

*If you have printed this bid from the City of Quincy's Website or through an email, it is your responsibility to check for addenda at [www.quincyma.gov](http://www.quincyma.gov) before you turn in your proposal.*

*"Please send an acknowledgment that you have printed out this bid via email to;*

*[kimtrillcott@quincyma.gov](mailto:kimtrillcott@quincyma.gov)" The City of Quincy will not be responsible for any bids received omitting any addenda acknowledgement.*

*Thank you*



## **INVITATION TO BID**

CITY OF QUINCY, MASSACHUSETTS  
PURCHASING DEPARTMENT  
1305 HANCOCK STREET, QUINCY, MA 02169

The City of Quincy invites sealed bids/proposals for furnishing and delivering to the City of Quincy:

### **PUBLIC BUILDINGS DEPARTMENT**

**CLEANING, REPAIR AND REGROUTING OF POOL**

**MAY 19, 2016 @ 11:30 a.m.**

**Non –Mandatory Walkthrough Scheduled for Tuesday, May 10, 2016 at 10:00 a.m. at Lincoln Hancock School, 300 Granite Street, Quincy, MA 02169.**

Scope of work to be completed between August 26, 2016 and September 12, 2016

Detailed specifications are on file at the Office of the Purchasing Agent, Quincy City Hall, 1305 Hancock Street, Quincy, Massachusetts, 02169, between the hours of 8:30 a.m. and 4:30 p.m.

Bids/Proposals must be in a sealed envelope. The outside of the sealed envelope is to be clearly marked “**BID ENCLOSED**” with the time/date of bid call.

Firm bid prices will be given first consideration. Bids/Proposals will be received at the Office of the Purchasing Agent until the time and date stated above, at which time and date they will be publicly opened and read. Late bids/proposals, delivered by mail or in person, will be rejected.

If applicable, bids shall be in accordance with M.G.L. Chapter 30B, Chapter 149 as amended, and Chapter 30, Sections 39A, 39B and 39F-R. Bidder must abide by the prevailing wages as established by the Massachusetts Department of Labor and Industries.

The right is reserved to reject any or all bids or to accept any part of a bid or the one deemed best for the City and waive any informalities in the bidding if it is in the best interest of the City to do so.

Thomas P. Koch, Mayor

Kathryn R. Hobin, Purchasing Agent



**CITY OF QUINCY, MASSACHUSETTS  
PURCHASING DEPARTMENT  
1305 HANCOCK STREET, QUINCY, MA 02169**

**DETAILED SPECIFICATIONS AND REQUIREMENTS**

**ISSUE DATE:** MAY 4, 2016  
**BID CALL:** MAY 19, 2016 @ 11:30 A.M.  
**DEPARTMENT:** PUBLIC BUILDINGS  
**BID:** POOL CLEANING, REPAIR AND RE-GROUTING

1. A 5% certified check or bid bond is required.
2. A Payment and Performance Bond is NOT required.
3. The following forms, if contained in the bid documents, must be completed and signed:
  - ç Certificate of Non-Collusion
  - ç Tax Compliance Certificate
  - ç Certification Relating to Debarment and Suspension
  - ç Signature Authorization Form
  - ç Certification of General/Sub-bidders on Public Construction Projects Regarding Health and Safety and Non-Collusion
  - Form for General Bid
  - Form Schedule of Participation Minority and Women Business Enterprise
4. Do not separate any sheets from this bid call.
5. All prices are to include delivery F.O.B. destination unless noted otherwise.
6. Wherever a manufacturer's name or model number is specified, it is to be clearly understood that the words "or approved equal" follow.
7. All vendors must acknowledge in writing receipt of any addenda.
8. The Purchasing Department shall accept questions in writing via facsimile up until 48 hours prior to the opening.

\* TO THE EXTENT APPLICABLE THE FOLLOWING SECTIONS OF MASSACHUSETTS GENERAL LAWS ARE INCORPORATED HEREIN BY REFERENCE:

**M.G.L. CHAPTER 30B, CHAPTER 30, SECTIONS 39A, 39B AND 39F-R AND  
M.G.L. CHAPTER 149, AS AMENDED.**

In the event of any inconsistency between the bid, Information for Bidders, Bid Forms, Conditions or any other Contract Document or potential Contract Document and these statutes; or any other applicable statutes, by-laws or regulations existing on the date on which the bid is submitted, then the statute, by-laws or regulations shall govern. Such inconsistency shall not be grounds for invalidating this invitation to bid.

NOTICE TO BIDDERS

The successful bidder will be required to conform to the payment of Prevailing Wage Rates, as determined by the Commissioner of Labor & Industries under the provision of M.G.L., Chap. 149, Sect. 26 to 27D as amended.

---

LIABILITY, PROPERTY DAMAGE and WORKERS' COMPENSATION coverage is required of the successful bidder before any work can be started.

DATE: \_\_\_\_\_

BIDDER: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

TELEPHONE: \_\_\_\_\_

EMAIL: \_\_\_\_\_



**CITY OF QUINCY**  
**Purchasing Department**  
**1305 Hancock Street, Quincy, MA 02169**

Phone: 376-1060

Fax: 376-1074

## **TAX COMPLIANCE CERTIFICATE**

**MASS. GENERAL LAWS, CH. 62C, S: 49A(b)**

I hereby certify that I have complied with all laws of the Commonwealth of Massachusetts relating to taxes, reporting of employees and contractors, and withholding of child support.

Signed under the pains and penalties of perjury.

(1) Individual Contractor

\_\_\_\_\_  
(Contractor's Name and Signature)

Social Security Number

\_\_\_\_\_

(2) Corporation, Association  
or Partnership

\_\_\_\_\_  
(Contractor's Name)

Federal Tax ID Number, or  
Social Security Number

\_\_\_\_\_

By:

\_\_\_\_\_  
(Authorized Signature)

Note to Contractor: Please sign at (1) or (2), whichever applies.

---

## CHAPTER 62C. ADMINISTRATIVE PROVISIONS RELATIVE TO STATE TAXATION

### Chapter 62C: Section 49A Certification of compliance with tax laws as prerequisite to obtaining license or governmental contract

Section 49A. (a) Any person applying to any department, board, commission, division, authority, district or other agency of the commonwealth or any subdivision of the commonwealth, including a city, town or district, for a right or license to conduct a profession, trade or business, or for the renewal of such right or license, shall certify upon such application, under penalties of perjury, that he has complied with all laws of the commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support. Such right or license shall not be issued or renewed unless such certification is made.

(b) No contract or other agreement for the purposes of providing goods, services or real estate space to any of the foregoing agencies shall be entered into, renewed or extended with any person unless such person certifies in writing, under penalties of perjury, that he had complied with all laws of the commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

(c) Any such agency, which has been notified by the commissioner pursuant to section forty-seven A that a person who holds a license or certificate of authority issued by such agency or who has agreed to furnish goods, services or real estate space to such agency has neglected or refused to file any returns or to pay any tax required under this chapter and that such person has not filed in good faith a pending application for abatement of such tax or a pending petition before the appellate tax board contesting such tax or has been penalized pursuant to section 9 of chapter 62E for failure to comply with the provisions under said chapter 62E relating to reporting of employees and contractors, or has been penalized pursuant to paragraph (3) of subsection (f) of section 12 of chapter 119A for failure to comply with the provisions under said chapter 119A relating to withholding and remitting child support, shall refuse to reissue, renew or extend such license, certificate of authority, contract or agreement until the agency receives a certificate issued by the commissioner that the person is in good standing with respect to any and all returns due and taxes payable to the commissioner as of the date of issuance of said certificate, including all returns and taxes referenced in the initial notification or, if the licensee has been penalized for failure to comply with the provisions relating to reporting of employees and contractors under chapter 62E or withholding and remitting child support under chapter 119A, a certificate issued by the commissioner that the licensee is in compliance with said provisions.

(d) Any person who owns or leases a motor vehicle or trailer that is required to be registered in the commonwealth under chapter 90 and improperly registers the motor vehicle or trailer in another state or misrepresents the place of garaging of the motor vehicle or trailer in another city or town, shall be considered in violation of laws of the commonwealth relating to taxes under chapter 60A, chapter 64H or chapter 64I. The right, license or contract provided for in subsections (a) and (b) shall not be issued or renewed until the person or business entity has paid all taxes due at the time of application for such right, license or contract.

(e) Any person who, for the purpose of evading payment of a tax pursuant to chapters 59 to 64J, inclusive, willfully makes and subscribes any return, form, statement or other document pursuant to subsection (a), (b) or (d) that contains or is verified by a written declaration that is made under the penalties of perjury, and that contains information that he does not believe to be true and correct as to every matter material to his compliance with all laws of the commonwealth relating to taxes, shall be subject to section 73.



**CITY OF QUINCY**  
**Purchasing Department**  
**1305 Hancock Street, Quincy, MA 02169**

Phone: 376-1060

Fax: 376-1074

**SIGNATURE AUTHORIZATION**

At a duly authorized meeting of the Board of Directors of the

\_\_\_\_\_  
(NAME OF CORPORATION)

held on \_\_\_\_\_, at which all the Directors were present or waived notice, it was  
(DATE)

VOTED, that:

\_\_\_\_\_  
(NAME)

\_\_\_\_\_  
(OFFICER)

of this company, be and he/she hereby is authorized to execute Contracts and Bonds in the name and behalf of said Company, and affix its Corporate Seal thereto, and such execution of any Contract or obligation in this Company's name on its behalf by such \_\_\_\_\_ under seal of the Company, shall be valid  
(OFFICER)

and binding upon this Company. It was further voted that the City of Quincy may rely on such authorization of future Contracts until notified to the contrary.

A true copy,

ATTEST: \_\_\_\_\_  
(CLERK'S SIGNATURE)

PLACE OF BUSINESS: \_\_\_\_\_

DATE OF THIS CONTRACT: \_\_\_\_\_

I hereby certify that I am the Clerk of the:

\_\_\_\_\_ that \_\_\_\_\_ is the  
(COMPANY)

(NAME)

duly elected \_\_\_\_\_ of said Company, and that the above VOTE has not been  
(TITLE)

amended or rescinded and remains in full force and effect as of the date of this Contract.

\_\_\_\_\_ CORPORATE SEAL

## REFERENCE LIST

All vendors are to fill out the following reference form, and submit it with the bid package.

Reference #1 Name: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone: \_\_\_\_\_

Fax: \_\_\_\_\_

Email: \_\_\_\_\_

---

---

Reference #2 Name: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone: \_\_\_\_\_

Fax: \_\_\_\_\_

Email: \_\_\_\_\_

---

---

Reference #3 Name: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone: \_\_\_\_\_

Fax: \_\_\_\_\_

Email: \_\_\_\_\_

---

---

Reference #4 Name: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone: \_\_\_\_\_

Fax: \_\_\_\_\_

Email: \_\_\_\_\_

---

---

**CERTIFICATION OF GENERAL BIDDERS ON PUBLIC CONSTRUCTION  
PROJECTS**

I. CERTIFICATION REGARDING HEALTH AND SAFETY

The undersigned hereby certifies that he is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed on the work; that all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least ten hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee; and that he will comply fully with all laws and regulations application to awards made subject to section 44A.

II. CERTIFICATION REGARDING NON-COLLUSION AND DEBARMENT

The undersigned further certifies under the 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 subsection the word "person" shall mean any natural person, joint venture, partnership, corporation or other business or legal entity. The undersigned further certifies under penalty of perjury that the said undersigned is not presently debarred from doing public construction work in the Commonwealth under the provisions of section twenty-nine F of chapter twenty-nine, or any other applicable debarment provisions of any other chapter of the General Laws or any rule or regulation promulgated thereunder.

Date: \_\_\_\_\_

\_\_\_\_\_  
Name of General Bidder

By \_\_\_\_\_  
Signature

\_\_\_\_\_  
Print name and title

\_\_\_\_\_  
Business Address

\_\_\_\_\_  
Street Address City and State

**CERTIFICATION OF SUB- BIDDERS (IF ANY) ON PUBLIC CONSTRUCTION  
PROJECTS**

I. CERTIFICATION REGARDING HEALTH AND SAFETY

The undersigned hereby certifies that he is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed on the work; that all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupation Safety and Health Administration that is at least ten hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee; and that he will comply fully with all laws and regulations applicable to awards of subcontracts subject to section 44F.

II. CERTIFICATION REGARDING NON-COLLUSION AND DEBARMENT

The undersigned further certifies under penalties of perjury that this subbid is in all responses bona fide, fair and made without collusion or fraud with any other person. As used in this subsection the "person" shall mean any natural person, joint venture, partnership, corporation or other business or legal entity. The undersigned further certifies under penalty of perjury that the said undersigned is not presently debarred from doing public construction work in the Commonwealth under the provisions of section twenty-nine F of chapter twenty-nine, or any other applicable debarment provisions of any other chapter of the General Laws or any rule or regulation promulgated thereunder.

Date \_\_\_\_\_

\_\_\_\_\_  
Name of Sub-bidder

By \_\_\_\_\_  
Signature

\_\_\_\_\_  
Print Name and Title

\_\_\_\_\_  
Business Name

\_\_\_\_\_  
Street Address, City and State



**CITY OF QUINCY**  
**Purchasing Department**  
**1305 Hancock Street, Quincy, MA 02169**

**Phone: (617) 376-1060**

**Fax: (617) 376-1074**

### **CERTIFICATE OF NON – COLLUSION**

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

---

**(Name of person signing bid or proposal)**  
**(Please print)**

---

**(Signature required)**

---

**(Name of business)**

**INDEMNITY AGREEMENT**

In consideration of the award of Contract No. \_\_\_\_\_  
by the City of Quincy, hereinafter referred to as INDEMNITEE, to the CONTRACTOR/BIDDER:  
\_\_\_\_\_

hereinafter referred to as INDEMNITOR, and for other good and valuable consideration, said INDEMNITOR agrees to hold INDEMNITEE, City of Quincy, and its various department and employees harmless from any and all liability, loss or damage that INDEMNITEE may suffer as the result of claims, demands, costs, including attorneys fees, or judgement or other actions against it by reason of any and all work done by or on behalf of the INDEMNITOR in connection with the above-referenced contract.

INDEMNITOR,

\_\_\_\_\_  
By Duly Authorized Agent

Date: \_\_\_\_\_



**CITY OF QUINCY**  
**Purchasing Department**  
**1305 Hancock Street, Quincy, MA 02169**

**Phone: (617) 376-1060**  
**Fax: (617) 376-1074**

**CERTIFICATION RELATING TO DEBARMENT AND SUSPENSION**

The undersigned contractor certifies to the City of Quincy that neither it nor its principals, officers or any affiliated entities has been debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction in accordance with the requirements of OMB Circular A-87 and with Executive Order 12549, "Debarment and Suspension."

Furthermore, the contractor certifies that it shall not make any subcontract or permit any subcontract to be made with any party which is debarred or suspended or is otherwise excluded in accordance with said OMB Circular and with Executive Order 12549.

This certification shall be for the benefit of the City of Quincy and its successors and/or assigns and is binding upon the contractor, its successors and assigned.

Executed under seal this \_\_\_\_ day of \_\_\_\_\_

\_\_\_\_\_  
Contractor Signature  
By its duly authorized agent,

Contract Number \_\_\_\_\_

\_\_\_\_\_  
(Authorized Signature)

**POOL CLEANING, REPAIR AND REGROUTING  
LINCOLN HANCOCK ELEMENTARY SCHOOL**

**SPECIFICATIONS**

**GENERAL**

The POOL at the Lincoln-Hancock School can be generally described as an indoor, heated, chlorinated, fresh-water swimming pool. The POOL walls, bottom surface and walking deck area are covered with ceramic tiles grouted in place. Dimensions for the Pool given herein are for general information and are not a binding part of the contract. The bidder is responsible for confirming this data as well as other dimensions that may affect their proposal.

|       |                                 |                             |
|-------|---------------------------------|-----------------------------|
| POOL: | Length: Seventy-five feet (75') | Width: forty-two feet (42') |
|       | Volume: 190,000 gallons         | Approx. perimeter: 250 feet |
|       | Approx. water surface area:     | 3,230 Square Feet           |
|       | Approx. walking deck area:      | 3,800 Square Feet           |

The POOL will be drained of water prior to the start of the contracted repairs.

**INTENT OF CONTRACT**

The intent of this contract is for the contractor to supply all labor, materials and equipment necessary to clean all tile and grout and to replace, where the owner and contractor together determine is necessary, damaged, missing or loose tile, and to re-grout the entire swimming pool and deck area at the Lincoln Hancock Elementary School, 300 Granite Street, Quincy, MA.

**GENERAL REQUIREMENTS**

Attention is directed to Part One Information to bidders, which is hereby made a part of these specifications.

The phrase "or equal" where used in these specifications shall mean equality of material, article, assembly or system other than that named or described in this section. It shall be understood to mean that it is at least equal in quality, durability, appearance; strength and design to the material, article, assembly or system named or described and will perform at least equally to the function imposed by the general design. The words "or equal" shall not be construed to permit departure from the detailed requirements of the plans and specifications for any materials, articles, assembly or system of any component parts thereof.

**GUARANTEE**

The contractor shall supply to the City a written guarantee covering all work under this contract for a period of one year from final date of acceptance. Any defects in material or

workmanship that develop within this period shall be promptly repaired or replaced to the City's satisfaction by the contractor without any additional cost to the City.

Said guarantee shall further stipulate that the contractor shall remedy and correct any damage caused in making such necessary repairs and replacements.

### **SCOPE OF WORK**

Furnish and install the following items required to complete the work of this specification as specified herein. The scope of the work without limiting the generality thereof consists of:

- Clean the entire tile deck, lower part of the perimeter seal wall and all swimming pool surfaces with an acidic detergent taking care to remove all stains and deposits.
- During the cleaning operation any loose, broken or missing tile from either the deck or swimming pool area shall be cut out and patched with matching tile set in a sand/cement mortar bed and grouted to match the adjacent surface. The entire swimming pool floor, walls and deck shall be inspected and "sounded" by tapping for any further loose tile areas. The contractor shall indicate these areas for review by the City's Public Buildings Dept. Upon agreement on the areas, the contractor shall proceed with the repairs.
- A waterproof white grout with a latex waterproofing additive shall be troweled over the entire tiled area of the deck and swimming pool. The newly grouted areas shall be rubbed with burlap to clean excess grout. Finish to match adjacent surfaces.
- Replace of all silicone caulking around steel gutter system (top and bottom) with an owner approved silicone sealant manufactured by either Dow Chemical or GE.
- The stainless steel pool perimeter gutter shall have the vinyl insert removed and cleaned and the stainless steel gutter shall be cleaned with an approved polish.
- Tiled pool floors and walls and walking deck areas shall receive a final light acidic detergent scrubbing and then a clean water rinse.
- The low tile wall around the perimeter shall be cleaned only up to the underside of the seat. Grout not required.

## **MATERIALS - GENERAL**

All materials used in the performance of these specifications shall meet or exceed the requirements required for this type of work and installed in accordance with the manufacturer's instructions and in compliance with the Massachusetts State Building Code.

### **DELIVERY and STORAGE of Materials**

Tile and other materials shall be properly packaged and brought to the site in original, unopened containers with grade, type, and quality indicated on the labels. Containers shall be stored and protected, raised above floor level and kept dry until ready for use.

### **TILE**

All ceramic tiles shall be quality certified by the Tile Council of America, Inc., to equal or exceed the Standard Grade requirements of U. S. Department of Commerce Simplified Practice Recommendation R61-61 and Federal Specification SS-T-308b.

**Ceramic tile shall be as manufactured by American Olean Tile Company or equal.**

1. Colors and Pattern: The existing pool tank walls and floor are American Olean Clearline White. The swim lines and targets are American Olean Clearline Ebony 2.
2. Unglazed porcelain type ceramic mosaic tile:
  - a. Conforming to Section 6A, ANSI A137.
  - b. Edge: Custom
  - c. Nominal face size 1" x1"

### **Setting Materials**

1. Portland Cement Mortar
  - a. Portland Cement: ASTM CISO - Type 1
  - b. Sand: ASTM C 144
  - c. Water: Clean and potable

### **Grouting Materials**

1. Sand-Portland Cement grout:
  - a. Portland Cement: ASTM CISO - Type 1
  - b. Sand: ASTM C 144
  - c. Water: Clean and potable
  - d. Mixes: For ceramic mosaic tile: mix 1 part Portland cement to 1 part fine sand

**Waterproofing Admixture:**

Touch Brothers; "Toxement, I.M. Sonneborn; "Hydrocide", Master-Builders Company; "Omicron" or equal. The quantity of admixture to be incorporated in the various mixes shall be as recommended by the manufacturer's printed literature.

**SPECIAL INSTRUCTIONS**

The contractor is responsible for securing all permits that may be required for the execution of this contract.

The contractor is to verify all locations and scope of work via an on-site visit prior to bid date.

**Environmental**

Set and grout tile in Portland cement mortar when ambient temperature is at 50 degrees F. (10 degrees C.) and rising.

**Protection**

Protect adjoining work surface before tile begins.

**INSTALLATION AND WORKMANSHIP STANDARDS**

The following publications of the American National Standards Institute are hereby made a part of this specification and all work shall be installed in accordance with their requirements, except as otherwise specified herein:

1. ANSI A I 08.2 (Portland Cement Mortar Method) for setting ceramic mosaic tile.

**CONDITIONS OF SURFACES**

1. Contractor shall inspect all sub-surfaces to receive tile work and any defects, which would affect installation of tile and shall be corrected before setting of any tile. Starting of work by the contractor will indicate his acceptance of the sub-surfaces as meeting the requirements to achieve the finish called for in these specifications.
2. Work shall not be performed unless the ambient temperature of the area in which the work occurs is at least 50 degrees F. and rising.

**INSTALLATION OF POOL FLOOR TILE**

1. Except as otherwise specified, all tile shall be installed, grouted, cleaned, protected, and cured in accordance with the above referenced standard specification of the American National Standards Institute, Inc.
2. All loose or damaged tiles shall be removed. Loose and otherwise defective setting beds shall be totally removed back to where a non-defective setting bed can be found.
3. Surfaces to receive the various applications of materials shall be clean and free of dirt, dust, oil, grease, or other objectionable matter. Concrete mortar bed and tile shall be installed with their respective surfaces to existing tile

planes, so that the surface of the completed flooring will be at the elevation and grade of the surrounding existing tile. Re-tempering of mortar will not be permitted. Joints between tiles shall be uniform width and shall match existing joints. Fractional changes in dimensions without varying the uniformity of joint width will be permitted. Tile shall be laid to the straightedges. Straightedges shall be accurately set to the lines established and reset to suitable intervals to keep the joints parallel over the entire area.

- a. Mortar beds for tile flooring shall be composed by volume of one part Portland Cement to 4 parts damp sand, mix in approved waterproofing add mixture in accordance with manufacturer's instructions, mixed with the minimum amount of water necessary to produce a workable mass. Unless otherwise specified, only as large in area of setting bed shall be spread at one time as can be covered with tile before the mortar has obtained its initial set. Surplus mortar shall be removed and the setting beds shall be spread, tamped to force out air pockets, and screeded to a true plane. Thickness of setting beds shall match existing setting beds.
- b. Portland Cement Mortar Method. As soon as the setting bed has set sufficiently to be worked upon, a dust coat of dry Portland Cement not more than *1/16 inch* thick shall be sprinkled over the surface and lightly worked with a steel trowel. Tile laying shall begin as soon as the moisture, not free water, has penetrated the dustcoat. A thin coat of neat Portland Cement grout shall be troweled or brushed onto the backs of tiles immediately before each is laid. Tile shall be laid on the freshly prepared setting bed while the surface is still plastic and the tile then tamped into the mortar to insure solid bedding to the exact slope, plane, or level of exiting finished floor surface.

#### **GROUTING OF POOL FLOOR TILE**

Grout shall be neat Portland Cement with waterproofing admixture, color to match existing grout. Force maximum grout into joints with trowel or squeegee. Before grout sets, strike or tool joints to base of cushion and fill all skips and gaps. Cure grout joints by maintaining damp condition for three (3) days by sponging down, fog-spraying or other methods approved by the Director of Public Buildings. Allow floors to set 48 hours before permitting ordinary foot traffic.

#### **GROUTING OF POOL WALLS TILES AND DECK TILES**

Grouting: Joints in wall tile, after the edges of tiles have been thoroughly wet, shall be grouted full with a plastic mix of neat waterproof Portland cement grout, color to match existing. The joints shall be tooled slightly concave, and the excess mortar shall be cut off and sipped from the face of tile. Interstices or depressions in the mortar joints after the grout has been cleaned from the surface shall be roughened at once and filled to the spring line of the cushion edge before the mortar begins to harden. Cure grout joints by

maintaining damp condition for three (3) days by sponging down, fog-spraying or other methods approved by the Director of Public Buildings.

### **CLEANING**

After work has thoroughly set, sponge and wash tile thoroughly and diagonally across joints. Remove all surface cement and take care not to damage tile or adjacent materials. Do no use: acid cleaners to finish polish with clean, dry cloths.

### **SUBMITTALS AND CATALOGS**

The contractor to supply two copies of all tile materials, specifications, grout and mortar mixes to be used on this job to the City of Quincy, Director of Public Buildings two weeks prior to starting the job for approval by the City. The contractor shall not start work without receiving written approval by the Owner.

### **EXECUTION**

1. The schedule listed below will be strictly adhered to.
2. The contractor will store material and equipment in spaces designed by the Director of Plant or his designee. The City will not be responsible for loss or damage to any of the contractor's material or equipment.
3. Work may be performed day, evening and weekends to meet the timetable below.
4. It is the intent of this contract that the work must be completed between **August 26, 2016** and **September 12, 2016** Note: the contractor shall allow for adequate curing times for all cementitious mortarø and grouts before filling the pool.

### **SUPERVISION**

Adequate supervision shall be assigned to the job by the contractor. The number of workers and names of supervisory personnel assigned must be supplied to the City of Quincy, Director of Public Buildings.

### **PROTECTION OF SCHOOL PROPERTY**

The contractor shall furnish and place temporary protective coverings above pedestrian areas and on all walls and floors wherever required. Protection shall include padding of elevator cars, if required, protection of floors and all points of heavy pedestrian traffic. Protection shall be furnished for all buildings and other surfaces involved in any staging or hoisting operations. If any City-owned or controlled property is lost or damaged during the performance of these requirements, the City at its option, may require the contractor to pay for or replace at its expense, all property damaged. In the event that the contractor fails to pay or replace such damaged property, the City, at its option, may withhold from any payment due the contractor a sum of money which will satisfy the reasonable cost of replacement or repair of such property.

### **WORK AREA**

1. The work area must be cleaned and swept every day.

2. The contractor is to remove and legally dispose of all debris generated by the performance of this contract from City property.
3. The contractor is not allowed to use the drains in the bottom of the pool unless a fine mesh screen is used to prevent particles, sand etc. from clogging the drain.

Additionally, and prior to final filling of the pool, the contractor will demonstrate to the satisfaction of the City that the drains are free and clear.

**Receipt of Addendum No.** \_\_\_\_\_ **Acknowledged By:** \_\_\_\_\_

**Company Name:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Telephone #:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Bid Signed By:** \_\_\_\_\_

**Title:** \_\_\_\_\_

**PRICE PROPOSAL FOR POOL CLEANING,  
REPAIR AND REGROUTING**

The proposed contract price for the complete job in strict accordance with the specifications shall be \$ \_\_\_\_\_

\_\_\_\_\_  
(Total bid in words)

The base bid shall include an allowance for twenty (20) square feet of tile replacement including all labor and materials required per specifications.

In the event that additional square footage of tile repair / replacement is necessary, the contractor shall provide this service including materials and labor to do the work per the contract specifications for an additional cost of \$ \_\_\_\_\_ per square foot.

In the event that less than twenty square feet of tile repair/replacement is necessary, the contractor shall provide a credit to the City in the amount of \$ \_\_\_\_\_ per square foot.

Signature \_\_\_\_\_

Contractor's Name \_\_\_\_\_

Address \_\_\_\_\_

Telephone \_\_\_\_\_

Email \_\_\_\_\_

## **Informational Questions and Answers**

**Q. Does the low tile wall around the perimeter of the deck need to be cleaned and grouted?**

*A. The low tile wall around the perimeter shall be cleaned only up to the underside of the seat. Grout is not required.*

**Q. Is cleaning or grouting required in the storage areas under the viewing stands?**

*A. No cleaning or grouting is required in storage areas under the viewing stands.*

**Q. Where are the joints to be saw-cut and caulked for stress relief?**

*A. There are no joints to be saw-cut or caulked.*

**Q. Is silicone spray waterproofing required on the pool and deck tile?**

*A. Silicone waterproofing is not required on the pool or deck area.*

**Q. What are the pool dimensions?**

*A. The pool dimensions are indicated in the revised specification attached.*

**Q. What is the absolute earliest start date and absolute latest completion date?**

*A. The earliest start date would be Friday, August 26, 2016 and the date of completion, meaning the date that the pool may be refilled with water, shall be Friday, Sept. 9, 2016.*

*The pool shall be ready for swimmers' use on September 12, 2016. Note that tile work must be completed and that the required curing time for the grout and sealers elapsed before filling the pool.*



CHARLES D. BAKER  
Governor

KARYN E. POLITO  
Lt. Governor

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

Prevailing Wage Rates

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

RONALD L. WALKER, II  
Secretary

WILLIAM D MCKINNEY  
Director

**Awarding Authority:** City of Quincy  
**Contract Number:** **City/Town:** QUINCY  
**Description of Work:** Lincoln Hancock Pool Tile Repair - Supply all labor, materials and equipment necessary to clean all tile and grout & to replace, damaged, missing or loose tile, & to re-grout the entire swimming pool.  
**Job Location:** 300 Granite St. Quincy, MA (Lincoln Hancock Pool)

---

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

| Classification   | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| <b>Construction</b>  |                |           |         |         |                           |            |
| (2 AXLE) DRIVER - EQUIPMENT<br><i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>                    | 12/01/2015     | \$32.75   | \$10.41 | \$10.08 | \$0.00                    | \$53.24    |
|  | 06/01/2016     | \$33.25   | \$10.41 | \$10.08 | \$0.00                    | \$53.74    |
|  | 08/01/2016     | \$33.25   | \$10.91 | \$10.08 | \$0.00                    | \$54.24    |
|  | 12/01/2016     | \$33.25   | \$10.91 | \$10.89 | \$0.00                    | \$55.05    |
| (3 AXLE) DRIVER - EQUIPMENT<br><i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>                    | 12/01/2015     | \$32.82   | \$10.41 | \$10.08 | \$0.00                    | \$53.31    |
|  | 06/01/2016     | \$33.32   | \$10.41 | \$10.08 | \$0.00                    | \$53.81    |
|  | 08/01/2016     | \$33.32   | \$10.91 | \$10.08 | \$0.00                    | \$54.31    |
|  | 12/01/2016     | \$33.32   | \$10.91 | \$10.89 | \$0.00                    | \$55.12    |
| (4 & 5 AXLE) DRIVER - EQUIPMENT<br><i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>                | 12/01/2015     | \$32.94   | \$10.41 | \$10.08 | \$0.00                    | \$53.43    |
|  | 06/01/2016     | \$33.44   | \$10.41 | \$10.08 | \$0.00                    | \$53.93    |
|  | 08/01/2016     | \$33.44   | \$10.91 | \$10.08 | \$0.00                    | \$54.43    |
|  | 12/01/2016     | \$33.44   | \$10.91 | \$10.89 | \$0.00                    | \$55.24    |
| ADS/SUBMERSIBLE PILOT<br><i>PILE DRIVER LOCAL 56 (ZONE 1)</i>                                  | 08/01/2015     | \$88.29   | \$9.80  | \$19.23 | \$0.00                    | \$117.32   |
| For apprentice rates see "Apprentice- PILE DRIVER"   |                |           |         |         |                           |            |
| AIR TRACK OPERATOR<br><i>LABORERS - ZONE 1</i>   | 12/01/2015     | \$36.10   | \$7.45  | \$13.55 | \$0.00                    | \$57.10    |
|  | 06/01/2016     | \$36.85   | \$7.45  | \$13.55 | \$0.00                    | \$57.85    |
|  | 12/01/2016     | \$37.85   | \$7.45  | \$13.55 | \$0.00                    | \$58.85    |
| For apprentice rates see "Apprentice- LABORER"   |                |           |         |         |                           |            |
| ASBESTOS REMOVER - PIPE / MECH. EQUIPT.<br><i>HEAT &amp; FROST INSULATORS LOCAL 6 (BOSTON)</i> | 12/01/2015     | \$34.38   | \$10.40 | \$5.95  | \$0.00                    | \$50.73    |
| ASPHALT RAKER<br><i>LABORERS - ZONE 1</i>  | 12/01/2015     | \$35.60   | \$7.45  | \$13.55 | \$0.00                    | \$56.60    |
|  | 06/01/2016     | \$36.35   | \$7.45  | \$13.55 | \$0.00                    | \$57.35    |
|  | 12/01/2016     | \$37.35   | \$7.45  | \$13.55 | \$0.00                    | \$58.35    |
| For apprentice rates see "Apprentice- LABORER"   |                |           |         |         |                           |            |
| ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE<br><i>OPERATING ENGINEERS LOCAL 4</i>                   | 12/01/2015     | \$43.73   | \$10.00 | \$14.90 | \$0.00                    | \$68.63    |
|  | 06/01/2016     | \$44.48   | \$10.00 | \$14.90 | \$0.00                    | \$69.38    |
|  | 12/01/2016     | \$45.73   | \$10.00 | \$14.90 | \$0.00                    | \$70.63    |
|  | 06/01/2017     | \$46.73   | \$10.00 | \$14.90 | \$0.00                    | \$71.63    |
|  | 12/01/2017     | \$47.73   | \$10.00 | \$14.90 | \$0.00                    | \$72.63    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                                     |                |           |         |         |                           |            |
| BACKHOE/FRONT-END LOADER<br><i>OPERATING ENGINEERS LOCAL 4</i>                                 | 12/01/2015     | \$43.73   | \$10.00 | \$14.90 | \$0.00                    | \$68.63    |
|  | 06/01/2016     | \$44.48   | \$10.00 | \$14.90 | \$0.00                    | \$69.38    |
|  | 12/01/2016     | \$45.73   | \$10.00 | \$14.90 | \$0.00                    | \$70.63    |
|  | 06/01/2017     | \$46.73   | \$10.00 | \$14.90 | \$0.00                    | \$71.63    |
|  | 12/01/2017     | \$47.73   | \$10.00 | \$14.90 | \$0.00                    | \$72.63    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                                     |                |           |         |         |                           |            |
| BARCO-TYPE JUMPING TAMPER<br><i>LABORERS - ZONE 1</i>  | 12/01/2015     | \$35.60   | \$7.45  | \$13.55 | \$0.00                    | \$56.60    |
|  | 06/01/2016     | \$36.35   | \$7.45  | \$13.55 | \$0.00                    | \$57.35    |
|  | 12/01/2016     | \$37.35   | \$7.45  | \$13.55 | \$0.00                    | \$58.35    |
| For apprentice rates see "Apprentice- LABORER"   |                |           |         |         |                           |            |
| BLOCK PAVER, RAMMER / CURB SETTER<br><i>LABORERS - ZONE 1</i>                                  | 12/01/2015     | \$36.10   | \$7.45  | \$13.55 | \$0.00                    | \$57.10    |
|  | 06/01/2016     | \$36.85   | \$7.45  | \$13.55 | \$0.00                    | \$57.85    |
|  | 12/01/2016     | \$37.85   | \$7.45  | \$13.55 | \$0.00                    | \$58.85    |
| For apprentice rates see "Apprentice- LABORER"   |                |           |         |         |                           |            |

| Classification               | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------------------------------|----------------|-----------|--------|---------|---------------------------|------------|
| BOILER MAKER                 | 01/01/2016     | \$41.62   | \$6.97 | \$16.21 | \$0.00                    | \$64.80    |
| <i>BOILERMAKERS LOCAL 29</i> | 01/01/2017     | \$42.92   | \$6.97 | \$16.21 | \$0.00                    | \$66.10    |

**Apprentice - BOILERMAKER - Local 29**

**Effective Date - 01/01/2016**

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

**Effective Date - 01/01/2017**

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

**Notes:**

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

|  |            |         |         |         |        |         |
|--|------------|---------|---------|---------|--------|---------|
| BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) | 02/01/2016 | \$49.86 | \$10.18 | \$19.14 | \$0.00 | \$79.18 |
| <i>BRICKLAYERS LOCAL 3 (QUINCY)</i>                          | 08/01/2016 | \$50.76 | \$10.18 | \$19.22 | \$0.00 | \$80.16 |
|  | 02/01/2017 | \$51.33 | \$10.18 | \$19.22 | \$0.00 | \$80.73 |

**Classification**

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

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

**Effective Date - 02/01/2016**

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 50      | \$24.93              | \$10.18 | \$19.14 | \$0.00                    | \$54.25    |
| 2    | 60      | \$29.92              | \$10.18 | \$19.14 | \$0.00                    | \$59.24    |
| 3    | 70      | \$34.90              | \$10.18 | \$19.14 | \$0.00                    | \$64.22    |
| 4    | 80      | \$39.89              | \$10.18 | \$19.14 | \$0.00                    | \$69.21    |
| 5    | 90      | \$44.87              | \$10.18 | \$19.14 | \$0.00                    | \$74.19    |

**Effective Date - 08/01/2016**

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

**Notes:**

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

|                                    |            |         |         |         |        |         |
|------------------------------------|------------|---------|---------|---------|--------|---------|
| <b>BULLDOZER/GRADER/SCRAPER</b>    | 12/01/2015 | \$43.31 | \$10.00 | \$14.90 | \$0.00 | \$68.21 |
| <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2016 | \$44.06 | \$10.00 | \$14.90 | \$0.00 | \$68.96 |
|                                    | 12/01/2016 | \$45.29 | \$10.00 | \$14.90 | \$0.00 | \$70.19 |
|                                    | 06/01/2017 | \$46.28 | \$10.00 | \$14.90 | \$0.00 | \$71.18 |
|                                    | 12/01/2017 | \$47.27 | \$10.00 | \$14.90 | \$0.00 | \$72.17 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|  |            |         |        |         |        |         |
|--|------------|---------|--------|---------|--------|---------|
| <b>CAISSON &amp; UNDERPINNING BOTTOM MAN</b> | 12/01/2015 | \$36.45 | \$7.45 | \$13.75 | \$0.00 | \$57.65 |
| <i>LABORERS - FOUNDATION AND MARINE</i>      | 06/01/2016 | \$37.20 | \$7.45 | \$13.75 | \$0.00 | \$58.40 |
|  | 12/01/2016 | \$38.20 | \$7.45 | \$13.75 | \$0.00 | \$59.40 |

For apprentice rates see "Apprentice- LABORER"

|   |            |         |        |         |        |         |
|---|------------|---------|--------|---------|--------|---------|
| <b>CAISSON &amp; UNDERPINNING LABORER</b> | 12/01/2015 | \$35.30 | \$7.45 | \$13.75 | \$0.00 | \$56.50 |
| <i>LABORERS - FOUNDATION AND MARINE</i>   | 06/01/2016 | \$36.05 | \$7.45 | \$13.75 | \$0.00 | \$57.25 |
|   | 12/01/2016 | \$37.05 | \$7.45 | \$13.75 | \$0.00 | \$58.25 |

For apprentice rates see "Apprentice- LABORER"

|   |            |         |        |         |        |         |
|---|------------|---------|--------|---------|--------|---------|
| <b>CAISSON &amp; UNDERPINNING TOP MAN</b> | 12/01/2015 | \$35.30 | \$7.45 | \$13.75 | \$0.00 | \$56.50 |
| <i>LABORERS - FOUNDATION AND MARINE</i>   | 06/01/2016 | \$36.05 | \$7.45 | \$13.75 | \$0.00 | \$57.25 |
|   | 12/01/2016 | \$37.05 | \$7.45 | \$13.75 | \$0.00 | \$58.25 |

For apprentice rates see "Apprentice- LABORER"

|                                    |            |         |        |         |        |         |
|------------------------------------|------------|---------|--------|---------|--------|---------|
| <b>CARBIDE CORE DRILL OPERATOR</b> | 12/01/2015 | \$35.60 | \$7.45 | \$13.55 | \$0.00 | \$56.60 |
| <i>LABORERS - ZONE 1</i>           | 06/01/2016 | \$36.35 | \$7.45 | \$13.55 | \$0.00 | \$57.35 |
|                                    | 12/01/2016 | \$37.35 | \$7.45 | \$13.55 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

| Classification                                    | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| CARPENTER   | 03/01/2016     | \$37.10   | \$9.80 | \$16.82 | \$0.00                    | \$63.72    |
| <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i> | 09/01/2016     | \$38.08   | \$9.80 | \$16.82 | \$0.00                    | \$64.70    |
|   | 03/01/2017     | \$39.05   | \$9.80 | \$16.82 | \$0.00                    | \$65.67    |
|   | 09/01/2017     | \$40.06   | \$9.80 | \$16.82 | \$0.00                    | \$66.68    |
|   | 03/01/2018     | \$41.06   | \$9.80 | \$16.82 | \$0.00                    | \$67.68    |
|   | 09/01/2018     | \$42.10   | \$9.80 | \$16.82 | \$0.00                    | \$68.72    |
|   | 03/01/2019     | \$43.13   | \$9.80 | \$16.82 | \$0.00                    | \$69.75    |

**Apprentice - CARPENTER - Zone 2 Eastern MA**

**Effective Date - 03/01/2016**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 50      | \$18.55              | \$9.80 | \$1.63  | \$0.00                    | \$29.98    |
| 2    | 60      | \$22.26              | \$9.80 | \$1.63  | \$0.00                    | \$33.69    |
| 3    | 70      | \$25.97              | \$9.80 | \$11.93 | \$0.00                    | \$47.70    |
| 4    | 75      | \$27.83              | \$9.80 | \$11.93 | \$0.00                    | \$49.56    |
| 5    | 80      | \$29.68              | \$9.80 | \$13.56 | \$0.00                    | \$53.04    |
| 6    | 80      | \$29.68              | \$9.80 | \$13.56 | \$0.00                    | \$53.04    |
| 7    | 90      | \$33.39              | \$9.80 | \$15.19 | \$0.00                    | \$58.38    |
| 8    | 90      | \$33.39              | \$9.80 | \$15.19 | \$0.00                    | \$58.38    |

**Effective Date - 09/01/2016**

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

**Notes:**

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

|                                     |            |         |         |         |        |         |
|-------------------------------------|------------|---------|---------|---------|--------|---------|
| CEMENT MASONRY/PLASTERING           | 01/01/2016 | \$46.44 | \$10.90 | \$18.71 | \$1.30 | \$77.35 |
| <i>BRICKLAYERS LOCAL 3 (QUINCY)</i> |            |         |         |         |        |         |

**Classification**

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

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

**Effective Date - 01/01/2016**

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

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

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

|                           |            |         |        |         |        |         |
|---------------------------|------------|---------|--------|---------|--------|---------|
| <b>CHAIN SAW OPERATOR</b> | 12/01/2015 | \$35.60 | \$7.45 | \$13.55 | \$0.00 | \$56.60 |
| <i>LABORERS - ZONE 1</i>  | 06/01/2016 | \$36.35 | \$7.45 | \$13.55 | \$0.00 | \$57.35 |
|                           | 12/01/2016 | \$37.35 | \$7.45 | \$13.55 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

|  |            |         |         |         |        |         |
|--|------------|---------|---------|---------|--------|---------|
| <b>CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES</b> | 12/01/2015 | \$44.73 | \$10.00 | \$14.90 | \$0.00 | \$69.63 |
| <i>OPERATING ENGINEERS LOCAL 4</i>                 | 06/01/2016 | \$45.48 | \$10.00 | \$14.90 | \$0.00 | \$70.38 |
|  | 12/01/2016 | \$46.73 | \$10.00 | \$14.90 | \$0.00 | \$71.63 |
|  | 06/01/2017 | \$47.73 | \$10.00 | \$14.90 | \$0.00 | \$72.63 |
|  | 12/01/2017 | \$48.73 | \$10.00 | \$14.90 | \$0.00 | \$73.63 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|                                    |            |         |         |         |        |         |
|------------------------------------|------------|---------|---------|---------|--------|---------|
| <b>COMPRESSOR OPERATOR</b>         | 12/01/2015 | \$30.13 | \$10.00 | \$14.90 | \$0.00 | \$55.03 |
| <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2016 | \$30.65 | \$10.00 | \$14.90 | \$0.00 | \$55.55 |
|                                    | 12/01/2016 | \$31.52 | \$10.00 | \$14.90 | \$0.00 | \$56.42 |
|                                    | 06/01/2017 | \$32.21 | \$10.00 | \$14.90 | \$0.00 | \$57.11 |
|                                    | 12/01/2017 | \$32.90 | \$10.00 | \$14.90 | \$0.00 | \$57.80 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|                                   |            |         |        |         |        |         |
|-----------------------------------|------------|---------|--------|---------|--------|---------|
| <b>DELEADER (BRIDGE)</b>          | 01/01/2016 | \$49.51 | \$7.85 | \$16.10 | \$0.00 | \$73.46 |
| <i>PAINTERS LOCAL 35 - ZONE 2</i> | 07/01/2016 | \$50.46 | \$7.85 | \$16.10 | \$0.00 | \$74.41 |
|                                   | 01/01/2017 | \$51.41 | \$7.85 | \$16.10 | \$0.00 | \$75.36 |



| Classification   | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| DIRECTIONAL DRILL MACHINE OPERATOR<br><i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2015     | \$43.31   | \$10.00 | \$14.90 | \$0.00                    | \$68.21    |
|  | 06/01/2016     | \$44.06   | \$10.00 | \$14.90 | \$0.00                    | \$68.96    |
|  | 12/01/2016     | \$45.29   | \$10.00 | \$14.90 | \$0.00                    | \$70.19    |
|  | 06/01/2017     | \$46.28   | \$10.00 | \$14.90 | \$0.00                    | \$71.18    |
|  | 12/01/2017     | \$47.27   | \$10.00 | \$14.90 | \$0.00                    | \$72.17    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"               |                |           |         |         |                           |            |
| DIVER<br><i>PILE DRIVER LOCAL 56 (ZONE 1)</i>                            | 08/01/2015     | \$58.86   | \$9.80  | \$19.23 | \$0.00                    | \$87.89    |
| For apprentice rates see "Apprentice- PILE DRIVER"                       |                |           |         |         |                           |            |
| DIVER TENDER<br><i>PILE DRIVER LOCAL 56 (ZONE 1)</i>                     | 08/01/2015     | \$42.04   | \$9.80  | \$19.23 | \$0.00                    | \$71.07    |
| For apprentice rates see "Apprentice- PILE DRIVER"                       |                |           |         |         |                           |            |
| DIVER TENDER (EFFLUENT)<br><i>PILE DRIVER LOCAL 56 (ZONE 1)</i>          | 08/01/2015     | \$63.06   | \$9.80  | \$19.23 | \$0.00                    | \$92.09    |
| For apprentice rates see "Apprentice- PILE DRIVER"                       |                |           |         |         |                           |            |
| DIVER/SLURRY (EFFLUENT)<br><i>PILE DRIVER LOCAL 56 (ZONE 1)</i>          | 08/01/2015     | \$88.23   | \$9.80  | \$19.23 | \$0.00                    | \$117.26   |
| For apprentice rates see "Apprentice- PILE DRIVER"                       |                |           |         |         |                           |            |
| DRAWBRIDGE OPERATOR (Construction)<br><i>ELECTRICIANS LOCAL 103</i>      | 03/01/2016     | \$46.17   | \$13.00 | \$16.39 | \$0.00                    | \$75.56    |
| For apprentice rates see "Apprentice- ELECTRICIAN"                       |                |           |         |         |                           |            |
| ELECTRICIAN<br><i>ELECTRICIANS LOCAL 103</i>                             | 03/01/2016     | \$46.17   | \$13.00 | \$16.39 | \$0.00                    | \$75.56    |

**Apprentice - ELECTRICIAN - Local 103**

**Effective Date - 03/01/2016**

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

**Notes :**

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

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

|  |            |         |         |         |        |         |
|--|------------|---------|---------|---------|--------|---------|
| ELEVATOR CONSTRUCTOR<br><i>ELEVATOR CONSTRUCTORS LOCAL 4</i> | 01/01/2016 | \$54.53 | \$14.43 | \$14.96 | \$0.00 | \$83.92 |
|  | 01/01/2017 | \$55.86 | \$15.28 | \$15.71 | \$0.00 | \$86.85 |

**Classification**

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

**Apprentice - ELEVATOR CONSTRUCTOR - Local 4**

**Effective Date - 01/01/2016**

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

**Effective Date - 01/01/2017**

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

**Notes:**

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

**Apprentice to Journeyworker Ratio:1:1**

|   |            |         |         |         |        |         |
|---|------------|---------|---------|---------|--------|---------|
| ELEVATOR CONSTRUCTOR HELPER<br><i>ELEVATOR CONSTRUCTORS LOCAL 4</i> | 01/01/2016 | \$38.17 | \$14.43 | \$14.96 | \$0.00 | \$67.56 |
|   | 01/01/2017 | \$39.10 | \$15.28 | \$15.71 | \$0.00 | \$70.09 |

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

|  |            |         |        |         |        |         |
|--|------------|---------|--------|---------|--------|---------|
| FENCE & GUARD RAIL ERECTOR<br><i>LABORERS - ZONE 1</i> | 12/01/2015 | \$35.60 | \$7.45 | \$13.55 | \$0.00 | \$56.60 |
|  | 06/01/2016 | \$36.35 | \$7.45 | \$13.55 | \$0.00 | \$57.35 |
|  | 12/01/2016 | \$37.35 | \$7.45 | \$13.55 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

|   |            |         |         |         |        |         |
|---|------------|---------|---------|---------|--------|---------|
| FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY<br><i>OPERATING ENGINEERS LOCAL 4</i> | 11/01/2015 | \$40.49 | \$10.00 | \$14.55 | \$0.00 | \$65.04 |
|   | 05/01/2016 | \$41.03 | \$10.00 | \$14.90 | \$0.00 | \$65.93 |
|   | 11/01/2016 | \$41.62 | \$10.00 | \$14.90 | \$0.00 | \$66.52 |
|   | 05/01/2017 | \$42.50 | \$10.00 | \$14.90 | \$0.00 | \$67.40 |
|   | 11/01/2017 | \$43.23 | \$10.00 | \$14.90 | \$0.00 | \$68.13 |
|   | 05/01/2018 | \$43.94 | \$10.00 | \$14.90 | \$0.00 | \$68.84 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|   |            |         |         |         |        |         |
|---|------------|---------|---------|---------|--------|---------|
| FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY<br><i>OPERATING ENGINEERS LOCAL 4</i> | 11/01/2015 | \$41.93 | \$10.00 | \$14.55 | \$0.00 | \$66.48 |
|   | 05/01/2016 | \$42.47 | \$10.00 | \$14.90 | \$0.00 | \$67.37 |
|   | 11/01/2016 | \$43.07 | \$10.00 | \$14.90 | \$0.00 | \$67.97 |
|   | 05/01/2017 | \$43.96 | \$10.00 | \$14.90 | \$0.00 | \$68.86 |
|   | 11/01/2017 | \$44.69 | \$10.00 | \$14.90 | \$0.00 | \$69.59 |
|   | 05/01/2018 | \$45.41 | \$10.00 | \$14.90 | \$0.00 | \$70.31 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| Classification  | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY<br><i>OPERATING ENGINEERS LOCAL 4</i>              | 11/01/2015     | \$21.71   | \$10.00 | \$14.55 | \$0.00                    | \$46.26    |
|   | 05/01/2016     | \$21.88   | \$10.00 | \$14.90 | \$0.00                    | \$46.78    |
|   | 11/01/2016     | \$22.23   | \$10.00 | \$14.90 | \$0.00                    | \$47.13    |
|   | 05/01/2017     | \$22.76   | \$10.00 | \$14.90 | \$0.00                    | \$47.66    |
|   | 11/01/2017     | \$23.18   | \$10.00 | \$14.90 | \$0.00                    | \$48.08    |
|   | 05/01/2018     | \$23.61   | \$10.00 | \$14.90 | \$0.00                    | \$48.51    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                                |                |           |         |         |                           |            |
| FIRE ALARM INSTALLER<br><i>ELECTRICIANS LOCAL 103</i>                                     | 03/01/2016     | \$46.17   | \$13.00 | \$16.39 | \$0.00                    | \$75.56    |
| For apprentice rates see "Apprentice- ELECTRICIAN"  |                |           |         |         |                           |            |
| FIRE ALARM REPAIR / MAINTENANCE<br><i>/ COMMISSIONINGELECTRICIANS</i><br><i>LOCAL 103</i> | 03/01/2016     | \$34.63   | \$13.00 | \$14.55 | \$0.00                    | \$62.18    |
| For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"                      |                |           |         |         |                           |            |
| FIREMAN (ASST. ENGINEER)<br><i>OPERATING ENGINEERS LOCAL 4</i>                            | 12/01/2015     | \$36.34   | \$10.00 | \$14.90 | \$0.00                    | \$61.24    |
|   | 06/01/2016     | \$36.96   | \$10.00 | \$14.90 | \$0.00                    | \$61.86    |
|   | 12/01/2016     | \$38.00   | \$10.00 | \$14.90 | \$0.00                    | \$62.90    |
|   | 06/01/2017     | \$38.84   | \$10.00 | \$14.90 | \$0.00                    | \$63.74    |
|   | 12/01/2017     | \$39.67   | \$10.00 | \$14.90 | \$0.00                    | \$64.57    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                                |                |           |         |         |                           |            |
| FLAGGER & SIGNALER<br><i>LABORERS - ZONE 1</i>  | 12/01/2015     | \$20.50   | \$7.45  | \$13.55 | \$0.00                    | \$41.50    |
|   | 06/01/2016     | \$20.50   | \$7.45  | \$13.55 | \$0.00                    | \$41.50    |
|   | 12/01/2016     | \$20.50   | \$7.45  | \$13.55 | \$0.00                    | \$41.50    |
| For apprentice rates see "Apprentice- LABORER"  |                |           |         |         |                           |            |
| FLOORCOVERER<br><i>FLOORCOVERERS LOCAL 2168 ZONE 1</i>                                    | 03/01/2016     | \$42.13   | \$9.80  | \$17.62 | \$0.00                    | \$69.55    |

**Apprentice - FLOORCOVERER - Local 2168 Zone 1**

**Effective Date - 03/01/2016**

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

**Notes:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

| Classification  | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| FORK LIFT/CHERRY PICKER<br><i>OPERATING ENGINEERS LOCAL 4</i>                           | 12/01/2015     | \$43.73   | \$10.00 | \$14.90 | \$0.00                    | \$68.63    |
|   | 06/01/2016     | \$44.48   | \$10.00 | \$14.90 | \$0.00                    | \$69.38    |
|   | 12/01/2016     | \$45.73   | \$10.00 | \$14.90 | \$0.00                    | \$70.63    |
|   | 06/01/2017     | \$46.73   | \$10.00 | \$14.90 | \$0.00                    | \$71.63    |
|   | 12/01/2017     | \$47.73   | \$10.00 | \$14.90 | \$0.00                    | \$72.63    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                              |                |           |         |         |                           |            |
| GENERATOR/LIGHTING PLANT/HEATERS<br><i>OPERATING ENGINEERS LOCAL 4</i>                  | 12/01/2015     | \$30.13   | \$10.00 | \$14.90 | \$0.00                    | \$55.03    |
|   | 06/01/2016     | \$30.65   | \$10.00 | \$14.90 | \$0.00                    | \$55.55    |
|   | 12/01/2016     | \$31.52   | \$10.00 | \$14.90 | \$0.00                    | \$56.42    |
|   | 06/01/2017     | \$32.21   | \$10.00 | \$14.90 | \$0.00                    | \$57.11    |
|   | 12/01/2017     | \$32.90   | \$10.00 | \$14.90 | \$0.00                    | \$57.80    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                              |                |           |         |         |                           |            |
| GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)<br><i>GLAZIERS LOCAL 35 (ZONE 2)</i> | 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    |

**Apprentice - GLAZIER - Local 35 Zone 2**

**Effective Date - 01/01/2016**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 50      | \$19.51              | \$7.85 | \$0.00  | \$0.00                    | \$27.36    |
| 2    | 55      | \$21.46              | \$7.85 | \$3.66  | \$0.00                    | \$32.97    |
| 3    | 60      | \$23.41              | \$7.85 | \$3.99  | \$0.00                    | \$35.25    |
| 4    | 65      | \$25.36              | \$7.85 | \$4.32  | \$0.00                    | \$37.53    |
| 5    | 70      | \$27.31              | \$7.85 | \$14.11 | \$0.00                    | \$49.27    |
| 6    | 75      | \$29.26              | \$7.85 | \$14.44 | \$0.00                    | \$51.55    |
| 7    | 80      | \$31.21              | \$7.85 | \$14.77 | \$0.00                    | \$53.83    |
| 8    | 90      | \$35.11              | \$7.85 | \$15.44 | \$0.00                    | \$58.40    |

**Effective Date - 07/01/2016**

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

**Notes:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

| Classification  | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| HOISTING ENGINEER/CRANES/GRADALLS<br><i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2015     | \$43.73   | \$10.00 | \$14.90 | \$0.00                    | \$68.63    |
|   | 06/01/2016     | \$44.48   | \$10.00 | \$14.90 | \$0.00                    | \$69.38    |
|   | 12/01/2016     | \$45.73   | \$10.00 | \$14.90 | \$0.00                    | \$70.63    |
|   | 06/01/2017     | \$46.73   | \$10.00 | \$14.90 | \$0.00                    | \$71.63    |
|   | 12/01/2017     | \$47.73   | \$10.00 | \$14.90 | \$0.00                    | \$72.63    |

**Apprentice - OPERATING ENGINEERS - Local 4**

**Effective Date - 12/01/2015**

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 55      | \$24.05              | \$10.00 | \$0.00  | \$0.00                    | \$34.05    |
| 2    | 60      | \$26.24              | \$10.00 | \$14.90 | \$0.00                    | \$51.14    |
| 3    | 65      | \$28.42              | \$10.00 | \$14.90 | \$0.00                    | \$53.32    |
| 4    | 70      | \$30.61              | \$10.00 | \$14.90 | \$0.00                    | \$55.51    |
| 5    | 75      | \$32.80              | \$10.00 | \$14.90 | \$0.00                    | \$57.70    |
| 6    | 80      | \$34.98              | \$10.00 | \$14.90 | \$0.00                    | \$59.88    |
| 7    | 85      | \$37.17              | \$10.00 | \$14.90 | \$0.00                    | \$62.07    |
| 8    | 90      | \$39.36              | \$10.00 | \$14.90 | \$0.00                    | \$64.26    |

**Effective Date - 06/01/2016**

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 55      | \$24.46              | \$10.00 | \$0.00  | \$0.00                    | \$34.46    |
| 2    | 60      | \$26.69              | \$10.00 | \$14.90 | \$0.00                    | \$51.59    |
| 3    | 65      | \$28.91              | \$10.00 | \$14.90 | \$0.00                    | \$53.81    |
| 4    | 70      | \$31.14              | \$10.00 | \$14.90 | \$0.00                    | \$56.04    |
| 5    | 75      | \$33.36              | \$10.00 | \$14.90 | \$0.00                    | \$58.26    |
| 6    | 80      | \$35.58              | \$10.00 | \$14.90 | \$0.00                    | \$60.48    |
| 7    | 85      | \$37.81              | \$10.00 | \$14.90 | \$0.00                    | \$62.71    |
| 8    | 90      | \$40.03              | \$10.00 | \$14.90 | \$0.00                    | \$64.93    |

**Notes:**

**Apprentice to Journeyworker Ratio:1:6**

|   |            |         |         |         |        |         |
|---|------------|---------|---------|---------|--------|---------|
| HVAC (DUCTWORK)<br><i>SHEETMETAL WORKERS LOCAL 17 - A</i> | 02/01/2016 | \$43.31 | \$10.70 | \$21.95 | \$2.28 | \$78.24 |
|   | 08/01/2016 | \$44.46 | \$10.70 | \$21.95 | \$2.28 | \$79.39 |
|   | 02/01/2017 | \$45.56 | \$10.70 | \$21.95 | \$2.28 | \$80.49 |
|   | 08/01/2017 | \$46.66 | \$10.70 | \$21.95 | \$2.28 | \$81.59 |
|   | 02/01/2018 | \$47.81 | \$10.70 | \$21.95 | \$2.28 | \$82.74 |

For apprentice rates see "Apprentice- SHEET METAL WORKER"

|   |            |         |         |         |        |         |
|---|------------|---------|---------|---------|--------|---------|
| HVAC (ELECTRICAL CONTROLS)<br><i>ELECTRICIANS LOCAL 103</i> | 03/01/2016 | \$46.17 | \$13.00 | \$16.39 | \$0.00 | \$75.56 |
|---|------------|---------|---------|---------|--------|---------|

For apprentice rates see "Apprentice- ELECTRICIAN"

| Classification   | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| HVAC (TESTING AND BALANCING - AIR)<br><i>SHEETMETAL WORKERS LOCAL 17 - A</i>     | 02/01/2016     | \$43.31   | \$10.70 | \$21.95 | \$2.28                    | \$78.24    |
|  | 08/01/2016     | \$44.46   | \$10.70 | \$21.95 | \$2.28                    | \$79.39    |
|  | 02/01/2017     | \$45.56   | \$10.70 | \$21.95 | \$2.28                    | \$80.49    |
|  | 08/01/2017     | \$46.66   | \$10.70 | \$21.95 | \$2.28                    | \$81.59    |
|  | 02/01/2018     | \$47.81   | \$10.70 | \$21.95 | \$2.28                    | \$82.74    |
| For apprentice rates see "Apprentice- SHEET METAL WORKER"                        |                |           |         |         |                           |            |
| HVAC (TESTING AND BALANCING -WATER)<br><i>PIPEFITTERS LOCAL 537</i>              | 03/01/2016     | \$49.19   | \$9.70  | \$18.14 | \$0.00                    | \$77.03    |
|  | 09/01/2016     | \$50.19   | \$9.70  | \$18.14 | \$0.00                    | \$78.03    |
|  | 03/01/2017     | \$51.19   | \$9.70  | \$18.14 | \$0.00                    | \$79.03    |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"        |                |           |         |         |                           |            |
| HVAC MECHANIC<br><i>PIPEFITTERS LOCAL 537</i>                                    | 03/01/2016     | \$49.19   | \$9.70  | \$18.14 | \$0.00                    | \$77.03    |
|  | 09/01/2016     | \$50.19   | \$9.70  | \$18.14 | \$0.00                    | \$78.03    |
|  | 03/01/2017     | \$51.19   | \$9.70  | \$18.14 | \$0.00                    | \$79.03    |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"        |                |           |         |         |                           |            |
| HYDRAULIC DRILLS<br><i>LABORERS - ZONE 1</i>                                     | 12/01/2015     | \$36.10   | \$7.45  | \$13.55 | \$0.00                    | \$57.10    |
|  | 06/01/2016     | \$36.85   | \$7.45  | \$13.55 | \$0.00                    | \$57.85    |
|  | 12/01/2016     | \$37.85   | \$7.45  | \$13.55 | \$0.00                    | \$58.85    |
| For apprentice rates see "Apprentice- LABORER"                                   |                |           |         |         |                           |            |
| INSULATOR (PIPES & TANKS)<br><i>HEAT &amp; FROST INSULATORS LOCAL 6 (BOSTON)</i> | 09/01/2015     | \$43.81   | \$11.50 | \$13.80 | \$0.00                    | \$69.11    |
|  | 09/01/2016     | \$45.81   | \$11.50 | \$13.80 | \$0.00                    | \$71.11    |
|  | 09/01/2017     | \$47.81   | \$11.50 | \$13.80 | \$0.00                    | \$73.11    |
|  | 09/01/2018     | \$50.06   | \$11.50 | \$13.80 | \$0.00                    | \$75.36    |
|  | 09/01/2019     | \$52.56   | \$11.50 | \$13.80 | \$0.00                    | \$77.86    |

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

**Effective Date - 09/01/2015**

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 50      | \$21.91              | \$11.50 | \$10.05 | \$0.00                    | \$43.46    |
| 2    | 60      | \$26.29              | \$11.50 | \$10.80 | \$0.00                    | \$48.59    |
| 3    | 70      | \$30.67              | \$11.50 | \$11.55 | \$0.00                    | \$53.72    |
| 4    | 80      | \$35.05              | \$11.50 | \$12.30 | \$0.00                    | \$58.85    |

**Effective Date - 09/01/2016**

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 50      | \$22.91              | \$11.50 | \$10.05 | \$0.00                    | \$44.46    |
| 2    | 60      | \$27.49              | \$11.50 | \$10.80 | \$0.00                    | \$49.79    |
| 3    | 70      | \$32.07              | \$11.50 | \$11.55 | \$0.00                    | \$55.12    |
| 4    | 80      | \$36.65              | \$11.50 | \$12.30 | \$0.00                    | \$60.45    |

**Notes:**

Steps are 1 year

**Apprentice to Journeyworker Ratio:1:4**

|   |            |         |        |         |        |         |
|---|------------|---------|--------|---------|--------|---------|
| IRONWORKER/WELDER<br><i>IRONWORKERS LOCAL 7 (BOSTON AREA)</i> | 03/16/2016 | \$43.40 | \$7.80 | \$20.85 | \$0.00 | \$72.05 |
|   | 09/16/2016 | \$44.05 | \$7.80 | \$20.85 | \$0.00 | \$72.70 |
|   | 03/16/2017 | \$44.65 | \$7.80 | \$20.85 | \$0.00 | \$73.30 |

**Classification**

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

**Apprentice - IRONWORKER - Local 7 Boston**

**Effective Date - 03/16/2016**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 60      | \$26.04              | \$7.80 | \$20.85 | \$0.00                    | \$54.69    |
| 2    | 70      | \$30.38              | \$7.80 | \$20.85 | \$0.00                    | \$59.03    |
| 3    | 75      | \$32.55              | \$7.80 | \$20.85 | \$0.00                    | \$61.20    |
| 4    | 80      | \$34.72              | \$7.80 | \$20.85 | \$0.00                    | \$63.37    |
| 5    | 85      | \$36.89              | \$7.80 | \$20.85 | \$0.00                    | \$65.54    |
| 6    | 90      | \$39.06              | \$7.80 | \$20.85 | \$0.00                    | \$67.71    |

**Effective Date - 09/16/2016**

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

**Notes:**

\*\* Structural 1:6; Ornamental 1:4

**Apprentice to Journeyworker Ratio:\*\***

|   |            |         |        |         |        |         |
|---|------------|---------|--------|---------|--------|---------|
| JACKHAMMER & PAVING BREAKER OPERATOR<br>LABORERS - ZONE 1 | 12/01/2015 | \$35.60 | \$7.45 | \$13.55 | \$0.00 | \$56.60 |
|   | 06/01/2016 | \$36.35 | \$7.45 | \$13.55 | \$0.00 | \$57.35 |
|   | 12/01/2016 | \$37.35 | \$7.45 | \$13.55 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

|                              |            |         |        |         |        |         |
|------------------------------|------------|---------|--------|---------|--------|---------|
| LABORER<br>LABORERS - ZONE 1 | 12/01/2015 | \$35.35 | \$7.45 | \$13.55 | \$0.00 | \$56.35 |
|                              | 06/01/2016 | \$36.10 | \$7.45 | \$13.55 | \$0.00 | \$57.10 |
|                              | 12/01/2016 | \$37.10 | \$7.45 | \$13.55 | \$0.00 | \$58.10 |

**Classification**

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

**Apprentice - LABORER - Zone 1**

**Effective Date - 12/01/2015**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 60      | \$21.21              | \$7.45 | \$13.55 | \$0.00                    | \$42.21    |
| 2    | 70      | \$24.75              | \$7.45 | \$13.55 | \$0.00                    | \$45.75    |
| 3    | 80      | \$28.28              | \$7.45 | \$13.55 | \$0.00                    | \$49.28    |
| 4    | 90      | \$31.82              | \$7.45 | \$13.55 | \$0.00                    | \$52.82    |

**Effective Date - 06/01/2016**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 60      | \$21.66              | \$7.45 | \$13.55 | \$0.00                    | \$42.66    |
| 2    | 70      | \$25.27              | \$7.45 | \$13.55 | \$0.00                    | \$46.27    |
| 3    | 80      | \$28.88              | \$7.45 | \$13.55 | \$0.00                    | \$49.88    |
| 4    | 90      | \$32.49              | \$7.45 | \$13.55 | \$0.00                    | \$53.49    |

**Notes:**

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

|  |            |         |        |         |        |         |
|--|------------|---------|--------|---------|--------|---------|
| LABORER: CARPENTER TENDER<br>LABORERS - ZONE 1 | 12/01/2015 | \$35.35 | \$7.45 | \$13.55 | \$0.00 | \$56.35 |
|  | 06/01/2016 | \$36.10 | \$7.45 | \$13.55 | \$0.00 | \$57.10 |
|  | 12/01/2016 | \$37.10 | \$7.45 | \$13.55 | \$0.00 | \$58.10 |

For apprentice rates see "Apprentice- LABORER"

|  |            |         |        |         |        |         |
|--|------------|---------|--------|---------|--------|---------|
| LABORER: CEMENT FINISHER TENDER<br>LABORERS - ZONE 1 | 12/01/2015 | \$35.35 | \$7.45 | \$13.55 | \$0.00 | \$56.35 |
|  | 06/01/2016 | \$36.10 | \$7.45 | \$13.55 | \$0.00 | \$57.10 |
|  | 12/01/2016 | \$37.10 | \$7.45 | \$13.55 | \$0.00 | \$58.10 |

For apprentice rates see "Apprentice- LABORER"

|  |            |         |        |         |        |         |
|--|------------|---------|--------|---------|--------|---------|
| LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER<br>LABORERS - ZONE 1 | 12/01/2015 | \$35.50 | \$7.45 | \$13.55 | \$0.00 | \$56.50 |
|--|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

|  |            |         |        |         |        |         |
|--|------------|---------|--------|---------|--------|---------|
| LABORER: MASON TENDER<br>LABORERS - ZONE 1 | 12/01/2015 | \$35.60 | \$7.45 | \$13.55 | \$0.00 | \$56.60 |
|  | 06/01/2016 | \$36.35 | \$7.45 | \$13.55 | \$0.00 | \$57.35 |
|  | 12/01/2016 | \$37.35 | \$7.45 | \$13.55 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

|  |            |         |        |         |        |         |
|--|------------|---------|--------|---------|--------|---------|
| LABORER: MULTI-TRADE TENDER<br>LABORERS - ZONE 1 | 12/01/2015 | \$35.35 | \$7.45 | \$13.55 | \$0.00 | \$56.35 |
|  | 06/01/2016 | \$36.10 | \$7.45 | \$13.55 | \$0.00 | \$57.10 |
|  | 12/01/2016 | \$37.10 | \$7.45 | \$13.55 | \$0.00 | \$58.10 |

For apprentice rates see "Apprentice- LABORER"

|  |            |         |        |         |        |         |
|--|------------|---------|--------|---------|--------|---------|
| LABORER: TREE REMOVER<br>LABORERS - ZONE 1 | 12/01/2015 | \$35.35 | \$7.45 | \$13.55 | \$0.00 | \$56.35 |
|  | 06/01/2016 | \$36.10 | \$7.45 | \$13.55 | \$0.00 | \$57.10 |
|  | 12/01/2016 | \$37.10 | \$7.45 | \$13.55 | \$0.00 | \$58.10 |

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<br>LABORERS - ZONE 1 | 12/01/2015 | \$35.60 | \$7.45 | \$13.55 | \$0.00 | \$56.60 |
|  | 06/01/2016 | \$36.35 | \$7.45 | \$13.55 | \$0.00 | \$57.35 |
|  | 12/01/2016 | \$37.35 | \$7.45 | \$13.55 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

| Classification  | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| MARBLE & TILE FINISHERS<br><i>BRICKLAYERS LOCAL 3 - MARBLE &amp; TILE</i> | 02/01/2016     | \$38.08   | \$10.18 | \$17.70 | \$0.00                    | \$65.96    |
|   | 08/01/2016     | \$38.78   | \$10.18 | \$17.78 | \$0.00                    | \$66.74    |
|   | 02/01/2017     | \$39.24   | \$10.18 | \$17.78 | \$0.00                    | \$67.20    |

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

**Effective Date - 02/01/2016**

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 50      | \$19.04              | \$10.18 | \$17.70 | \$0.00                    | \$46.92    |
| 2    | 60      | \$22.85              | \$10.18 | \$17.70 | \$0.00                    | \$50.73    |
| 3    | 70      | \$26.66              | \$10.18 | \$17.70 | \$0.00                    | \$54.54    |
| 4    | 80      | \$30.46              | \$10.18 | \$17.70 | \$0.00                    | \$58.34    |
| 5    | 90      | \$34.27              | \$10.18 | \$17.70 | \$0.00                    | \$62.15    |

**Effective Date - 08/01/2016**

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

**Notes:**

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

|   |            |         |         |         |        |         |
|---|------------|---------|---------|---------|--------|---------|
| MARBLE MASONS, TILELAYERS & TERRAZZO MECH<br><i>BRICKLAYERS LOCAL 3 - MARBLE &amp; TILE</i> | 02/01/2016 | \$49.90 | \$10.18 | \$19.14 | \$0.00 | \$79.22 |
|   | 08/01/2016 | \$50.80 | \$10.18 | \$19.22 | \$0.00 | \$80.20 |
|   | 02/01/2017 | \$51.37 | \$10.18 | \$19.22 | \$0.00 | \$80.77 |

**Classification**

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

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

**Effective Date - 02/01/2016**

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 50      | \$24.95              | \$10.18 | \$19.14 | \$0.00                    | \$54.27    |
| 2    | 60      | \$29.94              | \$10.18 | \$19.14 | \$0.00                    | \$59.26    |
| 3    | 70      | \$34.93              | \$10.18 | \$19.14 | \$0.00                    | \$64.25    |
| 4    | 80      | \$39.92              | \$10.18 | \$19.14 | \$0.00                    | \$69.24    |
| 5    | 90      | \$44.91              | \$10.18 | \$19.14 | \$0.00                    | \$74.23    |

**Effective Date - 08/01/2016**

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

**Notes:**

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

|  |            |         |         |         |        |         |
|--|------------|---------|---------|---------|--------|---------|
| MECH. SWEEPER OPERATOR (ON CONST. SITES)<br><i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2015 | \$43.31 | \$10.00 | \$14.90 | \$0.00 | \$68.21 |
|  | 06/01/2016 | \$44.06 | \$10.00 | \$14.90 | \$0.00 | \$68.96 |
|  | 12/01/2016 | \$45.29 | \$10.00 | \$14.90 | \$0.00 | \$70.19 |
|  | 06/01/2017 | \$46.28 | \$10.00 | \$14.90 | \$0.00 | \$71.18 |
|  | 12/01/2017 | \$47.27 | \$10.00 | \$14.90 | \$0.00 | \$72.17 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|   |            |         |         |         |        |         |
|---|------------|---------|---------|---------|--------|---------|
| MECHANICS MAINTENANCE<br><i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2015 | \$43.31 | \$10.00 | \$14.90 | \$0.00 | \$68.21 |
|   | 06/01/2016 | \$44.06 | \$10.00 | \$14.90 | \$0.00 | \$68.96 |
|   | 12/01/2016 | \$45.29 | \$10.00 | \$14.90 | \$0.00 | \$70.19 |
|   | 06/01/2017 | \$46.28 | \$10.00 | \$14.90 | \$0.00 | \$71.18 |
|   | 12/01/2017 | \$47.27 | \$10.00 | \$14.90 | \$0.00 | \$72.17 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|   |            |         |        |         |        |         |
|---|------------|---------|--------|---------|--------|---------|
| MILLWRIGHT (Zone 1)<br><i>MILLWRIGHTS LOCAL 1121 - Zone 1</i> | 04/01/2015 | \$37.64 | \$9.80 | \$16.21 | \$0.00 | \$63.65 |
|---|------------|---------|--------|---------|--------|---------|

**Apprentice - MILLWRIGHT - Local 1121 Zone 1**

**Effective Date - 04/01/2015**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 55      | \$20.70              | \$9.80 | \$4.48  | \$0.00                    | \$34.98    |
| 2    | 65      | \$24.47              | \$9.80 | \$13.36 | \$0.00                    | \$47.63    |
| 3    | 75      | \$28.23              | \$9.80 | \$14.18 | \$0.00                    | \$52.21    |
| 4    | 85      | \$31.99              | \$9.80 | \$14.99 | \$0.00                    | \$56.78    |

**Notes:**

Steps are 2,000 hours

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

|   |            |         |        |         |        |         |
|---|------------|---------|--------|---------|--------|---------|
| <b>MORTAR MIXER</b><br><i>LABORERS - ZONE 1</i> | 12/01/2015 | \$35.60 | \$7.45 | \$13.55 | \$0.00 | \$56.60 |
|   | 06/01/2016 | \$36.35 | \$7.45 | \$13.55 | \$0.00 | \$57.35 |
|   | 12/01/2016 | \$37.35 | \$7.45 | \$13.55 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

|   |            |         |         |         |        |         |
|---|------------|---------|---------|---------|--------|---------|
| <b>OILER (OTHER THAN TRUCK CRANES,GRADALLS)</b><br><i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2015 | \$22.27 | \$10.00 | \$14.90 | \$0.00 | \$47.17 |
|   | 06/01/2016 | \$22.66 | \$10.00 | \$14.90 | \$0.00 | \$47.56 |
|   | 12/01/2016 | \$23.31 | \$10.00 | \$14.90 | \$0.00 | \$48.21 |
|   | 06/01/2017 | \$23.82 | \$10.00 | \$14.90 | \$0.00 | \$48.72 |
|   | 12/01/2017 | \$24.34 | \$10.00 | \$14.90 | \$0.00 | \$49.24 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|   |            |         |         |         |        |         |
|---|------------|---------|---------|---------|--------|---------|
| <b>OILER (TRUCK CRANES, GRADALLS)</b><br><i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2015 | \$26.08 | \$10.00 | \$14.90 | \$0.00 | \$50.98 |
|   | 06/01/2016 | \$26.54 | \$10.00 | \$14.90 | \$0.00 | \$51.44 |
|   | 12/01/2016 | \$27.29 | \$10.00 | \$14.90 | \$0.00 | \$52.19 |
|   | 06/01/2017 | \$27.89 | \$10.00 | \$14.90 | \$0.00 | \$52.79 |
|   | 12/01/2017 | \$28.50 | \$10.00 | \$14.90 | \$0.00 | \$53.40 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|  |            |         |         |         |        |         |
|--|------------|---------|---------|---------|--------|---------|
| <b>OTHER POWER DRIVEN EQUIPMENT - CLASS II</b><br><i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2015 | \$43.31 | \$10.00 | \$14.90 | \$0.00 | \$68.21 |
|  | 06/01/2016 | \$44.06 | \$10.00 | \$14.90 | \$0.00 | \$68.96 |
|  | 12/01/2016 | \$45.29 | \$10.00 | \$14.90 | \$0.00 | \$70.19 |
|  | 06/01/2017 | \$46.28 | \$10.00 | \$14.90 | \$0.00 | \$71.18 |
|  | 12/01/2017 | \$47.27 | \$10.00 | \$14.90 | \$0.00 | \$72.17 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|   |            |         |        |         |        |         |
|---|------------|---------|--------|---------|--------|---------|
| <b>PAINTER (BRIDGES/TANKS)</b><br><i>PAINTERS LOCAL 35 - ZONE 2</i> | 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 - 01/01/2016**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 50      | \$24.76              | \$7.85 | \$0.00  | \$0.00                    | \$32.61    |
| 2    | 55      | \$27.23              | \$7.85 | \$3.66  | \$0.00                    | \$38.74    |
| 3    | 60      | \$29.71              | \$7.85 | \$3.99  | \$0.00                    | \$41.55    |
| 4    | 65      | \$32.18              | \$7.85 | \$4.32  | \$0.00                    | \$44.35    |
| 5    | 70      | \$34.66              | \$7.85 | \$14.11 | \$0.00                    | \$56.62    |
| 6    | 75      | \$37.13              | \$7.85 | \$14.44 | \$0.00                    | \$59.42    |
| 7    | 80      | \$39.61              | \$7.85 | \$14.77 | \$0.00                    | \$62.23    |
| 8    | 90      | \$44.56              | \$7.85 | \$15.44 | \$0.00                    | \$67.85    |

**Effective Date - 07/01/2016**

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

**Notes:**  
Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

|   |            |         |        |         |        |         |
|---|------------|---------|--------|---------|--------|---------|
| PAINTER (SPRAY OR SANDBLAST, NEW) *   | 01/01/2016 | \$40.41 | \$7.85 | \$16.10 | \$0.00 | \$64.36 |
| * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2 | 07/01/2016 | \$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 - 01/01/2016**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 50      | \$20.21              | \$7.85 | \$0.00  | \$0.00                    | \$28.06    |
| 2    | 55      | \$22.23              | \$7.85 | \$3.66  | \$0.00                    | \$33.74    |
| 3    | 60      | \$24.25              | \$7.85 | \$3.99  | \$0.00                    | \$36.09    |
| 4    | 65      | \$26.27              | \$7.85 | \$4.32  | \$0.00                    | \$38.44    |
| 5    | 70      | \$28.29              | \$7.85 | \$14.11 | \$0.00                    | \$50.25    |
| 6    | 75      | \$30.31              | \$7.85 | \$14.44 | \$0.00                    | \$52.60    |
| 7    | 80      | \$32.33              | \$7.85 | \$14.77 | \$0.00                    | \$54.95    |
| 8    | 90      | \$36.37              | \$7.85 | \$15.44 | \$0.00                    | \$59.66    |

**Effective Date - 07/01/2016**

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

**Notes:**  
Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

|                                       |            |         |        |         |        |         |
|---------------------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER (SPRAY OR SANDBLAST, REPAINT) | 01/01/2016 | \$38.47 | \$7.85 | \$16.10 | \$0.00 | \$62.42 |
| PAINTERS LOCAL 35 - ZONE 2            | 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 - 01/01/2016**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 50      | \$19.24              | \$7.85 | \$0.00  | \$0.00                    | \$27.09    |
| 2    | 55      | \$21.16              | \$7.85 | \$3.66  | \$0.00                    | \$32.67    |
| 3    | 60      | \$23.08              | \$7.85 | \$3.99  | \$0.00                    | \$34.92    |
| 4    | 65      | \$25.01              | \$7.85 | \$4.32  | \$0.00                    | \$37.18    |
| 5    | 70      | \$26.93              | \$7.85 | \$14.11 | \$0.00                    | \$48.89    |
| 6    | 75      | \$28.85              | \$7.85 | \$14.44 | \$0.00                    | \$51.14    |
| 7    | 80      | \$30.78              | \$7.85 | \$14.77 | \$0.00                    | \$53.40    |
| 8    | 90      | \$34.62              | \$7.85 | \$15.44 | \$0.00                    | \$57.91    |

**Effective Date - 07/01/2016**

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

**Notes:**  
Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

|   |            |         |        |         |        |         |
|---|------------|---------|--------|---------|--------|---------|
| PAINTER (TRAFFIC MARKINGS)<br>LABORERS - ZONE 1 | 12/01/2015 | \$35.35 | \$7.45 | \$13.55 | \$0.00 | \$56.35 |
|   | 06/01/2016 | \$36.10 | \$7.45 | \$13.55 | \$0.00 | \$57.10 |
|   | 12/01/2016 | \$37.10 | \$7.45 | \$13.55 | \$0.00 | \$58.10 |

For Apprentice rates see "Apprentice- LABORER"

|  |            |         |        |         |        |         |
|--|------------|---------|--------|---------|--------|---------|
| PAINTER / TAPER (BRUSH, NEW) *   | 01/01/2016 | \$39.01 | \$7.85 | \$16.10 | \$0.00 | \$62.96 |
| * If 30% or more of surfaces to be painted are new construction,<br>NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2 | 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 |

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

**Effective Date - 01/01/2016**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 50      | \$19.51              | \$7.85 | \$0.00  | \$0.00                    | \$27.36    |
| 2    | 55      | \$21.46              | \$7.85 | \$3.66  | \$0.00                    | \$32.97    |
| 3    | 60      | \$23.41              | \$7.85 | \$3.99  | \$0.00                    | \$35.25    |
| 4    | 65      | \$25.36              | \$7.85 | \$4.32  | \$0.00                    | \$37.53    |
| 5    | 70      | \$27.31              | \$7.85 | \$14.11 | \$0.00                    | \$49.27    |
| 6    | 75      | \$29.26              | \$7.85 | \$14.44 | \$0.00                    | \$51.55    |
| 7    | 80      | \$31.21              | \$7.85 | \$14.77 | \$0.00                    | \$53.83    |
| 8    | 90      | \$35.11              | \$7.85 | \$15.44 | \$0.00                    | \$58.40    |

**Effective Date - 07/01/2016**

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

**Notes:**  
Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

|                                  |            |         |        |         |        |         |
|----------------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER / TAPER (BRUSH, REPAINT) | 01/01/2016 | \$37.07 | \$7.85 | \$16.10 | \$0.00 | \$61.02 |
| PAINTERS LOCAL 35 - ZONE 2       | 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 - 01/01/2016**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 50      | \$18.54              | \$7.85 | \$0.00  | \$0.00                    | \$26.39    |
| 2    | 55      | \$20.39              | \$7.85 | \$3.66  | \$0.00                    | \$31.90    |
| 3    | 60      | \$22.24              | \$7.85 | \$3.99  | \$0.00                    | \$34.08    |
| 4    | 65      | \$24.10              | \$7.85 | \$4.32  | \$0.00                    | \$36.27    |
| 5    | 70      | \$25.95              | \$7.85 | \$14.11 | \$0.00                    | \$47.91    |
| 6    | 75      | \$27.80              | \$7.85 | \$14.44 | \$0.00                    | \$50.09    |
| 7    | 80      | \$29.66              | \$7.85 | \$14.77 | \$0.00                    | \$52.28    |
| 8    | 90      | \$33.36              | \$7.85 | \$15.44 | \$0.00                    | \$56.65    |

**Effective Date - 07/01/2016**

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

**Notes:**  
Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

|   |            |         |         |         |        |         |
|---|------------|---------|---------|---------|--------|---------|
| PANEL & PICKUP TRUCKS DRIVER<br><i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>  | 12/01/2015 | \$32.58 | \$10.41 | \$10.08 | \$0.00 | \$53.07 |
|   | 06/01/2016 | \$33.08 | \$10.41 | \$10.08 | \$0.00 | \$53.57 |
|   | 08/01/2016 | \$33.08 | \$10.91 | \$10.08 | \$0.00 | \$54.07 |
|   | 12/01/2016 | \$33.08 | \$10.91 | \$10.89 | \$0.00 | \$54.88 |
| PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)<br><i>PILE DRIVER LOCAL 56 (ZONE 1)</i><br>For apprentice rates see "Apprentice- PILE DRIVER" | 08/01/2015 | \$42.04 | \$9.80  | \$19.23 | \$0.00 | \$71.07 |
| PILE DRIVER<br><i>PILE DRIVER LOCAL 56 (ZONE 1)</i>   | 08/01/2015 | \$42.04 | \$9.80  | \$19.23 | \$0.00 | \$71.07 |

**Classification**

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

**Apprentice - PILE DRIVER - Local 56 Zone 1**

**Effective Date - 08/01/2015**

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

**Notes:**

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

|   |            |         |        |         |        |         |
|---|------------|---------|--------|---------|--------|---------|
| PIPEFITTER & STEAMFITTER<br>PIPEFITTERS LOCAL 537 | 03/01/2016 | \$49.19 | \$9.70 | \$18.14 | \$0.00 | \$77.03 |
|   | 09/01/2016 | \$50.19 | \$9.70 | \$18.14 | \$0.00 | \$78.03 |
|   | 03/01/2017 | \$51.19 | \$9.70 | \$18.14 | \$0.00 | \$79.03 |

**Apprentice - PIPEFITTER - Local 537**

**Effective Date - 03/01/2016**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 40      | \$19.68              | \$9.70 | \$7.50  | \$0.00                    | \$36.88    |
| 2    | 45      | \$22.14              | \$9.70 | \$18.14 | \$0.00                    | \$49.98    |
| 3    | 60      | \$29.51              | \$9.70 | \$18.14 | \$0.00                    | \$57.35    |
| 4    | 70      | \$34.43              | \$9.70 | \$18.14 | \$0.00                    | \$62.27    |
| 5    | 80      | \$39.35              | \$9.70 | \$18.14 | \$0.00                    | \$67.19    |

**Effective Date - 09/01/2016**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 40      | \$20.08              | \$9.70 | \$7.50  | \$0.00                    | \$37.28    |
| 2    | 45      | \$22.59              | \$9.70 | \$18.14 | \$0.00                    | \$50.43    |
| 3    | 60      | \$30.11              | \$9.70 | \$18.14 | \$0.00                    | \$57.95    |
| 4    | 70      | \$35.13              | \$9.70 | \$18.14 | \$0.00                    | \$62.97    |
| 5    | 80      | \$40.15              | \$9.70 | \$18.14 | \$0.00                    | \$67.99    |

**Notes:**

\*\* 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.  
Refrig/AC Mechanic \*\*1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)

**Apprentice to Journeyworker Ratio:\*\***

|                                |            |         |        |         |        |         |
|--------------------------------|------------|---------|--------|---------|--------|---------|
| PIPELAYER<br>LABORERS - ZONE 1 | 12/01/2015 | \$35.60 | \$7.45 | \$13.55 | \$0.00 | \$56.60 |
|                                | 06/01/2016 | \$36.35 | \$7.45 | \$13.55 | \$0.00 | \$57.35 |
|                                | 12/01/2016 | \$37.35 | \$7.45 | \$13.55 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

| Classification   | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| PLUMBERS & GASFITTERS<br><i>PLUMBERS &amp; GASFITTERS LOCAL 12</i> | 03/01/2016     | \$51.36   | \$11.07 | \$15.14 | \$0.00                    | \$77.57    |
|  | 09/01/2016     | \$52.41   | \$11.07 | \$15.14 | \$0.00                    | \$78.62    |
|  | 03/01/2017     | \$53.41   | \$11.07 | \$15.14 | \$0.00                    | \$79.62    |

**Apprentice - PLUMBER/GASFITTER - Local 12**

**Effective Date - 03/01/2016**

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 35      | \$17.98              | \$11.07 | \$5.63  | \$0.00                    | \$34.68    |
| 2    | 40      | \$20.54              | \$11.07 | \$6.37  | \$0.00                    | \$37.98    |
| 3    | 55      | \$28.25              | \$11.07 | \$8.56  | \$0.00                    | \$47.88    |
| 4    | 65      | \$33.38              | \$11.07 | \$10.03 | \$0.00                    | \$54.48    |
| 5    | 75      | \$38.52              | \$11.07 | \$11.48 | \$0.00                    | \$61.07    |

**Effective Date - 09/01/2016**

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 35      | \$18.34              | \$11.07 | \$5.63  | \$0.00                    | \$35.04    |
| 2    | 40      | \$20.96              | \$11.07 | \$6.36  | \$0.00                    | \$38.39    |
| 3    | 55      | \$28.83              | \$11.07 | \$8.55  | \$0.00                    | \$48.45    |
| 4    | 65      | \$34.07              | \$11.07 | \$10.02 | \$0.00                    | \$55.16    |
| 5    | 75      | \$39.31              | \$11.07 | \$11.48 | \$0.00                    | \$61.86    |

**Notes:**

\*\* 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr  
Step4 with lic\$57.78 Step5 with lic\$64.37

**Apprentice to Journeyworker Ratio:\*\***

|  |            |         |        |         |        |         |
|--|------------|---------|--------|---------|--------|---------|
| PNEUMATIC CONTROLS (TEMP.)<br><i>PIPEFITTERS LOCAL 537</i> | 03/01/2016 | \$49.19 | \$9.70 | \$18.14 | \$0.00 | \$77.03 |
|  | 09/01/2016 | \$50.19 | \$9.70 | \$18.14 | \$0.00 | \$78.03 |
|  | 03/01/2017 | \$51.19 | \$9.70 | \$18.14 | \$0.00 | \$79.03 |

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

|   |            |         |        |         |        |         |
|---|------------|---------|--------|---------|--------|---------|
| PNEUMATIC DRILL/TOOL OPERATOR<br><i>LABORERS - ZONE 1</i> | 12/01/2015 | \$35.60 | \$7.45 | \$13.55 | \$0.00 | \$56.60 |
|   | 06/01/2016 | \$36.35 | \$7.45 | \$13.55 | \$0.00 | \$57.35 |
|   | 12/01/2016 | \$37.35 | \$7.45 | \$13.55 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

|   |            |         |        |         |        |         |
|---|------------|---------|--------|---------|--------|---------|
| POWDERMAN & BLASTER<br><i>LABORERS - ZONE 1</i> | 12/01/2015 | \$36.35 | \$7.45 | \$13.55 | \$0.00 | \$57.35 |
|   | 06/01/2016 | \$37.10 | \$7.45 | \$13.55 | \$0.00 | \$58.10 |
|   | 12/01/2016 | \$38.10 | \$7.45 | \$13.55 | \$0.00 | \$59.10 |

For apprentice rates see "Apprentice- LABORER"

|  |            |         |         |         |        |         |
|--|------------|---------|---------|---------|--------|---------|
| POWER SHOVEL/DERRICK/TRENCHING MACHINE<br><i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2015 | \$43.73 | \$10.00 | \$14.90 | \$0.00 | \$68.63 |
|  | 06/01/2016 | \$44.48 | \$10.00 | \$14.90 | \$0.00 | \$69.38 |
|  | 12/01/2016 | \$45.73 | \$10.00 | \$14.90 | \$0.00 | \$70.63 |
|  | 06/01/2017 | \$46.73 | \$10.00 | \$14.90 | \$0.00 | \$71.63 |
|  | 12/01/2017 | \$47.73 | \$10.00 | \$14.90 | \$0.00 | \$72.63 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| Classification  | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| PUMP OPERATOR (CONCRETE)<br><i>OPERATING ENGINEERS LOCAL 4</i>  | 12/01/2015     | \$43.73   | \$10.00 | \$14.90 | \$0.00                    | \$68.63    |
|   | 06/01/2016     | \$44.48   | \$10.00 | \$14.90 | \$0.00                    | \$69.38    |
|   | 12/01/2016     | \$45.73   | \$10.00 | \$14.90 | \$0.00                    | \$70.63    |
|   | 06/01/2017     | \$46.73   | \$10.00 | \$14.90 | \$0.00                    | \$71.63    |
|   | 12/01/2017     | \$47.73   | \$10.00 | \$14.90 | \$0.00                    | \$72.63    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"  |                |           |         |         |                           |            |
| PUMP OPERATOR (DEWATERING, OTHER)<br><i>OPERATING ENGINEERS LOCAL 4</i>   | 12/01/2015     | \$30.13   | \$10.00 | \$14.90 | \$0.00                    | \$55.03    |
|   | 06/01/2016     | \$30.65   | \$10.00 | \$14.90 | \$0.00                    | \$55.55    |
|   | 12/01/2016     | \$31.52   | \$10.00 | \$14.90 | \$0.00                    | \$56.42    |
|   | 06/01/2017     | \$32.21   | \$10.00 | \$14.90 | \$0.00                    | \$57.11    |
|   | 12/01/2017     | \$32.90   | \$10.00 | \$14.90 | \$0.00                    | \$57.80    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"  |                |           |         |         |                           |            |
| READY MIX CONCRETE DRIVERS after 4/30/10<br>(Drivers Hired After 4/30/2010) <i>TEAMSTERS LOCAL 25b</i>  | 07/01/2015     | \$27.88   | \$7.98  | \$8.92  | \$0.00                    | \$44.78    |
|   | 05/01/2016     | \$28.03   | \$7.98  | \$9.31  | \$0.00                    | \$45.32    |
|   | 07/01/2016     | \$28.03   | \$8.23  | \$9.31  | \$0.00                    | \$45.57    |
|   | 05/01/2017     | \$28.18   | \$8.23  | \$9.72  | \$0.00                    | \$46.13    |
|   | 07/01/2017     | \$28.18   | \$8.48  | \$9.72  | \$0.00                    | \$46.38    |
| READY-MIX CONCRETE DRIVER<br><i>TEAMSTERS LOCAL 25b</i>   | 07/01/2015     | \$29.18   | \$7.98  | \$8.92  | \$0.00                    | \$46.08    |
|   | 05/01/2016     | \$29.33   | \$7.98  | \$9.31  | \$0.00                    | \$46.62    |
|   | 07/01/2016     | \$29.33   | \$8.23  | \$9.31  | \$0.00                    | \$46.87    |
|   | 05/01/2017     | \$29.48   | \$8.23  | \$9.72  | \$0.00                    | \$47.43    |
|   | 07/01/2017     | \$29.48   | \$8.48  | \$9.72  | \$0.00                    | \$47.68    |
| RECLAIMERS<br><i>OPERATING ENGINEERS LOCAL 4</i>  | 12/01/2015     | \$43.31   | \$10.00 | \$14.90 | \$0.00                    | \$68.21    |
|   | 06/01/2016     | \$44.06   | \$10.00 | \$14.90 | \$0.00                    | \$68.96    |
|   | 12/01/2016     | \$45.29   | \$10.00 | \$14.90 | \$0.00                    | \$70.19    |
|   | 06/01/2017     | \$46.28   | \$10.00 | \$14.90 | \$0.00                    | \$71.18    |
|   | 12/01/2017     | \$47.27   | \$10.00 | \$14.90 | \$0.00                    | \$72.17    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"  |                |           |         |         |                           |            |
| RESIDENTIAL WOOD FRAME (All Other Work)<br><i>CARPENTERS -ZONE 2 (Residential Wood)</i>   | 04/01/2011     | \$24.24   | \$8.67  | \$15.51 | \$0.00                    | \$48.42    |
| RESIDENTIAL WOOD FRAME CARPENTER **<br>** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement. <i>CARPENTERS -ZONE 2 (Residential Wood)</i><br>As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate. | 05/01/2011     | \$24.24   | \$6.34  | \$6.23  | \$0.00                    | \$36.81    |

**Classification**

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

|  |            |         |        |         |        |         |
|--|------------|---------|--------|---------|--------|---------|
| RIDE-ON MOTORIZED BUGGY OPERATOR<br><i>LABORERS - ZONE 1</i> | 12/01/2015 | \$35.60 | \$7.45 | \$13.55 | \$0.00 | \$56.60 |
|  | 06/01/2016 | \$36.35 | \$7.45 | \$13.55 | \$0.00 | \$57.35 |
|  | 12/01/2016 | \$37.35 | \$7.45 | \$13.55 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

|  |            |         |         |         |        |         |
|--|------------|---------|---------|---------|--------|---------|
| ROLLER/SPREADER/MULCHING MACHINE<br><i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2015 | \$43.31 | \$10.00 | \$14.90 | \$0.00 | \$68.21 |
|  | 06/01/2016 | \$44.06 | \$10.00 | \$14.90 | \$0.00 | \$68.96 |
|  | 12/01/2016 | \$45.29 | \$10.00 | \$14.90 | \$0.00 | \$70.19 |
|  | 06/01/2017 | \$46.28 | \$10.00 | \$14.90 | \$0.00 | \$71.18 |
|  | 12/01/2017 | \$47.27 | \$10.00 | \$14.90 | \$0.00 | \$72.17 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|  |            |         |         |         |        |         |
|--|------------|---------|---------|---------|--------|---------|
| ROOFER (Inc.Roofers Waterproofing &Roofers Damproofg)<br><i>ROOFERS LOCAL 33</i> | 02/01/2016 | \$40.11 | \$11.00 | \$12.90 | \$0.00 | \$64.01 |
|--|------------|---------|---------|---------|--------|---------|

**Apprentice - ROOFER - Local 33**

**Effective Date - 02/01/2016**

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 50      | \$20.06              | \$11.00 | \$3.39  | \$0.00                    | \$34.45    |
| 2    | 60      | \$24.07              | \$11.00 | \$12.90 | \$0.00                    | \$47.97    |
| 3    | 65      | \$26.07              | \$11.00 | \$12.90 | \$0.00                    | \$49.97    |
| 4    | 75      | \$30.08              | \$11.00 | \$12.90 | \$0.00                    | \$53.98    |
| 5    | 85      | \$34.09              | \$11.00 | \$12.90 | \$0.00                    | \$57.99    |

**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<br><i>ROOFERS LOCAL 33</i> | 02/01/2016 | \$40.36 | \$11.00 | \$12.90 | \$0.00 | \$64.26 |
|---|------------|---------|---------|---------|--------|---------|

For apprentice rates see "Apprentice- ROOFER"

| Classification                                       | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| SHEETMETAL WORKER<br>SHEETMETAL WORKERS LOCAL 17 - A | 02/01/2016     | \$43.31   | \$10.70 | \$21.95 | \$2.28                    | \$78.24    |
|  | 08/01/2016     | \$44.46   | \$10.70 | \$21.95 | \$2.28                    | \$79.39    |
|  | 02/01/2017     | \$45.56   | \$10.70 | \$21.95 | \$2.28                    | \$80.49    |
|  | 08/01/2017     | \$46.66   | \$10.70 | \$21.95 | \$2.28                    | \$81.59    |
|  | 02/01/2018     | \$47.81   | \$10.70 | \$21.95 | \$2.28                    | \$82.74    |

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

**Effective Date - 02/01/2016**

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 40      | \$17.32              | \$10.70 | \$4.90  | \$0.00                    | \$32.92    |
| 2    | 40      | \$17.32              | \$10.70 | \$4.90  | \$0.00                    | \$32.92    |
| 3    | 45      | \$19.49              | \$10.70 | \$9.79  | \$1.20                    | \$41.18    |
| 4    | 45      | \$19.49              | \$10.70 | \$9.79  | \$1.20                    | \$41.18    |
| 5    | 50      | \$21.66              | \$10.70 | \$10.65 | \$1.29                    | \$44.30    |
| 6    | 50      | \$21.66              | \$10.70 | \$10.90 | \$1.30                    | \$44.56    |
| 7    | 60      | \$25.99              | \$10.70 | \$12.37 | \$1.47                    | \$50.53    |
| 8    | 65      | \$28.15              | \$10.70 | \$13.24 | \$1.56                    | \$53.65    |
| 9    | 75      | \$32.48              | \$10.70 | \$14.97 | \$1.74                    | \$59.89    |
| 10   | 85      | \$36.81              | \$10.70 | \$16.18 | \$1.91                    | \$65.60    |

**Effective Date - 08/01/2016**

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 40      | \$17.78              | \$10.70 | \$4.90  | \$0.00                    | \$33.38    |
| 2    | 40      | \$17.78              | \$10.70 | \$4.90  | \$0.00                    | \$33.38    |
| 3    | 45      | \$20.01              | \$10.70 | \$9.79  | \$1.22                    | \$41.72    |
| 4    | 45      | \$20.01              | \$10.70 | \$9.79  | \$1.22                    | \$41.72    |
| 5    | 50      | \$22.23              | \$10.70 | \$10.65 | \$1.31                    | \$44.89    |
| 6    | 50      | \$22.23              | \$10.70 | \$10.90 | \$1.31                    | \$45.14    |
| 7    | 60      | \$26.68              | \$10.70 | \$12.37 | \$1.49                    | \$51.24    |
| 8    | 65      | \$28.90              | \$10.70 | \$13.24 | \$1.59                    | \$54.43    |
| 9    | 75      | \$33.35              | \$10.70 | \$14.97 | \$1.77                    | \$60.79    |
| 10   | 85      | \$37.79              | \$10.70 | \$16.18 | \$1.94                    | \$66.61    |

**Notes:**

Steps are 6 mos.

**Apprentice to Journeyworker Ratio:1:4**

|  |            |         |        |        |        |         |
|--|------------|---------|--------|--------|--------|---------|
| SIGN ERECTOR<br>PAINTERS LOCAL 35 - ZONE 2 | 06/01/2013 | \$25.81 | \$7.07 | \$7.05 | \$0.00 | \$39.93 |
|--|------------|---------|--------|--------|--------|---------|

**Classification**

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

**Apprentice - SIGN ERECTOR - Local 35 Zone 2**

**Effective Date - 06/01/2013**

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

**Notes:**

Steps are 4 mos.

**Apprentice to Journeyworker Ratio:1:1**

|  |            |         |         |         |        |         |
|--|------------|---------|---------|---------|--------|---------|
| SPECIALIZED EARTH MOVING EQUIP < 35 TONS<br><i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2015 | \$33.04 | \$10.41 | \$10.08 | \$0.00 | \$53.53 |
|  | 06/01/2016 | \$33.54 | \$10.41 | \$10.08 | \$0.00 | \$54.03 |
|  | 08/01/2016 | \$33.54 | \$10.91 | \$10.08 | \$0.00 | \$54.53 |
|  | 12/01/2016 | \$33.54 | \$10.91 | \$10.89 | \$0.00 | \$55.34 |
| SPECIALIZED EARTH MOVING EQUIP > 35 TONS<br><i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2015 | \$33.33 | \$10.41 | \$10.08 | \$0.00 | \$53.82 |
|  | 06/01/2016 | \$33.83 | \$10.41 | \$10.08 | \$0.00 | \$54.32 |
|  | 08/01/2016 | \$33.83 | \$10.91 | \$10.08 | \$0.00 | \$54.82 |
|  | 12/01/2016 | \$33.83 | \$10.91 | \$10.89 | \$0.00 | \$55.63 |
| SPRINKLER FITTER<br><i>SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1</i>              | 03/01/2016 | \$54.43 | \$8.67  | \$16.80 | \$0.00 | \$79.90 |
|  | 10/01/2016 | \$55.53 | \$8.67  | \$16.80 | \$0.00 | \$81.00 |
|  | 03/01/2017 | \$56.53 | \$8.67  | \$16.80 | \$0.00 | \$82.00 |

**Classification**

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

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

**Effective Date - 03/01/2016**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 35      | \$19.05              | \$8.67 | \$8.55  | \$0.00                    | \$36.27    |
| 2    | 40      | \$21.77              | \$8.67 | \$8.55  | \$0.00                    | \$38.99    |
| 3    | 45      | \$24.49              | \$8.67 | \$8.55  | \$0.00                    | \$41.71    |
| 4    | 50      | \$27.22              | \$8.67 | \$8.55  | \$0.00                    | \$44.44    |
| 5    | 55      | \$29.94              | \$8.67 | \$8.55  | \$0.00                    | \$47.16    |
| 6    | 60      | \$32.66              | \$8.67 | \$8.55  | \$0.00                    | \$49.88    |
| 7    | 65      | \$35.38              | \$8.67 | \$8.55  | \$0.00                    | \$52.60    |
| 8    | 70      | \$38.10              | \$8.67 | \$8.55  | \$0.00                    | \$55.32    |
| 9    | 75      | \$40.82              | \$8.67 | \$8.55  | \$0.00                    | \$58.04    |
| 10   | 80      | \$43.54              | \$8.67 | \$8.55  | \$0.00                    | \$60.76    |

**Effective Date - 10/01/2016**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 35      | \$19.44              | \$8.67 | \$8.55  | \$0.00                    | \$36.66    |
| 2    | 40      | \$22.21              | \$8.67 | \$8.55  | \$0.00                    | \$39.43    |
| 3    | 45      | \$24.99              | \$8.67 | \$8.55  | \$0.00                    | \$42.21    |
| 4    | 50      | \$27.77              | \$8.67 | \$8.55  | \$0.00                    | \$44.99    |
| 5    | 55      | \$30.54              | \$8.67 | \$8.55  | \$0.00                    | \$47.76    |
| 6    | 60      | \$33.32              | \$8.67 | \$8.55  | \$0.00                    | \$50.54    |
| 7    | 65      | \$36.09              | \$8.67 | \$8.55  | \$0.00                    | \$53.31    |
| 8    | 70      | \$38.87              | \$8.67 | \$8.55  | \$0.00                    | \$56.09    |
| 9    | 75      | \$41.65              | \$8.67 | \$8.55  | \$0.00                    | \$58.87    |
| 10   | 80      | \$44.42              | \$8.67 | \$8.55  | \$0.00                    | \$61.64    |

**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<br><i>OPERATING ENGINEERS LOCAL 4</i>                    | 12/01/2015 | \$43.31 | \$10.00 | \$14.90 | \$0.00 | \$68.21 |
|  | 06/01/2016 | \$44.06 | \$10.00 | \$14.90 | \$0.00 | \$68.96 |
|  | 12/01/2016 | \$45.29 | \$10.00 | \$14.90 | \$0.00 | \$70.19 |
|  | 06/01/2017 | \$46.28 | \$10.00 | \$14.90 | \$0.00 | \$71.18 |
|  | 12/01/2017 | \$47.27 | \$10.00 | \$14.90 | \$0.00 | \$72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                     |            |         |         |         |        |         |
| TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN<br><i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2015 | \$43.31 | \$10.00 | \$14.90 | \$0.00 | \$68.21 |
|  | 06/01/2016 | \$44.06 | \$10.00 | \$14.90 | \$0.00 | \$68.96 |
|  | 12/01/2016 | \$45.29 | \$10.00 | \$14.90 | \$0.00 | \$70.19 |
|  | 06/01/2017 | \$46.28 | \$10.00 | \$14.90 | \$0.00 | \$71.18 |
|  | 12/01/2017 | \$47.27 | \$10.00 | \$14.90 | \$0.00 | \$72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                     |            |         |         |         |        |         |
| TELECOMMUNICATION TECHNICIAN<br><i>ELECTRICIANS LOCAL 103</i>                  | 03/01/2016 | \$34.63 | \$13.00 | \$14.55 | \$0.00 | \$62.18 |

**Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103**

**Effective Date - 03/01/2016**

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

**Notes:**

**Apprentice to Journeyworker Ratio:1:1**

|                                     |            |         |         |         |        |         |
|-------------------------------------|------------|---------|---------|---------|--------|---------|
| TERRAZZO FINISHERS                  | 02/01/2016 | \$48.80 | \$10.18 | \$19.14 | \$0.00 | \$78.12 |
| BRICKLAYERS LOCAL 3 - MARBLE & TILE | 08/01/2016 | \$49.70 | \$10.18 | \$19.22 | \$0.00 | \$79.10 |
|                                     | 02/01/2017 | \$50.27 | \$10.18 | \$19.22 | \$0.00 | \$79.67 |

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

**Effective Date - 02/01/2016**

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 50      | \$24.40              | \$10.18 | \$19.14 | \$0.00                    | \$53.72    |
| 2    | 60      | \$29.28              | \$10.18 | \$19.14 | \$0.00                    | \$58.60    |
| 3    | 70      | \$34.16              | \$10.18 | \$19.14 | \$0.00                    | \$63.48    |
| 4    | 80      | \$39.04              | \$10.18 | \$19.14 | \$0.00                    | \$68.36    |
| 5    | 90      | \$43.92              | \$10.18 | \$19.14 | \$0.00                    | \$73.24    |

**Effective Date - 08/01/2016**

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

**Notes:**

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

| Classification  | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| TEST BORING DRILLER<br><i>LABORERS - FOUNDATION AND MARINE</i>                      | 12/01/2015     | \$36.70   | \$7.45  | \$13.75 | \$0.00                    | \$57.90    |
|   | 06/01/2016     | \$37.45   | \$7.45  | \$13.75 | \$0.00                    | \$58.65    |
|   | 12/01/2016     | \$38.45   | \$7.45  | \$13.75 | \$0.00                    | \$59.65    |
| For apprentice rates see "Apprentice- LABORER"                                      |                |           |         |         |                           |            |
| TEST BORING DRILLER HELPER<br><i>LABORERS - FOUNDATION AND MARINE</i>               | 12/01/2015     | \$35.42   | \$7.45  | \$13.75 | \$0.00                    | \$56.62    |
|   | 06/01/2016     | \$36.17   | \$7.45  | \$13.75 | \$0.00                    | \$57.37    |
|   | 12/01/2016     | \$37.17   | \$7.45  | \$13.75 | \$0.00                    | \$58.37    |
| For apprentice rates see "Apprentice- LABORER"                                      |                |           |         |         |                           |            |
| TEST BORING LABORER<br><i>LABORERS - FOUNDATION AND MARINE</i>                      | 12/01/2015     | \$35.30   | \$7.45  | \$13.75 | \$0.00                    | \$56.50    |
|   | 06/01/2016     | \$36.05   | \$7.45  | \$13.75 | \$0.00                    | \$57.25    |
|   | 12/01/2016     | \$37.05   | \$7.45  | \$13.75 | \$0.00                    | \$58.25    |
| For apprentice rates see "Apprentice- LABORER"                                      |                |           |         |         |                           |            |
| TRACTORS/PORTABLE STEAM GENERATORS<br><i>OPERATING ENGINEERS LOCAL 4</i>            | 12/01/2015     | \$43.31   | \$10.00 | \$14.90 | \$0.00                    | \$68.21    |
|   | 06/01/2016     | \$44.06   | \$10.00 | \$14.90 | \$0.00                    | \$68.96    |
|   | 12/01/2016     | \$45.29   | \$10.00 | \$14.90 | \$0.00                    | \$70.19    |
|   | 06/01/2017     | \$46.28   | \$10.00 | \$14.90 | \$0.00                    | \$71.18    |
|   | 12/01/2017     | \$47.27   | \$10.00 | \$14.90 | \$0.00                    | \$72.17    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                          |                |           |         |         |                           |            |
| TRAILERS FOR EARTH MOVING EQUIPMENT<br><i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2015     | \$33.62   | \$10.41 | \$10.08 | \$0.00                    | \$54.11    |
|   | 06/01/2016     | \$34.12   | \$10.41 | \$10.08 | \$0.00                    | \$54.61    |
|   | 08/01/2016     | \$34.12   | \$10.91 | \$10.08 | \$0.00                    | \$55.11    |
|   | 12/01/2016     | \$34.12   | \$10.91 | \$10.89 | \$0.00                    | \$55.92    |
| TUNNEL WORK - COMPRESSED AIR<br><i>LABORERS (COMPRESSED AIR)</i>                    | 12/01/2015     | \$47.58   | \$7.45  | \$14.15 | \$0.00                    | \$69.18    |
|   | 06/01/2016     | \$48.33   | \$7.45  | \$14.15 | \$0.00                    | \$69.93    |
|   | 12/01/2016     | \$49.33   | \$7.45  | \$14.15 | \$0.00                    | \$70.93    |
| For apprentice rates see "Apprentice- LABORER"                                      |                |           |         |         |                           |            |
| TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)<br><i>LABORERS (COMPRESSED AIR)</i>       | 12/01/2015     | \$49.58   | \$7.45  | \$14.15 | \$0.00                    | \$71.18    |
|   | 06/01/2016     | \$50.33   | \$7.45  | \$14.15 | \$0.00                    | \$71.93    |
|   | 12/01/2016     | \$51.33   | \$7.45  | \$14.15 | \$0.00                    | \$72.93    |
| For apprentice rates see "Apprentice- LABORER"                                      |                |           |         |         |                           |            |
| TUNNEL WORK - FREE AIR<br><i>LABORERS (FREE AIR TUNNEL)</i>                         | 12/01/2015     | \$39.65   | \$7.45  | \$14.15 | \$0.00                    | \$61.25    |
|   | 06/01/2016     | \$40.40   | \$7.45  | \$14.15 | \$0.00                    | \$62.00    |
|   | 12/01/2016     | \$41.40   | \$7.45  | \$14.15 | \$0.00                    | \$63.00    |
| For apprentice rates see "Apprentice- LABORER"                                      |                |           |         |         |                           |            |
| TUNNEL WORK - FREE AIR (HAZ. WASTE)<br><i>LABORERS (FREE AIR TUNNEL)</i>            | 12/01/2015     | \$41.65   | \$7.45  | \$14.15 | \$0.00                    | \$63.25    |
|   | 06/01/2016     | \$42.40   | \$7.45  | \$14.15 | \$0.00                    | \$64.00    |
|   | 12/01/2016     | \$43.40   | \$7.45  | \$14.15 | \$0.00                    | \$65.00    |
| For apprentice rates see "Apprentice- LABORER"                                      |                |           |         |         |                           |            |
| VAC-HAUL<br><i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>                            | 12/01/2015     | \$33.04   | \$10.41 | \$10.08 | \$0.00                    | \$53.53    |
|   | 06/01/2016     | \$33.54   | \$10.41 | \$10.08 | \$0.00                    | \$54.03    |
|   | 08/01/2016     | \$33.54   | \$10.91 | \$10.08 | \$0.00                    | \$54.53    |
|   | 12/01/2016     | \$33.54   | \$10.91 | \$10.89 | \$0.00                    | \$55.34    |
| WAGON DRILL OPERATOR<br><i>LABORERS - ZONE 1</i>                                    | 12/01/2015     | \$35.60   | \$7.45  | \$13.55 | \$0.00                    | \$56.60    |
|   | 06/01/2016     | \$36.35   | \$7.45  | \$13.55 | \$0.00                    | \$57.35    |
|   | 12/01/2016     | \$37.35   | \$7.45  | \$13.55 | \$0.00                    | \$58.35    |
| For apprentice rates see "Apprentice- LABORER"                                      |                |           |         |         |                           |            |

| Classification   | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| WASTE WATER PUMP OPERATOR<br><i>OPERATING ENGINEERS LOCAL 4</i>                  | 12/01/2015     | \$43.73   | \$10.00 | \$14.90 | \$0.00                    | \$68.63    |
|  | 06/01/2016     | \$44.48   | \$10.00 | \$14.90 | \$0.00                    | \$69.38    |
|  | 12/01/2016     | \$45.73   | \$10.00 | \$14.90 | \$0.00                    | \$70.63    |
|  | 06/01/2017     | \$46.73   | \$10.00 | \$14.90 | \$0.00                    | \$71.63    |
|  | 12/01/2017     | \$47.73   | \$10.00 | \$14.90 | \$0.00                    | \$72.63    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                       |                |           |         |         |                           |            |
| WATER METER INSTALLER<br><i>PLUMBERS &amp; GASFITTERS LOCAL 12</i>               | 03/01/2016     | \$51.36   | \$11.07 | \$15.14 | \$0.00                    | \$77.57    |
|  | 09/01/2016     | \$52.41   | \$11.07 | \$15.14 | \$0.00                    | \$78.62    |
|  | 03/01/2017     | \$53.41   | \$11.07 | \$15.14 | \$0.00                    | \$79.62    |
| For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER" |                |           |         |         |                           |            |

Additional Apprentice Information:

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

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

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

\*\* Multiple ratios are listed in the comment field.

\*\*\* APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

\*\*\*\* APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.