	\$48.85
	03/03/2013	\$35.67	\$8.20	\$4.98	\$0.00	\$48.85
	09/01/2013	\$36.55	\$8.70	\$6.58	\$0.00	\$51.83
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN CDL <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/03/2012	\$29.38	\$7.95	\$5.93	\$0.00	\$43.26
	03/03/2013	\$29.38	\$8.20	\$5.68	\$0.00	\$43.26
	09/01/2013	\$29.94	\$8.70	\$6.05	\$0.00	\$44.69
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/03/2012	\$23.08	\$7.95	\$4.19	\$0.00	\$35.22
	03/03/2013	\$23.08	\$8.20	\$3.94	\$0.00	\$35.22
	09/01/2013	\$23.52	\$8.70	\$5.24	\$0.00	\$37.46
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class A CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/03/2012	\$35.67	\$7.95	\$9.23	\$0.00	\$52.85
	03/03/2013	\$35.67	\$8.20	\$8.98	\$0.00	\$52.85
	09/01/2013	\$36.35	\$8.70	\$9.43	\$0.00	\$54.48
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class B CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/03/2012	\$31.48	\$7.95	\$6.44	\$0.00	\$45.87
	03/03/2013	\$31.48	\$8.20	\$6.19	\$0.00	\$45.87
	09/01/2013	\$32.08	\$8.70	\$6.59	\$0.00	\$47.37
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/03/2012	\$23.08	\$7.95	\$3.67	\$0.00	\$34.70
	03/03/2013	\$23.08	\$8.20	\$3.42	\$0.00	\$34.70
	09/01/2013	\$23.52	\$8.70	\$3.72	\$0.00	\$35.94
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN -Inexperienced (<2000 Hrs.) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/03/2012	\$18.89	\$7.95	\$2.86	\$0.00	\$29.70
	03/03/2013	\$18.89	\$8.20	\$2.61	\$0.00	\$29.70
	09/01/2013	\$19.25	\$8.70	\$2.85	\$0.00	\$30.80
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/03/2012	\$41.97	\$7.95	\$10.56	\$0.00	\$60.48
	03/03/2013	\$41.97	\$8.20	\$10.31	\$0.00	\$60.48
	09/01/2013	\$42.77	\$8.70	\$11.78	\$0.00	\$63.25

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LINEMAN (Outside Electrical) - East Local 104

Effective Date - 09/03/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$25.18	\$7.95	\$3.22	\$0.00	\$36.35
2	65	\$27.28	\$7.95	\$3.66	\$0.00	\$38.89
3	70	\$29.38	\$7.95	\$4.36	\$0.00	\$41.69
4	75	\$31.48	\$7.95	\$5.06	\$0.00	\$44.49
5	80	\$33.58	\$7.95	\$5.76	\$0.00	\$47.29
6	85	\$35.67	\$7.95	\$6.47	\$0.00	\$50.09
7	90	\$37.77	\$7.95	\$7.66	\$0.00	\$53.38

Effective Date - 03/03/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$25.18	\$8.20	\$2.97	\$0.00	\$36.35
2	65	\$27.28	\$8.20	\$3.41	\$0.00	\$38.89
3	70	\$29.38	\$8.20	\$4.11	\$0.00	\$41.69
4	75	\$31.48	\$8.20	\$4.81	\$0.00	\$44.49
5	80	\$33.58	\$8.20	\$5.51	\$0.00	\$47.29
6	85	\$35.67	\$8.20	\$6.22	\$0.00	\$50.09
7	90	\$37.77	\$8.20	\$7.41	\$0.00	\$53.38

Notes:

Apprentice to Journeyworker Ratio:1:2

TELEDATA CABLE SPLICER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	07/16/2012	\$26.33	\$4.18	\$2.79	\$0.00	\$33.30
TELEDATA LINEMAN/EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	07/16/2012	\$24.78	\$4.18	\$2.74	\$0.00	\$31.70
TELEDATA WIREMAN/INSTALLER/TECHNICIAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	07/16/2012	\$24.78	\$4.18	\$2.74	\$0.00	\$31.70
TREE TRIMMER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	02/01/2009	\$16.59	\$2.42	\$0.00	\$0.00	\$19.01
This classification applies only to the trimming of branches on and around utility lines.						
TREE TRIMMER GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	02/01/2009	\$14.64	\$2.42	\$0.00	\$0.00	\$17.06
This classification applies only to the trimming of branches on and around utility lines.						
Rental of Equipment - East						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2012	\$30.45	\$8.91	\$0.00	\$0.00	\$39.36
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2012	\$30.52	\$8.91	\$0.00	\$0.00	\$39.43
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2012	\$30.64	\$9.07	\$0.00	\$0.00	\$39.71

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2012	\$40.09	\$10.00	\$0.00	\$0.00	\$50.09
	06/01/2013	\$40.87	\$10.00	\$0.00	\$0.00	\$50.87
	12/01/2013	\$41.65	\$10.00	\$0.00	\$0.00	\$51.65
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2012	\$40.09	\$10.00	\$0.00	\$0.00	\$50.09
	06/01/2013	\$40.87	\$10.00	\$0.00	\$0.00	\$50.87
	12/01/2013	\$41.65	\$10.00	\$0.00	\$0.00	\$51.65
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2012	\$39.72	\$10.00	\$0.00	\$0.00	\$49.72
	06/01/2013	\$40.49	\$10.00	\$0.00	\$0.00	\$50.49
	12/01/2013	\$41.27	\$10.00	\$0.00	\$0.00	\$51.27
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2012	\$41.09	\$10.00	\$0.00	\$0.00	\$51.09
	06/01/2013	\$41.87	\$10.00	\$0.00	\$0.00	\$51.87
	12/01/2013	\$42.65	\$10.00	\$0.00	\$0.00	\$52.65
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2012	\$28.17	\$10.00	\$0.00	\$0.00	\$38.17
	06/01/2013	\$28.72	\$10.00	\$0.00	\$0.00	\$38.72
	12/01/2013	\$29.27	\$10.00	\$0.00	\$0.00	\$39.27
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2012	\$54.88	\$9.80	\$0.00	\$0.00	\$64.68
	08/01/2013	\$56.98	\$9.80	\$0.00	\$0.00	\$66.78
	08/01/2014	\$59.08	\$9.80	\$0.00	\$0.00	\$68.88
	08/01/2015	\$61.18	\$9.80	\$0.00	\$0.00	\$70.98
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2012	\$54.88	\$9.80	\$0.00	\$0.00	\$64.68
	08/01/2013	\$56.98	\$9.80	\$0.00	\$0.00	\$66.78
	08/01/2014	\$59.08	\$9.80	\$0.00	\$0.00	\$68.88
	08/01/2015	\$61.18	\$9.80	\$0.00	\$0.00	\$70.98
FLAGGER & SIGNALER <i>LABORERS - ZONE 2</i>	12/01/2012	\$20.50	\$7.10	\$0.00	\$0.00	\$27.60
	06/01/2013	\$20.50	\$7.10	\$0.00	\$0.00	\$27.60
	12/01/2013	\$20.50	\$7.10	\$0.00	\$0.00	\$27.60
	06/01/2014	\$20.50	\$7.10	\$0.00	\$0.00	\$27.60
	12/01/2014	\$20.50	\$7.10	\$0.00	\$0.00	\$27.60
	06/01/2015	\$20.50	\$7.10	\$0.00	\$0.00	\$27.60
	12/01/2015	\$20.50	\$7.10	\$0.00	\$0.00	\$27.60
	06/01/2016	\$20.50	\$7.10	\$0.00	\$0.00	\$27.60
12/01/2016	\$20.50	\$7.10	\$0.00	\$0.00	\$27.60	
For apprentice rates see "Apprentice- LABORER"						
FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2012	\$40.09	\$10.00	\$0.00	\$0.00	\$50.09
	06/01/2013	\$40.87	\$10.00	\$0.00	\$0.00	\$50.87
	12/01/2013	\$41.65	\$10.00	\$0.00	\$0.00	\$51.65
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2012	\$28.17	\$10.00	\$0.00	\$0.00	\$38.17
	06/01/2013	\$28.72	\$10.00	\$0.00	\$0.00	\$38.72
	12/01/2013	\$29.27	\$10.00	\$0.00	\$0.00	\$39.27
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HOISTING ENGINEER/CRANES/GRADALLS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2012	\$40.09	\$10.00	\$0.00	\$0.00	\$50.09
	06/01/2013	\$40.87	\$10.00	\$0.00	\$0.00	\$50.87
	12/01/2013	\$41.65	\$10.00	\$0.00	\$0.00	\$51.65

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 12/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$22.05	\$10.00	\$0.00	\$0.00	\$32.05
2	60	\$24.05	\$10.00	\$0.00	\$0.00	\$34.05
3	65	\$26.06	\$10.00	\$0.00	\$0.00	\$36.06
4	70	\$28.06	\$10.00	\$0.00	\$0.00	\$38.06
5	75	\$30.07	\$10.00	\$0.00	\$0.00	\$40.07
6	80	\$32.07	\$10.00	\$0.00	\$0.00	\$42.07
7	85	\$34.08	\$10.00	\$0.00	\$0.00	\$44.08
8	90	\$36.08	\$10.00	\$0.00	\$0.00	\$46.08

Effective Date - 06/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$22.48	\$10.00	\$0.00	\$0.00	\$32.48
2	60	\$24.52	\$10.00	\$0.00	\$0.00	\$34.52
3	65	\$26.57	\$10.00	\$0.00	\$0.00	\$36.57
4	70	\$28.61	\$10.00	\$0.00	\$0.00	\$38.61
5	75	\$30.65	\$10.00	\$0.00	\$0.00	\$40.65
6	80	\$32.70	\$10.00	\$0.00	\$0.00	\$42.70
7	85	\$34.74	\$10.00	\$0.00	\$0.00	\$44.74
8	90	\$36.78	\$10.00	\$0.00	\$0.00	\$46.78

Notes:

Apprentice to Journeyworker Ratio:1:6

LABORER <i>LABORERS - ZONE 2</i>	12/01/2012	\$29.60	\$7.10	\$0.00	\$0.00	\$36.70
	06/01/2013	\$30.10	\$7.10	\$0.00	\$0.00	\$37.20
	12/01/2013	\$30.60	\$7.10	\$0.00	\$0.00	\$37.70
	06/01/2014	\$31.10	\$7.10	\$0.00	\$0.00	\$38.20
	12/01/2014	\$31.60	\$7.10	\$0.00	\$0.00	\$38.70
	06/01/2015	\$32.10	\$7.10	\$0.00	\$0.00	\$39.20
	12/01/2015	\$32.60	\$7.10	\$0.00	\$0.00	\$39.70
	06/01/2016	\$33.10	\$7.10	\$0.00	\$0.00	\$40.20
	12/01/2016	\$33.85	\$7.10	\$0.00	\$0.00	\$40.95

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LABORER - Zone 2

Effective Date - 12/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$17.76	\$7.10	\$0.00	\$0.00	\$24.86
2	70	\$20.72	\$7.10	\$0.00	\$0.00	\$27.82
3	80	\$23.68	\$7.10	\$0.00	\$0.00	\$30.78
4	90	\$26.64	\$7.10	\$0.00	\$0.00	\$33.74

Effective Date - 06/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.06	\$7.10	\$0.00	\$0.00	\$25.16
2	70	\$21.07	\$7.10	\$0.00	\$0.00	\$28.17
3	80	\$24.08	\$7.10	\$0.00	\$0.00	\$31.18
4	90	\$27.09	\$7.10	\$0.00	\$0.00	\$34.19

Notes:

Apprentice to Journeyworker Ratio:1:5

OILER (OTHER THAN TRUCK CRANES,GRADALLS) OPERATING ENGINEERS LOCAL 4	12/01/2012	\$21.28	\$10.00	\$0.00	\$0.00	\$31.28
	06/01/2013	\$21.70	\$10.00	\$0.00	\$0.00	\$31.70
	12/01/2013	\$22.12	\$10.00	\$0.00	\$0.00	\$32.12

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4	12/01/2012	\$24.62	\$10.00	\$0.00	\$0.00	\$34.62
	06/01/2013	\$25.10	\$10.00	\$0.00	\$0.00	\$35.10
	12/01/2013	\$25.59	\$10.00	\$0.00	\$0.00	\$35.59

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS II OPERATING ENGINEERS LOCAL 4	12/01/2012	\$39.72	\$10.00	\$0.00	\$0.00	\$49.72
	06/01/2013	\$40.49	\$10.00	\$0.00	\$0.00	\$50.49
	12/01/2013	\$41.27	\$10.00	\$0.00	\$0.00	\$51.27

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2012	\$30.28	\$9.07	\$0.00	\$0.00	\$39.35
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POWER SHOVEL/DERRICK/TRENCHING MACHINE OPERATING ENGINEERS LOCAL 4	12/01/2012	\$40.09	\$10.00	\$0.00	\$0.00	\$50.09
	06/01/2013	\$40.87	\$10.00	\$0.00	\$0.00	\$50.87
	12/01/2013	\$41.65	\$10.00	\$0.00	\$0.00	\$51.65

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 4	12/01/2012	\$40.09	\$10.00	\$0.00	\$0.00	\$50.09
	06/01/2013	\$40.87	\$10.00	\$0.00	\$0.00	\$50.87
	12/01/2013	\$41.65	\$10.00	\$0.00	\$0.00	\$51.65

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 4	12/01/2012	\$28.17	\$10.00	\$0.00	\$0.00	\$38.17
	06/01/2013	\$28.72	\$10.00	\$0.00	\$0.00	\$38.72
	12/01/2013	\$29.27	\$10.00	\$0.00	\$0.00	\$39.27

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2012	\$39.72	\$10.00	\$0.00	\$0.00	\$49.72
	06/01/2013	\$40.49	\$10.00	\$0.00	\$0.00	\$50.49
	12/01/2013	\$41.27	\$10.00	\$0.00	\$0.00	\$51.27
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2012	\$30.74	\$8.91	\$0.00	\$0.00	\$39.65
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2012	\$31.03	\$8.91	\$0.00	\$0.00	\$39.94
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2012	\$39.72	\$10.00	\$0.00	\$0.00	\$49.72
	06/01/2013	\$40.49	\$10.00	\$0.00	\$0.00	\$50.49
	12/01/2013	\$41.27	\$10.00	\$0.00	\$0.00	\$51.27
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2012	\$31.32	\$8.91	\$0.00	\$0.00	\$40.23
TREE TRIMMER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	02/01/2009	\$16.59	\$2.42	\$0.00	\$0.00	\$19.01
This classification applies only to the trimming of branches on and around utility lines.						
TREE TRIMMER GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	02/01/2009	\$14.64	\$2.42	\$0.00	\$0.00	\$17.06
This classification applies only to the trimming of branches on and around utility lines.						
VAC-HAUL/CATCH BASIN CLEANING <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2012	\$30.74	\$8.91	\$0.00	\$0.00	\$39.65

Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours) unless otherwise specified.

* Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof.

** 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.