

**TOWN OF EASTHAM
INVITATION FOR BIDS
RECONSTRUCTION OF TENNIS COURTS**

Sealed bids for the Reconstruction of Tennis Courts at Nauset Regional High School for the Town of Eastham, Massachusetts will be received at the Office of the Town Administrator, Town Hall, 2500 State Highway Eastham MA 02642 until Friday August 22, 2014 at 2:00 PM at which time and place said bids will be publicly opened and read aloud.

The scope of work includes all labor and materials for the reconstruction of tennis courts. Bid security in the form of a bid bond, certified check, treasurer's or cashier's check payable to the Town of Eastham, is required in a dollar amount of five (5) percent of the bid.

The Instructions to Bidders, Project Specifications, Bid and Contract Forms and Form of Payment Bond, Performance Bond and other Contract Documents may be examined, obtained or mailed from the Town Administrator's Office from 8:00 A.M. to 4:00 P.M., Monday through Friday. To request mailing call (508) 240-5900 or download from the town website at www.eastham-ma.gov.

All bids for this project are subject to applicable bidding laws of Massachusetts, including General Laws, Chapter 30, Section 39M as amended. Prevailing Wage Rates are subject to the minimum wage rates as per M.G.L. Chapter 149, Section 26 to 27 inclusive.

The successful bidder must furnish a 50% Payment Bond and a Performance Bond from a surety company acceptable to the Town. Sealed bids must be marked "**SEALED BID – TENNIS COURT**" and received at Eastham Town Hall 2500 State Highway Eastham MA 02642 no later than Friday August 22, 2014 at 2:00 PM. Complete instructions for filing bids are included in the Instructions to Bidders.

The Bidder agrees that this bid shall be good and may not be withdrawn for a period of sixty (60) days, Saturdays, Sundays and legal Holidays excluded, after the opening of the bids. The Town of Eastham reserves the right to waive any informalities or to reject any or all bids.

Sheila Vanderhoef
Town Administrator / Chief Procurement Officer

Central Register
August 6, 2014

Cape Codder
August 8, 2014

INSTRUCTIONS TO BIDDERS: TENNIS COURT RECONSTRUCTION PROJECT

A. GENERAL BIDDING REQUIREMENTS

1. Bidding procedures shall be in accordance with M.G.L. c. 30 SS 39M, as most recently amended, and all other applicable laws.
2. Bids may be withdrawn prior to the time established for the opening of bids only on written request to the Awarding Authority.
3. The contractor shall direct all questions in writing concerning the Plans and Specifications to Sheila Vanderhoef, Town Administrator at 2500 State Hwy, Eastham, MA no later than Friday August 15, 2014 at 2:00 PM. Addenda will be issued with interpretations as determined by the Town of Eastham through its Town Administrator / Chief Procurement Officer.
5. All bids shall be accompanied by a bid deposit in the form of a bid bond certified, cashier's or treasurer's check issued by a responsible bank, trust company or surety authorized to do business in Massachusetts and made payable to the Town of Eastham in an amount not less than five percent (5%) of the value of the bid.
6. The successful bidder will be required to furnish a Payment Bond in the amount of fifty percent (50%) of the contract sum and a 100% Performance Bond. Bond shall be obtained from a surety licensed to do business in the Commonwealth of Massachusetts.
7. Contract award shall be in accordance with M.G.L. c. 30 SS 39M, as most recently amended, and all other applicable laws.
8. Sales Tax shall not be included in bids. The Town of Eastham is exempt from certain taxes. It is required that the Contractor purchasing taxable goods and services make suppliers of taxable goods or services aware of the Town of Eastham tax exempt status. The Town of Eastham will furnish the necessary evidence and certificates of tax-exempt status to the Contractor.
9. Specifications and bid documents will be available as stipulated in the "Invitation for Bid."
10. All bids shall be accompanied by the following completed forms included in Appendix A of this bid package: 1) Form for Bid with authorized signature, 2) Certification of Non-Collusion, 3) Statement of Tax Compliance, 4) Statement of Labor Harmony, and 5) List of Vendor's References / Recent Projects, 6) Signed acknowledgement of Receipt of all Addenda to this Invitation for Bid issued by the Town.

B. AWARDING AUTHORITY

1. The awarding authority is the Town of Eastham, Massachusetts as represented by the Town Administrator / Chief Procurement Officer.
2. All bids shall be valid for a period of 60 days. Within sixty (60) days after the opening of bids, the Town of Eastham will act upon them.

C. QUESTIONS

1. All questions on this Invitation for Bid must be received in writing by Sheila Vanderhoef, Eastham Town Administrator / Chief Procurement Officer by mail or hand delivery at Eastham Town Hall, 2500 State Hwy, Eastham, MA, or by fax to (508) 240- 1291 on or before Friday August 15, 2014 at 2:00pm. Questions on this Invitation for Bid will not be accepted by e-mail.

2. Written responses to such questions including interpretations of the bid documents will be determined by the Town Administrator / Chief Procurement Officer and will be issued by e-mail to all registered bidders by Tuesday August 19, 2014.

D. ADDENDA

1. Any addenda issued during the bidding period may refer to questions of interpretations or correction of the original Invitation for Bid. Addenda shall be issued at least two (2) days prior to the date set for the receipt of bids.
2. Any addenda issued by the Town shall be addressed by the Bidder when completing the Form of Bid and a signed copy of each such Addendum shall be submitted with the Bid.

E. PREVAILING WAGES

1. Attention is called to the fact that prevailing wages are established for the project, are included in Appendix A of this Invitation for Bid and are set forth in the Contract Documents.

F. ACCEPTANCE OF BIDS

1. The Awarding Authority reserves the right to reject any or all Bids if it is in the public interest to do so. Every Bid which is not accompanied by a bid deposit or which is not completely filled in on the form, or which is incomplete, conditional or obscure, or which contains any addition not called for, shall be invalid, and the Awarding Authority shall reject every such bid in accordance with the Massachusetts General Laws, Chapter 30 SS 39M.

G. WITHDRAWAL OF BIDS

1. No Bidder shall withdraw his/her bid for period of sixty (60) days after the date set for the opening of Bids. No Bidder may withdraw his/her bid except as provided by law.

H. PAYMENT BOND, PERFORMANCE BOND, INSURANCE, INDEMNIFICATION, WARRANTY AND RETAINAGE

1. Performance and Payment Bonds

A. Within ten (10) days after the date of Notice Acceptance of Bid, Saturdays, Sundays and legal holidays excluded, the bidder to whom the award is made shall furnish a performance bond and payment bond. The Payment Bond shall be equal to 50% of the full amount of the contract price and the Performance Bond shall be equal to 100% of the full amount of the contract price to guarantee the faithful performance of all terms, covenants and conditions of the same. The bonds are to be issued by an acceptable bonding company qualified to do business under the laws of the Commonwealth of Massachusetts and satisfactory to the Owner.

B. The performance bond shall guarantee the satisfactory completion of the project and that the contractor will make good any faults or defects in their work which may develop during the period of said guarantee as a result of improper or defective workmanship, materials or apparatus.

The payment bond shall guarantee that the contractor shall pay in full all persons, firms or corporations who furnish labor or material or both labor and materials for, or on account of the work included herein. Payment bonds will be in effect until such time as the contractor furnishes proof that payment in full has been made for all materials used on the contract work. The bonds shall be paid for by the contractor. The Owner shall have the right to demand proof that parties signing the bonds are duly authorized to do so.

C. Every such bond shall have a power of attorney attached thereto, authorizing the owner to enter judgment thereon in any court in the United States of America or elsewhere against the obligors therein named for the amount therein named and shall be conditioned for the honest and faithful compliance with all provisions of the bidder or bidders.

D. Separate Performance Bond and Payment Bond forms shall be provided with Notice of Acceptance.

- 2. **Insurance:** The contractor shall carry and maintain insurance as required by applicable laws and regulations, but not less than specified below and in such form as shall protect the Town from all claims and liability for damage and personal injury, including accidental death, and property damage which may arise from the operations covered under this agreement. The minimum coverage and amounts of such coverage shall be as follows:

COMPREHENSIVE GENERAL LIABILITY

Bodily Injury	\$1,000,000 Each Occurrence
	\$3,000,000 Aggregate
Products Completed Operations	\$3,000,000 Aggregate

AUTOMOBILE LIABILITY

Bodily Injury and Property Damage	\$1,000,000 Each Occurrence CSL
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WORKERS' COMPENSATION

As required by Massachusetts General Laws	\$500,000 Each Accident
	\$500,000 Contract Limit
	\$500,000 Each Employee

The policies shall be written so the Town of Eastham will be notified of cancellation at least thirty (30) days prior to the effective date of such cancellation. A Certificate of Insurance from the Insurance Carrier stating the limits of liability and expiration date shall be filed with the Town before operations commence. The Town will be noted as additional insured on the Certificate.

The successful bidder agrees to indemnify and hold harmless the Town of Eastham and its officers, employees, boards, commissions, and representatives from any and all claims, actions, suits, damages, and liability of any kind which arise out of acts, negligence, or willful misconduct of the successful bidder or its officers, employees, agents or representatives.

- 3. **Warranty:** The Contractor shall provide a warranty for all work and materials for a minimum of twenty-five (25) years and shall warranty the project for twenty-five (25) years against structural cracking.
- 4. **Retainage:** The Town will retain 10% of the bid price until the project meets all specifications and is approved by the Town Administrator.

I. TIME FOR CONSTRUCTION

- 1. A work schedule shall be submitted for consideration by the Town at the time of delivery of the properly executed contract and contract bonds to the Awarding Authority, allowing for the completion of the contract work prior to May 31, 2015.
- 2. The Contractor shall start work under this Contract on written notice from and on the date set forth by the Town and continue to completion. Work schedule is to be determined as mutually agreed between Town and Contractor at the time of contract award.

J. OUT-OF-STATE BIDDERS

1. Bidders having their place of business outside the Commonwealth of Massachusetts are considered as Foreign Corporations, according to the General Laws, Chapter 181 thereof.
2. Each "Out-of-State" Bidder shall furnish with bid, separate statements verifying compliance with General Law 181.

L. TIME FOR REQUISITION

1. On or about the date agreed upon by the Awarding Authority the Contractor will submit a monthly requisition covering work up to the first date of the month to the Awarding Authority. Payments will be made in accordance with the Contract requirements, including governing laws. Thereafter, the Contractor will provide the Awarding Authority monthly progress payments

M. CONTRACTOR ELIGIBILITY REQUIREMENTS

1. Bidders must have at least 3 years successful experience in the construction of tennis courts including experience in the construction of public tennis courts.

N. VISITATION TO THE PROJECT

1. Bidders are advised to examine the work area before submitting a bid. An optional Pre- Bid meeting for contractors will be held Wednesday August 13, 2014 at 10 AM. By submitting a bid, the Bidder covenants and agrees that he has carefully examined the drawings, specifications, associated bid documents, and addenda and/or bulletins, if any, and visited the site, and that he relies on no hearsay, and that from his own investigation he has satisfied himself as to the nature and the location of the work, the general and local condition, and all matters which may in any way affect the work or its performance, and that as a result of such examination and investigations, he fully understands the intent and purpose of the documents and condition of bidding and that he will not make any claim for, and waives any right to, damages because of any misinterpretations or misunderstanding of the bid documents and the conditions of bidding.

O. PRE-CONSTRUCTION CONFERENCE

1. A pre-construction conference will be held prior to the commencement of any work. The following representatives will in attendance:
 - Representatives from the Town of Eastham
 - Contractor (key personnel)
2. Progress meetings will be held as required, but no less that weekly during active construction times until the completion of the project.

P. EXECUTION OF CONTRACT

1. The form of Contract, which the successful Bidder will be required to execute, is included in the Bid and Contract Documents, Appendix A.
2. Within ten (10) calendar days after notice of award and the Contractor shall sign and deliver the Contract to the Town of Eastham along with the Labor and Material Payment Bond, Performance Bond, and Certificate of Insurance in amounts as required by the Contract Documents.

Q. BID DOCUMENTS

1. This Invitation for Bid will be made available at the Town Administrator's Office at the Eastham Town Hall located at 2500 State Hwy, Eastham MA during normal business hours and are available on the town website at www.town.Eastham-ma.gov .

2. A bidder filing a bid thereby certifies that the bid is made in good faith without fraud, collusion, or connection of any kind with any other bidder for the same work, and that the bidder is completed solely on its own behalf without connection with, or obligation to, any undisclosed person or firm.
3. Each bidder must fill in all blanks on all the bid forms, even if the information is *zero dollars or not applicable*. Also, each bidder must acknowledge receipt of all addenda. All blank spaces in the bid form shall be properly completed in ink and all erasures or corrections must be initialed by the contractor.
4. The Contract is composed of all bid documents including but not limited to the Notice to Bidders / Public Advertisement of Bid, Instructions to bidders, Contract Agreement, Payment Bond, Performance Bond, Prevailing Wage Rates, Project Specifications, any Addenda and all other documents issued by the town or bidder regarding this bid.
5. The Town may not consider any bid not prepared and submitted in accordance with the provisions hereof and may waive any informalities or reject any or all bids, except as limited under the General Laws Chapters 149 and 30, applicable sections as amended to date.
6. All bids must be submitted to Eastham Town Hall 2500 State Highway, Eastham, MA prior to the date and time of the bid opening and clearly marked: **"SEALED BID – TENNIS COURT"**. Any bid received after the date and time designated will not be considered.

PROJECT SPECIFICATIONS

PROJECT DESCRIPTION: The project is to reconstruct the 5 court concrete tennis battery at Nauset Regional High School, 100 Cable Road Eastham MA 02651. (3360 SY) Project includes but is not limited to removal and disposal of existing fence and net posts, pulverizing existing asphalt base and augmentation with processed stone as needed, provision and installation of net footings, posts, net, and center strap, provision and installation of 4 ½ "post tensioned tennis court slab, provision and installation of 1 ¾ "8-gauge black vinyl tennis fencing with gates, surfacing of courts with 4 Coat Plexipave OR EQUAL system including concrete preparer. Colors inbound / outbound will be chosen by Town.

A. Contractor Requirements

1. Successful bidders must meet the following minimum requirements: Construction must be supervised by an American Sports Builders Association (ASBA) Certified Tennis Court Builder with a minimum of five years experience installing post tensioned concrete tennis courts. In addition, the successful bidder must be a Certified Post Tensioning Installer as determined by the Post-Tensioning Institute. Evidence of certification must accompany bid.

B. Contractor's Pre-Construction Requirements

1. Prior to construction, the Contractor will provide a detailed drawing stamped by a post tension concrete engineer, showing the spacing and layout of the entire post tensioned area shall be submitted for approval.
2. The Contractor will make application for any necessary permits
3. The Contractor will locate and establish all underground utilities, septic or sewer lines with the assistance of Bob Lewis, Building Maintenance Manager at Nauset Regional High School and will notify Dig Safe 1-888-344-7233

C. Site Preparation by Contractor

1. Existing fence parts will be cut at base above current footing and stocked on site. Fence wire fabric will be reworked and used if possible.

2. Pulverize existing asphalt courts and augment base with stone dust. Fine grade base material. A laser grader shall be used to grade. The bank run gravel shall not vary more than plus +/- 1/8" above or below the true base elevation.
3. Forms shall be installed around perimeter of court and secured to the ground with stakes to prevent movement during placement of concrete. Top of form shall be finish grade. (4.5 " above grade) Forms shall be straight and carry a consistent slope of one inch (1") in ten feet (10'). One half inch (1/2") holes shall be drilled in forms on one end and one side every four feet to allow the insertion of cable.

D. Net Post Installation:

1. Install Douglas post OR EQUAL, 3' heavy steel with integrated lacing bars and polyester powder coated in a finish as approved by the Town. The net posts will have an internal brass winding gear mechanism. Installation includes two galvanized net post sleeves, a galvanized center anchor, center strap and our premium net, approved by Town with fiberglass dowels. All tennis court hardware will be of premium quality and approved by Town.
2. One set of net post sleeves shall be set in concrete foundations which shall not be less than 18" in diameter at the top, not less than 30" at the bottom and not less than 36" in depth. All concrete for footings shall be 3,500 pound mix. The center strap anchors shall be set in concrete footings measuring 12" x 12" x 12". The base of the footings shall be slightly larger 15" x 15" to avoid the possibility of heaving.
3. Install two layers of 6-mil polyethylene over sub grade and tape all seams. The polyethylene acts as a moisture barrier and reduces friction when placing slab under compression.

E. Post Tensioning Material:

1. Post tensioning material shall consist of 1/2" diameter, seven wire tress relieved strand, conforming to ASTM A-416 with an ultimate strength of 270 KSI. Strand shall be coated with a permanent rust preventative lubricant and wrapped with plastic sheathing. If strand sheathing is damaged or removed it is to be repaired by taping. A maximum of 6" exposed strand is permitted at the anchor. End anchorage devices will conform to P.T.I. specifications. All dead end anchorages must be power seated. All strands are to be supported in beams to prevent vertical and horizontal movement during concrete placement. Concrete must be well consolidated especially in the vicinity of strand anchorages. 1/2" diameter strands shall be anchored at 28.9 KIPS, but may be initially stressed at 33 KIPS. A 9" diameter centered on the strand axis by 36" length shall be allowed for stressing equipment clearance. Slabs shall be designed using acceptable engineering practices in accordance with the American Concrete Institute Building Code Requirements for reinforced concretes and the Post Tensioning Institutes tentative specifications for post-tensioning materials. The soil condition and plasticity index of the court site is to be considered in determining strand spacing and beam requirements.
2. Cables will be spaced on specified centers, as directed in the engineers drawings.

F. Concrete Construction:

1. Cement: shall be 3,500 pounds mix, with a minimum cement factor of 550 pounds.
2. Water: Water/cement ratio shall .50.

3. Slump: shall be approximately 4" depending on weather conditions on day of concrete placing. Slump tests will be performed at Contractor expense. Reports will be delivered to the Town with test billing attached.
4. Aggregate: Aggregate shall conform to standard specifications for concrete aggregates ASTM C-33. Maximum aggregate size of ¾".
5. Air Entrainment: Air entrainment by total volume of concrete shall be 5 to 7% for ¾" to 1" max size coarse aggregate.
6. All concrete contents, mixing, delivery and placing shall meet General American Concrete Institute Construction Practices.
7. Joints: Single courts shall be poured monolithic with keyed expansion joint under net line.
8. The concrete shall have a compressive strength of not less than 3,500 pounds after 28 days. Concrete must attain a compressive strength of 2,000 pounds per square inch before final stressing.
9. Placing and Finishing: Concrete shall be leveled and vibrated using a 62.5' vibrating power screed. Concrete shall be bull-floated and finished in accordance with Section 7.2 Act Standard 302, Recommended Practice for Concrete Floor and Slab Construction. The final shall be a light broom finish.
10. Surface Tolerance: The concrete surface shall be flat to within ¼" under a 10" straight edge in a direction perpendicular to the slope but shall be within 1/8" under a 10" straight edge in the direction of the slope.
11. Curing: The concrete immediately after finishing shall be kept continuously moist for seven days by covering with polyethylene film. Curing time shall be in accordance with surfacing systems manufacturer's recommendations. Timing is critical on all of the above due to the possibility of disturbing the finished surface.

G. Fence:

1. Height of Fence: Overall height of fence when erected shall be 10 feet and will require a permit from the Eastham Building Inspector.
2. The gates will be 4' wide x 7' high with a 3' high transom section above it. The paved walkways leading from the parking lot to the gates will be ADA compliant.
3. Gate frames shall be welded, 1 5/8" O.D. pipe to match. Hinges shall be of adequate strength to support the gate and have large bearings for clamping in position. Gates shall be capable of being opened and closed quickly and easily by one person. Gates shall be equipped with a positive latching device that will accommodate padlocking.
4. Post Spacing and setting: Line, terminal and corner posts shall be set in foundations not less than 10" in diameter and not less than 36" in depth. Foundations shall consist of concrete. Spacing posts in the line of fence shall be uniform and not more than ten feet apart.

Terminal and corner post shall be 2.875" O.D.

Line post shall be 2.375" O.D.

Top and mid rail shall be 1.660" O.D.

Gate frames shall be 1 5/8" O.D.

5. Vinyl Clad Framework, Fittings and Gates, Line, terminal, corner post, top rails and gate frame materials shall be, before coating with 12 mil PVC, a hot dipped galvanized, inside

and out with a zinc coating of 1.8 ounces per square foot, meeting the Standards of the American Society for testing and materials (ASTM) F1043-06 Group 1A.

6. The frame work consists of all line, corner terminal posts, horizontal rails and gate frame materials which shall be coated with a polyvinyl chloride coating 12 mils in thickness over galvanized steel aluminum. These surfaces shall be bonded to the metal surface with and appropriate primer. The PVC shall be plasticized and thoroughly compounded so that all pigments, stabilizers and other ingredients are fully dispersed.
7. 1 ¼" Chain link, in a color agreed to by the Town shall be installed.
8. Vinyl Clad Chain Fabric is 8 gauge cores with a vinyl coating in a color agreed to by the Town which is extruded and bonded. This specification covers chain link fabric made from galvanized steel wire, which has been coated with polyvinyl chloride compound hereinafter designated as "vinyl".
9. All Vinyl coated chain link has a 22 mil thick extrusion bonded coating meeting the standards of ASTM F668 Class 2a
10. Workmanship: Vinyl coated chain link fabric shall be provided by a manufacturer that uses methods recognized as good commercial practices as verified by the Town. Installation shall be of good workman like quality and inspected and approved by Town.
11. Bottom tension wire shall be bonded vinyl, (color to match the fabric) 6 gauge finish with a 9 gauge core. The tension wire shall be fastened to the chain link fabric using 9 gauge vinyl hog rings.
12. Chain link shall be tied to the line post with aluminum 9 gauge hook ties and spaces on 15" maximum centers.

H. Surfacing and Finishing Phase:

1. Prior to surfacing, concrete must thoroughly cure before the application of any filler or color finish materials. Concrete normally cures within 28-40 days.
2. The Plexipave Coloring System, manufactured by California Products of Andover, Massachusetts OR EQUAL shall be applied.
3. An ambient temperature of 55 degree and rising is required in order to apply the surfacing material. Contractor shall record and provide such record along with monthly billing to the town of the weather and temperature on each day of the installation.
4. Sweep and air clean area to be surfaced.
5. Concrete shall be acid etched with a Concrete Preparer as manufactured by California Products OR EQUAL. The product will require no after wash.
6. Apply one coat of acrylic resurface. This coating is a leveler to fill in and even out minor voids and depressions.
7. Apply two coats of Colored Fortified Plexipave OR EQUAL. These coats provide the court with a uniform surface texture, which can be regulated to permit slow to fast speed of play.
8. Layout, tape and hand paint lines per USTA specifications.
9. Install net posts in sleeves previously set in concrete footings, hang net and center strap.
10. Leave the work area in a clean and orderly condition.

11. All material is guaranteed to be as specified. All work to be completed in a workman like manner according to standard practices. Any alteration or deviation from the above specifications involving extra costs will be executed only upon written orders, and will become an extra charge over and above the estimate. Daily site clean-up and securing of the area by the contractor is required.

APPENDIX A: BID AND CONTRACT DOCUMENTS

1. Form of Bid
2. Non-Collusion Form
3. Statement of Tax Compliance
4. List of Vendor's Projects and Customers
5. Performance Bond (sample)
6. Payment Bond (Sample)
7. Prevailing Wages for this Project

FORM FOR BID

DATE: _____

FROM: Name and Address of Contracting Firm:

To: Eastham Town Administrator
The Town of Eastham
2500 State Hwy
Eastham, MA 02642

- A. The Undersigned, (hereinafter called the Contractor), proposes to furnish all labor and materials required for the Nauset Regional High School Tennis Court Project located at 100 Cable Road, Eastham, MA 02651 in accordance with the accompanying bid documents prepared by the Town of Eastham for the amounts listed below, subject to additions in according the terms of the specifications. The contract price is specified below.
- B. This Bid includes Addenda numbered: _____
- C. **The Total Bid Price for this Project is:**

Bid Amount In Words

Bid Amount In Numbers

- D. The Undersigned agrees that if he is selected as Contractor he will, he will within five (5) days, Saturday, Sundays, and legal holidays excluded, after presentation thereof by the awarding authority, execute a Contract in accordance with the terms of this Bid and furnish a 50% labor and materials Payment Bond, from a surety company qualified to do business under the laws of the commonwealth and satisfactory to the awarding authority and each in the sum of the contract price, the premium for which are to be paid by the contractor and are included in the contract amount.
- E. Labor Harmony: The undersigned certifies that (1) that he is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed in the work; (2) that all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee; and (3) that all employees to be employed in the work subject to this bid have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration.

The following must be attached to or inserted into this bid:

- 1. Bid deposit meeting the requirements of the Instructions to Bidders.

FORM OF BID – PAGE 2

2. Product information for materials required to complete the work.
3. Evidence of Certification either directly or through an identified sub-contractor as American Sports Builders Association (ASBA) Certified Tennis Court Builder with a minimum of five years experience installing post tensioned concrete tennis courts and Certified Post Tensioning Installer as determined by the Post-Tensioning Institute.
4. Non- Collusion Form (Form is Included in Appendix A)
5. Statement of Tax Compliance (Form is Included in Appendix A)
6. List of Vendor's Projects and Customers (Form is included in Appendix A)
7. A signed copy of any Addenda issued by the Awarding Authority.

AUTHORIZATION

Signature of authorized person signing bid on behalf of Contractor

Title / Position with Company

PRINTED Name

Company name

Date

**TOWN OF EASTHAM
INVITATION TO BID
TENNIS COURT RECONSTRUCTION**

CERTIFICATE OF NON-COLLUSION

The undersigned certifies under penalties of perjury that this bid is in all respects bona fide, fair and made without collusion or fraud with any other person. As used in this paragraph the word "person" shall mean any natural person, joint venture, partnership, corporation or other business or legal entity.

Signature of individual signing bid

Printed Name

Business Name

STATEMENT OF TAX COMPLIANCE

Pursuant to MGL. Chapter 62C, Section 49 A, I hereby certify under penalties of perjury that I, to my best knowledge and belief, have complied with all laws of the Commonwealth of Massachusetts relating to taxes.

Social Security or Federal Identification Number

Printed Name

Signature of individual signing bid

SAMPLE

PERFORMANCE BOND

KNOW ALL MEN AND WOMEN BY THESE PRESENTS, THAT

_____ as principal,

and _____

as surety, are held and firmly bound unto the Town of Eastham,

Massachusetts, in the sum of _____

lawful money of the United States of America, to be paid to the Town of Eastham, Massachusetts, for which payments, well and truly to be made, we bind ourselves, our respective heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents.

WHEREAS, the said principal has made a contract with the Town of Eastham, Massachusetts, bearing the date of _____, 2014, for the construction of the Project

_____ Reconstruct Tennis Court _____

Now the condition of this obligation is such that if the principal shall well and truly keep and perform all the undertakings, covenants, agreements, terms and conditions of said contract on its part to be kept and performed during the original term of said contract any extensions thereof that may be granted by the Town of Eastham, Massachusetts, with or without notice to the surety, and during the life of any guarantee required under the contract, and shall also well and truly keep and perform all the undertakings, covenants, agreements, terms and conditions of any and all duly authorized modifications, alterations, changes or additions to said contract that may be hereafter made, notice to the surety of such modifications, alterations, changes or additions being hereby waived, then this obligation shall become null and void; otherwise it shall remain in full force and virtue.

IN WITNESS WHEREOF we hereunto set our hands and seal this _____ day of _____, 2014.

Seal

By: _____

By: _____

SAMPLE

PAYMENT BOND

KNOWN ALL MEN AND WOMEN BY THESE PRESENT, THAT

as principal, and

as surety, are held and firmly bound unto the Town of Eastham, Massachusetts in the sum of:

lawful money of the United States of America, to be paid to the Town of Eastham, Massachusetts, for which payments, as well and truly to be made, we bind ourselves, our respective heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents. This amount represents 50% of the contract price.

WHEREAS, the said principal has made a contract with the Town of Eastham, Massachusetts, bearing the date of _____ of _____, 2014, for the construction project

Now the condition of this obligation is such that if the principal shall pay for all labor performed or furnished and for all materials used or employed in said contract and in any and all duly authorized modifications, alterations, extensions of time, changes or additions to said contract that may hereafter be made, notice to the surety of such modifications, alterations, extensions of time, changes or additions being hereby waived, the foregoing to include any other purpose or items set out in, and subject to, the provisions of Massachusetts General Laws, Chapter 30, Section 39A, and Chapter 149, Section 29, as amended, then this obligation shall become null and void; otherwise it shall remain in full force and virtue.

IN WITNESS THEREOF, we unto set our hands and seals to this _____ day of _____, 2014

(Seal)

By:

By:

PROJECT REFERENCES

Bidders must provide a list of at least 5 references to which similar projects have been completed, along with a name of a contact person and phone numbers. (municipalities desired, if applicable)

1. Town: _____
 Contact: _____ Phone: _____
 Project Value and Description: _____

2. Town: _____
 Contact: _____ Phone: _____
 Project Value and Description: _____

3. Town: _____
 Contact: _____ Phone: _____
 Project Value and Description: _____

4. Town: _____
 Contact: _____ Phone: _____
 Project Value and Description: _____

5. Town: _____
 Contact: _____ Phone: _____
 Project Value and Description: _____

SAMPLE

PERFORMANCE BOND

KNOW ALL MEN AND WOMEN BY THESE PRESENTS, THAT

_____ as principal,

and _____

as surety, are held and firmly bound unto the Town of Eastham,

Massachusetts, in the sum of _____

lawful money of the United States of America, to be paid to the Town of Eastham, Massachusetts, for which payments, well and truly to be made, we bind ourselves, our respective heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents.

WHEREAS, the said principal has made a contract with the Town of Eastham, Massachusetts, bearing the date of _____, 2014, for the construction of the Project

_____ Reconstruct Tennis Court _____

Now the condition of this obligation is such that if the principal shall well and truly keep and perform all the undertakings, covenants, agreements, terms and conditions of said contract on its part to be kept and performed during the original term of said contract any extensions thereof that may be granted by the Town of Eastham, Massachusetts, with or without notice to the surety, and during the life of any guarantee required under the contract, and shall also well and truly keep and perform all the undertakings, covenants, agreements, terms and conditions of any and all duly authorized modifications, alterations, changes or additions to said contract that may be hereafter made, notice to the surety of such modifications, alterations, changes or additions being hereby waived, then this obligation shall become null and void; otherwise it shall remain in full force and virtue.

IN WITNESS WHEREOF we hereunto set our hands and seal this _____ day of _____, 2014.

Seal

By: _____

By: _____



DEVAL L. PATRICK
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

RACHEL KAPRIELIAN
Secretary
HEATHER E. ROWE
Director

Awarding Authority: Town of Eastham
Contract Number: City/Town: EASTHAM
Description of Work: Nauset Regional High School - Construction of tennis courts
Job Location: Nauset Regional H.S. 100 Cable Road Eastham MA 02

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

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>	06/01/2014	\$31.30	\$9.41	\$8.80	\$0.00	\$49.51
	08/01/2014	\$31.30	\$9.91	\$8.80	\$0.00	\$50.01
	12/01/2014	\$31.30	\$9.91	\$9.33	\$0.00	\$50.54
	06/01/2015	\$31.65	\$9.91	\$9.33	\$0.00	\$50.89
	08/01/2015	\$31.65	\$10.41	\$9.33	\$0.00	\$51.39
	12/01/2015	\$31.65	\$10.41	\$10.08	\$0.00	\$52.14
	06/01/2016	\$32.15	\$10.41	\$10.08	\$0.00	\$52.64
	08/01/2016	\$32.15	\$10.91	\$10.08	\$0.00	\$53.14
	12/01/2016	\$32.15	\$10.91	\$10.89	\$0.00	\$53.95
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2014	\$31.37	\$9.41	\$8.80	\$0.00	\$49.58
	08/01/2014	\$31.37	\$9.91	\$8.80	\$0.00	\$50.08
	12/01/2014	\$31.37	\$9.91	\$9.33	\$0.00	\$50.61
	06/01/2015	\$31.72	\$9.91	\$9.33	\$0.00	\$50.96
	08/01/2015	\$31.72	\$10.41	\$9.33	\$0.00	\$51.46
	12/01/2015	\$31.72	\$10.41	\$10.08	\$0.00	\$52.21
	06/01/2016	\$32.22	\$10.41	\$10.08	\$0.00	\$52.71
	08/01/2016	\$32.22	\$10.91	\$10.08	\$0.00	\$53.21
	12/01/2016	\$32.22	\$10.91	\$10.89	\$0.00	\$54.02
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2014	\$31.49	\$9.41	\$8.80	\$0.00	\$49.70
	08/01/2014	\$31.49	\$9.91	\$8.80	\$0.00	\$50.20
	12/01/2014	\$31.49	\$9.91	\$9.33	\$0.00	\$50.73
	06/01/2015	\$31.84	\$9.91	\$9.33	\$0.00	\$51.08
	08/01/2015	\$31.84	\$10.41	\$9.33	\$0.00	\$51.58
	12/01/2015	\$31.84	\$10.41	\$10.08	\$0.00	\$52.33
	06/01/2016	\$32.34	\$10.41	\$10.08	\$0.00	\$52.83
	08/01/2016	\$32.34	\$10.91	\$10.08	\$0.00	\$53.33
	12/01/2016	\$32.34	\$10.91	\$10.89	\$0.00	\$54.14
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2013	\$84.21	\$9.80	\$18.17	\$0.00	\$112.18
	08/01/2014	\$87.36	\$9.80	\$18.17	\$0.00	\$115.33
	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
AIR TRACK OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	12/01/2014	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	06/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	12/01/2015	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	06/01/2016	\$33.10	\$7.30	\$12.10	\$0.00	\$52.50
	12/01/2016	\$33.85	\$7.30	\$12.10	\$0.00	\$53.25
For apprentice rates see "Apprentice- LABORER"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	06/01/2014	\$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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASPHALT RAKER <i>LABORERS - ZONE 2</i>	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
	For apprentice rates see "Apprentice- OPERATING ENGINEERS"					
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
	For apprentice rates see "Apprentice- OPERATING ENGINEERS"					
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 2</i>	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 2</i>	06/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	12/01/2014	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	06/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	12/01/2015	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	06/01/2016	\$33.10	\$7.30	\$12.10	\$0.00	\$52.50
	12/01/2016	\$33.85	\$7.30	\$12.10	\$0.00	\$53.25
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) BRICKLAYERS LOCAL 3 (NEW BEDFORD)	02/01/2014	\$48.06	\$10.18	\$18.15	\$0.00	\$76.39
	08/01/2014	\$48.96	\$10.18	\$18.22	\$0.00	\$77.36
	02/01/2015	\$49.52	\$10.18	\$18.22	\$0.00	\$77.92
	08/01/2015	\$50.42	\$10.18	\$18.29	\$0.00	\$78.89
	02/01/2016	\$50.99	\$10.18	\$18.29	\$0.00	\$79.46
	08/01/2016	\$51.89	\$10.18	\$18.37	\$0.00	\$80.44
	02/01/2017	\$52.46	\$10.18	\$18.37	\$0.00	\$81.01

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 New Bedford

Effective Date - 02/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.03	\$10.18	\$18.15	\$0.00	\$52.36
2	60	\$28.84	\$10.18	\$18.15	\$0.00	\$57.17
3	70	\$33.64	\$10.18	\$18.15	\$0.00	\$61.97
4	80	\$38.45	\$10.18	\$18.15	\$0.00	\$66.78
5	90	\$43.25	\$10.18	\$18.15	\$0.00	\$71.58

Effective Date - 08/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.48	\$10.18	\$18.22	\$0.00	\$52.88
2	60	\$29.38	\$10.18	\$18.22	\$0.00	\$57.78
3	70	\$34.27	\$10.18	\$18.22	\$0.00	\$62.67
4	80	\$39.17	\$10.18	\$18.22	\$0.00	\$67.57
5	90	\$44.06	\$10.18	\$18.22	\$0.00	\$72.46

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN LABORERS - FOUNDATION AND MARINE	06/01/2014	\$35.20	\$7.30	\$12.90	\$0.00	\$55.40
	12/01/2014	\$35.95	\$7.30	\$12.90	\$0.00	\$56.15
	06/01/2015	\$36.70	\$7.30	\$12.90	\$0.00	\$56.90
	12/01/2015	\$37.45	\$7.30	\$12.90	\$0.00	\$57.65
	06/01/2016	\$38.20	\$7.30	\$12.90	\$0.00	\$58.40
	12/01/2016	\$39.20	\$7.30	\$12.90	\$0.00	\$59.40

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING LABORER LABORERS - FOUNDATION AND MARINE	06/01/2014	\$34.05	\$7.30	\$12.90	\$0.00	\$54.25
	12/01/2014	\$34.80	\$7.30	\$12.90	\$0.00	\$55.00
	06/01/2015	\$35.55	\$7.30	\$12.90	\$0.00	\$55.75
	12/01/2015	\$36.30	\$7.30	\$12.90	\$0.00	\$56.50
	06/01/2016	\$37.05	\$7.30	\$12.90	\$0.00	\$57.25
	12/01/2016	\$38.05	\$7.30	\$12.90	\$0.00	\$58.25

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2014	\$34.05	\$7.30	\$12.90	\$0.00	\$54.25
	12/01/2014	\$34.80	\$7.30	\$12.90	\$0.00	\$55.00
	06/01/2015	\$35.55	\$7.30	\$12.90	\$0.00	\$55.75
	12/01/2015	\$36.30	\$7.30	\$12.90	\$0.00	\$56.50
	06/01/2016	\$37.05	\$7.30	\$12.90	\$0.00	\$57.25
	12/01/2016	\$38.05	\$7.30	\$12.90	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i>	03/01/2014	\$34.78	\$9.80	\$15.91	\$0.00	\$60.49
	09/01/2014	\$35.55	\$9.80	\$15.91	\$0.00	\$61.26
	03/01/2015	\$36.32	\$9.80	\$15.91	\$0.00	\$62.03

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 03/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.39	\$9.80	\$1.57	\$0.00	\$28.76
2	60	\$20.87	\$9.80	\$1.57	\$0.00	\$32.24
3	70	\$24.35	\$9.80	\$11.20	\$0.00	\$45.35
4	75	\$26.09	\$9.80	\$11.20	\$0.00	\$47.09
5	80	\$27.82	\$9.80	\$12.77	\$0.00	\$50.39
6	80	\$27.82	\$9.80	\$12.77	\$0.00	\$50.39
7	90	\$31.30	\$9.80	\$14.34	\$0.00	\$55.44
8	90	\$31.30	\$9.80	\$14.34	\$0.00	\$55.44

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.78	\$9.80	\$1.57	\$0.00	\$29.15
2	60	\$21.33	\$9.80	\$1.57	\$0.00	\$32.70
3	70	\$24.89	\$9.80	\$11.20	\$0.00	\$45.89
4	75	\$26.66	\$9.80	\$11.20	\$0.00	\$47.66
5	80	\$28.44	\$9.80	\$12.77	\$0.00	\$51.01
6	80	\$28.44	\$9.80	\$12.77	\$0.00	\$51.01
7	90	\$32.00	\$9.80	\$14.34	\$0.00	\$56.14
8	90	\$32.00	\$9.80	\$14.34	\$0.00	\$56.14

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 3 (NEW BEDFORD)	07/01/2014	\$43.77	\$10.90	\$18.71	\$1.30	\$74.68
	01/01/2015	\$44.69	\$10.90	\$18.71	\$1.30	\$75.60
	07/01/2015	\$45.29	\$10.90	\$18.71	\$1.30	\$76.20
	01/01/2016	\$46.21	\$10.90	\$18.71	\$1.30	\$77.12

Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (New Bedford)

Effective Date - 07/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.89	\$10.90	\$12.21	\$1.30	\$46.30
2	60	\$26.26	\$10.90	\$13.71	\$1.30	\$52.17
3	65	\$28.45	\$10.90	\$14.71	\$1.30	\$55.36
4	70	\$30.64	\$10.90	\$15.71	\$1.30	\$58.55
5	75	\$32.83	\$10.90	\$16.71	\$1.30	\$61.74
6	80	\$35.02	\$10.90	\$17.71	\$1.30	\$64.93
7	90	\$39.39	\$10.90	\$18.71	\$1.30	\$70.30

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.35	\$10.90	\$12.21	\$1.30	\$46.76
2	60	\$26.81	\$10.90	\$13.71	\$1.30	\$52.72
3	65	\$29.05	\$10.90	\$14.71	\$1.30	\$55.96
4	70	\$31.28	\$10.90	\$15.71	\$1.30	\$59.19
5	75	\$33.52	\$10.90	\$16.71	\$1.30	\$62.43
6	80	\$35.75	\$10.90	\$17.71	\$1.30	\$65.66
7	90	\$40.22	\$10.90	\$18.71	\$1.30	\$71.13

Notes:

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

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR LABORERS - ZONE 2	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES OPERATING ENGINEERS LOCAL 4	12/01/2013	\$41.49	\$10.00	\$14.18	\$0.00	\$65.67
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 4	12/01/2013	\$28.11	\$10.00	\$14.18	\$0.00	\$52.29
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DELEADER (BRIDGE) PAINTERS LOCAL 35 - ZONE 2	07/01/2014	\$46.76	\$7.85	\$16.10	\$0.00	\$70.71
	01/01/2015	\$47.66	\$7.85	\$16.10	\$0.00	\$71.61
	07/01/2015	\$48.56	\$7.85	\$16.10	\$0.00	\$72.51
	01/01/2016	\$49.51	\$7.85	\$16.10	\$0.00	\$73.46
	07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41
	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.38	\$7.85	\$0.00	\$0.00	\$31.23
2	55	\$25.72	\$7.85	\$3.66	\$0.00	\$37.23
3	60	\$28.06	\$7.85	\$3.99	\$0.00	\$39.90
4	65	\$30.39	\$7.85	\$4.32	\$0.00	\$42.56
5	70	\$32.73	\$7.85	\$14.11	\$0.00	\$54.69
6	75	\$35.07	\$7.85	\$14.44	\$0.00	\$57.36
7	80	\$37.41	\$7.85	\$14.77	\$0.00	\$60.03
8	90	\$42.08	\$7.85	\$15.44	\$0.00	\$65.37

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.83	\$7.85	\$0.00	\$0.00	\$31.68
2	55	\$26.21	\$7.85	\$3.66	\$0.00	\$37.72
3	60	\$28.60	\$7.85	\$3.99	\$0.00	\$40.44
4	65	\$30.98	\$7.85	\$4.32	\$0.00	\$43.15
5	70	\$33.36	\$7.85	\$14.11	\$0.00	\$55.32
6	75	\$35.75	\$7.85	\$14.44	\$0.00	\$58.04
7	80	\$38.13	\$7.85	\$14.77	\$0.00	\$60.75
8	90	\$42.89	\$7.85	\$15.44	\$0.00	\$66.18

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN LABORERS - ZONE 2	06/01/2014	\$34.25	\$7.30	\$12.70	\$0.00	\$54.25
	12/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
	06/01/2015	\$35.75	\$7.30	\$12.70	\$0.00	\$55.75
	12/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50

For apprentice rates see "Apprentice- LABORER"

DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS - ZONE 2	06/01/2014	\$35.25	\$7.30	\$12.70	\$0.00	\$55.25
	12/01/2014	\$36.00	\$7.30	\$12.70	\$0.00	\$56.00
	06/01/2015	\$36.75	\$7.30	\$12.70	\$0.00	\$56.75
	12/01/2015	\$37.50	\$7.30	\$12.70	\$0.00	\$57.50

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: BURNERS <i>LABORERS - ZONE 2</i>	06/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
	12/01/2014	\$35.75	\$7.30	\$12.70	\$0.00	\$55.75
	06/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50
	12/01/2015	\$37.25	\$7.30	\$12.70	\$0.00	\$57.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 2</i>	06/01/2014	\$35.25	\$7.30	\$12.70	\$0.00	\$55.25
	12/01/2014	\$36.00	\$7.30	\$12.70	\$0.00	\$56.00
	06/01/2015	\$36.75	\$7.30	\$12.70	\$0.00	\$56.75
	12/01/2015	\$37.50	\$7.30	\$12.70	\$0.00	\$57.50
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
	12/01/2014	\$35.75	\$7.30	\$12.70	\$0.00	\$55.75
	06/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50
	12/01/2015	\$37.25	\$7.30	\$12.70	\$0.00	\$57.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 2</i>	06/01/2014	\$34.25	\$7.30	\$12.70	\$0.00	\$54.25
	12/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
	06/01/2015	\$35.75	\$7.30	\$12.70	\$0.00	\$55.75
	12/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2013	\$56.14	\$9.80	\$18.17	\$0.00	\$84.11
	08/01/2014	\$58.24	\$9.80	\$18.17	\$0.00	\$86.21
	08/01/2015	\$60.34	\$9.80	\$18.17	\$0.00	\$88.31
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2013	\$40.10	\$9.80	\$18.17	\$0.00	\$68.07
	08/01/2014	\$41.60	\$9.80	\$18.17	\$0.00	\$69.57
	08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2013	\$60.15	\$9.80	\$18.17	\$0.00	\$88.12
	08/01/2014	\$62.40	\$9.80	\$18.17	\$0.00	\$90.37
	08/01/2015	\$64.65	\$9.80	\$18.17	\$0.00	\$92.62
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2013	\$84.21	\$9.80	\$18.17	\$0.00	\$112.18
	08/01/2014	\$87.36	\$9.80	\$18.17	\$0.00	\$115.33
	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
ELECTRICIAN <i>ELECTRICIANS LOCAL 223</i>	09/01/2013	\$36.41	\$7.70	\$10.74	\$0.00	\$54.85

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELECTRICIAN - Local 223

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	\$7.70	\$0.49	\$0.00	\$24.57
4	48	\$17.48	\$7.70	\$2.97	\$0.00	\$28.15
5	50	\$18.21	\$7.70	\$3.10	\$0.00	\$29.01
6	55	\$20.03	\$7.70	\$3.40	\$0.00	\$31.13
7	60	\$21.85	\$7.70	\$3.72	\$0.00	\$33.27
8	65	\$23.67	\$7.70	\$4.02	\$0.00	\$35.39
9	70	\$25.49	\$7.70	\$4.33	\$0.00	\$37.52
10	75	\$27.31	\$7.70	\$4.64	\$0.00	\$39.65

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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For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

FENCE & GUARD RAIL ERECTOR <i>LABORERS - ZONE 2</i>	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2014	\$38.87	\$10.00	\$14.18	\$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>	05/01/2014	\$40.29	\$10.00	\$14.18	\$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>	05/01/2014	\$20.92	\$10.00	\$14.18	\$0.00	\$45.10
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 223</i>	09/01/2013	\$36.41	\$7.70	\$10.74	\$0.00	\$54.85
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS LOCAL 223</i>	09/01/2013	\$30.95	\$7.70	\$9.13	\$0.00	\$47.78
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$33.76	\$10.00	\$14.18	\$0.00	\$57.94
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER <i>LABORERS - ZONE 2</i>	06/01/2014	\$20.50	\$7.30	\$12.10	\$0.00	\$39.90
	12/01/2014	\$20.50	\$7.30	\$12.10	\$0.00	\$39.90
	06/01/2015	\$20.50	\$7.30	\$12.10	\$0.00	\$39.90
	12/01/2015	\$20.50	\$7.30	\$12.10	\$0.00	\$39.90
	06/01/2016	\$20.50	\$7.30	\$12.10	\$0.00	\$39.90
	12/01/2016	\$20.50	\$7.30	\$12.10	\$0.00	\$39.90
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE II</i>	03/01/2014	\$37.56	\$9.80	\$16.96	\$0.00	\$64.32

Apprentice - FLOORCOVERER - Local 2168 Zone II

Effective Date - 03/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.78	\$9.80	\$1.79	\$0.00	\$30.37
2	55	\$20.66	\$9.80	\$1.79	\$0.00	\$32.25
3	60	\$22.54	\$9.80	\$11.59	\$0.00	\$43.93
4	65	\$24.41	\$9.80	\$11.59	\$0.00	\$45.80
5	70	\$26.29	\$9.80	\$13.38	\$0.00	\$49.47
6	75	\$28.17	\$9.80	\$13.38	\$0.00	\$51.35
7	80	\$30.05	\$9.80	\$15.17	\$0.00	\$55.02
8	85	\$31.93	\$9.80	\$15.17	\$0.00	\$56.90

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
GENERATOR/LIGHTING PLANT/HEATERS OPERATING ENGINEERS LOCAL 4	12/01/2013	\$28.11	\$10.00	\$14.18	\$0.00	\$52.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) GLAZIERS LOCAL 1333	06/01/2014	\$34.58	\$9.80	\$7.75	\$0.00	\$52.13
	06/01/2015	\$35.08	\$10.25	\$8.00	\$0.00	\$53.33
	06/01/2016	\$35.58	\$10.70	\$8.25	\$0.00	\$54.53

Apprentice - GLAZIER - Local 1333

Effective Date - 06/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.29	\$9.80	\$1.00	\$0.00	\$28.09
2	56	\$19.45	\$9.80	\$1.00	\$0.00	\$30.25
3	63	\$21.61	\$9.80	\$1.50	\$0.00	\$32.91
4	69	\$23.77	\$9.80	\$1.50	\$0.00	\$35.07
5	75	\$25.94	\$9.80	\$2.00	\$0.00	\$37.74
6	81	\$28.10	\$9.80	\$2.00	\$0.00	\$39.90
7	88	\$30.26	\$9.80	\$7.75	\$0.00	\$47.81
8	94	\$32.42	\$9.80	\$7.75	\$0.00	\$49.97

Effective Date - 06/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.54	\$10.25	\$1.00	\$0.00	\$28.79
2	56	\$19.73	\$10.25	\$1.00	\$0.00	\$30.98
3	63	\$21.93	\$10.25	\$1.50	\$0.00	\$33.68
4	69	\$24.12	\$10.25	\$1.50	\$0.00	\$35.87
5	75	\$26.31	\$10.25	\$2.00	\$0.00	\$38.56
6	81	\$28.50	\$10.25	\$2.00	\$0.00	\$40.75
7	88	\$30.70	\$10.25	\$8.00	\$0.00	\$48.95
8	94	\$32.89	\$10.25	\$8.00	\$0.00	\$51.14

Notes:

Apprentice to Journeyworker Ratio:1:3

HOISTING ENGINEER/CRANES/GRADALLS OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
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Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 12/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$22.27	\$10.00	\$0.00	\$0.00	\$32.27
2	60	\$24.29	\$10.00	\$14.18	\$0.00	\$48.47
3	65	\$26.32	\$10.00	\$14.18	\$0.00	\$50.50
4	70	\$28.34	\$10.00	\$14.18	\$0.00	\$52.52
5	75	\$30.37	\$10.00	\$14.18	\$0.00	\$54.55
6	80	\$32.39	\$10.00	\$14.18	\$0.00	\$56.57
7	85	\$34.42	\$10.00	\$14.18	\$0.00	\$58.60
8	90	\$36.44	\$10.00	\$14.18	\$0.00	\$60.62

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) <i>SHEETMETAL WORKERS LOCAL 17 - B</i>	04/01/2013	\$34.64	\$9.82	\$12.31	\$1.70	\$58.47
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) <i>ELECTRICIANS LOCAL 223</i>	09/01/2013	\$36.41	\$7.70	\$10.74	\$0.00	\$54.85
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 17 - B</i>	04/01/2013	\$34.64	\$9.82	\$12.31	\$1.70	\$58.47
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING - WATER) <i>PLUMBERS & PIPEFITTERS LOCAL 51</i>	03/01/2014	\$35.51	\$11.00	\$15.35	\$0.00	\$61.86
	09/01/2014	\$36.01	\$11.00	\$15.35	\$0.00	\$62.36
	03/01/2015	\$36.76	\$11.00	\$15.35	\$0.00	\$63.11
	09/01/2015	\$37.51	\$11.00	\$15.35	\$0.00	\$63.86
	03/01/2016	\$38.26	\$11.00	\$15.35	\$0.00	\$64.61
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC <i>PLUMBERS & PIPEFITTERS LOCAL 51</i>	03/01/2014	\$35.51	\$11.00	\$15.35	\$0.00	\$61.86
	09/01/2014	\$36.01	\$11.00	\$15.35	\$0.00	\$62.36
	03/01/2015	\$36.76	\$11.00	\$15.35	\$0.00	\$63.11
	09/01/2015	\$37.51	\$11.00	\$15.35	\$0.00	\$63.86
	03/01/2016	\$38.26	\$11.00	\$15.35	\$0.00	\$64.61
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS <i>LABORERS - ZONE 2</i>	06/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	12/01/2014	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	06/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	12/01/2015	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	06/01/2016	\$33.10	\$7.30	\$12.10	\$0.00	\$52.50
	12/01/2016	\$33.85	\$7.30	\$12.10	\$0.00	\$53.25
For apprentice rates see "Apprentice- LABORER"						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	09/01/2013	\$42.11	\$10.95	\$12.10	\$0.00	\$65.16
	09/01/2014	\$44.11	\$10.95	\$12.10	\$0.00	\$67.16

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 09/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.06	\$10.95	\$9.00	\$0.00	\$41.01
2	60	\$25.27	\$10.95	\$9.62	\$0.00	\$45.84
3	70	\$29.48	\$10.95	\$10.24	\$0.00	\$50.67
4	80	\$33.69	\$10.95	\$10.86	\$0.00	\$55.50

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.06	\$10.95	\$9.00	\$0.00	\$42.01
2	60	\$26.47	\$10.95	\$9.62	\$0.00	\$47.04
3	70	\$30.88	\$10.95	\$10.24	\$0.00	\$52.07
4	80	\$35.29	\$10.95	\$10.86	\$0.00	\$57.10

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER	03/16/2014	\$33.56	\$7.70	\$14.55	\$0.00	\$55.81
<i>IRONWORKERS LOCAL 37</i>	09/16/2014	\$34.26	\$7.70	\$14.55	\$0.00	\$56.51
	03/16/2015	\$34.96	\$7.70	\$14.55	\$0.00	\$57.21
	09/16/2015	\$35.66	\$7.70	\$14.55	\$0.00	\$57.91
	03/16/2016	\$36.36	\$7.70	\$14.55	\$0.00	\$58.61

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - IRONWORKER - Local 37

Effective Date - 03/16/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	70	\$23.49	\$7.70	\$14.55	\$0.00	\$45.74
2	75	\$25.17	\$7.70	\$14.55	\$0.00	\$47.42
3	80	\$26.85	\$7.70	\$14.55	\$0.00	\$49.10
4	85	\$28.53	\$7.70	\$14.55	\$0.00	\$50.78
5	90	\$30.20	\$7.70	\$14.55	\$0.00	\$52.45
6	95	\$31.88	\$7.70	\$14.55	\$0.00	\$54.13

Effective Date - 09/16/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	70	\$23.98	\$7.70	\$14.55	\$0.00	\$46.23
2	75	\$25.70	\$7.70	\$14.55	\$0.00	\$47.95
3	80	\$27.41	\$7.70	\$14.55	\$0.00	\$49.66
4	85	\$29.12	\$7.70	\$14.55	\$0.00	\$51.37
5	90	\$30.83	\$7.70	\$14.55	\$0.00	\$53.08
6	95	\$32.55	\$7.70	\$14.55	\$0.00	\$54.80

Notes:

Apprentice to Journeyworker Ratio:1:4

JACKHAMMER & PAVING BREAKER OPERATOR	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
<i>LABORERS - ZONE 2</i>	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

LABORER	06/01/2014	\$30.35	\$7.30	\$12.10	\$0.00	\$49.75
<i>LABORERS - ZONE 2</i>	12/01/2014	\$30.85	\$7.30	\$12.10	\$0.00	\$50.25
	06/01/2015	\$31.35	\$7.30	\$12.10	\$0.00	\$50.75
	12/01/2015	\$31.85	\$7.30	\$12.10	\$0.00	\$51.25
	06/01/2016	\$32.35	\$7.30	\$12.10	\$0.00	\$51.75
	12/01/2016	\$33.10	\$7.30	\$12.10	\$0.00	\$52.50

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LABORER - Zone 2

Effective Date - 06/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.21	\$7.30	\$12.10	\$0.00	\$37.61
2	70	\$21.25	\$7.30	\$12.10	\$0.00	\$40.65
3	80	\$24.28	\$7.30	\$12.10	\$0.00	\$43.68
4	90	\$27.32	\$7.30	\$12.10	\$0.00	\$46.72

Effective Date - 12/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.51	\$7.30	\$12.10	\$0.00	\$37.91
2	70	\$21.60	\$7.30	\$12.10	\$0.00	\$41.00
3	80	\$24.68	\$7.30	\$12.10	\$0.00	\$44.08
4	90	\$27.77	\$7.30	\$12.10	\$0.00	\$47.17

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER <i>LABORERS - ZONE 2</i>	06/01/2014	\$30.35	\$7.30	\$12.10	\$0.00	\$49.75
	12/01/2014	\$30.85	\$7.30	\$12.10	\$0.00	\$50.25
	06/01/2015	\$31.35	\$7.30	\$12.10	\$0.00	\$50.75
	12/01/2015	\$31.85	\$7.30	\$12.10	\$0.00	\$51.25
	06/01/2016	\$32.35	\$7.30	\$12.10	\$0.00	\$51.75
	12/01/2016	\$33.10	\$7.30	\$12.10	\$0.00	\$52.50

For apprentice rates see "Apprentice- LABORER"

LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 2</i>	06/01/2014	\$30.35	\$7.30	\$12.10	\$0.00	\$49.75
	12/01/2014	\$30.85	\$7.30	\$12.10	\$0.00	\$50.25
	06/01/2015	\$31.35	\$7.30	\$12.10	\$0.00	\$50.75
	12/01/2015	\$31.85	\$7.30	\$12.10	\$0.00	\$51.25
	06/01/2016	\$32.35	\$7.30	\$12.10	\$0.00	\$51.75
	12/01/2016	\$33.10	\$7.30	\$12.10	\$0.00	\$52.50

For apprentice rates see "Apprentice- LABORER"

LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 2</i>	06/01/2014	\$30.55	\$7.30	\$12.05	\$0.00	\$49.90
	12/01/2014	\$31.05	\$7.30	\$12.05	\$0.00	\$50.40
	06/01/2015	\$31.55	\$7.30	\$12.05	\$0.00	\$50.90
	12/01/2015	\$32.05	\$7.30	\$12.05	\$0.00	\$51.40

For apprentice rates see "Apprentice- LABORER"

LABORER: MASON TENDER <i>LABORERS - ZONE 2</i>	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 2</i>	06/01/2014	\$30.35	\$7.30	\$12.10	\$0.00	\$49.75
	12/01/2014	\$30.85	\$7.30	\$12.10	\$0.00	\$50.25
	06/01/2015	\$31.35	\$7.30	\$12.10	\$0.00	\$50.75
	12/01/2015	\$31.85	\$7.30	\$12.10	\$0.00	\$51.25
	06/01/2016	\$32.35	\$7.30	\$12.10	\$0.00	\$51.75
	12/01/2016	\$33.10	\$7.30	\$12.10	\$0.00	\$52.50
	For apprentice rates see "Apprentice- LABORER"					
LABORER: TREE REMOVER <i>LABORERS - ZONE 2</i>	06/01/2014	\$30.35	\$7.30	\$12.10	\$0.00	\$49.75
	12/01/2014	\$30.85	\$7.30	\$12.10	\$0.00	\$50.25
	06/01/2015	\$31.35	\$7.30	\$12.10	\$0.00	\$50.75
	12/01/2015	\$31.85	\$7.30	\$12.10	\$0.00	\$51.25
	06/01/2016	\$32.35	\$7.30	\$12.10	\$0.00	\$51.75
	12/01/2016	\$33.10	\$7.30	\$12.10	\$0.00	\$52.50
	This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER"					
LASER BEAM OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75
	For apprentice rates see "Apprentice- LABORER"					
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	02/01/2014	\$36.66	\$10.18	\$16.83	\$0.00	\$63.67
	08/01/2014	\$37.37	\$10.18	\$16.90	\$0.00	\$64.45
	02/01/2015	\$37.82	\$10.18	\$16.90	\$0.00	\$64.90
	08/01/2015	\$38.53	\$10.18	\$16.97	\$0.00	\$65.68
	02/01/2016	\$38.98	\$10.18	\$16.97	\$0.00	\$66.13
	08/01/2016	\$39.68	\$10.18	\$17.05	\$0.00	\$66.91
	02/01/2017	\$40.14	\$10.18	\$17.05	\$0.00	\$67.37

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 02/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.33	\$10.18	\$16.83	\$0.00	\$45.34
2	60	\$22.00	\$10.18	\$16.83	\$0.00	\$49.01
3	70	\$25.66	\$10.18	\$16.83	\$0.00	\$52.67
4	80	\$29.33	\$10.18	\$16.83	\$0.00	\$56.34
5	90	\$32.99	\$10.18	\$16.83	\$0.00	\$60.00

Effective Date - 08/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.69	\$10.18	\$16.90	\$0.00	\$45.77
2	60	\$22.42	\$10.18	\$16.90	\$0.00	\$49.50
3	70	\$26.16	\$10.18	\$16.90	\$0.00	\$53.24
4	80	\$29.90	\$10.18	\$16.90	\$0.00	\$56.98
5	90	\$33.63	\$10.18	\$16.90	\$0.00	\$60.71

Notes:

Apprentice to Journeyworker Ratio:1:3

MARBLE MASONS, TILELAYERS & TERRAZZO MECH	02/01/2014	\$48.10	\$10.18	\$18.15	\$0.00	\$76.43
<i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	08/01/2014	\$49.00	\$10.18	\$18.22	\$0.00	\$77.40
	02/01/2015	\$49.56	\$10.18	\$18.22	\$0.00	\$77.96
	08/01/2015	\$50.46	\$10.18	\$18.29	\$0.00	\$78.93
	02/01/2016	\$51.03	\$10.18	\$18.29	\$0.00	\$79.50
	08/01/2016	\$51.93	\$10.18	\$18.37	\$0.00	\$80.48
	02/01/2017	\$52.50	\$10.18	\$18.37	\$0.00	\$81.05

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

Effective Date - 02/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.05	\$10.18	\$18.15	\$0.00	\$52.38
2	60	\$28.86	\$10.18	\$18.15	\$0.00	\$57.19
3	70	\$33.67	\$10.18	\$18.15	\$0.00	\$62.00
4	80	\$38.48	\$10.18	\$18.15	\$0.00	\$66.81
5	90	\$43.29	\$10.18	\$18.15	\$0.00	\$71.62

Effective Date - 08/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.50	\$10.18	\$18.22	\$0.00	\$52.90
2	60	\$29.40	\$10.18	\$18.22	\$0.00	\$57.80
3	70	\$34.30	\$10.18	\$18.22	\$0.00	\$62.70
4	80	\$39.20	\$10.18	\$18.22	\$0.00	\$67.60
5	90	\$44.10	\$10.18	\$18.22	\$0.00	\$72.50

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 4</i> For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
MECHANICS MAINTENANCE <i>OPERATING ENGINEERS LOCAL 4</i> For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
MILLWRIGHT (Zone 2) <i>MILLWRIGHTS LOCAL 1121 - Zone 2</i>	04/01/2014	\$33.16	\$9.80	\$16.21	\$0.00	\$59.17
	10/01/2014	\$33.92	\$9.80	\$16.21	\$0.00	\$59.93
	04/01/2015	\$34.69	\$9.80	\$16.21	\$0.00	\$60.70

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - MILLWRIGHT - Local 1121 Zone 2

Effective Date - 04/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$18.24	\$9.80	\$4.48	\$0.00	\$32.52
2	65	\$21.55	\$9.80	\$13.36	\$0.00	\$44.71
3	75	\$24.87	\$9.80	\$14.18	\$0.00	\$48.85
4	85	\$28.19	\$9.80	\$14.99	\$0.00	\$52.98

Effective Date - 10/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$18.66	\$9.80	\$4.48	\$0.00	\$32.94
2	65	\$22.05	\$9.80	\$13.36	\$0.00	\$45.21
3	75	\$25.44	\$9.80	\$14.18	\$0.00	\$49.42
4	85	\$28.83	\$9.80	\$14.99	\$0.00	\$53.62

Notes:
Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
<i>LABORERS - ZONE 2</i>	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

OILER (OTHER THAN TRUCK CRANES, GRADALLS)	12/01/2013	\$20.96	\$10.00	\$14.18	\$0.00	\$45.14
<i>OPERATING ENGINEERS LOCAL 4</i>						

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OILER (TRUCK CRANES, GRADALLS)	12/01/2013	\$24.43	\$10.00	\$14.18	\$0.00	\$48.61
<i>OPERATING ENGINEERS LOCAL 4</i>						

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS II	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
<i>OPERATING ENGINEERS LOCAL 4</i>						

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PAINTER (BRIDGES/TANKS)	07/01/2014	\$46.76	\$7.85	\$16.10	\$0.00	\$70.71
<i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2015	\$47.66	\$7.85	\$16.10	\$0.00	\$71.61
	07/01/2015	\$48.56	\$7.85	\$16.10	\$0.00	\$72.51
	01/01/2016	\$49.51	\$7.85	\$16.10	\$0.00	\$73.46
	07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41
	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.38	\$7.85	\$0.00	\$0.00	\$31.23
2	55	\$25.72	\$7.85	\$3.66	\$0.00	\$37.23
3	60	\$28.06	\$7.85	\$3.99	\$0.00	\$39.90
4	65	\$30.39	\$7.85	\$4.32	\$0.00	\$42.56
5	70	\$32.73	\$7.85	\$14.11	\$0.00	\$54.69
6	75	\$35.07	\$7.85	\$14.44	\$0.00	\$57.36
7	80	\$37.41	\$7.85	\$14.77	\$0.00	\$60.03
8	90	\$42.08	\$7.85	\$15.44	\$0.00	\$65.37

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.83	\$7.85	\$0.00	\$0.00	\$31.68
2	55	\$26.21	\$7.85	\$3.66	\$0.00	\$37.72
3	60	\$28.60	\$7.85	\$3.99	\$0.00	\$40.44
4	65	\$30.98	\$7.85	\$4.32	\$0.00	\$43.15
5	70	\$33.36	\$7.85	\$14.11	\$0.00	\$55.32
6	75	\$35.75	\$7.85	\$14.44	\$0.00	\$58.04
7	80	\$38.13	\$7.85	\$14.77	\$0.00	\$60.75
8	90	\$42.89	\$7.85	\$15.44	\$0.00	\$66.18

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	07/01/2014	\$37.66	\$7.85	\$16.10	\$0.00	\$61.61
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	01/01/2015	\$38.56	\$7.85	\$16.10	\$0.00	\$62.51
	07/01/2015	\$39.46	\$7.85	\$16.10	\$0.00	\$63.41
	01/01/2016	\$40.41	\$7.85	\$16.10	\$0.00	\$64.36
	07/01/2016	\$41.36	\$7.85	\$16.10	\$0.00	\$65.31
	01/01/2017	\$42.31	\$7.85	\$16.10	\$0.00	\$66.26

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 07/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.83	\$7.85	\$0.00	\$0.00	\$26.68
2	55	\$20.71	\$7.85	\$3.66	\$0.00	\$32.22
3	60	\$22.60	\$7.85	\$3.99	\$0.00	\$34.44
4	65	\$24.48	\$7.85	\$4.32	\$0.00	\$36.65
5	70	\$26.36	\$7.85	\$14.11	\$0.00	\$48.32
6	75	\$28.25	\$7.85	\$14.44	\$0.00	\$50.54
7	80	\$30.13	\$7.85	\$14.77	\$0.00	\$52.75
8	90	\$33.89	\$7.85	\$15.44	\$0.00	\$57.18

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.28	\$7.85	\$0.00	\$0.00	\$27.13
2	55	\$21.21	\$7.85	\$3.66	\$0.00	\$32.72
3	60	\$23.14	\$7.85	\$3.99	\$0.00	\$34.98
4	65	\$25.06	\$7.85	\$4.32	\$0.00	\$37.23
5	70	\$26.99	\$7.85	\$14.11	\$0.00	\$48.95
6	75	\$28.92	\$7.85	\$14.44	\$0.00	\$51.21
7	80	\$30.85	\$7.85	\$14.77	\$0.00	\$53.47
8	90	\$34.70	\$7.85	\$15.44	\$0.00	\$57.99

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	07/01/2014	\$35.72	\$7.85	\$16.10	\$0.00	\$59.67
<i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2015	\$36.62	\$7.85	\$16.10	\$0.00	\$60.57
	07/01/2015	\$37.52	\$7.85	\$16.10	\$0.00	\$61.47
	01/01/2016	\$38.47	\$7.85	\$16.10	\$0.00	\$62.42
	07/01/2016	\$39.42	\$7.85	\$16.10	\$0.00	\$63.37
	01/01/2017	\$40.37	\$7.85	\$16.10	\$0.00	\$64.32

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 07/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.86	\$7.85	\$0.00	\$0.00	\$25.71
2	55	\$19.65	\$7.85	\$3.66	\$0.00	\$31.16
3	60	\$21.43	\$7.85	\$3.99	\$0.00	\$33.27
4	65	\$23.22	\$7.85	\$4.32	\$0.00	\$35.39
5	70	\$25.00	\$7.85	\$14.11	\$0.00	\$46.96
6	75	\$26.79	\$7.85	\$14.44	\$0.00	\$49.08
7	80	\$28.58	\$7.85	\$14.77	\$0.00	\$51.20
8	90	\$32.15	\$7.85	\$15.44	\$0.00	\$55.44

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.31	\$7.85	\$0.00	\$0.00	\$26.16
2	55	\$20.14	\$7.85	\$3.66	\$0.00	\$31.65
3	60	\$21.97	\$7.85	\$3.99	\$0.00	\$33.81
4	65	\$23.80	\$7.85	\$4.32	\$0.00	\$35.97
5	70	\$25.63	\$7.85	\$14.11	\$0.00	\$47.59
6	75	\$27.47	\$7.85	\$14.44	\$0.00	\$49.76
7	80	\$29.30	\$7.85	\$14.77	\$0.00	\$51.92
8	90	\$32.96	\$7.85	\$15.44	\$0.00	\$56.25

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (TRAFFIC MARKINGS)	06/01/2014	\$30.35	\$7.30	\$12.10	\$0.00	\$49.75
LABORERS - ZONE 2	12/01/2014	\$30.85	\$7.30	\$12.10	\$0.00	\$50.25
	06/01/2015	\$31.35	\$7.30	\$12.10	\$0.00	\$50.75
	12/01/2015	\$31.85	\$7.30	\$12.10	\$0.00	\$51.25
	06/01/2016	\$32.35	\$7.30	\$12.10	\$0.00	\$51.75
	12/01/2016	\$33.10	\$7.30	\$12.10	\$0.00	\$52.50

For Apprentice rates see "Apprentice- LABORER"

PAINTER / TAPER (BRUSH, NEW) *	07/01/2014	\$36.26	\$7.85	\$16.10	\$0.00	\$60.21
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	01/01/2015	\$37.16	\$7.85	\$16.10	\$0.00	\$61.11
	07/01/2015	\$38.06	\$7.85	\$16.10	\$0.00	\$62.01
	01/01/2016	\$39.01	\$7.85	\$16.10	\$0.00	\$62.96
	07/01/2016	\$39.96	\$7.85	\$16.10	\$0.00	\$63.91
	01/01/2017	\$40.91	\$7.85	\$16.10	\$0.00	\$64.86

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 07/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.13	\$7.85	\$0.00	\$0.00	\$25.98
2	55	\$19.94	\$7.85	\$3.66	\$0.00	\$31.45
3	60	\$21.76	\$7.85	\$3.99	\$0.00	\$33.60
4	65	\$23.57	\$7.85	\$4.32	\$0.00	\$35.74
5	70	\$25.38	\$7.85	\$14.11	\$0.00	\$47.34
6	75	\$27.20	\$7.85	\$14.44	\$0.00	\$49.49
7	80	\$29.01	\$7.85	\$14.77	\$0.00	\$51.63
8	90	\$32.63	\$7.85	\$15.44	\$0.00	\$55.92

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.58	\$7.85	\$0.00	\$0.00	\$26.43
2	55	\$20.44	\$7.85	\$3.66	\$0.00	\$31.95
3	60	\$22.30	\$7.85	\$3.99	\$0.00	\$34.14
4	65	\$24.15	\$7.85	\$4.32	\$0.00	\$36.32
5	70	\$26.01	\$7.85	\$14.11	\$0.00	\$47.97
6	75	\$27.87	\$7.85	\$14.44	\$0.00	\$50.16
7	80	\$29.73	\$7.85	\$14.77	\$0.00	\$52.35
8	90	\$33.44	\$7.85	\$15.44	\$0.00	\$56.73

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)	07/01/2014	\$34.32	\$7.85	\$16.10	\$0.00	\$58.27
<i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2015	\$35.22	\$7.85	\$16.10	\$0.00	\$59.17
	07/01/2015	\$36.12	\$7.85	\$16.10	\$0.00	\$60.07
	01/01/2016	\$37.07	\$7.85	\$16.10	\$0.00	\$61.02
	07/01/2016	\$38.02	\$7.85	\$16.10	\$0.00	\$61.97
	01/01/2017	\$38.97	\$7.85	\$16.10	\$0.00	\$62.92

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 07/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.16	\$7.85	\$0.00	\$0.00	\$25.01
2	55	\$18.88	\$7.85	\$3.66	\$0.00	\$30.39
3	60	\$20.59	\$7.85	\$3.99	\$0.00	\$32.43
4	65	\$22.31	\$7.85	\$4.32	\$0.00	\$34.48
5	70	\$24.02	\$7.85	\$14.11	\$0.00	\$45.98
6	75	\$25.74	\$7.85	\$14.44	\$0.00	\$48.03
7	80	\$27.46	\$7.85	\$14.77	\$0.00	\$50.08
8	90	\$30.89	\$7.85	\$15.44	\$0.00	\$54.18

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.61	\$7.85	\$0.00	\$0.00	\$25.46
2	55	\$19.37	\$7.85	\$3.66	\$0.00	\$30.88
3	60	\$21.13	\$7.85	\$3.99	\$0.00	\$32.97
4	65	\$22.89	\$7.85	\$4.32	\$0.00	\$35.06
5	70	\$24.65	\$7.85	\$14.11	\$0.00	\$46.61
6	75	\$26.42	\$7.85	\$14.44	\$0.00	\$48.71
7	80	\$28.18	\$7.85	\$14.77	\$0.00	\$50.80
8	90	\$31.70	\$7.85	\$15.44	\$0.00	\$54.99

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 2)	09/01/2013	\$37.01	\$9.80	\$18.17	\$0.00	\$64.98
PILE DRIVER PILE DRIVER LOCAL 56 (ZONE 2)	09/01/2013	\$37.01	\$9.80	\$18.17	\$0.00	\$64.98

Apprentice - PILE DRIVER - Local 56 Zone 2

Effective Date - 09/01/2013

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

Notes: Apprentice wages shall be no less than the following Steps;
(Same as set in Zone 1)
1\$48.02/2\$52.03/3\$56.04/4\$58.05/5\$60.05/6\$60.05/7\$64.06/8\$64.06

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIPELAYER LABORERS - ZONE 2	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

PLUMBER & PIPEFITTER PLUMBERS & PIPEFITTERS LOCAL 51	03/01/2014	\$35.51	\$11.00	\$15.35	\$0.00	\$61.86
	09/01/2014	\$36.01	\$11.00	\$15.35	\$0.00	\$62.36
	03/01/2015	\$36.76	\$11.00	\$15.35	\$0.00	\$63.11
	09/01/2015	\$37.51	\$11.00	\$15.35	\$0.00	\$63.86
	03/01/2016	\$38.26	\$11.00	\$15.35	\$0.00	\$64.61

Apprentice - PLUMBER/PIPEFITTER - Local 51

Effective Date - 03/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$14.20	\$11.00	\$1.50	\$0.00	\$26.70
2	50	\$17.76	\$11.00	\$1.50	\$0.00	\$30.26
3	60	\$21.31	\$11.00	\$7.85	\$0.00	\$40.16
4	70	\$24.86	\$11.00	\$11.66	\$0.00	\$47.52
5	80	\$28.41	\$11.00	\$15.35	\$0.00	\$54.76

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$14.40	\$11.00	\$1.50	\$0.00	\$26.90
2	50	\$18.01	\$11.00	\$1.50	\$0.00	\$30.51
3	60	\$21.61	\$11.00	\$7.85	\$0.00	\$40.46
4	70	\$25.21	\$11.00	\$11.66	\$0.00	\$47.87
5	80	\$28.81	\$11.00	\$15.35	\$0.00	\$55.16

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	03/01/2014	\$35.51	\$11.00	\$15.35	\$0.00	\$61.86
	09/01/2014	\$36.01	\$11.00	\$15.35	\$0.00	\$62.36
	03/01/2015	\$36.76	\$11.00	\$15.35	\$0.00	\$63.11
	09/01/2015	\$37.51	\$11.00	\$15.35	\$0.00	\$63.86
	03/01/2016	\$38.26	\$11.00	\$15.35	\$0.00	\$64.61

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

PNEUMATIC DRILL/TOOL OPERATOR LABORERS - ZONE 2	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER LABORERS - ZONE 2	06/01/2014	\$31.35	\$7.30	\$12.10	\$0.00	\$50.75
	12/01/2014	\$31.85	\$7.30	\$12.10	\$0.00	\$51.25
	06/01/2015	\$32.35	\$7.30	\$12.10	\$0.00	\$51.75
	12/01/2015	\$32.85	\$7.30	\$12.10	\$0.00	\$52.25
	06/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75
	12/01/2016	\$34.10	\$7.30	\$12.10	\$0.00	\$53.50
For apprentice rates see "Apprentice- LABORER"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 4	12/01/2013	\$28.11	\$10.00	\$14.18	\$0.00	\$52.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER TEAMSTERS LOCAL 59	06/01/2008	\$19.00	\$5.10	\$4.21	\$0.00	\$28.31
RECLAIMERS OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RESIDENTIAL WOOD FRAME (All Other Work) CARPENTERS -ZONE 2 (Residential Wood)	04/01/2011	\$24.24	\$8.67	\$15.51	\$0.00	\$48.42
RESIDENTIAL WOOD FRAME CARPENTER **	05/01/2011	\$24.24	\$6.34	\$6.23	\$0.00	\$36.81

** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement. CARPENTERS -ZONE 2 (Residential Wood)

As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate.

Apprentice - CARPENTER (Residential Wood Frame) - Zone 2

Effective Date - 05/01/2011

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.54	\$6.34	\$0.00	\$0.00	\$20.88
2	60	\$14.54	\$6.34	\$6.23	\$0.00	\$27.11
3	65	\$15.76	\$6.34	\$6.23	\$0.00	\$28.33
4	70	\$16.97	\$6.34	\$6.23	\$0.00	\$29.54
5	75	\$18.18	\$6.34	\$6.23	\$0.00	\$30.75
6	80	\$19.39	\$6.34	\$6.23	\$0.00	\$31.96
7	85	\$20.60	\$6.34	\$6.23	\$0.00	\$33.17
8	90	\$21.82	\$6.34	\$6.23	\$0.00	\$34.39

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

ROOFER (Inc. Roofer Waterproofing & Roofer Damproofing) <i>ROOFERS LOCAL 33</i>	02/01/2014	\$39.21	\$10.50	\$10.70	\$0.00	\$60.41
	08/01/2014	\$39.21	\$10.50	\$11.60	\$0.00	\$61.31
	02/01/2015	\$40.11	\$10.50	\$11.60	\$0.00	\$62.21
	08/01/2015	\$41.01	\$10.50	\$11.60	\$0.00	\$63.11
	02/01/2016	\$41.91	\$10.50	\$11.60	\$0.00	\$64.01

Apprentice - ROOFER - Local 33

Effective Date - 02/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.61	\$10.50	\$3.38	\$0.00	\$33.49
2	60	\$23.53	\$10.50	\$10.70	\$0.00	\$44.73
3	65	\$25.49	\$10.50	\$10.70	\$0.00	\$46.69
4	75	\$29.41	\$10.50	\$10.70	\$0.00	\$50.61
5	85	\$33.33	\$10.50	\$10.70	\$0.00	\$54.53

Effective Date - 08/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.61	\$10.50	\$3.38	\$0.00	\$33.49
2	60	\$23.53	\$10.50	\$11.60	\$0.00	\$45.63
3	65	\$25.49	\$10.50	\$11.60	\$0.00	\$47.59
4	75	\$29.41	\$10.50	\$11.60	\$0.00	\$51.51
5	85	\$33.33	\$10.50	\$11.60	\$0.00	\$55.43

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>	02/01/2014	\$39.46	\$10.50	\$10.70	\$0.00	\$60.66
	08/01/2014	\$39.46	\$10.50	\$11.60	\$0.00	\$61.56
	02/01/2015	\$40.36	\$10.50	\$11.60	\$0.00	\$62.46
	08/01/2015	\$41.26	\$10.50	\$11.60	\$0.00	\$63.36
	02/01/2016	\$42.16	\$10.50	\$11.60	\$0.00	\$64.26

For apprentice rates see "Apprentice- ROOFER"

SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 17 - B</i>	04/01/2013	\$34.64	\$9.82	\$12.31	\$1.70	\$58.47
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2014	\$31.59	\$9.41	\$8.80	\$0.00	\$49.80
	08/01/2014	\$31.59	\$9.91	\$8.80	\$0.00	\$50.30
	12/01/2014	\$31.59	\$9.91	\$9.33	\$0.00	\$50.83
	06/01/2015	\$31.94	\$9.91	\$9.33	\$0.00	\$51.18
	08/01/2015	\$31.94	\$10.41	\$9.33	\$0.00	\$51.68
	12/01/2015	\$31.94	\$10.41	\$10.08	\$0.00	\$52.43
	06/01/2016	\$32.44	\$10.41	\$10.08	\$0.00	\$52.93
	08/01/2016	\$32.44	\$10.91	\$10.08	\$0.00	\$53.43
	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2014	\$31.88	\$9.41	\$8.80	\$0.00	\$50.09
	08/01/2014	\$31.88	\$9.91	\$8.80	\$0.00	\$50.59
	12/01/2014	\$31.88	\$9.91	\$9.33	\$0.00	\$51.12
	06/01/2015	\$32.23	\$9.91	\$9.33	\$0.00	\$51.47
	08/01/2015	\$32.23	\$10.41	\$9.33	\$0.00	\$51.97
	12/01/2015	\$32.23	\$10.41	\$10.08	\$0.00	\$52.72
	06/01/2016	\$32.73	\$10.41	\$10.08	\$0.00	\$53.22
	08/01/2016	\$32.73	\$10.91	\$10.08	\$0.00	\$53.72
	12/01/2016	\$32.73	\$10.91	\$10.89	\$0.00	\$54.53
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 550 - (Section C) Zone 2B</i>	03/01/2014	\$42.50	\$8.42	\$13.10	\$0.00	\$64.02
	10/01/2014	\$46.31	\$8.42	\$13.10	\$0.00	\$67.83
	01/01/2015	\$46.31	\$8.42	\$13.25	\$0.00	\$67.98
	03/01/2015	\$50.12	\$8.42	\$13.25	\$0.00	\$71.79
	10/01/2015	\$51.16	\$8.42	\$13.25	\$0.00	\$72.83
	01/01/2016	\$51.16	\$8.67	\$13.40	\$0.00	\$73.23
	03/01/2016	\$52.06	\$8.67	\$13.40	\$0.00	\$74.13
	10/01/2016	\$53.10	\$8.67	\$13.40	\$0.00	\$75.17
	03/01/2017	\$54.00	\$8.67	\$13.40	\$0.00	\$76.07

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SPRINKLER FITTER - Local 550 (Section C) Zone 2B

Effective Date - 03/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.00	\$8.42	\$8.25	\$0.00	\$33.67
2	40	\$17.00	\$8.42	\$8.25	\$0.00	\$33.67
3	45	\$19.13	\$8.42	\$8.25	\$0.00	\$35.80
4	50	\$21.25	\$8.42	\$8.25	\$0.00	\$37.92
5	55	\$23.38	\$8.42	\$8.25	\$0.00	\$40.05
6	60	\$25.50	\$8.42	\$8.25	\$0.00	\$42.17
7	65	\$27.63	\$8.42	\$8.25	\$0.00	\$44.30
8	70	\$29.75	\$8.42	\$8.25	\$0.00	\$46.42
9	75	\$31.88	\$8.42	\$8.25	\$0.00	\$48.55
10	80	\$34.00	\$8.42	\$8.25	\$0.00	\$50.67

Effective Date - 10/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.52	\$8.42	\$8.25	\$0.00	\$35.19
2	40	\$18.52	\$8.42	\$8.25	\$0.00	\$35.19
3	45	\$20.84	\$8.42	\$8.25	\$0.00	\$37.51
4	50	\$23.16	\$8.42	\$8.25	\$0.00	\$39.83
5	55	\$25.47	\$8.42	\$8.25	\$0.00	\$42.14
6	60	\$27.79	\$8.42	\$8.25	\$0.00	\$44.46
7	65	\$30.10	\$8.42	\$8.25	\$0.00	\$46.77
8	70	\$32.42	\$8.42	\$8.25	\$0.00	\$49.09
9	75	\$34.73	\$8.42	\$8.25	\$0.00	\$51.40
10	80	\$37.05	\$8.42	\$8.25	\$0.00	\$53.72

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

Apprentice to Journeyworker Ratio:1:3

STEAM BOILER OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 223</i>	09/01/2013	\$30.95	\$7.70	\$9.13	\$0.00	\$47.78

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 223

Effective Date - 09/01/2013

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	02/01/2014	\$47.00	\$10.18	\$18.15	\$0.00	\$75.33
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2014	\$47.90	\$10.18	\$18.22	\$0.00	\$76.30
	02/01/2015	\$48.46	\$10.18	\$18.22	\$0.00	\$76.86
	08/01/2015	\$49.36	\$10.18	\$18.29	\$0.00	\$77.83
	02/01/2016	\$49.93	\$10.18	\$18.29	\$0.00	\$78.40
	08/01/2016	\$50.83	\$10.18	\$18.37	\$0.00	\$79.38
	02/01/2017	\$51.40	\$10.18	\$18.37	\$0.00	\$79.95

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 02/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.50	\$10.18	\$18.15	\$0.00	\$51.83
2	60	\$28.20	\$10.18	\$18.15	\$0.00	\$56.53
3	70	\$32.90	\$10.18	\$18.15	\$0.00	\$61.23
4	80	\$37.60	\$10.18	\$18.15	\$0.00	\$65.93
5	90	\$42.30	\$10.18	\$18.15	\$0.00	\$70.63

Effective Date - 08/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.95	\$10.18	\$18.22	\$0.00	\$52.35
2	60	\$28.74	\$10.18	\$18.22	\$0.00	\$57.14
3	70	\$33.53	\$10.18	\$18.22	\$0.00	\$61.93
4	80	\$38.32	\$10.18	\$18.22	\$0.00	\$66.72
5	90	\$43.11	\$10.18	\$18.22	\$0.00	\$71.51

Notes:
Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER	06/01/2014	\$35.45	\$7.30	\$12.90	\$0.00	\$55.65
LABORERS - FOUNDATION AND MARINE	12/01/2014	\$36.20	\$7.30	\$12.90	\$0.00	\$56.40
	06/01/2015	\$36.95	\$7.30	\$12.90	\$0.00	\$57.15
	12/01/2015	\$37.70	\$7.30	\$12.90	\$0.00	\$57.90
	06/01/2016	\$38.45	\$7.30	\$12.90	\$0.00	\$58.65
	12/01/2016	\$39.45	\$7.30	\$12.90	\$0.00	\$59.65

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2014	\$34.17	\$7.30	\$12.90	\$0.00	\$54.37
	12/01/2014	\$34.92	\$7.30	\$12.90	\$0.00	\$55.12
	06/01/2015	\$35.67	\$7.30	\$12.90	\$0.00	\$55.87
	12/01/2015	\$36.42	\$7.30	\$12.90	\$0.00	\$56.62
	06/01/2016	\$37.17	\$7.30	\$12.90	\$0.00	\$57.37
	12/01/2016	\$38.17	\$7.30	\$12.90	\$0.00	\$58.37
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2014	\$34.05	\$7.30	\$12.90	\$0.00	\$54.25
	12/01/2014	\$34.80	\$7.30	\$12.90	\$0.00	\$55.00
	06/01/2015	\$35.55	\$7.30	\$12.90	\$0.00	\$55.75
	12/01/2015	\$36.30	\$7.30	\$12.90	\$0.00	\$56.50
	06/01/2016	\$37.05	\$7.30	\$12.90	\$0.00	\$57.25
	12/01/2016	\$38.05	\$7.30	\$12.90	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.11	\$10.00	\$14.18	\$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>	06/01/2014	\$32.17	\$9.41	\$8.80	\$0.00	\$50.38
	08/01/2014	\$32.17	\$9.91	\$8.80	\$0.00	\$50.88
	12/01/2014	\$32.17	\$9.91	\$9.33	\$0.00	\$51.41
	06/01/2015	\$32.52	\$9.91	\$9.33	\$0.00	\$51.76
	08/01/2015	\$32.52	\$10.41	\$9.33	\$0.00	\$52.26
	12/01/2015	\$32.52	\$10.41	\$10.08	\$0.00	\$53.01
	06/01/2016	\$33.02	\$10.41	\$10.08	\$0.00	\$53.51
	08/01/2016	\$33.02	\$10.91	\$10.08	\$0.00	\$54.01
12/01/2016	\$33.02	\$10.91	\$10.89	\$0.00	\$54.82	
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	06/01/2014	\$46.33	\$7.30	\$13.30	\$0.00	\$66.93
	12/01/2014	\$47.08	\$7.30	\$13.30	\$0.00	\$67.68
	06/01/2015	\$47.83	\$7.30	\$13.30	\$0.00	\$68.43
	12/01/2015	\$48.58	\$7.30	\$13.30	\$0.00	\$69.18
	06/01/2016	\$49.33	\$7.30	\$13.30	\$0.00	\$69.93
	12/01/2016	\$50.33	\$7.30	\$13.30	\$0.00	\$70.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	06/01/2014	\$48.33	\$7.30	\$13.30	\$0.00	\$68.93
	12/01/2014	\$49.08	\$7.30	\$13.30	\$0.00	\$69.68
	06/01/2015	\$49.83	\$7.30	\$13.30	\$0.00	\$70.43
	12/01/2015	\$50.58	\$7.30	\$13.30	\$0.00	\$71.18
	06/01/2016	\$51.33	\$7.30	\$13.30	\$0.00	\$71.93
	12/01/2016	\$52.33	\$7.30	\$13.30	\$0.00	\$72.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2014	\$38.40	\$7.30	\$13.30	\$0.00	\$59.00
	12/01/2014	\$39.15	\$7.30	\$13.30	\$0.00	\$59.75
	06/01/2015	\$39.90	\$7.30	\$13.30	\$0.00	\$60.50
	12/01/2015	\$40.65	\$7.30	\$13.30	\$0.00	\$61.25
	06/01/2016	\$41.40	\$7.30	\$13.30	\$0.00	\$62.00
	12/01/2016	\$42.40	\$7.30	\$13.30	\$0.00	\$63.00
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2014	\$40.40	\$7.30	\$13.30	\$0.00	\$61.00
	12/01/2014	\$41.15	\$7.30	\$13.30	\$0.00	\$61.75
	06/01/2015	\$41.90	\$7.30	\$13.30	\$0.00	\$62.50
	12/01/2015	\$42.65	\$7.30	\$13.30	\$0.00	\$63.25
	06/01/2016	\$43.40	\$7.30	\$13.30	\$0.00	\$64.00
	12/01/2016	\$44.40	\$7.30	\$13.30	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2014	\$31.59	\$9.41	\$8.80	\$0.00	\$49.80
	08/01/2014	\$31.59	\$9.91	\$8.80	\$0.00	\$50.30
	12/01/2014	\$31.59	\$9.91	\$9.33	\$0.00	\$50.83
	06/01/2015	\$31.94	\$9.91	\$9.33	\$0.00	\$51.18
	08/01/2015	\$31.94	\$10.41	\$9.33	\$0.00	\$51.68
	12/01/2015	\$31.94	\$10.41	\$10.08	\$0.00	\$52.43
	06/01/2016	\$32.44	\$10.41	\$10.08	\$0.00	\$52.93
	08/01/2016	\$32.44	\$10.91	\$10.08	\$0.00	\$53.43
	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
WAGON DRILL OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER <i>PLUMBERS & PIPEFITTERS LOCAL 51</i>	03/01/2014	\$35.51	\$11.00	\$15.35	\$0.00	\$61.86
	09/01/2014	\$36.01	\$11.00	\$15.35	\$0.00	\$62.36
	03/01/2015	\$36.76	\$11.00	\$15.35	\$0.00	\$63.11
	09/01/2015	\$37.51	\$11.00	\$15.35	\$0.00	\$63.86
	03/01/2016	\$38.26	\$11.00	\$15.35	\$0.00	\$64.61
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>	09/01/2013	\$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>	09/01/2013	\$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>	09/01/2013	\$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>	09/01/2013	\$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>	09/01/2013	\$36.35	\$8.70	\$9.43	\$0.00	\$54.48
For apprentice rates see "Apprentice- LINEMAN"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
EQUIPMENT OPERATOR (Class B CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN"	09/01/2013	\$32.08	\$8.70	\$6.59	\$0.00	\$47.37
GROUNDMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN"	09/01/2013	\$23.52	\$8.70	\$3.72	\$0.00	\$35.94
GROUNDMAN -Inexperienced (<2000 Hrs.) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN"	09/01/2013	\$19.25	\$8.70	\$2.85	\$0.00	\$30.80
JOURNEYMAN LINEMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2013	\$42.77	\$8.70	\$11.78	\$0.00	\$63.25

Apprentice - LINEMAN (Outside Electrical) - East Local 104

Effective Date - 09/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$25.66	\$8.70	\$4.24	\$0.00	\$38.60
2	65	\$27.80	\$8.70	\$4.71	\$0.00	\$41.21
3	70	\$29.94	\$8.70	\$5.43	\$0.00	\$44.07
4	75	\$32.08	\$8.70	\$6.16	\$0.00	\$46.94
5	80	\$34.22	\$8.70	\$6.88	\$0.00	\$49.80
6	85	\$36.35	\$8.70	\$7.62	\$0.00	\$52.67
7	90	\$38.49	\$8.70	\$8.83	\$0.00	\$56.02

Notes:

Apprentice to Journeyworker Ratio:1:2

TELEDATA CABLE SPLICER
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104
07/16/2012 \$26.33 \$4.18 \$2.79 \$0.00 \$33.30

TELEDATA LINEMAN/EQUIPMENT OPERATOR
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104
07/16/2012 \$24.78 \$4.18 \$2.74 \$0.00 \$31.70

TELEDATA WIREMAN/INSTALLER/TECHNICIAN
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104
07/16/2012 \$24.78 \$4.18 \$2.74 \$0.00 \$31.70

TREE TRIMMER
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104
01/29/2012 \$17.18 \$3.37 \$0.00 \$0.00 \$20.55

This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is not on the ground. This classification does not apply to wholesale tree removal.

TREE TRIMMER GROUNDMAN
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104
01/29/2012 \$15.15 \$3.37 \$0.00 \$0.00 \$18.52

This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal.

Additional Apprentice Information:

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

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

All steps are six months (1000 hours) 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.