



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:

PARK DEPARTMENT HAZARD TREE REMOVAL PROJECT DECEMBER 13, 2012@11:30 A.M.

Detailed specifications are available on-line at the City of Quincy's website, www.quincyma.gov and also available at the office of the Purchasing Agent, Quincy City Hall, 1305 Hancock Street, Quincy, Massachusetts, 02169, between the hours of 8:30^{AM} and 4:30^{PM} for a non-refundable printing charge of \$25.00

The intent of this project is to remove approximately 70 trees in an effort to minimize storm damage and reduce liability in problem areas. Each Contractor's crew shall have an ISA or Massachusetts Certified Arborist present at all times. This person will be responsible for identifying the hazard trees or branches and completing and signing a Tree Report for each take down or limb removal.

All questions regarding this bid should be directed to Kathryn R. Hobin, Purchasing Agent through fax: 617-376-1074 and email: khobin@quincyma.gov and cc: to kimtrillcott@quincyma.gov Questions will be accepted until December 6, 2012 @ 4:00 p.m.

Bids must state exceptions, if any, the delivery date and any allowable discounts. Bids/Proposals must be in a sealed envelope. The outside of the sealed envelope is to be clearly marked "**BID ENCLOSED**" with 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.

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: NOVEMBER 26, 2012
BID CALL: DECEMBER 13, 2012 @ 11:30 A.M.
DEPARTMENT: PARK DEPARTMENT
ITEM: HAZARD TREE REMOVAL PROJECT

- 1. Certified check or 5% bid bond is not required.
2. A Performance and Performance Bond is not required.
3. The following forms, if contained in the bid documents, must be completed and signed:
- Certificate of Non-Collusion
- Tax Compliance Certificate
- Certification Relating to Debarment and Suspension
- Signature Authorization Form
- Proposal Sheet 5 of 5 (Lines 28 - 39)
- Certification of General/Sub-bidders on Public Construction Projects Regarding Health and Safety and Non-Collusion and
- Certification concerning Responsible Employer Ordinance (if contract is over \$100K)
- Form for General Bid
- 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.
9. Every bid delivered must contain one original and at least one copy.

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

M.G.L. CHAPTER 30B, CHAPER 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: _____

SPECS: HAZARD TREE REMOVAL PROJECT

BIDDER: _____

ADDRESS: _____

TELEPHONE: _____

EMAIL: _____

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 before you turn in your proposal.

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

kimtrillcott@quincyma.gov" The

City of Quincy will not be responsible for any bids received omitting any addenda acknowledgement.

Thank you



CITY OF QUINCY, MASSACHUSETTS
PURCHASING DEPARTMENT, CITY HALL

INFORMATION AND INSTRUCTIONS TO BIDDERS

1. I. INVITING BIDS

2. (a) Sealed bids are invited for furnishing to the City of Quincy, Massachusetts, the described materials,
3. commodities or services all in accordance with the specifications and conditions attached hereto and made a part
4. thereof.

5. (b) Form of proposal to be used and copies of specifications and conditions are available at the Purchasing
6. Agent's office, 1305 Hancock Street.

7. (c) All bids must be filed with the Purchasing Agent of the City of Quincy, Massachusetts, at or before the
8. hour of time set forth in the legal and published advertisement, a copy of which is here attached, also at the definite
9. place so stated, and on the forms furnished by the Purchasing Agent. Each bid shall be accompanied by bid bond
10. or a certified check on, or a treasurer's or cashier's check issued by, a responsible bank or trust company, payable
11. to the City of Quincy, Massachusetts. The amount of such cash or check shall be not less than five percent (5%) of
12. the value of the proposed work, as estimated by the awarding authority, but in no event less than one hundred
13. dollars nor more than fifty thousand dollars. This deposit above mentioned shall be as a guarantee that the bidder
14. will enter into the proposed contract, if awarded to him. This requirement shall become effective unless stated to
15. the contrary or deleted under "Detailed Specifications and Requirements." This certified check will be returned
16. after the awarded contracts have been completely signed and proper delivery made, together with any performance
17. bond if required in the bid form.

18. (d) This proposal is genuine and not collusive or made in the interest of or in behalf of any person not
19. herein named, and that the bidder has not directly, or indirectly, induced or solicited any other bidder to put in a
20. sham bid or any other person, firm or corporation to refrain from bidding, and that the bidder has not in any
21. manner sought by collusion to secure for himself an advantage over any other bidder. Any bid made in violation
22. thereof, shall not be considered. This agreement in detail shall be found under paragraph XVIII (18) entitled
23. "Affidavit and/or Agreement."

24. (e) The successful bidder shall, within ten (10) days after the award, enter into a written contract with
25. said City in accordance with the draft of contract furnished by the City Solicitor for furnishing the described
26. materials, commodities or services and execute as a part of said contract, a satisfactory performance bond in the
27. amount of (100%) one hundred percent of the aggregate amount of the contract unless otherwise stated in the
28. "Detailed Specifications and Requirements," and shall be continued for the faithful performance of the contract
29. and executed by the Contractor and a responsible surety company.

30. (f) The right is reserved to reject any and all bids or to accept any bid or to accept any part of a bid or the
31. one deemed best for the City.

32. II. FORM OF PROPOSAL AND SIGNATURE

33. The proposal must be made on this form provided for that purpose, unless otherwise stated, enclosed in a
34. sealed envelope and plainly marked: "Bid Enclosed - Date: and Time of bid opening, (envelope provided,) and
35. addressed to the Purchasing Agent, 1305 Hancock Street, Quincy, Massachusetts. If the bid is made by an
36. individual it must be signed by the full name of the bidder, whose address must be given; if it is made by a firm -
37. (partnership) - it must be signed with the co-partnership name and by a member of the firm, and the name and
38. residential address of each member of the firm must be given. If made by a corporation it must be signed by the
39. proper officer in the corporate name, and the corporate seal must be attached to such signature. A certificate under
40. oath authorizing the proposal or contract signature as legal and binding upon the corporation must be submitted
41. with the proposal, especially before a contract is issued. No telegraphic or telephonic proposal will be considered
42. or accepted.

43. III. PROPOSALS

44. Blank spaces in the proposal must be properly filled in, using ink, indelible pencil or typewriter. Alterations
45. by erasure or interlineation must be explained or noted in the proposal over the signature of the bidder. Unless
46. otherwise stated bids will be received on one or more or all items, and the bidder may name a lump sum conditional
47. on two or more items being awarded to him. Bidders are invited to be present at the opening of proposals. Bidders
48. must specifically quote on units as shown on specification sheet. In case of error in extension of prices, the unit
49. price will govern.

50. IV. QUANTITIES

51. The quantities given are approximate, meaning more or less and are herein given and attached and are a
52. Part of the bid and/or proposal.

1. V. QUOTATION OFFERED:

2. (a) Firm price bids will be given first consideration. The city desires to have the advantage of any general
3. price decrease effective during the life of the contract, Will you, if the successful bidder, so grant?

4. (b) All quotations must be properly and correctly extended against each unit price offered.

5. (c) Every quotation sheet must be labeled at the bottom right hand section with the bidder's firm name, This
6. identification shall not be considered as a signature.

7. (d) Upon signing and offering his or their bid to the City, it shall be considered that he has seen, read and
8. had in his possession a full and complete bid call, all forms and information pertaining thereto.

9. VI. SAMPLES

10. Whenever samples are required, and so stated in specifications, all samples will be received at sender's risk
11. and expense. However, if samples are used by or retained as City Property, other than those considered as gift or
12. free or so stated in proposal, they will be paid for at the quoted unit price as offered in the proposal. Otherwise, all
13. samples will be returned with postage paid by the City. All samples must be properly marked or tagged with
14. complete identification and to also include: (1) firm name, (2) firm address, (3) catalogue number, and (4) quoted
15. price.

16. VII. PRODUCT

17. (a) The product shall meet the requirements and satisfaction of the City of Quincy and the using and/or
18. ordering department, Bidders must state and identify the product offered, such as manufacturer's name, trade
19. name, brand name and quality under each item on which they bid. If brand names are not given under each item, it
20. shall be considered "NO BID." WE MUST KNOW WHAT HAS BEEN OFFERED.

21. (b) Unless otherwise stated in writing under "Detailed Specifications" all products, material,
22. commodities, supplies or articles herein called for must be brand new, unused and the latest product manufactured
23. in the current year of any name and nature, whenever offered. Used or rebuilt or shopworn materials will not be
24. acceptable, unless otherwise stated in writing by the City.

25. VIII. BRAND NAMES

26. Wherever brand names are given or their particular specifications are mentioned or referred to, it is not the
27. City's intent to limit competition, but merely to indicate to the bidder the general type of commodity to be supplied.
28. The City invites bids on comparable commodities in all cases. All specifications and its basis are: "Or Equal."

29. IX. TERMS

30. The cash discount period shall not be less than twenty (20) days. All prices quoted or offered shall be net
31. and delivered F.O.B. using or ordering department. The cash discount will not be considered for a deciding factor
32. when determining the low bidder.

33. X. DELIVERY

34. All deliveries shall be as required and requested according to the using and/or ordering department. All
35. goods must be delivered in first class condition, if otherwise, they are subject to rejection. All deliveries shall con-
36. form in every respect with all laws applicable to the Federal Government and/or the Commonwealth of
37. Massachusetts and/or the City of Quincy.

38. The contractor shall be responsible for the delivery of the full net weight or count at the point of delivery for
39. which payment is made. Check weighing may be made by the City or any authorized representative at the point of
40. delivery or at any other point the City may elect. All original sworn certificates of weights at origin shall be attached
41. to the contractor's certificate of weight at time and place of delivery. The same shall be surrendered to the City of
42. Quincy.

43. Should the successful bidder fail to make delivery within a reasonable time after receipt of order, the City
44. Reserves the right to make the purchase on such orders at the open market and charge any excess over contract price
45. to the account of the successful bidder, who shall pay the same.

46. XI. TAXES

47. A tax exemption certificate will be issued in lieu of any refundable tax. It is desired that all prices be
48. quoted, exclusive of any tax applicable to this transaction. Such tax or taxes should be itemized and shown as a
49. separate rare item, preferably in dollars and cents, in both the proposal and on the invoices covering deliveries on a
50. contract. If the tax is applicable to this transaction, and is not definitely shown in the bidder's quotation, then such
51. quotation will be considered to be exclusive of such tax.

1. XII. INVOICING

2. Every commodity invoiced must be identified with the item number opposite such commodity shown and
3. Given on our bid form. All unit prices must be shown against each commodity invoiced; if not, invoice will be
4. returned for such information. This information will expedite the payment of all invoices. Invoices which do not
5. carry a cash discount period shall be rendered once a month. All invoices shall be rendered in triplicate to the
6. Purchasing Department, 1305 Hancock Street, Quincy, Massachusetts 02169.

7. XIII. PAYMENTS

8. Complete or partial payment on the contract will be made in approximately thirty days from date of
9. delivery or completion and acceptance, unless otherwise provided for in bidder's proposal or under "Detailed
10. Specifications."

11. XIV. FORCE MAJEURE CLAUSE

12. (a) The contractor will be excused from the performance of the contract in whole or in part, only by reason
13. of the following causes:

14. 1. When such performance is prevented by operation of law.
15. 2. When such performance is prevented by an irresistible super human cause.
16. 3. When such performance is prevented by an act of the public enemies of the Commonwealth of
17. Massachusetts, or of the United States of America, or by strike, mob violence, fire, delay in transportation beyond
18. the control of the contractor, or unavoidable casualty.
19. 4. When such performance is prevented by the inability of the contractor to secure necessary materials,
20. supplies or equipment by reason of:

21. (a) Appropriation or use thereof by the Federal Government; or

22. (b) Regulations imposed by the Federal Government.

23. (b) No other Force Majeure Clause or conditions may pertain to or become a part of this bid; and any
24. changes in the conditions stated herein will cause the bid to be rejected.

25. XV. ERRORS AND OMISSIONS

26. The contractor shall not be allowed to take advantage of any errors and/or omissions in these specifications
27. or in the contractor's specifications submitted with his proposal. Full instructions will always be given when such
28. errors or omissions are discovered.

29. XVI. PATENT RIGHTS

30. The contractor agrees to save, keep, bear harmless and fully indemnify the City and any of its officers or
31. agents from all damages, costs, or expenses in law or equity that may at any time arise or to be set up for any
32. infringement of the patent rights of any person or persons in consequence of the use of the City, or by any of its
33. officers or agents, of articles supplied under this contract, and of which the contractor is not the patentee or
34. assignee, or which the contractor is not lawfully entitled to sell.

35. XVII. DEFINITIONS

36. The following meanings are attached to the defined words when used in these specifications and the
37. contract:

38. (a) The word "City" means The City of Quincy, Massachusetts.

39. (b) The word "Bidder" means the person, firm or corporation submitting a bid on these specifications or
40. any part thereof.

41. (c) The word "Contractor" means the person, firm or corporation with whom the contract is made by
42. carrying out the provisions of these specifications and the contract.

43. (d) The words "Firm Price" shall mean a guarantee against price increase.

44. (e) Additional definitions may appear hereinafter under "Detailed Specifications."

45. XVIII. AFFIDAVIT and/or AGREEMENT

46. In all instances, the Affidavit terms and agreement contained herein shall become a part of the bid, and/or
47. proposal and/or contract in fact and without any reservation or secret evasion whatsoever.

48. The bidder named in the proposal and who has signed the same and who submits herewith to THE CITY
49. OF QUINCY, MASSACHUSETTS, the attached proposal states and agrees:

50. That he, she or they is (are) the person(s) whose name(s) is (are) signed to there hereto attached proposal; that
51. said proposal is genuine; that the same is not sham or collusive; that all statements of fact therein are true; that
52. such proposal was not made in the interest of behalf of any person, partnership, company, association, organization
53. or corporation not therein named or disclosed.

1. Affiant further deposes and says: That the bidder has not directly or indirectly by agreement,
2. communication or conference with anyone attempted to induce action prejudicial to the interest of the public body
3. which is to award the contract, or of any other bidder, or anyone else interested in the proposed contract; that the
4. bidder has not in any manner sought by collusion to secure for himself, itself, themselves, an advantage over any
5. other bidder.

6. Affiant further deposes and says that prior to the public opening and reading of bids the said bidder:

7. (a) did not, directly or indirectly, induce or solicit anyone else to submit a false or sham bid;

8. (b) did not, directly or indirectly, collude, conspire, connive or agree with anyone else that said bidder or
9. anyone else would submit a false or sham bid, or that anyone should refrain from bidding or withdraw his bid;

10. (c) did not, in any manner, directly or indirectly, seek by agreement, communication or conference with
11. anyone to raise or fix the bid price of said bidder or of anyone else, or to raise or fix any overhead, profit or cost
12. element of his, its, their price or that of anyone else;

13. (d) did not, directly or indirectly, submit his, its, their bid price or any breakdown thereof, or the
14. contents thereof, or divulge information or data relative thereto, to any corporation, partnership, company,
15. association, organization, bid, depository, or to any member or agent thereof, or to any individual or group of
16. individuals, except to the awarding authority or to any person or persons who have a partnership or other financial
17. interest with said bidder in his, its, their business.

18. Bidder shall strike out words not appropriate to his bid and initial same.

19. XIX. INSURANCE

20. An approved and satisfactory bona fide certificate of insurance in effect, to protect the insured, the con-
21. tractor and the City of Quincy resulting from this agreement, must be submitted to the City of Quincy through the
22. Purchasing Agent before any work of any name or nature can be started. This insurance must cover workmen's
23. compensation, public liability and property damage. The certificate of insurance must clearly state thereon that it
24. is a Certificate of Insurance, name of the insured and his or their address, kind of policies in effect, number of the
25. policy in effect for identification purposes, expiration date of said policy, limits of liability expressed in dollar value
26. for one person, for one accident, also the aggregate for each person and each accident, description of operations or
27. work covered and in what State or Commonwealth. There must also be a statement under signature to the effect
28. that, "in the event of cancellation of the said policies the company will mail notice thereof to the City of Quincy
29. Purchasing Agent, at 1305 Hancock Street, Quincy, Massachusetts at whose request this certificate is issued." This
30. certificate must be properly dated and legally signed by an authorized agent for the insurance company. This
31. certificate must state the name of the insurance company as underwriter and its home office address. All insurance
32. must satisfy all legal requirements as set forth in the laws, rules and regulations of the Commonwealth of
33. Massachusetts.

34. XX. CONTRACT

35. (a) The bidder to whom the award is made will be required to enter into a written contract with the City of
36. Quincy, in the form approved by the City Attorney. All materials or services given or supplied by the Contractor
37. shall conform to the applicable requirements of the City Charter, City Ordinances, or Commonwealth of
38. Massachusetts laws covering Labor, Wages, Insurance, Safety and all other legal requirements of any name or
39. Nature, as well as conforming to the specifications contained herein. In case of default by the Contractor, the City
40. reserves the right to procure the articles or services from other sources and to hold the Contractor responsible for
41. any and all excess costs occasioned by the City thereby.

42. (b) The period to be covered by the contract will be found under "Detailed Specifications."

43. (c) The City makes no guarantee as to the quantities to be delivered under the terms of the contract.

44. (d) The City reserves the right to order small quantities at the quoted prices prior to the execution of the
45. contract, as samples, testing, trial orders otherwise without any liability or commitment on the part of the City
46. whatsoever.

47. (e) Any qualifications or special information can be listed on a separate sheet and attached hereto with
48. signature.

49. (f) Any and all city purchases made as samples, testing, trial orders or of similar nature shall not be
50. considered a breach of contract or give cause for any legal action or litigation.

51. (g) Specifications, conditions, and information and instructions to Bidders are here attached and are a
52. part of the bid and/or proposal.

PROPOSAL TO CITY OF QUINCY, MASSACHUSETTS

1. To the Purchasing Agent
2. City of Quincy, Massachusetts

3. Date offered: _____ 20____

4. Gentlemen:

5. The undersigned hereby proposes to furnish the City of Quincy, complete or any part thereof, the listed services,
6. articles, commodities and materials, all in accordance with the attached list, conditions, specifications and the Information
7. and Instructions to Bidders made a part hereof.

8. The undersigned furthermore agrees that he will execute the necessary and satisfactory bond together with
9. necessary contract in sextuplicate within ten (10) days from the date when he shall have been notified that his proposal
10. has been accepted in whole or in part by the City of Quincy.

11. The undersigned furthermore agrees that, in case of default in executing such contract, with necessary bond, that
12. the check accompanying this bid, and the money payable thereon, shall be fortified thereby to and remain the property
13. of the City of Quincy.

14. This offer and/or proposal has been given after having had the complete bid call to work from and considered
15. the same.

16. This offer and bid has been made and given all in accordance with Article and Paragraph Number Eighteen
17. (XVIII) and made a part hereof.

18. TERMS:

19. (a) The discount period shall not be less than twenty (20) days.
20. (b) The City will receive the benefit of any general price decrease effective during the life of the contract.
21. (c) The City will be notified of all price decreases.
22. (d) This is a *firm price* meaning guarantee against price increase.
23. (e) Delivered F.O.B. to using department, as directed.
24. (f) This offer to be accepted on or before _____ 20____

25. Delivery Offered: _____

26. Priority Required: _____

27. Firm Name: _____

28. Signed by: _____ Signature and Title _____ Corporate Seal or E.S.

29. Address: _____

30. Signature of Partners: 1. _____ 2. _____

31. " " " 3. _____ 4. _____

32. Name of Corporation President: _____

33. Name of Corporation Secretary: _____

34. Corporation organized under State of: _____ Date: _____

35. Partner's Residential Address:

36. 1. _____

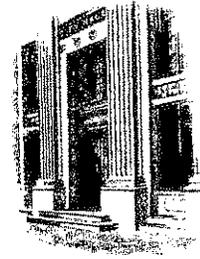
37. 2. _____

38. 3. _____

39. 4. _____



City of Quincy
City Hall
1305 Hancock Street
Quincy, Massachusetts 02169
Purchasing Department



THOMAS P. KOCH
Mayor

Kathryn R. Hobin
Purchasing Agent
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 work "person" shall mean any natural person, business, partnership, corporation, union committee, club or other organization, entity or group of individuals.

Name: _____

Address: _____

City, Town & Zip: _____

Email #: _____

Name of Business: _____



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

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: _____

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 Name
By its duly authorized agent,

Contract Number _____

(Authorized Signature)

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

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: _____

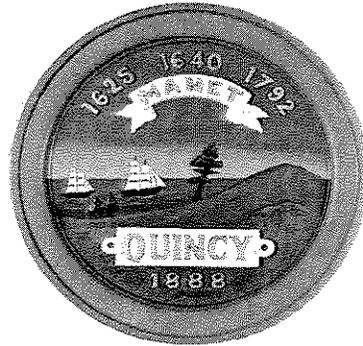
Address: _____

Telephone: _____

Fax: _____

Email: _____

**Hazard Tree Removal Project
City of Quincy, Massachusetts
November 2012**



City of Quincy
Park & Forestry Department
Richard J. Koch Park & Recreation Complex
One Merrymount Parkway
Quincy, MA 02170

Thomas P. Koch
Mayor

Kristen M. Powers
Executive Director

I. SCOPE OF WORK

The City of Quincy realizes the need to remove damaged, dead, or structurally unsound trees along the public way that present a potential hazard to pedestrians, private property, motorists, and utility lines. The intent of this project is to remove approximately seventy (70) trees in an effort to minimize storm damage and reduce liability in problem areas.

The Contractor shall supply trained labor, materials and equipment to safely and professionally perform the required work according to all applicable codes and regulations. Although the City will be overseeing this project, the Contractor shall work independently and without assistance from the Forestry Division of the Quincy Park Department.

II. PERSONNEL and EQUIPMENT

The Contractor shall use and maintain equipment in a safe manner. Each worker shall have ANSI certified safety equipment, including harnesses, hardhats, gloves, eye and ear protection and shall be trained in the proper use of equipment and machinery. The Contractor shall also use vehicle safety devices, signs and lights to clearly warn motorists passing through the work site. The City will pay the cost of police details for times when required work jeopardizes public safety. The Contractor shall be responsible for ordering police detail officers when necessary. The Contractor shall be responsible for coordination with National Grid or other utilities where necessary.

Each Contractor's crew shall have an ISA or Massachusetts Certified Arborist present at all times. This person will be responsible for identifying the hazard trees or branches and completing and signing a Tree Report for each take down or limb removal. Work around overhead utility lines shall be done by certified line clearers, with extreme caution taken at power lines.

Vehicles and equipment shall be model year 2005 or newer. Each bidder shall complete the attached Personnel & Equipment Description form and return such with their sealed bid.

III. RATES and INSURANCE

This contract requires employers to meet Prevailing Wage Rates. Prior to award of this contract, the Contractor must submit insurance certificates for coverage on all vehicles, public liability and property damage in the following minimum amounts:

Comprehensive General Liability	\$1,000,000/\$3,000,000
Auto Liability: Property Damage	\$ 500,000/ \$ 500,000
Personal Injury	\$1,000,000/\$3,000,000
Workers' Compensation	as required by the Commonwealth of Massachusetts

IV. WORK REQUIREMENTS/SPECIFICATIONS

- A. The project estimate is to remove approximately 70 hazard trees, all of which would be classified as “large trees” (over 24” in diameter). Stumps as a result of tree removal shall be ground by the Contractor as part of this contract.
- B. The City will supply maps that show the designated routes for work and the weekly schedule. The Contractor shall meet with the City Arborist on a weekly basis to physically identify the hazard trees/branches slated for removal for the following week.
- C. The Contractor’s General Foreman shall contact the City Arborist or designee each morning to report daily progress and the general area of work for that day. Work hours shall be Monday through Friday, 7:00 a.m. to 3:00 p.m. unless approved otherwise. Several roadways may require work to commence off-peak (after 9:00 a.m.) to minimize traffic delays. The City will be responsible for payments to detail police officers.
- D. Once a tree is identified as a hazard tree, a tree report shall be filed and signed by the Certified Arborist. These reports shall be returned to the City Arborist or designee at the end of each workweek. In the event of a questionable hazard, the Contractor shall also include a photo with the Tree Report and notify the City Arborist.
- E. Prior to cutting, the Contractor’s crew shall safely set up the work site, including warning signs and safety lights. Major streets may be reduced to one lane of traffic, as long as uniformed police details are on site.
- F. The Contractor shall safely cut the hazard tree or branch, using caution when dropping large logs. Limbs shall not be permitted to sway loosely.
- G. The Contractor is responsible for removing all branches, wood, debris, etc., to an offsite location of their choice.
- H. The work site shall be hand swept clean of all debris and slash prior to moving to the next location.
- I. Any damage to public or private property shall be repaired or replaced to its original condition by the Contractor.
- J. Tree removals shall be flush cut to the ground.

K. Stump removal shall be made part of this contract. Stumps shall be ground to four inches below surface. The Contractor is responsible for cleanup in conjunction with stump grinding.

L. A spreadsheet complete with size and location of trees to be removed is attached to this specification.

M. Reference must be provided

V. CONTRACT TIME

Once the contract is awarded, work shall commence and continue, except for instances of inclement weather, to be completed within 60 days.

VI. PAYMENT

Payment will be made to the Contractor from approved invoices.

PERSONNEL AND EQUIPMENT DESCRIPTION FORM

CONTRACTOR:

ADDRESS:

PHONE:

EMERGENCY
CONTACT:

Name

Number

LICENSED
PERSONNEL:

Name

Type

Certification #

EQUIPMENT:

TYPE

MODEL

YEAR

(model year 2005
or newer)

FORM COMPLETED BY:

Name

Title

BID WORKSHEET

Removal of 70 "Large" Trees
and grinding of stump \$ _____

TOTAL BID PRICE \$ _____

The City of Quincy shall award a contract based on the lowest responsible and eligible general bidder.

Receipt of Addendum No. _____ acknowledged by: _____

Company Name: _____

Address: _____

Telephone #: _____

Date: _____

Bid Signed By: _____

Title: _____

All questions regarding this bid should be directed to Kathryn R. Hobin, Purchasing Agent through fax: 617-376-1074 and email: khobin@quincyma.gov and cc: to kimtrillcott@quincyma.gov Questions will be accepted until December 6, 2012 @ 4:00 p.m.

If you have received this bid from either the City of Quincy Website or through an email it is your responsibility to check for addenda (at www.quincyma.gov) before you turn in your proposal. The City of Quincy will not be responsible any bids received omitting addenda acknowledgement.

TAKE DOWNS - LARGE					PAGE 1 OF 2
WARD	STREET	HOUSE #	SIZE	# TREES	COMMENTS
1	Manet Avenue	349	LTD	1	
WARD					
2	Federal Avenue	201	LTD	1	
2	High Street	57	LTD	1	
2	Independence Avenue		LTD	1	at end of Verchild (MBTA)
2	Lurton Street	40	LTD	1	
2	Lurton Street	34	LTD	1	
2	Southern Artery	899	LTD	1	tree on Commonwealth Avenue
WARD					
3	Ardell	6	LTD	1	
3	Belmont Avenue	106	LTD	1	
3	Belmont Avenue	19	LTD	1	opposite #19
3	Belmont Avenue	24	LTD	1	
3	Bowdoin Street	40	LTD	1	
3	Bowdoin Street	39	LTD	1	next to stop sign
3	Brook Road	52	LTD	1	
3	Cedar Street	95	LTD	1	
3	Cedar Street	83	LTD	1	
3	Clement Terrace	20	LTD	1	
3	Clement Terrace	15	LTD	1	
3	Elmwood Avenue	190	LTD	1	
3	Farrington Street	69	LTD	1	
3	Fayette Street	215	LTD	1	
3	Grandview Avenue	87	LTD	1	
3	Hamilton Avenue	56	LTD	1	
3	Harvard Street	14	LTD	1	
3	Highland Avenue	106	LTD	1	
3	Hilma Street	78	LTD	1	
3	Holbrook Road	133	LTD	1	
3	Montclair Avenue	104	LTD	1	corner of Pope Street opp 104 Pope
3	North Central Avenue	215	LTD	1	
3	Park Street	8	2- LTD	2	corner of Grandview
3	Pope Street	71	LTD	1	
3	Summit Avenue	121	LTD	1	
3	Vershire Street	33	LTD	1	
3	Vershire Street	59	LTD	1	
3	Victory Avenue	17	LTD	1	
WARD					
5	Beach Street	202	LTD	1	on Mason Street
5	Bromfield Street	64	LTD	1	
5	Bromfield Street	26	LTD	1	
5	Davis Street	164	LTD	1	
5	Davis Street	38	LTD	1	
5	Elm Avenue	16	LTD	1	
5	Elm Avenue	34	LTD	1	
5	Sachem Street	62	LTD	1	
5	Waterston Avenue	33	LTD	1	opposite #33 Waterston
5	Willet Street	65	LTD	1	tree on Willow
5	Willow Avenue	57	LTD	1	

TAKE DOWNS - LARGE					PAGE 2 OF 2
WARD					
6	Bayberry Road	12	LTD	1	
6	Billings Street	131	LTD	1	Norway
6	Billings Street	273	LTD	1	
6	Border Street	12	LTD	1	
6	Border Street	15	LTD	1	
6	Colby Road	44	LTD	1	
6	Colby Road	75	LTD	1	
6	East Squantum Street	359	LTD	1	
6	Essex Street	181	LTD	1	
6	Faxon Road	51	LTD	1	on Henry Street
6	Faxon Road	52	LTD	1	on Henry Street
6	French Street	11	LTD	1	
6	Gladstone Street	45	2-LTD	2	
6	Hovey Street	3	LTD	1	onWadsworth
6	Meadow Street	10	LTD	1	
6	Monmouth corner Shoreham	16	LTD	1	on Shoreham
6	Royal Street	25	LTD	1	
6	Sharon Road	33	LTD	1	
6	Shoreham Street		LTD	1	opposite Border Street intersection
6	Shoreham Street	14	LTD	1	
6	Sonoma Road	120	LTD	1	
6	Walker Street	24	LTD	1	Sugar
				70	



DEVAL L. PATRICK
Governor
TIMOTHY P. MURRAY
Lt. Governor

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

Prevailing Wage Rates

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

JOANNE F. GOLDSTEIN
Secretary
HEATHER E. ROWE
Director

Awarding Authority: City of Quincy
Contract Number: **City/Town:** QUINCY
Description of Work: Removal of damaged, dead, or structurally unsound trees along the public way that present a potential hazard to pedestrians, private property, motorists, and utility lines.
Job Location: Various Locations

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2012	\$31.25	\$8.91	\$7.27	\$0.00	\$47.43
	12/01/2012	\$31.55	\$8.91	\$8.00	\$0.00	\$48.46
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2012	\$31.32	\$8.91	\$7.27	\$0.00	\$47.50
	12/01/2012	\$31.62	\$8.91	\$8.00	\$0.00	\$48.53
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2012	\$31.44	\$8.91	\$7.27	\$0.00	\$47.62
	12/01/2012	\$31.74	\$8.91	\$8.00	\$0.00	\$48.65
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2012	\$82.32	\$9.80	\$17.67	\$0.00	\$109.79
	08/01/2013	\$85.47	\$9.80	\$17.67	\$0.00	\$112.94
	08/01/2014	\$88.62	\$9.80	\$17.67	\$0.00	\$116.09
	08/01/2015	\$91.77	\$9.80	\$17.67	\$0.00	\$119.24
AIR TRACK OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2012	\$32.55	\$7.10	\$12.45	\$0.00	\$52.10
	12/01/2012	\$33.05	\$7.10	\$12.45	\$0.00	\$52.60
	06/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53.35
	12/01/2013	\$34.55	\$7.10	\$12.45	\$0.00	\$54.10
	06/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85
	12/01/2014	\$36.05	\$7.10	\$12.45	\$0.00	\$55.60
	06/01/2015	\$36.80	\$7.10	\$12.45	\$0.00	\$56.35
	12/01/2015	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
	06/01/2016	\$38.30	\$7.10	\$12.45	\$0.00	\$57.85
	12/01/2016	\$39.30	\$7.10	\$12.45	\$0.00	\$58.85
For apprentice rates see "Apprentice- LABORER"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>ASBESTOS WORKERS LOCAL 6 (BOSTON)</i>	06/01/2012	\$28.48	\$10.40	\$5.95	\$0.00	\$44.83
	12/01/2012	\$29.08	\$10.40	\$5.95	\$0.00	\$45.43
	06/01/2013	\$29.88	\$10.40	\$5.95	\$0.00	\$46.23
	12/01/2013	\$30.68	\$10.40	\$5.95	\$0.00	\$47.03
	06/01/2014	\$31.58	\$10.40	\$5.95	\$0.00	\$47.93
	12/01/2014	\$32.48	\$10.40	\$5.95	\$0.00	\$48.83
	06/01/2015	\$33.43	\$10.40	\$5.95	\$0.00	\$49.78
	12/01/2015	\$34.38	\$10.40	\$5.95	\$0.00	\$50.73
ASPHALT RAKER <i>LABORERS - ZONE 1</i>	06/01/2012	\$32.05	\$7.10	\$12.45	\$0.00	\$51.60
	12/01/2012	\$32.55	\$7.10	\$12.45	\$0.00	\$52.10
	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2012	\$39.84	\$10.00	\$12.65	\$0.00	\$62.49
	12/01/2012	\$40.46	\$10.00	\$12.65	\$0.00	\$63.11
	06/01/2013	\$41.24	\$10.00	\$12.65	\$0.00	\$63.89
	12/01/2013	\$42.02	\$10.00	\$12.65	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2012	\$39.84	\$10.00	\$12.65	\$0.00	\$62.49
	12/01/2012	\$40.46	\$10.00	\$12.65	\$0.00	\$63.11
	06/01/2013	\$41.24	\$10.00	\$12.65	\$0.00	\$63.89
	12/01/2013	\$42.02	\$10.00	\$12.65	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 1</i>	06/01/2012	\$32.05	\$7.10	\$12.45	\$0.00	\$51.60
	12/01/2012	\$32.55	\$7.10	\$12.45	\$0.00	\$52.10
	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35	
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 1</i>	06/01/2012	\$32.55	\$7.10	\$12.45	\$0.00	\$52.10
	12/01/2012	\$33.05	\$7.10	\$12.45	\$0.00	\$52.60
	06/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53.35
	12/01/2013	\$34.55	\$7.10	\$12.45	\$0.00	\$54.10
	06/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85
	12/01/2014	\$36.05	\$7.10	\$12.45	\$0.00	\$55.60
	06/01/2015	\$36.80	\$7.10	\$12.45	\$0.00	\$56.35
	12/01/2015	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
	06/01/2016	\$38.30	\$7.10	\$12.45	\$0.00	\$57.85
12/01/2016	\$39.30	\$7.10	\$12.45	\$0.00	\$58.85	
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2010	\$37.70	\$6.97	\$11.18	\$0.00	\$55.85

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2010

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

Notes:

Apprentice to Journeyworker Ratio:1:5

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	08/01/2012	\$47.41	\$10.18	\$17.25	\$0.00	\$74.84
BRICKLAYERS LOCAL 3 (QUINCY)	02/01/2013	\$47.99	\$10.18	\$17.25	\$0.00	\$75.42
	08/01/2013	\$48.89	\$10.18	\$17.32	\$0.00	\$76.39
	02/01/2014	\$49.45	\$10.18	\$17.32	\$0.00	\$76.95
	08/01/2014	\$50.35	\$10.18	\$17.39	\$0.00	\$77.92
	02/01/2015	\$50.91	\$10.18	\$17.39	\$0.00	\$78.48
	08/01/2015	\$51.81	\$10.18	\$17.46	\$0.00	\$79.45
	02/01/2016	\$52.38	\$10.18	\$17.46	\$0.00	\$80.02
	08/01/2016	\$53.28	\$10.18	\$17.54	\$0.00	\$81.00
	02/01/2017	\$53.85	\$10.18	\$17.54	\$0.00	\$81.57

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 08/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.71	\$10.18	\$17.25	\$0.00	\$51.14
2	60	\$28.45	\$10.18	\$17.25	\$0.00	\$55.88
3	70	\$33.19	\$10.18	\$17.25	\$0.00	\$60.62
4	80	\$37.93	\$10.18	\$17.25	\$0.00	\$65.36
5	90	\$42.67	\$10.18	\$17.25	\$0.00	\$70.10

Effective Date - 02/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.00	\$10.18	\$17.25	\$0.00	\$51.43
2	60	\$28.79	\$10.18	\$17.25	\$0.00	\$56.22
3	70	\$33.59	\$10.18	\$17.25	\$0.00	\$61.02
4	80	\$38.39	\$10.18	\$17.25	\$0.00	\$65.82
5	90	\$43.19	\$10.18	\$17.25	\$0.00	\$70.62

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2012	\$39.47	\$10.00	\$12.65	\$0.00	\$62.12
	12/01/2012	\$40.09	\$10.00	\$12.65	\$0.00	\$62.74
	06/01/2013	\$40.86	\$10.00	\$12.65	\$0.00	\$63.51
	12/01/2013	\$41.64	\$10.00	\$12.65	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2011	\$32.80	\$7.10	\$12.60	\$0.00	\$52.50
CAISSON & UNDERPINNING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2011	\$31.65	\$7.10	\$12.60	\$0.00	\$51.35
CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2011	\$31.65	\$7.10	\$12.60	\$0.00	\$51.35
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2012	\$32.05	\$7.10	\$12.45	\$0.00	\$51.60
	12/01/2012	\$32.55	\$7.10	\$12.45	\$0.00	\$52.10
	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i>	03/01/2012	\$33.03	\$9.80	\$15.61	\$0.00	\$58.44

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 03/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.52	\$9.80	\$1.57	\$0.00	\$27.89
2	60	\$19.82	\$9.80	\$1.57	\$0.00	\$31.19
3	70	\$23.12	\$9.80	\$10.90	\$0.00	\$43.82
4	75	\$24.77	\$9.80	\$10.90	\$0.00	\$45.47
5	80	\$26.42	\$9.80	\$12.47	\$0.00	\$48.69
6	80	\$26.42	\$9.80	\$12.47	\$0.00	\$48.69
7	90	\$29.73	\$9.80	\$14.04	\$0.00	\$53.57
8	90	\$29.73	\$9.80	\$14.04	\$0.00	\$53.57

Notes:

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 3 (QUINCY)	08/01/2012	\$42.42	\$10.50	\$18.61	\$1.30	\$72.83
	02/01/2013	\$42.87	\$10.50	\$18.61	\$1.30	\$73.28
	08/01/2013	\$43.62	\$10.50	\$18.61	\$1.30	\$74.03
	02/01/2014	\$44.05	\$10.50	\$18.61	\$1.30	\$74.46
	08/01/2014	\$44.80	\$10.50	\$18.61	\$1.30	\$75.21
	02/01/2015	\$45.23	\$10.50	\$18.61	\$1.30	\$75.64
	08/01/2015	\$45.98	\$10.50	\$18.61	\$1.30	\$76.39
	02/01/2016	\$46.43	\$10.50	\$18.61	\$1.30	\$76.84
	08/01/2016	\$47.18	\$10.50	\$18.61	\$1.30	\$77.59
	02/01/2017	\$47.63	\$10.50	\$18.61	\$1.30	\$78.04

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass

Effective Date - 08/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.21	\$10.50	\$12.11	\$1.30	\$45.12
2	60	\$25.45	\$10.50	\$13.61	\$1.30	\$50.86
3	65	\$27.57	\$10.50	\$14.61	\$1.30	\$53.98
4	70	\$29.69	\$10.50	\$15.61	\$1.30	\$57.10
5	75	\$31.82	\$10.50	\$16.61	\$1.30	\$60.23
6	80	\$33.94	\$10.50	\$17.61	\$1.30	\$63.35
7	90	\$38.18	\$10.50	\$18.61	\$1.30	\$68.59

Effective Date - 02/01/2013

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

Notes:

Steps are 6000 hours

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR LABORERS - ZONE 1	06/01/2012	\$32.05	\$7.10	\$12.45	\$0.00	\$51.60
	12/01/2012	\$32.55	\$7.10	\$12.45	\$0.00	\$52.10
	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35

For apprentice rates see "Apprentice- LABORER"

CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES OPERATING ENGINEERS LOCAL 4	06/01/2012	\$40.84	\$10.00	\$12.65	\$0.00	\$63.49
	12/01/2012	\$41.46	\$10.00	\$12.65	\$0.00	\$64.11
	06/01/2013	\$42.24	\$10.00	\$12.65	\$0.00	\$64.89
	12/01/2013	\$43.02	\$10.00	\$12.65	\$0.00	\$65.67

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 4	06/01/2012	\$28.09	\$10.00	\$12.65	\$0.00	\$50.74
	12/01/2012	\$28.54	\$10.00	\$12.65	\$0.00	\$51.19
	06/01/2013	\$29.09	\$10.00	\$12.65	\$0.00	\$51.74
	12/01/2013	\$29.64	\$10.00	\$12.65	\$0.00	\$52.29

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

DELEADER (BRIDGE) PAINTERS LOCAL 35 - ZONE 2	07/01/2012	\$44.51	\$7.80	\$15.10	\$0.00	\$67.41
	01/01/2013	\$45.01	\$7.80	\$15.60	\$0.00	\$68.41

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.26	\$7.80	\$0.00	\$0.00	\$30.06
2	55	\$24.48	\$7.80	\$3.38	\$0.00	\$35.66
3	60	\$26.71	\$7.80	\$3.69	\$0.00	\$38.20
4	65	\$28.93	\$7.80	\$4.00	\$0.00	\$40.73
5	70	\$31.16	\$7.80	\$13.26	\$0.00	\$52.22
6	75	\$33.38	\$7.80	\$13.56	\$0.00	\$54.74
7	80	\$35.61	\$7.80	\$13.87	\$0.00	\$57.28
8	90	\$40.06	\$7.80	\$14.49	\$0.00	\$62.35

Effective Date - 01/01/2013

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN LABORERS - ZONE 1	12/01/2011	\$31.80	\$7.10	\$12.45	\$0.00	\$51.35
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For apprentice rates see "Apprentice- LABORER"

DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS - ZONE 1	12/01/2011	\$32.80	\$7.10	\$12.45	\$0.00	\$52.35
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For apprentice rates see "Apprentice- LABORER"

DEMO: BURNERS LABORERS - ZONE 1	12/01/2011	\$32.55	\$7.10	\$12.45	\$0.00	\$52.10
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For apprentice rates see "Apprentice- LABORER"

DEMO: CONCRETE CUTTER/SAWYER LABORERS - ZONE 1	12/01/2011	\$32.80	\$7.10	\$12.45	\$0.00	\$52.35
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For apprentice rates see "Apprentice- LABORER"

DEMO: JACKHAMMER OPERATOR LABORERS - ZONE 1	12/01/2011	\$32.55	\$7.10	\$12.45	\$0.00	\$52.10
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For apprentice rates see "Apprentice- LABORER"

DEMO: WRECKING LABORER LABORERS - ZONE 1	12/01/2011	\$31.80	\$7.10	\$12.45	\$0.00	\$51.35
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2012	\$39.47	\$10.00	\$12.65	\$0.00	\$62.12
	12/01/2012	\$40.09	\$10.00	\$12.65	\$0.00	\$62.74
	06/01/2013	\$40.86	\$10.00	\$12.65	\$0.00	\$63.51
	12/01/2013	\$41.64	\$10.00	\$12.65	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2012	\$54.88	\$9.80	\$17.67	\$0.00	\$82.35
	08/01/2013	\$56.98	\$9.80	\$17.67	\$0.00	\$84.45
	08/01/2014	\$59.08	\$9.80	\$17.67	\$0.00	\$86.55
	08/01/2015	\$61.18	\$9.80	\$17.67	\$0.00	\$88.65
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2012	\$54.88	\$9.80	\$17.67	\$0.00	\$82.35
	08/01/2013	\$56.98	\$9.80	\$17.67	\$0.00	\$84.45
	08/01/2014	\$59.08	\$9.80	\$17.67	\$0.00	\$86.55
	08/01/2015	\$61.18	\$9.80	\$17.67	\$0.00	\$88.65
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2012	\$58.80	\$9.80	\$17.67	\$0.00	\$86.27
	08/01/2013	\$61.05	\$9.80	\$17.67	\$0.00	\$88.52
	08/01/2014	\$63.30	\$9.80	\$17.67	\$0.00	\$90.77
	08/01/2015	\$65.55	\$9.80	\$17.67	\$0.00	\$93.02
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2012	\$82.32	\$9.80	\$17.67	\$0.00	\$109.79
	08/01/2013	\$85.47	\$9.80	\$17.67	\$0.00	\$112.94
	08/01/2014	\$88.62	\$9.80	\$17.67	\$0.00	\$116.09
	08/01/2015	\$91.77	\$9.80	\$17.67	\$0.00	\$119.24
ELECTRICIAN <i>ELECTRICIANS LOCAL 103</i>	09/01/2012	\$42.81	\$13.00	\$14.13	\$0.00	\$69.94
	03/01/2013	\$43.52	\$13.00	\$14.16	\$0.00	\$70.68
	09/01/2013	\$44.20	\$13.00	\$14.18	\$0.00	\$71.38
	03/01/2014	\$44.92	\$13.00	\$14.20	\$0.00	\$72.12
	09/01/2014	\$45.60	\$13.00	\$14.22	\$0.00	\$72.82
	03/01/2015	\$46.32	\$13.00	\$14.24	\$0.00	\$73.56
	09/01/2015	\$47.27	\$13.00	\$14.27	\$0.00	\$74.54
	03/01/2016	\$48.23	\$13.00	\$14.30	\$0.00	\$75.53

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELECTRICIAN - Local 103

Effective Date - 09/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.12	\$13.00	\$0.51	\$0.00	\$30.63
2	40	\$17.12	\$13.00	\$0.51	\$0.00	\$30.63
3	45	\$19.26	\$13.00	\$10.52	\$0.00	\$42.78
4	45	\$19.26	\$13.00	\$10.52	\$0.00	\$42.78
5	50	\$21.41	\$13.00	\$10.84	\$0.00	\$45.25
6	55	\$23.55	\$13.00	\$11.18	\$0.00	\$47.73
7	60	\$25.69	\$13.00	\$11.50	\$0.00	\$50.19
8	65	\$27.83	\$13.00	\$11.84	\$0.00	\$52.67
9	70	\$29.97	\$13.00	\$12.16	\$0.00	\$55.13
10	75	\$32.11	\$13.00	\$12.49	\$0.00	\$57.60

Effective Date - 03/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.41	\$13.00	\$0.52	\$0.00	\$30.93
2	40	\$17.41	\$13.00	\$0.52	\$0.00	\$30.93
3	45	\$19.58	\$13.00	\$10.53	\$0.00	\$43.11
4	45	\$19.58	\$13.00	\$10.53	\$0.00	\$43.11
5	50	\$21.76	\$13.00	\$10.85	\$0.00	\$45.61
6	55	\$23.94	\$13.00	\$11.19	\$0.00	\$48.13
7	60	\$26.11	\$13.00	\$11.51	\$0.00	\$50.62
8	65	\$28.29	\$13.00	\$11.85	\$0.00	\$53.14
9	70	\$30.46	\$13.00	\$12.17	\$0.00	\$55.63
10	75	\$32.64	\$13.00	\$12.51	\$0.00	\$58.15

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

Apprentice to Journeyworker Ratio:2:3***

ELEVATOR CONSTRUCTOR ELEVATOR CONSTRUCTORS LOCAL 4	01/01/2012	\$52.45	\$8.78	\$6.96	\$0.00	\$68.19
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Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Effective Date - 01/01/2012

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

Notes:

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

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER <i>ELEVATOR CONSTRUCTORS LOCAL 4</i>	01/01/2012	\$38.59	\$8.78	\$6.96	\$0.00	\$54.33
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FENCE & GUARD RAIL ERECTOR <i>LABORERS - ZONE 1</i>	06/01/2012	\$32.05	\$7.10	\$12.45	\$0.00	\$51.60
	12/01/2012	\$32.55	\$7.10	\$12.45	\$0.00	\$52.10
	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35

For apprentice rates see "Apprentice- LABORER"

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

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 103</i>	09/01/2012	\$42.81	\$13.00	\$14.13	\$0.00	\$69.94
	03/01/2013	\$43.52	\$13.00	\$14.16	\$0.00	\$70.68
	09/01/2013	\$44.20	\$13.00	\$14.18	\$0.00	\$71.38
	03/01/2014	\$44.92	\$13.00	\$14.20	\$0.00	\$72.12
	09/01/2014	\$45.60	\$13.00	\$14.22	\$0.00	\$72.82
	03/01/2015	\$46.32	\$13.00	\$14.24	\$0.00	\$73.56
	09/01/2015	\$47.27	\$13.00	\$14.27	\$0.00	\$74.54
	03/01/2016	\$48.23	\$13.00	\$14.30	\$0.00	\$75.53
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS</i> <i>LOCAL 103</i>	09/01/2012	\$32.11	\$13.00	\$12.49	\$0.00	\$57.60
	03/01/2013	\$32.64	\$13.00	\$12.51	\$0.00	\$58.15
	09/01/2013	\$33.15	\$13.00	\$12.52	\$0.00	\$58.67
	03/01/2014	\$33.69	\$13.00	\$12.54	\$0.00	\$59.23
	09/01/2014	\$34.20	\$13.00	\$12.56	\$0.00	\$59.76
	03/01/2015	\$34.74	\$13.00	\$12.57	\$0.00	\$60.31
	09/01/2015	\$35.45	\$13.00	\$12.59	\$0.00	\$61.04
	03/01/2016	\$36.17	\$13.00	\$12.62	\$0.00	\$61.79
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2012	\$33.45	\$10.00	\$12.65	\$0.00	\$56.10
	12/01/2012	\$33.98	\$10.00	\$12.65	\$0.00	\$56.63
	06/01/2013	\$34.63	\$10.00	\$12.65	\$0.00	\$57.28
	12/01/2013	\$35.29	\$10.00	\$12.65	\$0.00	\$57.94
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER <i>LABORERS - ZONE 1</i>	06/01/2012	\$20.50	\$7.10	\$12.45	\$0.00	\$40.05
	12/01/2012	\$20.50	\$7.10	\$12.45	\$0.00	\$40.05
	06/01/2013	\$20.50	\$7.10	\$12.45	\$0.00	\$40.05
	12/01/2013	\$20.50	\$7.10	\$12.45	\$0.00	\$40.05
	06/01/2014	\$20.50	\$7.10	\$12.45	\$0.00	\$40.05
	12/01/2014	\$20.50	\$7.10	\$12.45	\$0.00	\$40.05
	06/01/2015	\$20.50	\$7.10	\$12.45	\$0.00	\$40.05
	12/01/2015	\$20.50	\$7.10	\$12.45	\$0.00	\$40.05
	06/01/2016	\$20.50	\$7.10	\$12.45	\$0.00	\$40.05
12/01/2016	\$20.50	\$7.10	\$12.45	\$0.00	\$40.05	
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE 1</i>	03/01/2012	\$37.20	\$9.80	\$16.61	\$0.00	\$63.61

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - FLOORCOVERER - Local 2168 Zone I

Effective Date - 03/01/2012

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER	06/01/2012	\$39.84	\$10.00	\$12.65	\$0.00	\$62.49
<i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2012	\$40.46	\$10.00	\$12.65	\$0.00	\$63.11
	06/01/2013	\$41.24	\$10.00	\$12.65	\$0.00	\$63.89
	12/01/2013	\$42.02	\$10.00	\$12.65	\$0.00	\$64.67

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATOR/LIGHTING PLANT/HEATERS	06/01/2012	\$28.09	\$10.00	\$12.65	\$0.00	\$50.74
<i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2012	\$28.54	\$10.00	\$12.65	\$0.00	\$51.19
	06/01/2013	\$29.09	\$10.00	\$12.65	\$0.00	\$51.74
	12/01/2013	\$29.64	\$10.00	\$12.65	\$0.00	\$52.29

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	07/01/2012	\$34.51	\$7.80	\$14.60	\$0.00	\$56.91
<i>GLAZIERS LOCAL 35 (ZONE 2)</i>	01/01/2013	\$35.51	\$7.80	\$14.60	\$0.00	\$57.91

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - GLAZIER - Local 35 Zone 2

Effective Date - 07/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.26	\$7.80	\$0.00	\$0.00	\$25.06
2	55	\$18.98	\$7.80	\$3.25	\$0.00	\$30.03
3	60	\$20.71	\$7.80	\$3.54	\$0.00	\$32.05
4	65	\$22.43	\$7.80	\$3.84	\$0.00	\$34.07
5	70	\$24.16	\$7.80	\$12.83	\$0.00	\$44.79
6	75	\$25.88	\$7.80	\$13.13	\$0.00	\$46.81
7	80	\$27.61	\$7.80	\$13.42	\$0.00	\$48.83
8	90	\$31.06	\$7.80	\$14.01	\$0.00	\$52.87

Effective Date - 01/01/2013

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

HOISTING ENGINEER/CRANES/GRADALLS	06/01/2012	\$39.84	\$10.00	\$12.65	\$0.00	\$62.49
OPERATING ENGINEERS LOCAL 4	12/01/2012	\$40.46	\$10.00	\$12.65	\$0.00	\$63.11
	06/01/2013	\$41.24	\$10.00	\$12.65	\$0.00	\$63.89
	12/01/2013	\$42.02	\$10.00	\$12.65	\$0.00	\$64.67

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 06/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$21.91	\$10.00	\$0.00	\$0.00	\$31.91
2	60	\$23.90	\$10.00	\$12.65	\$0.00	\$46.55
3	65	\$25.90	\$10.00	\$12.65	\$0.00	\$48.55
4	70	\$27.89	\$10.00	\$12.65	\$0.00	\$50.54
5	75	\$29.88	\$10.00	\$12.65	\$0.00	\$52.53
6	80	\$31.87	\$10.00	\$12.65	\$0.00	\$54.52
7	85	\$33.86	\$10.00	\$12.65	\$0.00	\$56.51
8	90	\$35.86	\$10.00	\$12.65	\$0.00	\$58.51

Effective Date - 12/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$22.25	\$10.00	\$0.00	\$0.00	\$32.25
2	60	\$24.28	\$10.00	\$12.65	\$0.00	\$46.93
3	65	\$26.30	\$10.00	\$12.65	\$0.00	\$48.95
4	70	\$28.32	\$10.00	\$12.65	\$0.00	\$50.97
5	75	\$30.35	\$10.00	\$12.65	\$0.00	\$53.00
6	80	\$32.37	\$10.00	\$12.65	\$0.00	\$55.02
7	85	\$34.39	\$10.00	\$12.65	\$0.00	\$57.04
8	90	\$36.41	\$10.00	\$12.65	\$0.00	\$59.06

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17 - A	08/01/2012	\$41.10	\$9.82	\$18.24	\$2.08	\$71.24
	02/01/2013	\$42.35	\$9.82	\$18.24	\$2.11	\$72.52

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 103	09/01/2012	\$42.81	\$13.00	\$14.13	\$0.00	\$69.94
	03/01/2013	\$43.52	\$13.00	\$14.16	\$0.00	\$70.68
	09/01/2013	\$44.20	\$13.00	\$14.18	\$0.00	\$71.38
	03/01/2014	\$44.92	\$13.00	\$14.20	\$0.00	\$72.12
	09/01/2014	\$45.60	\$13.00	\$14.22	\$0.00	\$72.82
	03/01/2015	\$46.32	\$13.00	\$14.24	\$0.00	\$73.56
	09/01/2015	\$47.27	\$13.00	\$14.27	\$0.00	\$74.54
	03/01/2016	\$48.23	\$13.00	\$14.30	\$0.00	\$75.53

For apprentice rates see "Apprentice- ELECTRICIAN"

HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 17 - A	08/01/2012	\$41.10	\$9.82	\$18.24	\$2.08	\$71.24
	02/01/2013	\$42.35	\$9.82	\$18.24	\$2.11	\$72.52

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (TESTING AND BALANCING -WATER) PIPEFITTERS LOCAL 537	09/01/2012	\$48.09	\$8.75	\$14.39	\$0.00	\$71.23
	03/01/2013	\$49.34	\$8.75	\$14.39	\$0.00	\$72.48

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC MECHANIC <i>PIPEFITTERS LOCAL 537</i>	09/01/2012	\$48.09	\$8.75	\$14.39	\$0.00	\$71.23
	03/01/2013	\$49.34	\$8.75	\$14.39	\$0.00	\$72.48
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS <i>LABORERS - ZONE 1</i>	06/01/2012	\$32.55	\$7.10	\$12.45	\$0.00	\$52.10
	12/01/2012	\$33.05	\$7.10	\$12.45	\$0.00	\$52.60
	06/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53.35
	12/01/2013	\$34.55	\$7.10	\$12.45	\$0.00	\$54.10
	06/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85
	12/01/2014	\$36.05	\$7.10	\$12.45	\$0.00	\$55.60
	06/01/2015	\$36.80	\$7.10	\$12.45	\$0.00	\$56.35
	12/01/2015	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
	06/01/2016	\$38.30	\$7.10	\$12.45	\$0.00	\$57.85
	12/01/2016	\$39.30	\$7.10	\$12.45	\$0.00	\$58.85
	For apprentice rates see "Apprentice- LABORER"					
INSULATOR (PIPES & TANKS) <i>ASBESTOS WORKERS LOCAL 6 (BOSTON)</i>	09/01/2012	\$41.46	\$10.65	\$11.50	\$0.00	\$63.61
	09/01/2013	\$43.06	\$10.65	\$11.50	\$0.00	\$65.21
	09/01/2014	\$45.06	\$10.65	\$11.50	\$0.00	\$67.21

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

Effective Date - 09/01/2012

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

Effective Date - 09/01/2013

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

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

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

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - IRONWORKER - Local 7 Boston

Effective Date - 09/16/2012

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

Effective Date - 03/16/2013

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

Notes:

** Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:**

JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 1	06/01/2012	\$32.05	\$7.10	\$12.45	\$0.00	\$51.60
	12/01/2012	\$32.55	\$7.10	\$12.45	\$0.00	\$52.10
	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35

For apprentice rates see "Apprentice- LABORER"

LABORER LABORERS - ZONE 1	06/01/2012	\$31.80	\$7.10	\$12.45	\$0.00	\$51.35
	12/01/2012	\$32.30	\$7.10	\$12.45	\$0.00	\$51.85
	06/01/2013	\$33.05	\$7.10	\$12.45	\$0.00	\$52.60
	12/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53.35
	06/01/2014	\$34.55	\$7.10	\$12.45	\$0.00	\$54.10
	12/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85
	06/01/2015	\$36.05	\$7.10	\$12.45	\$0.00	\$55.60
	12/01/2015	\$36.80	\$7.10	\$12.45	\$0.00	\$56.35
	06/01/2016	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
	12/01/2016	\$38.55	\$7.10	\$12.45	\$0.00	\$58.10

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LABORER - Zone 1

Effective Date - 06/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.08	\$7.10	\$12.45	\$0.00	\$38.63
2	70	\$22.26	\$7.10	\$12.45	\$0.00	\$41.81
3	80	\$25.44	\$7.10	\$12.45	\$0.00	\$44.99
4	90	\$28.62	\$7.10	\$12.45	\$0.00	\$48.17

Effective Date - 12/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.38	\$7.10	\$12.45	\$0.00	\$38.93
2	70	\$22.61	\$7.10	\$12.45	\$0.00	\$42.16
3	80	\$25.84	\$7.10	\$12.45	\$0.00	\$45.39
4	90	\$29.07	\$7.10	\$12.45	\$0.00	\$48.62

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER LABORERS - ZONE 1	06/01/2012	\$31.80	\$7.10	\$12.45	\$0.00	\$51.35
	12/01/2012	\$32.30	\$7.10	\$12.45	\$0.00	\$51.85
	06/01/2013	\$33.05	\$7.10	\$12.45	\$0.00	\$52.60
	12/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53.35
	06/01/2014	\$34.55	\$7.10	\$12.45	\$0.00	\$54.10
	12/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85
	06/01/2015	\$36.05	\$7.10	\$12.45	\$0.00	\$55.60
	12/01/2015	\$36.80	\$7.10	\$12.45	\$0.00	\$56.35
	06/01/2016	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
	12/01/2016	\$38.55	\$7.10	\$12.45	\$0.00	\$58.10

For apprentice rates see "Apprentice- LABORER"

LABORER: CEMENT FINISHER TENDER LABORERS - ZONE 1	06/01/2012	\$31.80	\$7.10	\$12.45	\$0.00	\$51.35
	12/01/2012	\$32.30	\$7.10	\$12.45	\$0.00	\$51.85
	06/01/2013	\$33.05	\$7.10	\$12.45	\$0.00	\$52.60
	12/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53.35
	06/01/2014	\$34.55	\$7.10	\$12.45	\$0.00	\$54.10
	12/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85
	06/01/2015	\$36.05	\$7.10	\$12.45	\$0.00	\$55.60
	12/01/2015	\$36.80	\$7.10	\$12.45	\$0.00	\$56.35
	06/01/2016	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
	12/01/2016	\$38.55	\$7.10	\$12.45	\$0.00	\$58.10

For apprentice rates see "Apprentice- LABORER"

LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS - ZONE 1	12/01/2011	\$31.80	\$7.10	\$12.45	\$0.00	\$51.35
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For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MASON TENDER <i>LABORERS - ZONE 1</i>	06/01/2012	\$32.05	\$7.10	\$12.45	\$0.00	\$51.60
	12/01/2012	\$32.55	\$7.10	\$12.45	\$0.00	\$52.10
	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 1</i>	06/01/2012	\$31.80	\$7.10	\$12.45	\$0.00	\$51.35
	12/01/2012	\$32.30	\$7.10	\$12.45	\$0.00	\$51.85
	06/01/2013	\$33.05	\$7.10	\$12.45	\$0.00	\$52.60
	12/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53.35
	06/01/2014	\$34.55	\$7.10	\$12.45	\$0.00	\$54.10
	12/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85
	06/01/2015	\$36.05	\$7.10	\$12.45	\$0.00	\$55.60
	12/01/2015	\$36.80	\$7.10	\$12.45	\$0.00	\$56.35
	06/01/2016	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
	12/01/2016	\$38.55	\$7.10	\$12.45	\$0.00	\$58.10
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 1</i>	06/01/2012	\$31.80	\$7.10	\$12.45	\$0.00	\$51.35
	12/01/2012	\$32.30	\$7.10	\$12.45	\$0.00	\$51.85
	06/01/2013	\$33.05	\$7.10	\$12.45	\$0.00	\$52.60
	12/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53.35
	06/01/2014	\$34.55	\$7.10	\$12.45	\$0.00	\$54.10
	12/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85
	06/01/2015	\$36.05	\$7.10	\$12.45	\$0.00	\$55.60
	12/01/2015	\$36.80	\$7.10	\$12.45	\$0.00	\$56.35
	06/01/2016	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
	12/01/2016	\$38.55	\$7.10	\$12.45	\$0.00	\$58.10
This classification applies to the wholesale removal of standing trees including all associated trimming of branches and limbs, and applies to the removal of branches at locations not on or around utility lines. For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2012	\$32.05	\$7.10	\$12.45	\$0.00	\$51.60
	12/01/2012	\$32.55	\$7.10	\$12.45	\$0.00	\$52.10
	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	08/01/2012	\$36.20	\$10.18	\$16.04	\$0.00	\$62.42
	02/01/2013	\$36.67	\$10.18	\$16.04	\$0.00	\$62.89
	08/01/2013	\$37.38	\$10.18	\$16.11	\$0.00	\$63.67
	02/01/2014	\$37.83	\$10.18	\$16.11	\$0.00	\$64.12
	08/01/2014	\$38.54	\$10.18	\$16.18	\$0.00	\$64.90
	02/01/2015	\$38.99	\$10.18	\$16.18	\$0.00	\$65.35
	08/01/2015	\$39.70	\$10.18	\$16.25	\$0.00	\$66.13
	02/01/2016	\$40.15	\$10.18	\$16.25	\$0.00	\$66.58
	08/01/2016	\$40.85	\$10.18	\$16.33	\$0.00	\$67.36
	02/01/2017	\$41.31	\$10.18	\$16.33	\$0.00	\$67.82

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

Effective Date - 08/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.10	\$10.18	\$16.04	\$0.00	\$44.32
2	60	\$21.72	\$10.18	\$16.04	\$0.00	\$47.94
3	70	\$25.34	\$10.18	\$16.04	\$0.00	\$51.56
4	80	\$28.96	\$10.18	\$16.04	\$0.00	\$55.18
5	90	\$32.58	\$10.18	\$16.04	\$0.00	\$58.80

Effective Date - 02/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.34	\$10.18	\$16.04	\$0.00	\$44.56
2	60	\$22.00	\$10.18	\$16.04	\$0.00	\$48.22
3	70	\$25.67	\$10.18	\$16.04	\$0.00	\$51.89
4	80	\$29.34	\$10.18	\$16.04	\$0.00	\$55.56
5	90	\$33.00	\$10.18	\$16.04	\$0.00	\$59.22

Notes:

Apprentice to Journeyworker Ratio:1:3

MARBLE MASONS, TILELAYERS & TERRAZZO MECH <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	08/01/2012	\$47.45	\$10.18	\$17.25	\$0.00	\$74.88
	02/01/2013	\$48.03	\$10.18	\$17.25	\$0.00	\$75.46
	08/01/2013	\$48.93	\$10.18	\$17.32	\$0.00	\$76.43
	02/01/2014	\$49.49	\$10.18	\$17.32	\$0.00	\$76.99
	08/01/2014	\$50.39	\$10.18	\$17.39	\$0.00	\$77.96
	02/01/2015	\$50.95	\$10.18	\$17.39	\$0.00	\$78.52
	08/01/2015	\$51.85	\$10.18	\$17.46	\$0.00	\$79.49
	02/01/2016	\$52.42	\$10.18	\$17.46	\$0.00	\$80.06
	08/01/2016	\$53.32	\$10.18	\$17.54	\$0.00	\$81.04
	02/01/2017	\$53.89	\$10.18	\$17.54	\$0.00	\$81.61

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 08/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.73	\$10.18	\$17.25	\$0.00	\$51.16
2	60	\$28.47	\$10.18	\$17.25	\$0.00	\$55.90
3	70	\$33.22	\$10.18	\$17.25	\$0.00	\$60.65
4	80	\$37.96	\$10.18	\$17.25	\$0.00	\$65.39
5	90	\$42.71	\$10.18	\$17.25	\$0.00	\$70.14

Effective Date - 02/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.02	\$10.18	\$17.25	\$0.00	\$51.45
2	60	\$28.82	\$10.18	\$17.25	\$0.00	\$56.25
3	70	\$33.62	\$10.18	\$17.25	\$0.00	\$61.05
4	80	\$38.42	\$10.18	\$17.25	\$0.00	\$65.85
5	90	\$43.23	\$10.18	\$17.25	\$0.00	\$70.66

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2012	\$39.47	\$10.00	\$12.65	\$0.00	\$62.12
	12/01/2012	\$40.09	\$10.00	\$12.65	\$0.00	\$62.74
	06/01/2013	\$40.86	\$10.00	\$12.65	\$0.00	\$63.51
	12/01/2013	\$41.64	\$10.00	\$12.65	\$0.00	\$64.29

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANICS MAINTENANCE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2012	\$39.47	\$10.00	\$12.65	\$0.00	\$62.12
	12/01/2012	\$40.09	\$10.00	\$12.65	\$0.00	\$62.74
	06/01/2013	\$40.86	\$10.00	\$12.65	\$0.00	\$63.51
	12/01/2013	\$41.64	\$10.00	\$12.65	\$0.00	\$64.29

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 1) <i>MILLWRIGHTS LOCAL 1121 - Zone 1</i>	04/01/2011	\$33.57	\$8.67	\$15.61	\$0.00	\$57.85
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Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - MILLWRIGHT - Local 1121 Zone 1

Effective Date - 04/01/2011

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.79	\$8.67	\$11.64	\$0.00	\$37.10
2	55	\$18.46	\$8.67	\$11.64	\$0.00	\$38.77
3	60	\$20.14	\$8.67	\$13.23	\$0.00	\$42.04
4	65	\$21.82	\$8.67	\$13.23	\$0.00	\$43.72
5	70	\$23.50	\$8.67	\$14.02	\$0.00	\$46.19
6	75	\$25.18	\$8.67	\$14.02	\$0.00	\$47.87
7	80	\$26.86	\$8.67	\$14.82	\$0.00	\$50.35
8	85	\$28.53	\$8.67	\$14.82	\$0.00	\$52.02

Notes:

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER LABORERS - ZONE 1	06/01/2012	\$32.05	\$7.10	\$12.45	\$0.00	\$51.60
	12/01/2012	\$32.55	\$7.10	\$12.45	\$0.00	\$52.10
	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35

For apprentice rates see "Apprentice- LABORER"

OILER (OTHER THAN TRUCK CRANES,GRADALLS) OPERATING ENGINEERS LOCAL 4	06/01/2012	\$21.31	\$10.00	\$12.65	\$0.00	\$43.96
	12/01/2012	\$21.65	\$10.00	\$12.65	\$0.00	\$44.30
	06/01/2013	\$22.07	\$10.00	\$12.65	\$0.00	\$44.72
	12/01/2013	\$22.49	\$10.00	\$12.65	\$0.00	\$45.14

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4	06/01/2012	\$24.60	\$10.00	\$12.65	\$0.00	\$47.25
	12/01/2012	\$24.99	\$10.00	\$12.65	\$0.00	\$47.64
	06/01/2013	\$25.47	\$10.00	\$12.65	\$0.00	\$48.12
	12/01/2013	\$25.96	\$10.00	\$12.65	\$0.00	\$48.61

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS II OPERATING ENGINEERS LOCAL 4	06/01/2012	\$39.47	\$10.00	\$12.65	\$0.00	\$62.12
	12/01/2012	\$40.09	\$10.00	\$12.65	\$0.00	\$62.74
	06/01/2013	\$40.86	\$10.00	\$12.65	\$0.00	\$63.51
	12/01/2013	\$41.64	\$10.00	\$12.65	\$0.00	\$64.29

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 - ZONE 2	07/01/2012	\$44.51	\$7.80	\$15.10	\$0.00	\$67.41
	01/01/2013	\$45.01	\$7.80	\$15.60	\$0.00	\$68.41

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.26	\$7.80	\$0.00	\$0.00	\$30.06
2	55	\$24.48	\$7.80	\$3.38	\$0.00	\$35.66
3	60	\$26.71	\$7.80	\$3.69	\$0.00	\$38.20
4	65	\$28.93	\$7.80	\$4.00	\$0.00	\$40.73
5	70	\$31.16	\$7.80	\$13.26	\$0.00	\$52.22
6	75	\$33.38	\$7.80	\$13.56	\$0.00	\$54.74
7	80	\$35.61	\$7.80	\$13.87	\$0.00	\$57.28
8	90	\$40.06	\$7.80	\$14.49	\$0.00	\$62.35

Effective Date - 01/01/2013

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

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	07/01/2012	\$35.41	\$7.80	\$15.10	\$0.00	\$58.31
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	01/01/2013	\$35.91	\$7.80	\$15.60	\$0.00	\$59.31

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 07/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.71	\$7.80	\$0.00	\$0.00	\$25.51
2	55	\$19.48	\$7.80	\$3.38	\$0.00	\$30.66
3	60	\$21.25	\$7.80	\$3.69	\$0.00	\$32.74
4	65	\$23.02	\$7.80	\$4.00	\$0.00	\$34.82
5	70	\$24.79	\$7.80	\$13.26	\$0.00	\$45.85
6	75	\$26.56	\$7.80	\$13.56	\$0.00	\$47.92
7	80	\$28.33	\$7.80	\$13.87	\$0.00	\$50.00
8	90	\$31.87	\$7.80	\$14.49	\$0.00	\$54.16

Effective Date - 01/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.96	\$7.80	\$0.00	\$0.00	\$25.76
2	55	\$19.75	\$7.80	\$3.52	\$0.00	\$31.07
3	60	\$21.55	\$7.80	\$3.84	\$0.00	\$33.19
4	65	\$23.34	\$7.80	\$4.16	\$0.00	\$35.30
5	70	\$25.14	\$7.80	\$13.68	\$0.00	\$46.62
6	75	\$26.93	\$7.80	\$14.00	\$0.00	\$48.73
7	80	\$28.73	\$7.80	\$14.32	\$0.00	\$50.85
8	90	\$32.32	\$7.80	\$14.96	\$0.00	\$55.08

Notes:

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	07/01/2012	\$33.47	\$7.80	\$15.10	\$0.00	\$56.37
PAINTERS LOCAL 35 - ZONE 2	01/01/2013	\$33.97	\$7.80	\$15.60	\$0.00	\$57.37

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 07/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.74	\$7.80	\$0.00	\$0.00	\$24.54
2	55	\$18.41	\$7.80	\$3.38	\$0.00	\$29.59
3	60	\$20.08	\$7.80	\$3.69	\$0.00	\$31.57
4	65	\$21.76	\$7.80	\$4.00	\$0.00	\$33.56
5	70	\$23.43	\$7.80	\$13.26	\$0.00	\$44.49
6	75	\$25.10	\$7.80	\$13.56	\$0.00	\$46.46
7	80	\$26.78	\$7.80	\$13.87	\$0.00	\$48.45
8	90	\$30.12	\$7.80	\$14.49	\$0.00	\$52.41

Effective Date - 01/01/2013

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

Notes:

Apprentice to Journeyworker Ratio:1:1

PAINTER (TRAFFIC MARKINGS) LABORERS - ZONE 1	06/01/2012	\$31.80	\$7.10	\$12.45	\$0.00	\$51.35
	12/01/2012	\$32.30	\$7.10	\$12.45	\$0.00	\$51.85
	06/01/2013	\$33.05	\$7.10	\$12.45	\$0.00	\$52.60
	12/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53.35
	06/01/2014	\$34.55	\$7.10	\$12.45	\$0.00	\$54.10
	12/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85
	06/01/2015	\$36.05	\$7.10	\$12.45	\$0.00	\$55.60
	12/01/2015	\$36.80	\$7.10	\$12.45	\$0.00	\$56.35
	06/01/2016	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
	12/01/2016	\$38.55	\$7.10	\$12.45	\$0.00	\$58.10

For Apprentice rates see "Apprentice- LABORER"

PAINTER / TAPER (BRUSH, NEW) *	07/01/2012	\$34.01	\$7.80	\$15.10	\$0.00	\$56.91
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	01/01/2013	\$34.51	\$7.80	\$15.60	\$0.00	\$57.91

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 07/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.01	\$7.80	\$0.00	\$0.00	\$24.81
2	55	\$18.71	\$7.80	\$3.38	\$0.00	\$29.89
3	60	\$20.41	\$7.80	\$3.69	\$0.00	\$31.90
4	65	\$22.11	\$7.80	\$4.00	\$0.00	\$33.91
5	70	\$23.81	\$7.80	\$13.26	\$0.00	\$44.87
6	75	\$25.51	\$7.80	\$13.56	\$0.00	\$46.87
7	80	\$27.21	\$7.80	\$13.87	\$0.00	\$48.88
8	90	\$30.61	\$7.80	\$14.49	\$0.00	\$52.90

Effective Date - 01/01/2013

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

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)	07/01/2012	\$32.07	\$7.80	\$15.10	\$0.00	\$54.97
PAINTERS LOCAL 35 - ZONE 2	01/01/2013	\$32.57	\$7.80	\$15.60	\$0.00	\$55.97

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 07/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.04	\$7.80	\$0.00	\$0.00	\$23.84
2	55	\$17.64	\$7.80	\$3.38	\$0.00	\$28.82
3	60	\$19.24	\$7.80	\$3.69	\$0.00	\$30.73
4	65	\$20.85	\$7.80	\$4.00	\$0.00	\$32.65
5	70	\$22.45	\$7.80	\$13.26	\$0.00	\$43.51
6	75	\$24.05	\$7.80	\$13.56	\$0.00	\$45.41
7	80	\$25.66	\$7.80	\$13.87	\$0.00	\$47.33
8	90	\$28.86	\$7.80	\$14.49	\$0.00	\$51.15

Effective Date - 01/01/2013

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PANEL & PICKUP TRUCKS DRIVER <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2012	\$31.08	\$8.91	\$7.27	\$0.00	\$47.26
	12/01/2012	\$31.38	\$8.91	\$8.00	\$0.00	\$48.29
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2012	\$39.20	\$9.80	\$17.67	\$0.00	\$66.67
	08/01/2013	\$40.70	\$9.80	\$17.67	\$0.00	\$68.17
	08/01/2014	\$42.20	\$9.80	\$17.67	\$0.00	\$69.67
	08/01/2015	\$43.70	\$9.80	\$17.67	\$0.00	\$71.17
PILE DRIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2012	\$39.20	\$9.80	\$17.67	\$0.00	\$66.67
	08/01/2013	\$40.70	\$9.80	\$17.67	\$0.00	\$68.17
	08/01/2014	\$42.20	\$9.80	\$17.67	\$0.00	\$69.67
	08/01/2015	\$43.70	\$9.80	\$17.67	\$0.00	\$71.17

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PILE DRIVER - Local 56 Zone 1

Effective Date - 08/01/2012

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

Effective Date - 08/01/2013

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

Notes:

Apprentice to Journeyworker Ratio:1:3

PIPEFITTER & STEAMFITTER	09/01/2012	\$48.09	\$8.75	\$14.39	\$0.00	\$71.23
PIPEFITTERS LOCAL 537	03/01/2013	\$49.34	\$8.75	\$14.39	\$0.00	\$72.48

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PIPEFITTER - Local 537

Effective Date - 09/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$19.24	\$8.75	\$6.50	\$0.00	\$34.49
2	45	\$21.64	\$8.75	\$14.39	\$0.00	\$44.78
3	60	\$28.85	\$8.75	\$14.39	\$0.00	\$51.99
4	70	\$33.66	\$8.75	\$14.39	\$0.00	\$56.80
5	80	\$38.47	\$8.75	\$14.39	\$0.00	\$61.61

Effective Date - 03/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$19.74	\$8.75	\$6.50	\$0.00	\$34.99
2	45	\$22.20	\$8.75	\$14.39	\$0.00	\$45.34
3	60	\$29.60	\$8.75	\$14.39	\$0.00	\$52.74
4	70	\$34.54	\$8.75	\$14.39	\$0.00	\$57.68
5	80	\$39.47	\$8.75	\$14.39	\$0.00	\$62.61

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	06/01/2012	\$32.05	\$7.10	\$12.45	\$0.00	\$51.60
LABORERS - ZONE 1	12/01/2012	\$32.55	\$7.10	\$12.45	\$0.00	\$52.10
	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35

For apprentice rates see "Apprentice- LABORER"

PLUMBERS & GASFITTERS	09/01/2012	\$48.06	\$9.32	\$13.29	\$0.00	\$70.67
PLUMBERS & GASFITTERS LOCAL 12	03/01/2013	\$49.31	\$9.32	\$13.29	\$0.00	\$71.92

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 09/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$16.82	\$9.32	\$4.97	\$0.00	\$31.11
2	40	\$19.22	\$9.32	\$5.61	\$0.00	\$34.15
3	55	\$26.43	\$9.32	\$7.53	\$0.00	\$43.28
4	65	\$31.24	\$9.32	\$8.81	\$0.00	\$49.37
5	75	\$36.05	\$9.32	\$10.09	\$0.00	\$55.46

Effective Date - 03/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$17.26	\$9.32	\$4.97	\$0.00	\$31.55
2	40	\$19.72	\$9.32	\$5.61	\$0.00	\$34.65
3	55	\$27.12	\$9.32	\$7.53	\$0.00	\$43.97
4	65	\$32.05	\$9.32	\$8.81	\$0.00	\$50.18
5	75	\$36.98	\$9.32	\$10.09	\$0.00	\$56.39

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr
Step4 with lic\$53.29 Step5 with lic\$59.49

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.)	09/01/2012	\$48.09	\$8.75	\$14.39	\$0.00	\$71.23
PIPEFITTERS LOCAL 537	03/01/2013	\$49.34	\$8.75	\$14.39	\$0.00	\$72.48
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL OPERATOR	06/01/2012	\$32.05	\$7.10	\$12.45	\$0.00	\$51.60
LABORERS - ZONE 1	12/01/2012	\$32.55	\$7.10	\$12.45	\$0.00	\$52.10
	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER	06/01/2012	\$32.80	\$7.10	\$12.45	\$0.00	\$52.35
LABORERS - ZONE 1	12/01/2012	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
	06/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	12/01/2013	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	06/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	12/01/2014	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	06/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
	12/01/2015	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
	06/01/2016	\$38.55	\$7.10	\$12.45	\$0.00	\$58.10
	12/01/2016	\$39.55	\$7.10	\$12.45	\$0.00	\$59.10

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2012	\$39.84	\$10.00	\$12.65	\$0.00	\$62.49
	12/01/2012	\$40.46	\$10.00	\$12.65	\$0.00	\$63.11
	06/01/2013	\$41.24	\$10.00	\$12.65	\$0.00	\$63.89
	12/01/2013	\$42.02	\$10.00	\$12.65	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2012	\$39.84	\$10.00	\$12.65	\$0.00	\$62.49
	12/01/2012	\$40.46	\$10.00	\$12.65	\$0.00	\$63.11
	06/01/2013	\$41.24	\$10.00	\$12.65	\$0.00	\$63.89
	12/01/2013	\$42.02	\$10.00	\$12.65	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2012	\$28.09	\$10.00	\$12.65	\$0.00	\$50.74
	12/01/2012	\$28.54	\$10.00	\$12.65	\$0.00	\$51.19
	06/01/2013	\$29.09	\$10.00	\$12.65	\$0.00	\$51.74
	12/01/2013	\$29.64	\$10.00	\$12.65	\$0.00	\$52.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS LOCAL 25b</i>	05/01/2011	\$28.03	\$7.75	\$5.91	\$0.00	\$41.69
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2012	\$39.47	\$10.00	\$12.65	\$0.00	\$62.12
	12/01/2012	\$40.09	\$10.00	\$12.65	\$0.00	\$62.74
	06/01/2013	\$40.86	\$10.00	\$12.65	\$0.00	\$63.51
	12/01/2013	\$41.64	\$10.00	\$12.65	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RESIDENTIAL WOOD FRAME (All Other Work) <i>CARPENTERS -ZONE 2 (Residential Wood)</i>	04/01/2011	\$24.24	\$8.67	\$15.51	\$0.00	\$48.42
RESIDENTIAL WOOD FRAME CARPENTER ** ** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement. <i>CARPENTERS -ZONE 2 (Residential Wood)</i> As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate.	05/01/2011	\$24.24	\$6.34	\$6.23	\$0.00	\$36.81
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2012	\$32.05	\$7.10	\$12.45	\$0.00	\$51.60
	12/01/2012	\$32.55	\$7.10	\$12.45	\$0.00	\$52.10
	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2012	\$39.47	\$10.00	\$12.65	\$0.00	\$62.12
	12/01/2012	\$40.09	\$10.00	\$12.65	\$0.00	\$62.74
	06/01/2013	\$40.86	\$10.00	\$12.65	\$0.00	\$63.51
	12/01/2013	\$41.64	\$10.00	\$12.65	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg) <i>ROOFERS LOCAL 33</i>	08/01/2012	\$36.41	\$10.50	\$10.70	\$0.00	\$57.61
	02/01/2013	\$37.41	\$10.50	\$10.70	\$0.00	\$58.61

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ROOFER - Local 33

Effective Date - 08/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.21	\$10.50	\$3.38	\$0.00	\$32.09
2	60	\$21.85	\$10.50	\$10.70	\$0.00	\$43.05
3	65	\$23.67	\$10.50	\$10.70	\$0.00	\$44.87
4	75	\$27.31	\$10.50	\$10.70	\$0.00	\$48.51
5	85	\$30.95	\$10.50	\$10.70	\$0.00	\$52.15

Effective Date - 02/01/2013

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

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

Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE <i>ROOFERS LOCAL 33</i>	08/01/2012	\$36.66	\$10.50	\$10.70	\$0.00	\$57.86
For apprentice rates see "Apprentice- ROOFER"	02/01/2013	\$37.66	\$10.50	\$10.70	\$0.00	\$58.86
SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 17 - A</i>	08/01/2012	\$41.10	\$9.82	\$18.24	\$2.08	\$71.24
	02/01/2013	\$42.35	\$9.82	\$18.24	\$2.11	\$72.52

Apprentice - SHEET METAL WORKER - Local 17-A

Effective Date - 08/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$16.44	\$9.82	\$4.00	\$0.00	\$30.26
2	40	\$16.44	\$9.82	\$4.00	\$0.00	\$30.26
3	45	\$18.50	\$9.82	\$8.00	\$1.09	\$37.41
4	45	\$18.50	\$9.82	\$8.00	\$1.09	\$37.41
5	50	\$20.55	\$9.82	\$8.75	\$1.17	\$40.29
6	50	\$20.55	\$9.82	\$9.00	\$1.18	\$40.55
7	60	\$24.66	\$9.82	\$10.24	\$1.34	\$46.06
8	65	\$26.72	\$9.82	\$10.99	\$1.43	\$48.96
9	75	\$30.83	\$9.82	\$12.49	\$1.59	\$54.73
10	85	\$34.94	\$9.82	\$13.49	\$1.75	\$60.00

Effective Date - 02/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$16.94	\$9.82	\$4.00	\$0.00	\$30.76
2	40	\$16.94	\$9.82	\$4.00	\$0.00	\$30.76
3	45	\$19.06	\$9.82	\$8.00	\$1.11	\$37.99
4	45	\$19.06	\$9.82	\$8.00	\$1.11	\$37.99
5	50	\$21.18	\$9.82	\$8.75	\$1.19	\$40.94
6	50	\$21.18	\$9.82	\$9.00	\$1.20	\$41.20
7	60	\$25.41	\$9.82	\$10.24	\$1.36	\$46.83
8	65	\$27.53	\$9.82	\$10.99	\$1.45	\$49.79
9	75	\$31.76	\$9.82	\$12.49	\$1.62	\$55.69
10	85	\$36.00	\$9.82	\$13.49	\$1.78	\$61.09

Notes:
Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

SIGN ERECTOR	06/01/2012	\$25.37	\$6.82	\$6.85	\$0.00	\$39.04
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 - 06/01/2012

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

Effective Date - 06/01/2013

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

Notes:

Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2012	\$31.54	\$8.91	\$7.27	\$0.00	\$47.72
	12/01/2012	\$31.84	\$8.91	\$8.00	\$0.00	\$48.75
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2012	\$31.83	\$8.91	\$7.27	\$0.00	\$48.01
	12/01/2012	\$32.13	\$8.91	\$8.00	\$0.00	\$49.04
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 550 - (Section A)</i>	09/01/2012	\$51.73	\$8.42	\$12.45	\$0.00	\$72.60
	03/01/2013	\$52.73	\$8.42	\$12.45	\$0.00	\$73.60

Apprentice - SPRINKLER FITTER - Local 550

Effective Date - 09/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$18.11	\$8.42	\$7.85	\$0.00	\$34.38
2	40	\$20.69	\$8.42	\$7.85	\$0.00	\$36.96
3	45	\$23.28	\$8.42	\$7.85	\$0.00	\$39.55
4	50	\$25.87	\$8.42	\$7.85	\$0.00	\$42.14
5	55	\$28.45	\$8.42	\$7.85	\$0.00	\$44.72
6	60	\$31.04	\$8.42	\$7.85	\$0.00	\$47.31
7	65	\$33.62	\$8.42	\$7.85	\$0.00	\$49.89
8	70	\$36.21	\$8.42	\$7.85	\$0.00	\$52.48
9	75	\$38.80	\$8.42	\$7.85	\$0.00	\$55.07
10	80	\$41.38	\$8.42	\$7.85	\$0.00	\$57.65

Effective Date - 03/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$18.46	\$8.42	\$7.85	\$0.00	\$34.73
2	40	\$21.09	\$8.42	\$7.85	\$0.00	\$37.36
3	45	\$23.73	\$8.42	\$7.85	\$0.00	\$40.00
4	50	\$26.37	\$8.42	\$7.85	\$0.00	\$42.64
5	55	\$29.00	\$8.42	\$7.85	\$0.00	\$45.27
6	60	\$31.64	\$8.42	\$7.85	\$0.00	\$47.91
7	65	\$34.27	\$8.42	\$7.85	\$0.00	\$50.54
8	70	\$36.91	\$8.42	\$7.85	\$0.00	\$53.18
9	75	\$39.55	\$8.42	\$7.85	\$0.00	\$55.82
10	80	\$42.18	\$8.42	\$7.85	\$0.00	\$58.45

Notes:
Steps are 850 hours

Apprentice to Journeyworker Ratio:1:1

STEAM BOILER OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2012	\$39.47	\$10.00	\$12.65	\$0.00	\$62.12
	12/01/2012	\$40.09	\$10.00	\$12.65	\$0.00	\$62.74
	06/01/2013	\$40.86	\$10.00	\$12.65	\$0.00	\$63.51
	12/01/2013	\$41.64	\$10.00	\$12.65	\$0.00	\$64.29

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2012	\$39.47	\$10.00	\$12.65	\$0.00	\$62.12
	12/01/2012	\$40.09	\$10.00	\$12.65	\$0.00	\$62.74
	06/01/2013	\$40.86	\$10.00	\$12.65	\$0.00	\$63.51
	12/01/2013	\$41.64	\$10.00	\$12.65	\$0.00	\$64.29

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TELECOMMUNICATION TECHNICIAN ELECTRICIANS LOCAL 103	09/01/2012	\$32.11	\$13.00	\$12.49	\$0.00	\$57.60
	03/01/2013	\$32.64	\$13.00	\$12.51	\$0.00	\$58.15
	09/01/2013	\$33.15	\$13.00	\$12.52	\$0.00	\$58.67
	03/01/2014	\$33.69	\$13.00	\$12.54	\$0.00	\$59.23
	09/01/2014	\$34.20	\$13.00	\$12.56	\$0.00	\$59.76
	03/01/2015	\$34.74	\$13.00	\$12.57	\$0.00	\$60.31
	09/01/2015	\$35.45	\$13.00	\$12.59	\$0.00	\$61.04
	03/01/2016	\$36.17	\$13.00	\$12.62	\$0.00	\$61.79

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effective Date - 09/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$12.84	\$13.00	\$0.39	\$0.00	\$26.23
2	40	\$12.84	\$13.00	\$0.39	\$0.00	\$26.23
3	45	\$14.45	\$13.00	\$9.77	\$0.00	\$37.22
4	45	\$14.45	\$13.00	\$9.77	\$0.00	\$37.22
5	50	\$16.06	\$13.00	\$10.02	\$0.00	\$39.08
6	55	\$17.66	\$13.00	\$10.27	\$0.00	\$40.93
7	60	\$19.27	\$13.00	\$10.52	\$0.00	\$42.79
8	65	\$20.87	\$13.00	\$10.77	\$0.00	\$44.64
9	70	\$22.48	\$13.00	\$11.02	\$0.00	\$46.50
10	75	\$24.08	\$13.00	\$11.26	\$0.00	\$48.34

Effective Date - 03/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$13.06	\$13.00	\$0.39	\$0.00	\$26.45
2	40	\$13.06	\$13.00	\$0.39	\$0.00	\$26.45
3	45	\$14.69	\$13.00	\$9.78	\$0.00	\$37.47
4	45	\$14.69	\$13.00	\$9.78	\$0.00	\$37.47
5	50	\$16.32	\$13.00	\$10.03	\$0.00	\$39.35
6	55	\$17.95	\$13.00	\$10.28	\$0.00	\$41.23
7	60	\$19.58	\$13.00	\$10.53	\$0.00	\$43.11
8	65	\$21.22	\$13.00	\$10.78	\$0.00	\$45.00
9	70	\$22.85	\$13.00	\$11.03	\$0.00	\$46.88
10	75	\$24.48	\$13.00	\$11.28	\$0.00	\$48.76

Notes:

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TERRAZZO FINISHERS BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2012	\$46.35	\$10.18	\$17.25	\$0.00	\$73.78
	02/01/2013	\$46.93	\$10.18	\$17.25	\$0.00	\$74.36
	08/01/2013	\$47.83	\$10.18	\$17.32	\$0.00	\$75.33
	02/01/2014	\$48.39	\$10.18	\$17.32	\$0.00	\$75.89
	08/01/2014	\$49.29	\$10.18	\$17.39	\$0.00	\$76.86
	02/01/2015	\$49.85	\$10.18	\$17.39	\$0.00	\$77.42
	08/01/2015	\$50.75	\$10.18	\$17.46	\$0.00	\$78.39
	02/01/2016	\$51.32	\$10.18	\$17.46	\$0.00	\$78.96
	08/01/2016	\$52.22	\$10.18	\$17.54	\$0.00	\$79.94
	02/01/2017	\$52.79	\$10.18	\$17.54	\$0.00	\$80.51

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.18	\$10.18	\$17.25	\$0.00	\$50.61
2	60	\$27.81	\$10.18	\$17.25	\$0.00	\$55.24
3	70	\$32.45	\$10.18	\$17.25	\$0.00	\$59.88
4	80	\$37.08	\$10.18	\$17.25	\$0.00	\$64.51
5	90	\$41.72	\$10.18	\$17.25	\$0.00	\$69.15

Effective Date - 02/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.47	\$10.18	\$17.25	\$0.00	\$50.90
2	60	\$28.16	\$10.18	\$17.25	\$0.00	\$55.59
3	70	\$32.85	\$10.18	\$17.25	\$0.00	\$60.28
4	80	\$37.54	\$10.18	\$17.25	\$0.00	\$64.97
5	90	\$42.24	\$10.18	\$17.25	\$0.00	\$69.67

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER LABORERS - FOUNDATION AND MARINE	12/01/2011	\$33.05	\$7.10	\$12.60	\$0.00	\$52.75
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Apprentice - TEST BORING DRILLER (Laborers Foundation & Marine)

Effective Date - 12/01/2011

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.83	\$7.10	\$12.60	\$0.00	\$39.53
2	70	\$23.14	\$7.10	\$12.60	\$0.00	\$42.84
3	80	\$26.44	\$7.10	\$12.60	\$0.00	\$46.14
4	90	\$29.75	\$7.10	\$12.60	\$0.00	\$49.45

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2011	\$31.77	\$7.10	\$12.60	\$0.00	\$51.47
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TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2011	\$31.65	\$7.10	\$12.60	\$0.00	\$51.35
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Apprentice - TEST BORING LABORER (Laborers Foundation & Marine)

Effective Date - 12/01/2011

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.99	\$7.10	\$12.60	\$0.00	\$38.69
2	70	\$22.16	\$7.10	\$12.60	\$0.00	\$41.86
3	80	\$25.32	\$7.10	\$12.60	\$0.00	\$45.02
4	90	\$28.49	\$7.10	\$12.60	\$0.00	\$48.19

Notes:

Apprentice to Journeyworker Ratio:1:3

TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2012	\$39.47	\$10.00	\$12.65	\$0.00	\$62.12
	12/01/2012	\$40.09	\$10.00	\$12.65	\$0.00	\$62.74
	06/01/2013	\$40.86	\$10.00	\$12.65	\$0.00	\$63.51
	12/01/2013	\$41.64	\$10.00	\$12.65	\$0.00	\$64.29

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2012	\$32.12	\$8.91	\$7.27	\$0.00	\$48.30
	12/01/2012	\$32.42	\$9.07	\$8.00	\$0.00	\$49.49

TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2011	\$44.08	\$7.10	\$13.00	\$0.00	\$64.18
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TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2011	\$46.08	\$7.10	\$13.00	\$0.00	\$66.18
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TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2011	\$36.15	\$7.10	\$13.00	\$0.00	\$56.25
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TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2011	\$38.15	\$7.10	\$13.00	\$0.00	\$58.25
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2012	\$31.54	\$8.91	\$7.27	\$0.00	\$47.72
	12/01/2012	\$31.84	\$8.91	\$8.00	\$0.00	\$48.75
WAGON DRILL OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2012	\$32.05	\$7.10	\$12.45	\$0.00	\$51.60
	12/01/2012	\$32.55	\$7.10	\$12.45	\$0.00	\$52.10
	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2012	\$39.84	\$10.00	\$12.65	\$0.00	\$62.49
	12/01/2012	\$40.46	\$10.00	\$12.65	\$0.00	\$63.11
	06/01/2013	\$41.24	\$10.00	\$12.65	\$0.00	\$63.89
	12/01/2013	\$42.02	\$10.00	\$12.65	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER <i>PLUMBERS & GASFITTERS LOCAL 12</i>	09/01/2012	\$48.06	\$9.32	\$13.29	\$0.00	\$70.67
	03/01/2013	\$49.31	\$9.32	\$13.29	\$0.00	\$71.92
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
Outside Electrical - East						
CABLE TECHNICIAN (Power Zone) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/29/2011	\$27.11	\$6.70	\$1.50	\$0.00	\$35.31
CABLEMAN (Underground Ducts & Cables) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/29/2011	\$38.41	\$6.70	\$1.00	\$0.00	\$46.11
DRIVER / GROUNDMAN CDL <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/29/2011	\$31.63	\$6.70	\$2.50	\$0.00	\$40.83
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/29/2011	\$24.85	\$6.70	\$1.50	\$0.00	\$33.05
EQUIPMENT OPERATOR (Class A CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/29/2011	\$38.41	\$6.70	\$5.00	\$0.00	\$50.11
EQUIPMENT OPERATOR (Class B CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/29/2011	\$33.89	\$6.70	\$2.75	\$0.00	\$43.34
GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/29/2011	\$24.85	\$6.70	\$1.00	\$0.00	\$32.55
GROUNDMAN -Inexperienced (<2000 Hrs.) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/29/2011	\$20.34	\$6.70	\$0.75	\$0.00	\$27.79
JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/29/2011	\$45.19	\$6.70	\$7.86	\$0.00	\$59.75

Apprentice - LINEMAN (Outside Electrical) - East Local 104

Effective Date - 08/29/2011

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$27.11	\$6.70	\$2.11	\$0.00	\$35.92
2	65	\$29.37	\$6.70	\$2.36	\$0.00	\$38.43
3	70	\$31.63	\$6.70	\$2.86	\$0.00	\$41.19
4	75	\$33.89	\$6.70	\$3.36	\$0.00	\$43.95
5	80	\$36.15	\$6.70	\$3.86	\$0.00	\$46.71
6	85	\$38.41	\$6.70	\$4.36	\$0.00	\$49.47
7	90	\$40.67	\$6.70	\$5.36	\$0.00	\$52.73

Notes:

Apprentice to Journeyworker Ratio:1:2

TELEDATA CABLE SPLICER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	07/16/2012	\$26.33	\$4.18	\$2.79	\$0.00	\$33.30
TELEDATA LINEMAN/EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	07/16/2012	\$24.78	\$4.18	\$2.74	\$0.00	\$31.70
TELEDATA WIREMAN/INSTALLER/TECHNICIAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	07/16/2012	\$24.78	\$4.18	\$2.74	\$0.00	\$31.70
TREE TRIMMER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> This classification applies only to the trimming of branches on and around utility lines.	02/01/2009	\$16.59	\$2.42	\$0.00	\$0.00	\$19.01
TREE TRIMMER GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> This classification applies only to the trimming of branches on and around utility lines.	02/01/2009	\$14.64	\$2.42	\$0.00	\$0.00	\$17.06

Additional Apprentice Information:

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

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

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

- * Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof.
- ** Multiple ratios are listed in the comment field.
- *** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.
- **** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.