

City of Marlborough

DEPARTMENT OF PUBLIC WORKS

135 Neil Street, Marlborough, MA 01752



INVITATION FOR BIDS

SUPPLY OF ROADWAY MATERIALS CONTRACT #OP2015-01

BID NUMBER 3039M.DPW.OP2015-01

CONTACT INFORMATION:

Thomas P. Temple
Assistant Commissioner, Operations
Department of Public Works
135 Neil Street, Marlborough, MA 01752
Phone Number: 508-624- 6910 x7200
Fax: 508-624-7699
dpw@marlborough-ma.gov

Issue Date: March 19, 2014

Bid Submission Due Date: April 24, 2014 at 9:00 A.M.

Subject: ADDENDUM NO. 1 Question on Bid Bond(s)

Re: Instruction to bidders:

Question –

Your instructions request individual bid envelopes for each item , does this mean that you would also require individual bid bonds or can one bond be submitted listing the items being bid by that bidder ?

Answer-

Provided the bid bond is equal to 5% of the total items being bid and a copies of same are placed in the remaining bid item envelopes, the City of Marlborough Department of Public Works will accept one bid bond.

Or

A separate Bid Bond for each item being bid (in the amount 5% of each item being bid) is also acceptable.

City of Marlborough



Marlborough, MA 01752

INVITATION FOR BIDS

M.G.L. CHAPTER 30, §39M

SUPPLY OF ROADWAY MATERIALS – CONTRACT OP 2015-01

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NOTICE TO BIDDERS

SUPPLY OF ROADWAY MATERIALS

Pursuant to Chapter 30, Section 39M of the Massachusetts General Laws, the City of Marlborough ("City"), as the Awarding Authority, through its Department of Public Works ("DPW"), invites sealed bids from qualified suppliers for **ROADWAY MATERIALS, Contract No. OP 2015-01** to be picked up by Marlborough DPW, delivered to the DPW Municipal Garage Yard or as otherwise directed to a location in Marlborough for various public works projects within Marlborough, MA. Requested deliveries must be delivered within forty-eight (48) hours of request to the DPW Municipal Garage Yard or within two (2) hours of request to project sites.

Roadway Materials consist of: Item No. 1 - HOT MIX ASPHALT BASE COURSE, Item No. 2 - HOT MIX ASPHALT SURFACE COURSE, Item No. 3 - COLD PATCH, Item No. 4 - HIGH PERFORMANCE PATCH (DURA PATCH OR EQUAL), Item No. 5 - SAND BORROW, Item No. 6 - GRAVEL BORROW, Item No. 7 - PROCESSED GRAVEL FOR SUBBASE, Item No. 8 - LOAM BORROW, Item No. 9 - CRUSHED STONE (1 ½ "), Item No. 10 - CRUSHED STONE Item No. 11 - CEMENT CONCRETE (AIR-ENTRAINED 4000psi, 3/4", 610), Item No. 12 - CONTROL DENSITY FILL, TYPE 1E/2E (¾ ") and Item No. 13 - HEMLOCK MULCH. All items, where applicable, must comply with the latest edition of the Commonwealth of Massachusetts, Standard Specifications for Highways & Bridges. All roadway material products listed above will be purchased on an outright "as need" basis. No minimum quantity per order is allowed. The accepted unit price for Items 1 through 13 will remain in effect throughout the initial term of the contract and for any option to renew exercised at the City's sole discretion, unless otherwise noted.

All bidding procedures shall conform to M.G.L. c.30, § 39M, c.149, §§44A-L, and all bids are subject to minimum prevailing wage rates as required by M.G.L. c.149 §§26-27H inclusive. **Drivers of bituminous concrete (asphalt) and ready-mix concrete (cement) are covered by the Prevailing Wage Law while on-site at the public works construction site. Drivers are not covered by the Prevailing Wage Law while off-site, including time spent over-the-road and picking-up materials.**

Bids will be received **until 9:00 A.M., Thursday, April 24, 2014** and publicly opened forthwith at the Office of the Assistant Commissioner – Operations, Department of Public Works, Administration Offices-2nd Floor, 135 Neil Street, Marlborough, MA 01752. Bids shall be clearly identified in lower left-hand corner of the bid envelope as **DPW ROADWAY MATERIAL BID, CONTRACT NO. OP 2015-01, including the Item number being bid, date and time of the bid opening.**

Bids for each Item must be in a separate sealed envelope. Bids shall be accompanied by a bid deposit of not less than five (5%) percent of the value of the bid in accordance with M.G.L. c. 30, §39 M (a), and made payable to the City of Marlborough, the Awarding Authority. The bid deposit may be submitted in the form of a certified check, a treasurer's or cashier's check issued by a responsible bank or trust company or a bid bond. Each separately sealed bid shall be an **original** bid and be submitted on the prescribed forms. NOTE: Bids received in "Express" type envelopes will not be accepted as the bid envelope. The bid envelope must be properly marked inside, as noted above, and contained inside such "Express" mail type envelope, if used. The City will not be responsible for the premature opening of any bid not properly identified, and any such bid will be rejected. Faxed or emailed bids are not acceptable for submission of a bid.

Bid Forms and Contract Documents will be available, at no charge, for pick-up at the Office of the Assistant Commissioner of Operations, Department of Public Works, Administration Office-2nd Floor, 135 Neil Street, Marlborough, MA 01752, by calling 508-624-6910 extension 7200, by email request to dpw@marlborough-ma.gov, or by fax request to 508-624-7699 **as of Wednesday, March 19, 2014. The City encourages Bid Forms and Contract Documents be obtained at no charge through the City's website located at www.marlborough-ma.gov (click Public Works then click DPW Procurement).** Bidders requesting bid documents to be sent to them should provide use of the bidder's FedEx, U.P.S. or other prepaid account number) by contacting 508-624-6910 ext. 7200 or by emailing your prepaid account information to dpw@marlborough-ma.gov. Alternatively, mailed bid requests must include a non-refundable mailing fee of \$15.00 payable to the City of Marlborough.

Questions concerning this Bid shall be submitted in writing via mail delivery, email or fax to the attention of **Thomas P. Temple, Assistant Commissioner of Operations** at the contact information noted above.

Minority and Women-owned businesses as certified by the Commonwealth's Supplier Diversity Office (SDO), formerly known as SOMWBA, are encouraged to apply. All qualified Bidders will receive consideration without regard to race, color, creed, religion, disability, sex or national origin.

The City of Marlborough reserves the right to waive any informality in, or to reject any and all bids, wholly or in part, if it is in the City or public interest to do so and to make an award in a manner deemed in the best interests of the City.

DEPARTMENT OF PUBLIC WORKS

By: Thomas P. Temple, Assistant Commissioner of Operations

Publish Date: March 19, 2014

**INSTRUCTIONS TO BIDDERS
PUBLIC WORKS
ROADWAY MATERIALS (WITH LABOR)
AND
ROADWAY MATERIALS (WITHOUT LABOR)**

ARTICLE 1 - BIDDER'S REPRESENTATION

1.1 Each Bidder (hereinafter called the "**Bidder**") by making a bid (hereinafter called "**bid**") represents that:

1.1.1 The Bidder has obtained, read and understands the Contract Documents, and the bid is made in accordance therewith.

1.1.2. The Bidder has visited the DPW site and is familiar with the local conditions under which the Roadway Materials ("Roadway Materials") are to be delivered.

1.1.3 The Bidder understands that drivers who haul bituminous concrete to public construction projects are not covered by the Prevailing Wage Rate Law while off-site, including time spent over-the-road and picking-up materials. Drivers are covered by the Prevailing Wage Law only while on-site at the public works construction project. All of the requirements of the Prevailing Wage Law, including certified weekly payroll requirements, apply to bituminous drivers for all time spent at the public works construction site.

1.1.4 The Bidder understands that drivers who haul read-mix concrete to public works construction projects are not covered by the Prevailing Wage Law while off-site, including time spent over-the-road and picking-up materials. Drivers are covered by the Prevailing Wage Law while on-site at the public works construction project. All the requirements of the Prevailing Wage Law, including certified weekly payroll requirements, apply to ready-mix drivers for all the time spent at the public works construction site.

1.2 Failure to so examine the Contract Documents and site will not relieve any Bidder from any obligation under the bid as submitted.

ARTICLE 2 - SUPPLIER'S OSHA 10-APPROVED SAFETY & HEALTH CERTIFICATION

2.1. All employees who work on this construction site must have no less than ten (10) hours of OSHA-approved safety and health training. See M.G.L. c.30, §39S.

2.2. The Supplier under this contract for materials will be required to provide certification of this compliance with the first certified payroll submitted for each employee employed under the contract.

2.3 The Supplier must comply with all Federal, State and local safety laws and regulations applicable to the supply and delivery of materials.

ARTICLE 3 - REQUESTS FOR INTERPRETATION/ADDENDA

3.1 Bidders shall promptly notify the City of Marlborough ("City") or its representative as noted in the Advertisement of any ambiguity, inconsistency, or error which they may discover upon examination of the Contract Documents, the DPW site, and local conditions.

3.2 Bidders requiring clarification or interpretation of the Contract Documents shall make a written request to the City. The City will answer such requests if received three (3) calendar days before the date for receipt of the bids.

3.3 Interpretation, correction, or change in the Contract Documents will be made by written Addendum which will become part of the Contract Documents. The City will not be held accountable for any oral interpretations, corrections, or changes.

3.4 Addenda will be faxed or emailed by the City, to every individual or firm on record as having received a set of Contract Documents. It shall be the sole responsibility of the Bidder to ascertain the existence of any and all addenda issued by the City as the Awarding Authority, whether or not the addenda is presented, faxed or emailed to or received by the bidder.

3.5 Copies of addenda will be made available for inspection at the locations listed in the Advertisement where Contract Documents are on file.

3.6 If any addenda are issued pursuant to this Bid, each Bidder shall acknowledge on the Form for Bid the receipt of each addendum by number and date.

ARTICLE 4 - PREPARATION AND SUBMISSION OF BIDS

4.1 Forms and Bid Preparation

The Bidder is responsible for performing any investigations or research regarding all conditions affecting the work to be done and labor and materials needed, and make his Bid in sole reliance thereon. Only Bids on a per Ton or Cubic Yard will be considered as specified for each Item. Bids not submitted on a per Ton or Cubic Yard as specified for each item will be rejected. Bid prices submitted shall be based on delivery to the Municipal Garage Yard or other project locations in Marlborough to be specified on an as needed basis.

Bids shall be submitted on the "**Form for General Bid**", furnished at no cost by the City. The forms enclosed in the Bid Documents shall be extracted or used. Additional forms are available at the location listed in the Advertisement.

4.1.1 All entries on the bid form shall be made by typewriter or in ink.

4.1.2 Sums shall be expressed in both words and figures in the space indicated on the bid form. Where there is a discrepancy between the bid sum expressed in words and the bid sum expressed in figures, the words shall control.

4.1.3 A bid must be signed as follows:

- a) If the bidder is an individual, by her/him personally;
- b) If the bidder is a partnership, by the name of the partnership, followed by the signature of each general partner; and
- c) If the bidder is a corporation, by the authorized officer, whose signature must be attested to by the Clerk/Secretary of the corporation and the corporate seal affixed or notarized if there is no other officer of the corporation.

4.1.4 Purchases of goods and services by the City of Marlborough are exempt from the payment of Federal Excise Taxes and Massachusetts Sales Tax, and any such taxes must not be included in any price computations. Tax Exemption Certification will be provided at time of contract execution by the respective municipalities. The Contractor shall be responsible for paying all other taxes and tariffs of any sort, related to the supply of construction materials.

4.1.5 Bids which are incomplete, conditional, not properly endorsed, or signed, or which are otherwise contrary to these instructions will be considered non-responsive and will not be considered.

4.1.6 Bidders shall submit with their bid evidence that it has a facility(s) satisfactory to the City, as well as other necessary equipment, storage facilities, experience, ability and capital to furnish the required materials in the manner prescribed by the bid documents and to perform the required work satisfactorily. Also the Bidder shall provide with their bid information showing the location of all its sources of supply and shall notify the city of any new source it intends to use during the contract term.

4.1.7 Bidders are to insert the net unit price, as specified on the Schedule of Unit Pricing Form, which they will charge for the purchase of Materials under the contract terms and conditions.

4.2 Bid Deposits shall be:

4.2.1 at least **five percent (5%)** of the greatest possible bid amount, considering all alternates;

4.2.2 made payable to the **City of Marlborough;**

4.2.3 conditioned upon faithful performance by the principal of the agreements contained in the bid, and

4.2.4 in the form of cash, certified check, treasurer's or cashier's check issued by a responsible bank or trust company, or a bid bond issued by a surety company licensed to do business in the Commonwealth of Massachusetts and satisfactory to the City of Marlborough as the Awarding Authority.

4.2.5 retained until the execution and delivery of the Owner/Contractor Agreement if they represent the bid deposit of one of the three (3) lowest responsible and eligible Bidders or, if no award is made, then at the expiration of thirty (30) days after the opening of the bids, Saturday, Sundays, and legal holidays excluded, unless forfeited by failure to sign the contract as hereinafter provided.

4.3 Delivery of Bids

4.3.1 Bids, including the bid deposit, shall be submitted on a form furnished by the City of Marlborough and enclosed in a **sealed envelope** with the following plainly marked on the outside lower left corner:

Bid for:

- **Supply of Roadway Materials for the DPW Contract # OP 2015-01-Item # _____**
- **April 24, 2014 @ 9:00 AM**
- **Bidder's Name, Business Address, and Phone Number**

The City of Marlborough will not be responsible for the premature opening of any sealed bid not properly identified.

4.3.2 Date and time for receipt of bids as set forth in the Advertisement.

4.3.3 Timely delivery of a bid to the location designated in the Advertisement shall be the full responsibility of the Bidder. Any bid received after the time and date specified will not be considered.

4.3.4 If, at the time of the scheduled bid opening, the designated location is closed due to uncontrolled events, such as fire, snow, ice, wind, or building next normal business day. Bids will be accepted until that date and time.

4.3.5 Bid submission to include Bid Pricing Sheet, Required Certifications, Reference Form and Certificate of Vote, if corporation.

4.4 All bid prices submitted in response to this Bid must remain firm for **forty-five (45) calendar days** following the date of bid opening.

ARTICLE 5 – ALTERNATES

5.1 Each Bidder shall acknowledge Alternates in Section C on the Form for General Bid by entering the dollar amount of addition or subtraction necessitated by each Alternate listed in the corresponding space.

5.2 In the event an Alternate does not involve a change in the amount of the base bid, the Bidder shall so indicate by writing "**No Change**", or "**N/C**" or "**0**" in the space provided for that Alternate.

5.3 Bidders shall enter on the Form for General Bid a single amount for each Alternate which shall represent the amount for work performed by the Supplier.

5.4 The low Bidder will be determined on the basis of the unit pricing of each item bid and the accepted alternates, if any.

ARTICLE 6 - WITHDRAWAL OF BIDS

6.1 Before Opening of Bids

6.1.1 Any bid may be withdrawn prior to the time designated for receipt of bids upon written request. Withdrawal of bids must be confirmed over the Bidder's signature by written notice post-marked or sent by facsimile on or before the date and time set for receipt of bids.

6.1.2 Withdrawn bids may be resubmitted up to the time designated for the receipt of bids.

6.2 After Opening of Bids

6.2.1 Bidders may withdraw a bid, without penalty, any time up to the time of Award as defined in paragraph 6.1, and upon demonstrating, to the satisfaction of the City of Marlborough, that a bona fide clerical error was made during the preparation of the bid. Failure to conclusively demonstrate a bona fide clerical error may result in forfeiture of the bid deposit.

6.2.2 Bidders may not change the price or any other provision in a manner prejudicial to the interest of the City or to fair competition. If a mistake and the intended bid are clearly evident on the face of the bid, the City of Marlborough may correct the mistake to reflect the intended correct bid and so notify the bidder in writing. The bidder may not withdraw a bid if a mistake is clearly evident on the face of the bid, but the intended correct bid is not similarly evident.

6.3 In the event of a Bid Withdrawal after Opening of Bids, the City of Marlborough shall consider the bid from next lowest eligible and responsible bidder.

ARTICLE 7 - CONTRACT AWARD

7.1 Award means both the determination and selection of the lowest, responsible and eligible bidders by the City of Marlborough as the Awarding Authority for each item. Bidders may bid on one or more of the material categories.

7.2 The City of Marlborough will award one or more contracts to the lowest responsible and eligible bidders within thirty (30) days, Saturdays, Sundays, and legal holidays excluded after the opening of bids, unless such time is mutually extended.

7.3 The Contract will be awarded to the lowest responsible and eligible Bidder for each item, judged on the basis of information about the bidder's experience, performance on recent and current projects and appropriate references. The award of contract will be subject to execution of the contract by the Supplier within ten (10) days of the date of the award and must include submission of the bonds and all other documentation required by the contract documents.

7.4 The award of this Contract is subject to the approval of the Mayor and is subject to appropriation in each fiscal year term of the Contract.

7.5 The City of Marlborough reserves the right to waive any informality in or to reject any or all Bids if it determines that such bid does not represent the bid of a person competent to perform the work as specified, or if bid prices are not reasonable for acceptance without further competition.

7.6 Should the notice to bidders, form for general bid, contract or specifications require submission of special data to accompany the bid, the City of Marlborough, as the awarding authority, reserves the right to rule the bidder's failure to submit such data an informality and to receive said data subsequently, within a reasonable time as set by the City of Marlborough.

7.7 As used herein, the term "lowest responsible and eligible bidder" shall mean the Bidder(s) whose bid is the lowest of those Bidders demonstrably possessing the skill, ability, and integrity necessary for the faithful performance of furnishing and delivery of Roadway Materials, and who meets the requirements for Bidders set forth in M.G.L. c.30, §39M, M.G.L. c.149 §44A -J and is not debarred from bidding under M.G.L. c.29 §29F, M.G.L. c.152 §25C, or any other debarment provisions of any other chapter of the General Laws or any rule or regulation promulgated thereunder; and who shall certify that they are able to furnish labor that can work in harmony with all other elements of labor employed or to be employed at the work site.

7.8 The City of Marlborough intends to award multiple contracts to the lowest responsible and eligible bidders. No award will be made to any Supplier who cannot satisfy the City that he/she has sufficient ability to supply and deliver Roadway Materials in conformance with the bid specifications within the time specified for delivery.

7.9 Evidence of prior experience must be submitted to the City of Marlborough prior to the award of a contract with the successful bidder. The Supplier that performs the substantive portion of the principal work described in the Specifications must have a documented record of at least two (2) years of reliable performance in similar-type municipal contracts, and must submit references to substantiate it is a “responsible and eligible bidder” as defined in M.G.L. c. 30, §39M. If bidders experience is less than two (2) years, the bidder shall provide similar information for private sector companies for which the bidder has performed for similar contracts.

7.10 The Bidder must have successfully completed at least one (1) contract for similar Work in scope, size, and complexity to the Work specified herein and must identify a reference for same.

ARTICLE 8 - FORMS REQUIRED FOR CONTRACT APPROVAL

8.1 Upon Award, the awarded Supplier shall complete the following forms to ensure prompt contract validation. These forms will be provided to the selected Supplier by the City of Marlborough. Awarded Supplier shall **submit (5) originals of each per City policy.**

8.2 Owner/Contractor Agreement and Form of Corporate Vote.

8.3 Form of Performance Bond and Form of Payment Bond must be submitted by the Supplier within ten (10) days from the date of notification of contract award on the City of Marlborough’s form or similar in the amount of fifty (50%) percent of the total estimated contract cost, in accordance with M.G.L. c.149, §29, as amended. **The dates on the bonds must coincide with the contract date, and a current Power-of-Attorney must be attached to each bond.** Both the Bidder and Surety must sign bond with Surety’s impressed seal or otherwise be an original. Certification of full force and effect must be dated. Any such bond must be issued by a surety company licensed by the Commonwealth’s Division of Insurance and listed in the most recent United States Treasury Department Circular 570 – Surety Companies Acceptable on Federal Bonds and acceptable to the City.

8.4 Insurance Requirements

8.4.1 Insurance Certificates for the Supplier are required and must be submitted in accordance with Section 3.0 of the General Conditions of the Contract Documents.

8.4.2 Supplier must indicate on special perils insurance or installation floater if stored materials are covered.

8.5 At time of contract execution, the General Contractor will certify tax compliance pursuant to M.G.L. c. 62, §49A and unemployment payments pursuant to c. 151A, §19A.

ARTICLE 9 - CONTRACT VALIDATION

9.1 The Owner-Contractor Agreement shall not be valid until signed by the the Mayor, the Department Head, the Auditor, the Chief Procurement Officer and is Approved as to Form by the City Solicitor or the Assistant City Solicitor.

9.2 The Notice to Proceed for supply and delivery of Roadway Materials shall not be issued until the Owner/Contractor Agreement has been validated by the signature of the Mayor.

9.3 Incomplete or unacceptable submissions of forms required by paragraphs 8.2 - 8.5 will delay the validation of the Owner/Contractor Agreement by the Mayor.

ARTICLE 10 – APPLICABLE BID & OTHER LAWS

10.1 The bidding for and award of the contract for this project are subject to and in accordance with the provisions of either or both M.G.L. c.30, §39M as amended and M.G.L. c. 149, §44A – 44J inclusive.

10.2 The City of Marlborough is subject to the rules and regulations of the Architectural Access Board (521 CMR 1.00 et seq.), if applicable to the project.

10.3 Wherever in the Bid Documents, General Conditions, Contract, Plans or Specifications reference is made to the Massachusetts General Laws it shall be construed to include all amendments thereto effective as of the date of issue of the invitation to bid on the proposed work.



FORM OF GENERAL BID

To the Awarding Authority:

A. The undersigned proposes to furnish all labor and materials required to **Supply and Delivery of Roadway Materials for the Department of Public Works Various Projects, Contract # OP2015-01 (Roadway Materials)** in Marlborough, Massachusetts, in accordance with the accompanying plans and Specifications prepared by the **Operations Division** for the contract price specified below, subject to additions and deductions according to the terms of the specifications.

B. This bid includes addenda numbered _____.

C. The proposed contract price (base bid only) is

_____ Dollars \$ _____
(Bid Amount in Words) (Bid Amount in Numbers)

For Alternate No. ___ Add \$ _____; Subtract \$ _____

(Repeat preceding line for each alternate)

D. The undersigned agrees that, if he is selected as a contractor, he will within ten (10) days, Saturdays, Sundays and legal holidays excluded, after presentation thereof by the Awarding Authority, execute a contract in accordance with the terms of this bid and furnish a performance bond and also a labor and materials or payment bond, each of a surety company qualified to do business under the laws of the commonwealth and satisfactory to the awarding authority and each in the sum of **fifty percent (50%)** of the contract price, the premiums for which are to be paid by the contractor and are included in the contract price; **provided, however, that if there is more than one (1) surety company, the surety companies shall be jointly and severally liable.**

The undersigned hereby declare that they have carefully examined the Notice to Bidders, Form of Contract and General Conditions, Specifications and Plans, if any, and also the Department Public Works Municipal Garage Yard upon which the proposed Roadway Materials are to be delivered, other than project sites which shall be as required.

The undersigned hereby certifies under penalty of perjury 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 (OSHA) that is at least ten (10) hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first

certified payroll report for each employee; and that he will comply fully with all laws and regulations applicable to awards made subject to Chapter 30, §39M.

The undersigned further certifies under the penalty 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 (29F) of chapter twenty-nine (29), section 25C of chapter 152, or any other applicable debarment provisions of any other chapter of the General Laws or any rule or regulation promulgated thereunder.

E. Attached with this Form of General Bid, as part of the bid and contract documents, are the following completed forms, certifications or required items:

1. Bidders Information Sheet;
2. Statement of Bidder's Qualifications and Aggregate Vendor Information Form;
3. Five (5%) Percent Bid Deposit, including all alternates;
4. Certificate of Corporate Vote, if corporation;

(Name of Bidder)

SIGNATURE: By _____
(Title and Name of Person Signing Bid)

Date: _____

(SEAL)

(Business Address)

(City, State and Zip Code)

(Telephone Number) (Fax Number)

Note: If the bidder is a corporation, indicate state of incorporation under signature, and affix corporate seal; if a partnership, give full names and residential addresses of partners, if different from business addresses.

**CITY OF MARLBOROUGH, MA
DEPARTMENT OF PUBLIC WORKS**

CONTRACT #OP 2015-01

**SCHEDULE OF UNIT PRICING
FOR
ROADWAY MATERIALS**

Mat'l Spec. #	Item #	Name of item	Unit	Estimated Quantity	TOTAL Unit Bid Price (\$ / Unit)
M3.11.03	1	Hot Mix Asphalt Base Course	Per Ton	500	
M3.11.03	2	Hot Mix Asphalt Surface Course	Per Ton	1,000	
Industry Standards	3	Cold Patch	Per Ton	200	
DURA PATCH OR EQUAL	4	High Performance Patch	Per Ton	200	
M1.04.0	5	Sand Borrow – Type B	Per Ton	2,500	
M1.03.0	6	Gravel Borrow – Type C	Per Ton	1,000	
M1.03.0	7	Processed Gravel/Sub Base	Per Ton	1,000	
M1.05.0	8	Loam Borrow	Per Cubic Yard	500	
M2.01.1	9	Crushed Stone, 1½"	Per Ton	1,000	
M2.01.4	10	Crushed stone, ¾"	Per Ton	1,000	
M4.02.00	11	Cement Concrete (Air-Entrained 4000 psi, ¾-in., 610)	Per Cubic Yard	300	
M4.02.00	12	Control Density Fill Type 1E/2E	Per Cubic Yard	30	
Industry Standards	13	Hemlock Mulch	Per Cubic Yard	1,000	

TOTAL BID \$ _____

Prompt Payment Discount for payment within fifteen (15) days is _____%.

STATEMENT OF BIDDER'S QUALIFICATIONS

(All questions must be answered and the data given must be clear and comprehensive. This statement must be notarized. If necessary, add separate sheets for further details.)

1. Company Name: _____
FID#: _____
2. Permanent Main Office Address _____
Street and No. _____
City or Town _____
State and Zip Code _____
Phone: _____ Fax: _____ Email: _____
3. When Organized: _____
4. When Incorporated: _____
5. How many years have you been engaged in the business of providing similar products under your present firm name? _____
6. Primary Type of Business:

7. Have you ever failed to compete any contract awarded to you: Yes [] No []
If so, where and why:

8. Have you ever defaulted on a contract? Yes [] No []
9. Have the principal Owners of your company ever failed to complete a contract or been defaulted while engaged in a similar type of business under a different name or different business entity?

If so, attach a separate statement describing the situation in full.
10. Will you, if requested, furnish a detailed financial statement and any other such information to the Awarding Authority?

Yes [] No []

11. List your major equipment available for this contract:

12. The undersigned hereby authorizes any person, firm or corporation to furnish any information requested by the Awarding Authority in verification of the statements contained in this Statement of Bidder's Qualifications.

Dated _____ this _____ day of _____, 2014.

(Name of Bidder)

By: _____
(Signature)

(Title)

SEAL

(Notary Public)

(My Commission Expires)

Aggregate Vendor/Supplier Information

1. Nearest Sales Office Location:
Street and No. _____
City or Town _____
State and Zip Code _____
2. Material loading location(s)/Aggregate Plant(s) where materials may be picked up from:
Street and No. _____
City or Town _____
State and Zip Code _____
3. Name and contact information for sales representative, contract managers, and customer service representatives to be assigned to the City's account:
Name: _____
Phone Number: _____ Email: _____
4. Material loading location(s)/Aggregate Plant(s) hours of operations:
_____ AM to _____ PM
5. Internet address: _____
6. Ability to process orders via the website: Yes [] No []
7. Does your product meet or exceed all stated specifications? Yes [] No []
8. Warranty: (Please describe all applicable warranties):
9. Return Materials Policy (Please describe in detail):
10. Will you comply with all Terms and Conditions of this Invitation for Bid?
Yes [] No []
If no explain:

11. List a minimum of three (3) governmental or similar contract references to which you have provided similar products. Include company name, contact person and telephone number.

Firm	Contact	Phone Number
_____	_____	_____
_____	_____	_____
_____	_____	_____

12. Is the above company a Supplier Diversity Office (SDO) (formerly known as State Office for Minority and Women Business Assistance (SOMWBA)-certified minority (MBE) owned business?

Yes [] No []

13. Is the above company a Supplier Diversity Office (SDO) (formerly known as State Office for Minority and Women Business Assistance (SOMWBA)-certified women (WBE) owned business?

Yes [] No []

14. Is the above company a Supplier Diversity Office (SDO) (formerly known as State Office for Minority and Women Business Assistance (SOMWBA)-certified minority/women (M/WBE) owned business?

Dated _____ this _____ day of _____, 2014.

(Name of Bidder)

By: _____
(Signature)

(Title)

SEAL

(Notary Public)

(My Commission Expires)

FORM FOR GENERAL BID

BID BOND

KNOW ALL MEN BY THESE PRESENTS, that we the undersigned

_____, as Principals, and
(insert name of bidder)

_____, As Surety, are hereby
(insert name of surety)

held and firmly bound unto the City of Marlborough, MA in the sum of \$_____ as liquidated damages for payment of which, well and truly to be made, we hereby jointly and severally bid ourselves, our heirs, executors, administrators, successors and assigns.

The condition of this obligation is such that whereas the Principal has submitted to the City of Marlborough, MA a certain Bid attached hereto and hereby made a part hereof, to enter into a contract in writing hereinafter referred to as the "AGREEMENT" and/or "Contract," to **Supply and Deliver Roadway Materials, Contract #OP 2015-01.**

NOW THEREFORE,

- (a) If said bid shall be rejected or withdrawn as provided in the INFORMATION FOR BIDDERS attached hereto or, in the alternative,
- (b) If said bid shall be accepted and the Principal shall duly execute and deliver the form of AGREEMENT attached hereto and shall furnish the specified bonds for the faithful performance of the AGREEMENT and/or Contract and for the payments for labor and materials, furnished for the performance of the AGREEMENT and/or Contract,

then this obligating shall be void, otherwise it shall remain in full force and effect; it being expressly understood and agreed that the liability of the Surety for any and all claims hereunder in no event shall exceed the amount of this obligations.

The Surety, for value received, hereby agrees that the obligations of said Surety and its bond shall be in no way impaired or affected by any extensions of the time within which said bid may be accepted, and said Surety does hereby waive notice of any such extensions.

IN WITNESS WHEREOF, the parties hereto have duly executed this bond on the _____ day of _____, 2014

(SEAL) _____
(Name of Principal)

By: _____

(SEAL) _____
(Name of Surety)

By: _____

Sealed and delivered in the presence of _____

CERTIFICATE OF VOTE OF AUTHORIZATION

I, _____, Clerk of _____ hereby certify

that, at a meeting of the Board of Directors of said Corporation duly held on _____ which date is earlier than the contract to which this certificate is incorporated by reference, at which a quorum was present and voting throughout, the following vote was duly passed and is now in full force and effect:

"Voted: That _____ be and hereby is authorized, directed and
(Name of Officer authorized to sign for Corporation)

empowered for, in the name of and on behalf of this corporation, to sign, seal with the corporate seal, execute, acknowledge and deliver other obligations of this Corporation; the execution of any such

contract, bond or obligation by such (Name of Officer) _____ to be valid and binding upon this Corporation for all purposes, and that a certificate of the Clerk of this Corporation setting forth this vote shall be delivered to the Awarding Authority; and that this vote shall remain in full force and effect unless and until the same has been altered, amended or revoked by a subsequent vote of such directors and a certificate of such later vote attested by the Clerk of this Corporation is delivered to the Awarding Authority."

I, further certify that (NAME OF OFFICER) _____

is the duly-elected (TITLE) _____ of said corporation.

► **Signed:** _____
CLERK-SECRETARY

Place of Business: _____

Date of Contract: _____

AFFIX CORPORATE SEAL

► **Countersignature:** _____
(Name and Title of Officer)

In the event that the Clerk or Secretary is the same person as the Officer authorized to sign that contract or other instrument for the Corporation, this Certificate must be counter signed by another officer of the Corporation and if there is no other office of the Corporation, signature shall be notarized below.

On this _____ day of _____ 2014, before me, the undersigned Notary Public, personally appeared _____, duly designated by the Board of Directors and proved to me through satisfactory evidence of identification, which was _____, that s/he is the person whose name is signed on the foregoing document, and acknowledged to me that h/she signed it voluntarily for its stated purpose.

Notary Public

My Commission Expires:

CONTRACT FORMS SECTION
CITY OF MARLBOROUGH
MARLBOROUGH, MASSACHUSETTS 01752-3812



**PUBLIC WORKS CONSTRUCTION
CHAPTER 30, SECTION 39M**

**AGREEMENT
AND
CONTRACT DOCUMENTS**

BETWEEN the Owner: **City of Marlborough**
140 Main Street
Marlborough, MA 01752-3812

and the Contractor: **[TO BE INSERTED]**

The Project is: **Supply and Delivery of Roadway Materials -
Contract #OP 2015-01**

The Designer is: **N/A**

City Clerk Contractor Legal /CPO Department Auditor



OWNER-CONTRACTOR AGREEMENT

This Agreement made on this _____ day of _____, 2014 between the _____, a corporation, partnership, individual organized under the laws of _____ and having a usual place of business at _____ (hereinafter called the "Contractor"), and the City of Marlborough as the awarding authority, a municipal corporation within said County of Middlesex and having a usual place of business at 140 Main Street, Marlborough, MA 01752, (hereinafter called the "City") as represented by the Mayor who signs these presents in his official capacity acting for and on behalf of the City and who incurs no liability in his individual capacity.

Wherever in this Agreement the City is to give or receive a notice, **Thomas P. Temple, Assistant Commissioner of Operations, Department of Public Works, 135 Neil Street, Marlborough, MA 01752** shall be the City's agent for such purpose.

Wherever in this Agreement the Contractor is to give or receive a notice, **(name to be inserted)** shall be the Contractor's agent for such purpose.

WITNESSETH, that the Contractor and the City, for the consideration hereinunder named, agree as follows:

Article 1. Scope of Work: The Contractor shall, pursuant to this Agreement, perform all Work required by the Contract Documents to **Supply and Delivery of Roadway Materials - Contract # 2015-01** (hereinafter called "Materials") in the City of Marlborough, Massachusetts, and to accomplish any and all work incidental thereto in accordance with the plans and specifications prepared by the **Assistant Commissioner of Operations** acting as and referred to in the Contract Documents as the Owner or Owner's Representative, and addenda numbers _____ attached hereto as prepared by the City.

Article 2. Delivery Schedule: Materials in accordance with the contract Specifications shall be delivered on an as needed basis to the Department of Public Works ("DPS") Municipal Yard within forty-eight (48) hours of request or to specific project sites in Marlborough within two (2) hours as directed by the City's Agent. Time is of the essence in delivering Materials under this Agreement. Damages for delays in the non-performance of delivery of the Materials requested shall be the actual additional unit price per item cost incurred and expense suffered by the City.

Article 3. Contract Sum: The City shall pay the Contractor, in current funds, for the Roadway Materials, subject to additions and deductions by Change Order, per the unit pricing submitted and accepted under the contractor's bid proposal incorporated herein by reference and attached hereto.

Article 4. Alternates: The following Alternates have been accepted and their costs are included in the Contract Sum stated in Article 3 of this Agreement. Alternate(s) _____ and _____.

Article 5. The Contracting Officers (M.G.L. c. 43, §29 & c. 44, §31C): Wherever used in this Agreement, the term “Contracting Officers” shall mean the City Officials so designated below, or the individual duly appointed by him/her for the performance of any of his/her functions or responsibilities under this Agreement. The work performed hereunder shall be carried out under the direction and subject to the approval and acceptance of (hereinafter called the Contracting Officers) the Mayor, Department Head and City Auditor.

Article 6. The Contract Documents:

6.1 The following, together with this Agreement, form the Contract and all are as fully a part of the contract as if attached to this Agreement or repeated herein: The Advertisement, Bidding Documents including all Addenda, Contract Forms, Conditions of the Contract, and Specifications as enumerated in the Table of Contents, the drawings as enumerated in the List of Contract Drawings, and all Modifications issued after execution of the Contract. Terms used in this Agreement which are defined in the Conditions of the Contract shall have the meanings designated in those Conditions.

6.2 The Contract Documents are to be read collectively and complementary to one another; any requirement under one shall be as binding as if required by all. In the event of any conflict or inconsistency between the provisions of this Agreement and any of the other Contract Documents, the provisions of this Agreement shall prevail. In the event of any conflict or inconsistency between this Agreement, the Contract Documents and any applicable state law, the applicable statutory provisions shall prevail.

Article 7. REAP Certification: Pursuant to M.G.L. c.62C, §49A, the individual signing this Agreement on behalf of the Contractor, hereby certifies, under the penalties of perjury, that to the best of their knowledge and belief the Contractor has complied with all laws of the Commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

Article 8. Unemployment Compensation Contributions Requirements: Pursuant to M.G.L. c. 151A, §19A, the individual signing this Agreement on behalf of the Contractor, hereby certifies, under the penalties of perjury, that to the best of their knowledge and belief the Contractor has complied with all laws of the Commonwealth relating to contributions to the unemployment compensation fund and to payments in lieu of contributions.

Article 9. Worker Documentation Certification: In accordance with MGL c. 149, § 19C, the undersigned further certifies under the penalties of perjury that the Contractor shall not knowingly use undocumented workers in connection with the performance of this Agreement; that pursuant to federal requirements, the Contractor shall verify the immigration status of all workers assigned to such contract without engaging in unlawful discrimination; and that it shall not knowingly or recklessly alter, falsify, or accept altered or falsified documents from any such worker(s). The Contractor understands and agrees that breach of any of these terms during the contract period may be regarded as a material breach, subjecting the Contractor to sanctions, including but not limited to monetary penalties, withholding of payments, contract suspension or termination.

Article 10. Pandemic, Disaster or Emergency Performance: In the event of a serious emergency, pandemic or disaster outside the control of the City, the City may negotiate emergency performance from the Contractor to address the immediate needs of the City even if not contemplated under the original Contractor or procurement. Payments made are subject to appropriation and other payment terms.

Article 11. Conflict of Interest: The Contractor covenants, that he/she or his/her employees, agents, officers, directors or trustees have not offered or attempted to offer anything of value to any employee of the City in connection with the award of the Contract. The Contractor further warrants, that (1) presently, there is no financial interest and shall not acquire any such interest, direct or indirect, which would conflict in any manner or degree with the performance of services required to be performed under this Agreement or which would violate M.G.L. c.268A, as amended; (2) in the performance of the Contract, no person having any such interest shall be employed by the Contractor or engaged as a subcontractor by the contractor; and (3) no partner or employee of the firm is related by blood or marriage to any Board Member or employee of the Awarding Authority. Violation of this Article shall be material breach of this Agreement, subjecting the Contractor to sanctions, including but not limited to withholding payments or termination without regard to any enforcement activities undertaken or completed by any enforcement agency.

Article 12. Governing Law: This Agreement shall be governed by, construed, and enforced in accordance with the laws of the Commonwealth of Massachusetts.

Article 13. Validation: This Agreement will not be valid until signed by the Mayor.

[Intentionally Left Blank]

IN WITNESS WHEREOF, the Contractor and the City have caused this instrument to be executed under seal on the day and year first above written.

**FOR THE CONTRACTOR
BY:**

By: _____
Title: _____
Date: _____

[This name for the contractor must match the name on the Certificate of Vote form, if corporation.]

ATTEST:

By: _____
Title: _____

**FOR THE CITY OF MARLBOROUGH
BY:**

By: Arthur G. Vigeant
Title: Mayor
Date: _____

ATTEST:

By: Lisa M. Thomas OR Steven W. Kerrigan
Title: City Clerk/Asst. City Clerk

DEPARTMENT HEAD:

By: John L. Ghiloni
Title: Commissioner of Public Works

CERTIFICATION PURSUANT TO CHAPTER 44, § 31C AS TO SUFFICIENCY OF FUNDS AND AUTHORIZATION FOR MAYOR TO EXECUTE CONTRACT:

By: Diane Smith
Title: City Auditor
Purchase Req./P.O.#: _____

APPROVED AS TO FORM BY LEGAL COUNSEL:

Donald V. Rider, Jr.
Title: City Solicitor
OR

Cynthia Panagore Griffin
Title: Assistant City Solicitor

CERTIFICATION AS TO PROCUREMENT LAW:

By: Beverly J. Sleeper, MCPPO
Title: Chief Procurement Officer
Or Designated Procurement Officer

Procurement Law: _____
Contract/File #: _____

CERTIFICATE OF VOTE OF AUTHORIZATION

I, _____, Clerk of _____ hereby certify that, at a meeting of the Board of Directors of said Corporation duly held on _____ which date is earlier than the contract to which this certificate is incorporated by reference, at which a quorum was present and voting throughout, the following vote was duly passed and is now in full force and effect:

"Voted: That _____ be and hereby is authorized, directed and (Name of Officer authorized to sign for Corporation) empowered for, in the name of and on behalf of this corporation, to sign, seal with the corporate seal, execute, acknowledge and deliver other obligations of this Corporation; the execution of any such contract, bond or obligation by such (Name of Officer) _____ to be valid and binding upon this Corporation for all purposes, and that a certificate of the Clerk of this Corporation setting forth this vote shall be delivered to the Awarding Authority; and that this vote shall remain in full force and effect unless and until the same has been altered, amended or revoked by a subsequent vote of such directors and a certificate of such later vote attested by the Clerk of this Corporation is delivered to the Awarding Authority."

I, further certify that (NAME OF OFFICER) _____ is the duly-elected (TITLE) _____ of said corporation.

► Signed: _____
CLERK-SECRETARY

Place of Business: _____

Date of Contract: _____

AFFIX CORPORATE SEAL

► Countersignature: _____
(Name and Title of Officer)

In the event that the Clerk or Secretary is the same person as the Officer authorized to sign that contract or other instrument for the Corporation, this Certificate must be counter signed by another officer of the Corporation and if there is no other office of the Corporation, signature shall be notarized below.

On this _____ day of _____ 2014, before me, the undersigned Notary Public, personally appeared _____, duly designated by the Board of Directors and proved to me through satisfactory evidence of identification, which was _____, that s/he is the person whose name is signed on the foregoing document, and acknowledged to me that h/she signed it voluntarily for its stated purpose.

Notary Public

My Commission Expires:

**REQUIRED CERTIFICATIONS FOR
CONTRACT EXECUTION**

1. Certification that State Taxes are Filed and Paid: Pursuant section forty-nine A of chapter sixty-two C of the general laws, the following certification must be completed at time of contract execution: The undersigned certifies under the penalties of perjury that they, to their best knowledge and belief, the company/firm has filed all state tax returns and paid all state taxes required by law.

Name of Business _____

► **BY:** _____
Signature of Individual/Corporate Name (Mandatory)
Corporate Officer (Mandatory, if applicable)

Title: _____

DATE: _____

Social Security number (voluntary) or
Federal Identification number

Approval of a contract or other agreement will not be granted unless this certification clause is signed by the applicant(s). Your Social Security Number will be furnished to the Massachusetts Department of Revenue to determine whether you have met tax filing or tax payment obligations. Providers who fail to correct their non-filing or delinquency will not have a contract or other agreement issued, renewed, or extended.

2. Unemployment Contribution Certification

Pursuant to M.G.L. c. 151A, §19A, the undersigned certifies under the penalties of perjury that, to the best of their knowledge and belief, the company/firm is in compliance with all laws of the Commonwealth relating to contributions and payments in lieu of contributions.

► **Signed:** _____ **Date:** _____
Name of person signing contract.

Typed: _____

Name of business

Date

SAMPLE

PERFORMANCE BOND

KNOW ALL MEN BY THESE PRESENTS:

That we, as **Principal**,
(hereinafter called Contractor), and
as **Surety**, (hereinafter called Surety), are held and firmly bound unto the **City of Marlborough**,
as **Obligee**, (hereinafter called City), in the sum of
dollars (\$.....) lawful money of the United States of America, to be paid to the
Obligee, for which payments, well and truly to be made, we bind ourselves, our respective heirs, executors,
administrators, successors and assigns, jointly and severally, firmly by these presents.

WHEREAS the **Contractor** has by a written agreement with the **City** dated entered into a
Contract with the City for the project of **Supply of Roadway Materials Contract #OP 2015-01** in Marlborough,
Massachusetts which contract is by reference made a part hereof, and is hereinafter referred to as the Contract.

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

IN THE EVENT, that the contract is abandoned by the **Contractor**, or in the event that the **City**, under the
provisions of said contract terminates the employment of the Contractor or the authority of the Contractor to
continue work, said **Surety** hereby further agrees that said **Surety** shall, if requested in writing by the Obligee, take
such action as is necessary to complete said contract.

IN WITNESS WHEREOF, we hereunto set our hands and seals this Day of, 20__.

PRINCIPAL _____ **SURETY** _____

By: _____
(Name of Contractor)

By: _____
Attorney-in-Fact

Attest: _____ Attest: _____

Countersigned Massachusetts Resident Agent –

By:

Surety Agent Address

.....

Surety Agent Phone Number

.....

SAMPLE

PAYMENT BOND LABOR AND MATERIALS

KNOW ALL MEN BY THESE PRESENTS:

That we, as **Principal**,
(hereinafter called Contractor), and as **Surety**,
(hereinafter called Surety), are held and firmly bound unto the **City of Marlborough**, as **Obligee**, (hereinafter called
City), in the sum of
dollars (\$.....) lawful money of the United States of America, to be paid to the
City, for which payments, well and truly to be made, we bind ourselves, our respective heirs, executors,
administrators, successors and assigns, jointly and severally, firmly by these presents.

WHEREAS the said **Contractor** has by written agreement dated
entered into a Contract with the City for the project of Supply of Roadway Materials Contract #OP 2015-01 in
Marlborough Massachusetts which contract is by reference made a part hereof, and is hereinafter referred to as the
Contract.

NOW THEREFORE, THE CONDITIONS OF THIS OBLIGATION are such that if the **Contractor** and all
subcontractors under said contract shall pay for all labor performed or furnished and for all materials used or
employed is said contract and in any and all duly authorized modifications, alterations, extensions of time, changes
or additions to said contract that may hereafter be made, notice to the **Surety** of such modifications, alterations,
extensions of time, changes or additions being hereby waived, the foregoing to include any other purpose or items
set out in, and to be subject to, provisions of Massachusetts General Laws Chapter 30, §39A, and Chapter 149, §29,
as amended, then this obligation shall become null and void; otherwise it shall remain in full force and virtue.

IN WITNESS WHEREOF, we hereunto set our hands and seals this day of, 20__.

PRINCIPAL _____ **SURETY** _____

By: _____
(Name of Contractor)

By: _____
Attorney-in-Fact

Attest: _____ Attest: _____

Countersigned Massachusetts Resident Agent –

By:

Surety Agent Address

.....

Surety Agent Phone Number

.....

EVIDENCE OF SUPPLIER'S ABILITY TO MEET CONTRACT INSURANCE REQUIREMENTS

[To be inserted]

[GENERAL PROVISIONS SECTION]

CHAPTER 30, §39M MATERIAL SUPPLY

GENERAL PROVISIONS

1.0 SALES TAX EXEMPTION AND OTHER TAXES

1.1 The City of Marlborough is exempt from Federal excise and State sales taxes and will not pay or reimburse such taxes.

1.2 To the extent that materials and supplies are used or incorporated in the performance of this Contract or Purchase Order, the Supplier is considered an exempt purchaser under the Massachusetts Sales Act, Chapter 14 of the Acts of 1966. City's Tax Exempt Number is 046-001-399.

1.3 The Supplier shall be responsible for paying all other taxes and tariffs of any sort, related to the work.

2.0 PERMITS, FEES, AND NOTICES

2.1 The City shall secure and pay for any permits required for City's various project locations where materials will be delivered. All other permits and governmental fees, licenses, and inspections necessary for supply and delivery of materials shall be secured and paid for by the Supplier.

2.2 The Supplier shall comply with and give notices required by laws, ordinances, rules, regulations, and lawful orders of public authorities bearing on performance of the Work. If the Supplier performs Work knowing it to be contrary to laws, statutes, ordinances, building codes, and rules and regulations without such notice to the City, the Supplier shall assume full responsibility for such Work and shall bear the attributable costs.

3.0 INSURANCE REQUIREMENTS

3.1 The Supplier shall maintain and provide the following insurance coverage. This insurance shall be provided at the Supplier's expense and shall be in full force and effect during the full term of this Contract. The City of Marlborough shall be named as additional insured on the Supplier's Liability Policies. Supplier shall supply certificates evidencing coverage of such insurance during the term of this Contract. Supplier's insurance shall be primary, with no contribution by the City's insurer.

3.2 WORKER'S COMPENSATION (Not required if ALL work is done by a Self-employed Contractor with No Employees.)

Worker's Compensation:	Coverage A	Per G.L. c152, as amended.
Employer's liability:	Coverage B	up to \$500,000 each accident

3.3 SUPPLIER'S COMMERCIAL GENERAL LIABILITY

Bodily Injury &	\$1,000,000. each occurrence
Property Damage	\$3,000,000. general aggregate

3.4 VEHICLE LIABILITY including coverage for owned, hired or borrowed autos (If vehicle is used in the Performance of the Work)

Bodily Injury & Property Damage \$1,000,000 Combined Single Limit

4.0 BONDS (Public Works Construction Contract that exceeds \$25,000 per M.G.L. c. 149, §29)

The Supplier shall provide a payment or labor and materials bond and shall present such bond to the City in the form acceptable by the City, executed by a surety company licensed by the Commonwealth of Massachusetts' Division of Insurance. **Such bond shall be in an amount equal to at least one half (50%) of the Contract price, unless modified elsewhere by the Contract Documents.**

5.0 WAGES

The Supplier shall pay all workers under this Contract in accordance with the Prevailing Wage Rates applicable to the Work established by the Massachusetts Department of Labor and Workforce Development and subject to M.G.L. c.149 §26 to 27H inclusive. Said wage rates are appended to this Contract. This provision does not apply if work is done by a Sole Proprietor, doing the work alone.

6.0 WARRANTIES/GUARANTEES

6.1 The Supplier guarantees the Work under the contract and the materials furnished by him for use in connection therewith to be free from defects or flaws for one year after the completion of the Contract. It is expressly understood, however, that this guarantee provision shall not absolve the Contractor from any liability to the City arising out a failure to substantially comply with the terms of the contract.

6.2 The City will discharge or release the performance and/or payment or labor and materials bond after the expiration of one year from the time of contract termination provided that no claim filed under said bond is pending, and provided further, that no such bond shall be discharged or released prior to the expiration of all special guarantees, if applicable, in accordance with M.G.L. c.30 §40, as amended.

7.0 SAFETY REQUIREMENTS

7.1 The Supplier must comply with all Federal, State, and Local safety laws and regulations of the applicable to work performed under this Contract.

7.2 All employees who work on Massachusetts public works construction sites must have no less than ten (10) hours of OSHA-approved safety and health training in accordance with M.G.L. c. 30, §39M(c). The Supplier shall furnish documentation of successful completion of said course with the first certified payroll report for each employee, as required by **M.G.L. c30 §39S**.

8.0 ACCEPTANCE

Supplier shall be bound by this Contract and its terms and conditions upon receipt of any order. Supplier shall suitably deliver in accordance with the Supplier's normal procedure and any written instructions from the City of Marlborough ("City"). Delivery of any Materials or services shall not be deemed complete until actually received and accepted by the City. The City's count will be accepted as final and conclusive on all material deliveries.

9.0. RISK OF LOSS

Regardless of FOB point, Supplier agrees to bear all risks of loss, injury or destruction of goods and materials ordered herein which occur prior to delivery; and such loss, injury or destruction shall not release Supplier from any obligation hereunder.

10.0 APPLICABLE LAW

The laws of the Commonwealth of Massachusetts ("Commonwealth") shall govern all rights and duties under the Contract, including without limitation the validity of this Contract or Purchase Order issued.

11.0 NON-FUNDING

All services performed or materials delivered under this Contract are to be continued for the terms of the Purchase Order/Contract, contingent upon funds being appropriated by the City Council or otherwise being made available. In the event funds are not appropriated or are otherwise not available for these services or materials, this Purchase Order/Contract becomes void and of no effect after June 30 of the fiscal year when the Purchase Order/Contract is issued.

12.0 COMPLIANCE

Supplier shall comply with all Federal, State and local laws, regulations and ordinances including, but not limited to, the prevailing wage rates of the Commonwealth's Department of Labor & Workforce Development, Division of Occupational Safety.

13.0 MODIFICATIONS/CHANGE ORDERS

This writing is the parties' final expression of intent. No modification of this Contract or Purchase Order shall be binding unless agreed to in writing by the City. No modification or change order increasing the contract price shall be in effect until the City Auditor has certified thereon that an appropriation in the amount of such contract modification or change order is available therefore in accordance with M.G.L. c.44 §31C.

14.0 ASSIGNMENT: Neither this Contract or Purchase Order, nor any monies due, or to become due, hereunder may be assigned by the Supplier without the City's prior written consent.

15.0 WARRANTY

The Supplier expressly warrants that the goods and/or services covered by this Contract or purchase Order will: (a) conform to the specifications, drawings, samples or other description furnished or specified by the City; (b) be merchantable and fit for the purpose intended; and/or (c) be free from defect in material and workmanship for a minimum of one (1) year. Supplier and City agree that this Contract or Purchase Order does not exclude, or in any way limit, other warranties provided for in this Contract or by law.

16.0 CANCELLATION OR TERMINATION

When in the City's best interest, the City, at its own option, may cancel this Contract at any time, whether or not Supplier is in default of any of its obligations hereunder. Upon any such cancellation, Supplier agrees to waive any claim for damages, including loss of anticipated profit on account hereof. However, the City agrees that the Supplier shall be paid for items already accepted by the City, but in no event shall the City be liable for any lost profits on the order or portion thereof so cancelled. Either party may terminate this Contract at any time for the failure of the other to comply with any of its terms and conditions.

17.0 DELIVERY, BILLING & PRICES: Prices are those stated in this Contract or Purchase Order. No price increase will be accepted without prior written authority from the City. All goods and services shall be shipped on or before the date specified in any order unless an extension is authorized in writing by the City.

18.0 PAYMENTS & LATE PAYMENTS

Payment shall be made within thirty (30) days of the submittal of a correct invoice for work performed or goods received, unless otherwise agreed upon in writing and duly authorized by both parties. Payments may only be made in accordance with the City's bill paying policy issued by the City Auditor and after delivery and acceptance of goods or services in accordance with M.G.L. c.41, §56, provided that payment periods listed in a Contract of less than thirty (30) days from the date of receipt of an invoice shall be effective only to enable the City to take advantage of early payment incentives and shall not subject any payment made within said thirty (30) day period to a penalty.

19.0 RENEWAL

This Contract may be renewed at the City's sole option.

20.0 BANKRUPTCY

In the event the Supplier files for bankruptcy protection, this Contract may be deemed null and void, and terminated without further order.

21.0 LIABILITY AND INDEMNITY

Supplier agrees to protect, indemnify and hold City, its officials, employees and agents, harmless at all times from any and all claims (including personal injury and property damages), liabilities (including product liability, patents, trademarks or copyright infringement), expenses, losses, demands, damages, fines and causes of action of every kind and character made, incurred, sustained or initiated by any party hereto, any party acquiring any interest hereunder, any agent, official or employee of any party hereto, any third or other party whomsoever arising out of, incident to, or in connection with this Contract or Purchase Order, or in the performance, nonperformance or purported performance of the work or services or breach of the terms hereof.

[SPECIFICATIONS]

GENERAL REQUIREMENTS, SCOPE

1.0 DEFINITIONS

1.1 THE CONTRACT DOCUMENTS

The Contract for Supply of Roadway Materials ("Roadway Materials") consists of the Contract Documents which include the Owner-Contractor Agreement, Legal Advertisement-Notice to Bidders, Bid Form, Contract Forms, Conditions of the Contract, Specifications, Drawings, all addenda issued prior to execution of the Contract, and other documents listed in the Agreement and Modifications issued after execution of the Contract.

1.2 THE WORK

The term "Work" means the supply and delivery services required by the Contract Documents, whether completed or partially completed, and includes all other labor, materials, equipment, and services provided or to be provided by the Supplier to fulfill the Supplier's obligation.

1.3 AWARDING AUTHORITY

The term "Awarding Authority" or "Authority" means the City of Marlborough or Owner as identified in the Owner-Contractor Agreement.

1.4 BIDDER

The term "Bidder(s)" shall mean the person or firm from which prices have been submitted to the Awarding Authority for the Work identified in these documents.

1.5 AWARDING AUTHORITY'S REPRESENTATIVE

The term "Awarding Authority's Representative" means designated representative in the Owner-Contractor Agreement which may include an engineer.

1.6 SUPPLIER

The Supplier is the person or entity identified as such throughout the Contract Documents as if singular in number. The term Supplier means the Supplier or its authorized representative.

2.0 CONTRACT FUNDING

The Work under the Contract is funded wholly by an appropriation authorized by the Marlborough City Council in each fiscal year of the Contract. All quantities are estimated.

3.0 SUMMARY OF WORK

Under the direction of the General Foreman/Streets Division, the purpose of this Invitation for Bids ("IFB") is to establish an award for the Department of Public Works ("DPW") for furnishing and delivery of Roadway Materials (the "Work") to the Department of Public Works ("DPW") Municipal Garage and such other locations in the City of Marlborough ("City") as directed by the City's agent. Consideration must be given to businesses and residences along the streets while performing the Work for various public works projects. A Bidder may bid on one or more items.

4.0 ACQUISITION METHOD

The City will purchase Roadway Materials on an as needed basis. The City makes no guarantees as to quantity of materials to be supplied in each year of the Contract. The City will only purchase the quantity of the materials actually needed under the Contract.

5.0 AUTHORITY OF OWNER

The Commissioner of the Department of Public Works or his designee, acting for the City, shall be the sole judge of the intent and meaning of the contract specifications and his decision thereon and his interpretation thereof shall be final, conclusive and binding on all parties. The Commissioner shall be City's representative during the life of the Contract. **Approval of the Subcontractors by the Commissioner is required before the start of work by said Subcontractor.**

No award will be made to any Supplier who cannot satisfy the awarding authority that he/she has sufficient ability to provide the Work in accordance with the latest edition of the Commonwealth of Massachusetts, Standard Specifications for Highway & Bridges, and sufficient plant to enable him/her to supply and deliver materials within the time specified. The awarding authority's decision or judgment on these matters shall be final, conclusive and binding. Conditional BIDS will not be accepted.

The Contract will be awarded, subject to the availability of funds, to the responsive, responsible bidder who offers the lowest price for the Work provided it complies with all conditions and requirements set forth in the Contract Documents and further provided that the BID, in the opinion of the awarding authority, is reasonable and is in the best interest of the City of Marlborough to accept. The City reserves the right to reject any and all bids.

If at any times the Supplier is unable to furnish the Work as ordered by the awarding authority, the City may secure such Roadway Materials from other suppliers who are available to do so and the Supplier shall pay to the City all expenses incurred above the contract price.

6.0 CONTRACT AWARD

6.1 Multiple Awards

The City intends to make Multiple Awards for the Work. Suppliers shall be responsible for furnishing all Roadway Materials ordered. Suppliers must have adequate supply of Roadway Materials to fulfill the needs of the DPW. Contracts will be awarded based on lowest offered unit pricing, quality of product, delivery terms and service reputation of the Bidder.

6.2 Non-compliance of Supplier to Furnish and Deliver Roadway Materials

The City reserves the right to supplement the Work to the DPW Municipal Garage Yard or specific project locations by soliciting other Awarded Suppliers associated with this Bid in the event that the Supplier is unable to maintain adequate delivery schedules, non-delivery or Roadway Materials being delivered do not meet required specifications. The other Awarded Supplier(s) will be selected based upon proximity to the affected location, price and ability to deliver.

When an Awarded Supplier does not comply with the Work, the Awarded Supplier shall be responsible for any additional cost incurred and expense suffered by the City of Marlborough as a result of its action.

A Supplier may be prohibited from further performance under the City's contract for either case stated above.

6.3 Award and Rejection of Bids

The City reserves the right to award by item, group of items or total bid. The City further reserves the right to reject any and all bids, waive technicalities and to make awards in the best interest of the City.

In the event of a TIE BID, the City has at its discretion, the ability to make an award based on established criteria to the Bidder who can best satisfy the terms of the Contract. The City will make an award for the most economical, reasonable source of acceptable supply and delivery.

6.4 Evaluation Criteria

The City intends to make awards for Roadway Materials to Bidders who are considered responsive based on the evaluation criteria in this BID. Any award(s) resulting from this BID will be based on lowest price and compliance with Technical and Business Specifications put forth in this BID.

The DPW is responsible for any questions concerning interpretation of specifications, the acceptability and quality of material furnished and/or work performed shall have final and binding decision making authority.

A mandatory specification is one that must be met in order for a BID to be considered responsive. Any BID, which fails to meet a mandatory specification of this BID, may be considered non-responsive and disqualified unless the City, in its discretion, determines that the non-compliance is non-substantial and can be corrected. In these cases, the City may allow the Bidder to make minor corrections to their technical and business response. **No corrections to bid pricing offered will be allowed.**

Awards will be made for the Work based on the following criteria:

Mandatory

Product Specifications Compliance
Bid Price
Submission of Bid Bond
Submission of Mandatory Documents

Desirables

Stockpile Locations – The City's preference is that the distance between the City of Marlborough and the Bidder's main supply facility for materials picked-up, delivered to DPW Municipal Yard or delivered to various project locations in Marlborough be less than sixty-five (65) miles or deliveries in tandem to avoid unnecessary delays in the Work for active projects.

7.0 MULTI-YEAR CONTRACT TERM WITH OPTIONS TWO RENEW

7.1 Anticipated Duration of Contract

The total anticipated duration of any contract resulting from this BID will be three (3) years effective on or after July 1, 2014 through June 30, 2017, plus two (2) options to renew for additional one-year terms at the same terms and conditions. Renewal options are exercisable in the City's sole discretion as the Awarding Authority. All funding is subject to appropriation by the City Council in each fiscal year.

7.2 Contract Flexibility

The General Foreman shall have the final authority, with the approval of the Assistant Commissioner of Operations, in all operational matters pursuant to the Contract. The General Foreman prior to implementation or performance must approve alterations, substitutions, or modifications to the Contract. These modifications, etc. may include new products not originally awarded but that the General Foreman views as value added and may add to the Contract.

8.0 PERFORMANCE AND CONTRACT SPECIFICATIONS

8.1 Performance of Work

Suppliers shall give their personal attention to the faithful performance of the Work, shall keep the Work under their personal control and shall not assign, by power of attorney or otherwise, nor sublet the Work or any part thereof without the previous written consent of the City. All assignments or transfers of any rights or interests in the contract by the successful Bidder shall be void, without the previous written consent of the City.

The Supplier shall provide a contract manager who shall be responsible for oversight and management of contract performance and shall act as the contact person for receipt of notice and other communications between the City and the Supplier.

8.2 Response Time For Delivery Of Roadway Materials

Requested deliveries must be delivered to the DPW Municipal Garage Yard within forty-eight (48) hours of request. Requested deliveries to specified project locations are time-sensitive and must be delivered within two (2) hours of request.

8.3 Bidder's Liability

The Bidder hereby agrees in its bid to indemnify the City for the payment of any other claims or demands of whatever nature which may arise, during the performance of the Work under any order for materials issued pursuant to a contract issued under this BID.

The Bidder hereby agrees to release the City from all liability in connection with the payment of damages, claims, freight charges, demurrage, cost of material and other claims or demands of whatever nature which may arise, during the Supplier's performance of the Work under any order for materials issued pursuant to a contract issued under this BID.

The Bidder agrees that title, ownership and the incidents thereto of all Roadway Materials to be purchased under any contract resulting from this BID shall not vest in the City until such materials are delivered and accepted by the City.

8.4 Risk of Loss

Regardless of FOB point, Bidder agrees to bear all risks of loss, injury, or destruction of materials ordered herein which occur prior to delivery; and such loss, injury or destruction shall not release Supplier from any obligation hereunder.

8.5 Prior to Award

Prior to award of contract, the City shall have the right to sample and analyze the Roadway Material that is being proposed for delivery. A representative sample of this Roadway Material must be stockpiled at the Bidder's supply area prior to delivery.

Due to the essential nature of the Work, timely delivery of Roadway Materials may be critical. Therefore, the City may reject Bids in consideration of the distance (over 65 miles) between Bidder's stockpile locations and the Bidder's supply area.

9.0 REJECTION OF DEFECTIVE ROADWAY MATERIALS

The City's inspection of the Roadway Materials shall not relieve the Supplier of any of its responsibilities to fulfill the Contract obligations, and defective Roadway Materials shall be corrected. Unsuitable materials may be rejected by the City, notwithstanding that such Roadway Materials have been previously overlooked or misjudged by the City and accepted for payment. If the Roadway Materials or any part thereof shall be found defective at any time before the final acceptance of the Roadway Materials, the Supplier shall forthwith correct such defect in a manner satisfactory to the City, and if any Roadway Materials brought upon the DPW Municipal Garage Yard or to a DPW project site, or selected for the same, shall be rejected by the City as unsuitable or not in conformity with the Contract requirements, the Supplier shall forthwith remove such materials from the vicinity of the DPW Municipal Garage Yard or DPW project site.

10.0 BID PRICE/BIDDER RESPONSIBILITY

Bid Price = Net Unit Price per Ton or Cubic Yard as specified for Roadway Materials delivered by the Supplier shall include freight or transportation rates in effect on the date of bid submission. All delivery of Roadway Materials will be F.O.B. Marlborough DPW Municipal Garage Yard and/or to various project locations on an as needed basis, as required under the Contract.

Bidder Responsibility: The bid for the items detailed in the purchase description must cover all contingencies, including labor, materials, transportation, and all others, necessary for the Work required by the City of Marlborough, MA. These specifications require the performance of all things necessary or proper for or incidental to the supply of Roadway Materials specified herein. All Roadway Materials mentioned in these specifications and all things not specified herein, but involved in carrying out their intent and the complete and proper Work required by these specifications; and the Supplier shall deliver same as though they were specifically described and mentioned.

11.0 INITIAL ORDERS AND DELIVERY

Upon receipt of a Notice of Award, for initial orders to be delivery to the Municipal Garage Yard, Suppliers must be prepared to commence the work and to furnish and deliver such roadway materials not later than ten (10) calendar days after the initial order and must continue to do so in accordance with the orders of the City. Call back will be done as needed.

12.0 ROUTINE ORDERS AND DELIVERY

After initial orders have been delivered to the Municipal Garage Yard, additional Roadway Materials shall be reordered on an as needed basis for the Department of Public Works. The Supplier must start deliveries of these orders within three (3) calendar days after receipt of delivery instructions and **must** complete delivery within ten (10) calendar days unless prior arrangements have been negotiated with the City. Roadway Materials for DPW project sites shall be delivered within two (2) hours of an order by the City.

Deliveries to locations will only be accepted Monday through Friday, excluding Saturdays, Sundays, State and local Holidays, between the hours of 7:30 A.M. and 3:00 P.M. unless prior arrangements have been made with the City. Deliveries outside of the above stated scheduled must be approved in writing by the City's representative. The City must be notified at least twenty-four (24) hours in advance of all deliveries so that the City can schedule receiving operations, or delivery may be rejected.

UNDER NO CIRCUMSTANCES SHALL DELIVERED QUANTITIES EXCEED THE QUANTITIES ORDERED BY THE CITY. The Contractor shall bear the full responsibility for any overage delivered above the amount ordered by the City and shall not receive compensation for any greater amount.

Delivery of roadway materials shall be made in trucks to the specified location and unloaded as directed by the General Foreman.

13.0 DELIVERY - TRUCKING

The Roadway Materials must be transported from the Supplier's facility in vehicles previously cleaned of all foreign materials. All Roadway Materials must be covered during transit, without exception, with canvas or other suitable material of sufficient size and thickness to furnish complete protection and must be delivered, in a dry condition.

DELIVERIES SHALL CONSIST OF BULK, TAILGATE DELIVERY (BUTG): Bulk tailgate delivery is defined as delivery of Roadway Materials in trucks to the indicated location and dumped in a pile as directed by the City, with the City furnishing all labor and equipment necessary to place or stock the Roadway Materials.

STATE REGULATIONS PERTAINING TO OVERWEIGHT VEHICLES WILL BE STRICTLY ENFORCED. THE CITY WILL NOT PAY FOR THAT PORTION OF ANY LOAD, WHICH EXCEEDS THE MAXIMUM ALLOWABLE GROSS VEHICLE WEIGHT LOAD LIMIT. The authorized Supplier's purchasing authority will adjust payment for the City.

Related documentation may be obtained upon request. Repeated overweight loading may be brought to the attention of the proper Massachusetts Public Safety Authorities for their review and/or action.

14.0 MONTHLY REPORT

The Supplier must fax or email a monthly report of deliveries for supplied Roadway Materials to the General Foreman at 508-624-7699 or dpw@marlborough-ma.gov. The information provided would be a computer printout or hand written of quantities and locations of deliveries and/or pickups. Roadway Material picked up by the DPW and Road Material delivered by the Supplier shall be separated on the report.

15.0 SUPPLIER'S SCALE

The Supplier's scale used in weighing shall be a standard scale furnished by and at the expense of the Supplier. Such scales shall be sealed as often as necessary to insure their accuracy, at the expense of the Supplier. A representative from DPW may witness the weighing of such Roadway Materials.

The City shall have the right to make random gross vehicle weight checks of the weight of the Roadway Materials by weighing the truck before and/or after delivery at no expense to the City. The DPW reserves the right to itself and its representatives to require the hauling vehicle gross or tare weight or both listed on the delivery ticket to be validated at a certified scale. The location of the certified scale shall be at a point no more than five (5) miles to the inspection area from the normal route. The receiving party will designate this location unless the parties mutually agree upon a location outside the destination area.

A copy of the calibration certificate shall be provided to the City when requested.

16.0 PAYMENT

Invoices submitted by the Supplier shall be for the entire delivered quantity of an order. Partial invoices against a total purchase order will be processed. Invoices must be presented for payment within ten (10) business days after final delivery of the quantity shown on the order and acceptance thereof by the City. Payment by the City shall be made within thirty (30) days.

The City will only be responsible for payment of those Roadway Materials ordered and accepted by the DPW.

17.0 APPLICABLE MASSHIGHWAY SPECIFICATIONS

All pertinent provisions of the MassHighway 1995 Standard Specifications for Highway and Bridges as applicable and not being in conflict with these Special Provisions shall govern. The MassHighway 1995 Standard Specifications for Highways and Bridges is available at the State House Book Store in Boston or may be reviewed at Marlborough DPW.

18.0 WAIVERS

Any waivers allowed by the City at any time during the life of the Contract does not set or replace the standard specifications set forth in this BID.

19.0 PROTECTION AND RESTORATION OF PROPERTY

Care shall be taken to keep heavy equipment and miscellaneous machinery off any private property. Any damages incurred by business owners or private homeowners as a result of this Contract shall be repaired at the expense of the Supplier.

20.0 OWNERSHIP OF ROADWAY MATERIALS

The Vendor shall retain title to any Roadway Materials provided by it as part of the Contract until delivered and accepted by the City as the Awarding Authority.

21.0 VERBAL ORDERS

Verbal Orders are not binding on the City unless the City provides a purchase order number to be referenced on all invoices, whether or not the order is over five hundred (\$500.00) as required by City policy. Any verbal order without a purchase order number is at the sole risk of the Supplier.

[SPECIFICATIONS SECTION]

MATERIAL TECHNICAL SPECIFICATIONS
FOR ROADWAY MATERIALS

The Contract is for the furnishing and delivery of various Roadway Materials, F.O.B. Marlborough Department of Public Works Municipal Garage Yard or to be picked up or delivered to various public works projects within the City of Marlborough, per unit bid pricing, on an as needed basis. All items, where applicable, must comply with the 1995 or latest edition of the Commonwealth of Massachusetts, MassHighway (n/k/a MassDOT) Standard Specifications for Highways & Bridges.

MassDOT Material Specification #	Item #	Name of item	Unit	Estimated Quantity
M3.11.03	1	Hot Mix Asphalt Base Course	Per Ton	500 Picked-Up
(a) City retains the right to change the location of the plant from which the material is acquired if the waiting or hauling time makes it impractical to utilize that particular location. (b) City reserves the right to require testing of the aggregate and/or mixing temperatures. (c) This product must meet the Massachusetts Highway Department, Standard Specifications for Highways & Bridges, latest edition.				
M3.11.03	2	Hot Mix Asphalt Surface Course	Per Ton	1,000 Picked-Up
(a) City retains the right to change the location of the plant from which the material is acquired if the waiting or hauling time makes it impractical to utilize that particular location. (b) City reserves the right to require testing of the aggregate and/or mixing temperatures. (c) This product must meet the Massachusetts Highway Department, Standard Specifications for Highways & Bridges, latest edition.				
Industry Standards	3	Cold Patch	Per Ton	200 Delivered
(a) City retains the right to change the location of the plant from which the material is acquired if the waiting or hauling time makes it impractical to utilize that particular location.				
DURA PATCH OR EQUAL	4	High Performance Patch	Per Ton	200 Delivered
(a) City retains the right to change the location of the plant from which the material is acquired if the waiting or hauling time makes it impractical to utilize that particular location.				
M1.04.0	5	Sand Borrow – Type B	Per Ton	2,500 Delivered
(a) This product must meet the Massachusetts Highway Department, Standard Specifications for Highways & Bridges, latest edition (b) All prices are net 30 days. (c) Delivery is to two locations: (1) 135 Neil Street (2) Hudson Street storage shed (d) Metered ticket must accompany each load.				
M1.03.0	6	Gravel Borrow – Type C	Per Ton	1,000 Delivered
(a) This product must meet the Massachusetts Highway Department, Standard Specifications for Highways & Bridges, latest edition (b) All prices are net 30 days. (c) Delivery is to 135 Neil Street. (d) Metered ticket must accompany each load.				

M1.03.0	7	Processed Gravel/Sub Base	Per Ton	1,000 Delivered
(a) This product must meet the Massachusetts Highway Department, Standard Specifications for Highways & Bridges, latest edition (b) All prices are net 30 days. (c) Delivery is to 135 Neil Street. (d) Metered ticket must accompany each load.				
M1.05.0	8	Loam Borrow	Per Cubic Yard	500 Delivered
(a) This product must meet the Massachusetts Highway Department, Standard Specifications for Highways & Bridges, latest edition (b) All prices are net 30 days. (c) Delivery is to 135 Neil Street. (d) Metered ticket must accompany each load. Trucks must have statement from Sealer of Weight & Measures on cubic yard capacity heaped.				
M2.01.1	9	Crushed Stone, 1½"	Per Ton	1,000 Delivered
(a) This product must meet the Massachusetts Highway Department, Standard Specifications for Highways & Bridges, latest edition (b) All prices are net 30 days. (c) Delivery is to 135 Neil Street. (d) Metered ticket must accompany each load.				
M2.01.4	10	Crushed stone, ¾"	Per Ton	1,000 Delivered
(a) This product must meet the Massachusetts Highway Department, Standard Specifications for Highways & Bridges, latest edition (b) All prices are net 30 days. (c) Delivery is to 135 Neil Street. (d) Metered ticket must accompany each load.				
M4.02.00	11	Cement Concrete (Air-Entrained 4000 psi, ¾-in., 610)	Per Cubic Yard	300 Delivered
(a) This product must meet the Massachusetts Highway Department, Standard Specifications for Highways & Bridges, latest edition (b) All prices are net 30 days. (c) Delivery is to various locations as determined by the Department of Public Works, Assistant Commissioner of Operations (d) Metered ticket must accompany each load.				
M4.02.00	12	Control Density Fill Type 1E/2E	Per Cubic Yard	30 Delivered
(a) This product must meet the Massachusetts Highway Department, Standard Specifications for Highways & Bridges, latest edition (b) All prices are net 30 days. (c) Delivery is to various locations as determined by the Department of Public Works, Assistant Commissioner of Operations (d) Metered ticket must accompany each load.				
Industry Standards	13	Hemlock Mulch Fine blend hemlock bark in its natural Hemlock state with small amounts of other softwood barks used in basic landscaping.	Per Cubic Yard	1,000 Delivered

All prices are net 30 days, unless prompt payment discount offered by Supplier.

¹ Estimated quantities are for bidding purposes only; the Awarding Authority will only pay for the actual amount of material used.

INSPECTION

The DPW shall be given the opportunity to examine every Bidder's facility and the source of supply. Samples will be tested before deliveries are made and periodically thereafter.

REJECTION

The Roadway Materials shall be rejected for delivery if it fails to conform to any of the requirements of the specifications, or otherwise in unsatisfactory condition.

Any Roadway Material that does not meet specifications and is rejected by the DPW must be removed and replaced by the Supplier at no additional charge within five (5) calendar days. Any materials not removed within five (5) calendar days of notification will become the sole property of the City. The Supplier loses all right to those materials and will not receive any payment for rejected materials.

SAFETY POLICIES AND PERSONAL PROTECTIVE EQUIPMENT

The Supplier must ensure that all parties involved in supplying the materials to the City observe the applicable safety policies and are trained on safe work practices, job hazards, and applicable City standard operating procedures.

The Supplier is responsible for ensuring the safety of their drivers and other employees by providing the necessary Personal Protective Equipment (PPE). The City shall not issue PPE to drivers or other Supplier employees. Whenever required, drivers and other Supplier employees must wear and have PPE in their possession.

BUSINESS SPECIFICATIONS

All specifications in this section apply to all services performed under any Contract resulting from this IFB. The responses, as submitted, must meet or exceed all of the specifications contained within this IFB. The specifications will identify minimum levels of acceptance, which Bidders are asked to meet. Bidders exceeding minimum requirements will be assessed depending on the level of added value.

1. Years in Service

The Bidder must have been in the business of furnishing items and including service for one year, to a large commercial or governmental account of the size and scope of this IFB.

2. Bidder's Customer References

The Bidder must provide three (3) commercial or governmental client references, including name, address, contact person, telephone number, months and years of service, and a description of the goods and services that the Bidder provided to the customer.

References must be for customers to whom goods and services were provided within three (3) years prior to the IFB Bid due date. A Bidder's prior business relationship with the City will also be considered in this section, whether offered as a reference or not. Poor prior performance may result in no award to a Bidder or disqualification.

References will be called between the hours of 8:00 A.M. and 3:00 P.M. EST, Monday through Friday. References not available during this time frame may be rejected by the City after a reasonable number of attempts to contact them have failed.

3. Acceptance of IFB Provisions

The Bidder must accept the provisions of this IFB in its entirety without modification. Anything less than unconditional acceptance may disqualify the Bidder's Bid submitted in response to this IFB and be considered non-responsive.

4. Emergency Response Plans/Preparedness

In a declared state of emergency or local emergency where the safety and well-being of Marlborough residents are at risk, Suppliers may be asked to supply the City with the commodities and/or services under the Contract on a priority basis. The Bidder's response should include the following:

Indicate whether there is a written Continuity of Operations Plan (COOP) that describes how the company will continue to do business in case of an emergency.

A list of emergency contact information including name, position/title, phone, email and cell phone. This information will not be considered in the evaluation of the Bid.

PREVAILING WAGE RATE REQUIREMENTS

The prevailing wage rates as determined by the Commissioner under the provisions of the Massachusetts General Laws, Chapter 149, Section 26 to 27H are applicable to the Contract as follows:

1. Drivers who haul bituminous concrete to public construction projects are not covered by the Prevailing Wage Rate Law while off-site, including time spent over-the-road and picking-up materials. Drivers are covered by the Prevailing Wage Law only while on-site at the public works construction project. All of the requirements of the Prevailing Wage Law, including certified weekly payroll requirements, apply to bituminous drivers for all time spent at the public works construction site.
2. Drivers who haul read-mix concrete to public works construction projects are not covered by the Prevailing Wage Law while off-site, including time spent over-the-road and picking-up materials. Drivers are covered by the Prevailing Wage Law while on-site at the public works construction project. All the requirements of the Prevailing Wage Law, including certified weekly payroll requirements, apply to ready-mix drivers for all the time spent at the public works construction site.
3. The Supplier agrees to indemnify and hold harmless the City for any non-payment of the wage required by section 26 to 27H of Chapter 149 of the general laws of the Commonwealth.

[INSERT WAGE RATES]



DEVAL L. PATRICK
Governor

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

Prevailing Wage Rates

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

RACHEL KAPRIELIAN
Secretary
HEATHER E. ROWE
Director

Awarding Authority: City of Marlborough, DPW
Contract Number: OP2015-01 **City/Town:** MARLBOROUGH
Description of Work: Roadway Construction Materials Work
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 working on the project are required to be registered with the Massachusetts Division of Apprentice Training (DAT). Apprentices must keep his/her apprentice identification card on his/her person during all work hours on the project. If an apprentice rate is listed on the prevailing wage schedule for the trade in which an apprentice is registered with the DAT, the apprentice may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **If an apprentice rate is not listed on the prevailing wage schedule for the trade in which an apprentice is registered with the DAT, the apprentice must be paid the journeyworker’s rate for the trade.**
- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F “rental of equipment” contracts.
- Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports directly to the awarding authority and keep them on file for three years. Each weekly payroll report must contain: the employee’s name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
- Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2013	\$30.95	\$9.41	\$8.80	\$0.00	\$49.16
	06/01/2014	\$31.30	\$9.41	\$8.80	\$0.00	\$49.51
	08/01/2014	\$31.30	\$9.91	\$8.80	\$0.00	\$50.01
	12/01/2014	\$31.30	\$9.91	\$9.33	\$0.00	\$50.54
	06/01/2015	\$31.65	\$9.91	\$9.33	\$0.00	\$50.89
	08/01/2015	\$31.65	\$10.41	\$9.33	\$0.00	\$51.39
	12/01/2015	\$31.65	\$10.41	\$10.08	\$0.00	\$52.14
	06/01/2016	\$32.15	\$10.41	\$10.08	\$0.00	\$52.64
	08/01/2016	\$32.15	\$10.91	\$10.08	\$0.00	\$53.14
	12/01/2016	\$32.15	\$10.91	\$10.89	\$0.00	\$53.95
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2013	\$31.02	\$9.41	\$8.80	\$0.00	\$49.23
	06/01/2014	\$31.37	\$9.41	\$8.80	\$0.00	\$49.58
	08/01/2014	\$31.37	\$9.91	\$8.80	\$0.00	\$50.08
	12/01/2014	\$31.37	\$9.91	\$9.33	\$0.00	\$50.61
	06/01/2015	\$31.72	\$9.91	\$9.33	\$0.00	\$50.96
	08/01/2015	\$31.72	\$10.41	\$9.33	\$0.00	\$51.46
	12/01/2015	\$31.72	\$10.41	\$10.08	\$0.00	\$52.21
	06/01/2016	\$32.22	\$10.41	\$10.08	\$0.00	\$52.71
	08/01/2016	\$32.22	\$10.91	\$10.08	\$0.00	\$53.21
	12/01/2016	\$32.22	\$10.91	\$10.89	\$0.00	\$54.02
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2013	\$31.14	\$9.41	\$8.80	\$0.00	\$49.35
	06/01/2014	\$31.49	\$9.41	\$8.80	\$0.00	\$49.70
	08/01/2014	\$31.49	\$9.91	\$8.80	\$0.00	\$50.20
	12/01/2014	\$31.49	\$9.91	\$9.33	\$0.00	\$50.73
	06/01/2015	\$31.84	\$9.91	\$9.33	\$0.00	\$51.08
	08/01/2015	\$31.84	\$10.41	\$9.33	\$0.00	\$51.58
	12/01/2015	\$31.84	\$10.41	\$10.08	\$0.00	\$52.33
	06/01/2016	\$32.34	\$10.41	\$10.08	\$0.00	\$52.83
	08/01/2016	\$32.34	\$10.91	\$10.08	\$0.00	\$53.33
	12/01/2016	\$32.34	\$10.91	\$10.89	\$0.00	\$54.14
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2013	\$84.21	\$9.80	\$18.17	\$0.00	\$112.18
	08/01/2014	\$87.36	\$9.80	\$18.17	\$0.00	\$115.33
	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
AIR TRACK OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2013	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	06/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	12/01/2014	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	06/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	12/01/2015	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	06/01/2016	\$33.10	\$7.30	\$12.10	\$0.00	\$52.50
	12/01/2016	\$33.85	\$7.30	\$12.10	\$0.00	\$53.25

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	12/01/2013	\$30.68	\$10.40	\$5.95	\$0.00	\$47.03
	06/01/2014	\$31.58	\$10.40	\$5.95	\$0.00	\$47.93
	12/01/2014	\$32.48	\$10.40	\$5.95	\$0.00	\$48.83
	06/01/2015	\$33.43	\$10.40	\$5.95	\$0.00	\$49.78
	12/01/2015	\$34.38	\$10.40	\$5.95	\$0.00	\$50.73
ASPHALT RAKER <i>LABORERS - ZONE 2</i>	12/01/2013	\$30.10	\$7.30	\$12.10	\$0.00	\$49.50
	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 2</i>	12/01/2013	\$30.10	\$7.30	\$12.10	\$0.00	\$49.50
	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 2</i>	12/01/2013	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	06/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	12/01/2014	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	06/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	12/01/2015	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	06/01/2016	\$33.10	\$7.30	\$12.10	\$0.00	\$52.50
	12/01/2016	\$33.85	\$7.30	\$12.10	\$0.00	\$53.25
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2010	\$37.70	\$6.97	\$11.18	\$0.00	\$55.85

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)	03/01/2014	\$45.96	\$10.18	\$17.55	\$0.00	\$73.69
BRICKLAYERS LOCAL 3 (LOWELL)	09/01/2014	\$46.86	\$10.18	\$17.62	\$0.00	\$74.66
	03/01/2015	\$47.42	\$10.18	\$17.62	\$0.00	\$75.22
	09/01/2015	\$48.32	\$10.18	\$17.69	\$0.00	\$76.19
	03/01/2016	\$48.89	\$10.18	\$17.69	\$0.00	\$76.76
	09/01/2016	\$49.79	\$10.18	\$17.77	\$0.00	\$77.74
	03/01/2017	\$50.36	\$10.18	\$17.77	\$0.00	\$78.31

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 03/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.98	\$10.18	\$17.55	\$0.00	\$50.71
2	60	\$27.58	\$10.18	\$17.55	\$0.00	\$55.31
3	70	\$32.17	\$10.18	\$17.55	\$0.00	\$59.90
4	80	\$36.77	\$10.18	\$17.55	\$0.00	\$64.50
5	90	\$41.36	\$10.18	\$17.55	\$0.00	\$69.09

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.43	\$10.18	\$17.62	\$0.00	\$51.23
2	60	\$28.12	\$10.18	\$17.62	\$0.00	\$55.92
3	70	\$32.80	\$10.18	\$17.62	\$0.00	\$60.60
4	80	\$37.49	\$10.18	\$17.62	\$0.00	\$65.29
5	90	\$42.17	\$10.18	\$17.62	\$0.00	\$69.97

Notes:

Apprentice to Journeyworker Ratio:1:5

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

CAISSON & UNDERPINNING BOTTOM MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2013	\$34.45	\$7.30	\$12.90	\$0.00	\$54.65
	06/01/2014	\$35.20	\$7.30	\$12.90	\$0.00	\$55.40
	12/01/2014	\$35.95	\$7.30	\$12.90	\$0.00	\$56.15
	06/01/2015	\$36.70	\$7.30	\$12.90	\$0.00	\$56.90
	12/01/2015	\$37.45	\$7.30	\$12.90	\$0.00	\$57.65
	06/01/2016	\$38.20	\$7.30	\$12.90	\$0.00	\$58.40
	12/01/2016	\$39.20	\$7.30	\$12.90	\$0.00	\$59.40

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2013	\$33.30	\$7.30	\$12.90	\$0.00	\$53.50
	06/01/2014	\$34.05	\$7.30	\$12.90	\$0.00	\$54.25
	12/01/2014	\$34.80	\$7.30	\$12.90	\$0.00	\$55.00
	06/01/2015	\$35.55	\$7.30	\$12.90	\$0.00	\$55.75
	12/01/2015	\$36.30	\$7.30	\$12.90	\$0.00	\$56.50
	06/01/2016	\$37.05	\$7.30	\$12.90	\$0.00	\$57.25
	12/01/2016	\$38.05	\$7.30	\$12.90	\$0.00	\$58.25

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2013	\$33.30	\$7.30	\$12.90	\$0.00	\$53.50
	06/01/2014	\$34.05	\$7.30	\$12.90	\$0.00	\$54.25
	12/01/2014	\$34.80	\$7.30	\$12.90	\$0.00	\$55.00
	06/01/2015	\$35.55	\$7.30	\$12.90	\$0.00	\$55.75
	12/01/2015	\$36.30	\$7.30	\$12.90	\$0.00	\$56.50
	06/01/2016	\$37.05	\$7.30	\$12.90	\$0.00	\$57.25
	12/01/2016	\$38.05	\$7.30	\$12.90	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2013	\$30.10	\$7.30	\$12.10	\$0.00	\$49.50
	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i>	03/01/2014	\$34.78	\$9.80	\$15.91	\$0.00	\$60.49
	09/01/2014	\$35.55	\$9.80	\$15.91	\$0.00	\$61.26
	03/01/2015	\$36.32	\$9.80	\$15.91	\$0.00	\$62.03

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 03/01/2014

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

Effective Date - 09/01/2014

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

Notes:

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING	01/01/2014	\$39.29	\$10.90	\$18.71	\$1.30	\$70.20
BRICKLAYERS LOCAL 3 (LOWELL)	07/01/2014	\$40.12	\$10.90	\$18.71	\$1.30	\$71.03
	01/01/2015	\$40.80	\$10.90	\$18.71	\$1.30	\$71.71
	07/01/2015	\$41.63	\$10.90	\$18.71	\$1.30	\$72.54
	01/01/2016	\$42.32	\$10.90	\$18.71	\$1.30	\$73.23

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CEMENT MASONRY/PLASTERING - Lowell

Effective Date - 01/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.65	\$10.90	\$12.21	\$1.30	\$44.06
2	60	\$23.57	\$10.90	\$13.71	\$1.30	\$49.48
3	65	\$25.54	\$10.90	\$14.71	\$1.30	\$52.45
4	70	\$27.50	\$10.90	\$15.71	\$1.30	\$55.41
5	75	\$29.47	\$10.90	\$16.71	\$1.30	\$58.38
6	80	\$31.43	\$10.90	\$17.71	\$1.30	\$61.34
7	90	\$35.36	\$10.90	\$18.71	\$1.30	\$66.27

Effective Date - 07/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.06	\$10.90	\$12.21	\$1.30	\$44.47
2	60	\$24.07	\$10.90	\$13.71	\$1.30	\$49.98
3	65	\$26.08	\$10.90	\$14.71	\$1.30	\$52.99
4	70	\$28.08	\$10.90	\$15.71	\$1.30	\$55.99
5	75	\$30.09	\$10.90	\$16.71	\$1.30	\$59.00
6	80	\$32.10	\$10.90	\$17.71	\$1.30	\$62.01
7	90	\$36.11	\$10.90	\$18.71	\$1.30	\$67.02

Notes:

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

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR LABORERS - ZONE 2	12/01/2013	\$30.10	\$7.30	\$12.10	\$0.00	\$49.50
	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

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

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

DELEADER (BRIDGE) PAINTERS LOCAL 35 - ZONE 2	01/01/2014	\$45.91	\$7.85	\$16.10	\$0.00	\$69.86
	07/01/2014	\$46.76	\$7.85	\$16.10	\$0.00	\$70.71
	01/01/2015	\$47.66	\$7.85	\$16.10	\$0.00	\$71.61
	07/01/2015	\$48.56	\$7.85	\$16.10	\$0.00	\$72.51
	01/01/2016	\$49.51	\$7.85	\$16.10	\$0.00	\$73.46
	07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41
	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.96	\$7.85	\$0.00	\$0.00	\$30.81
2	55	\$25.25	\$7.85	\$3.66	\$0.00	\$36.76
3	60	\$27.55	\$7.85	\$3.99	\$0.00	\$39.39
4	65	\$29.84	\$7.85	\$4.32	\$0.00	\$42.01
5	70	\$32.14	\$7.85	\$14.11	\$0.00	\$54.10
6	75	\$34.43	\$7.85	\$14.44	\$0.00	\$56.72
7	80	\$36.73	\$7.85	\$14.77	\$0.00	\$59.35
8	90	\$41.32	\$7.85	\$15.44	\$0.00	\$64.61

Effective Date - 07/01/2014

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN LABORERS - ZONE 2	12/01/2013	\$33.50	\$7.30	\$12.70	\$0.00	\$53.50
	06/01/2014	\$34.25	\$7.30	\$12.70	\$0.00	\$54.25
	12/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
	06/01/2015	\$35.75	\$7.30	\$12.70	\$0.00	\$55.75
	12/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50

For apprentice rates see "Apprentice- LABORER"

DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS - ZONE 2	12/01/2013	\$34.50	\$7.30	\$12.70	\$0.00	\$54.50
	06/01/2014	\$35.25	\$7.30	\$12.70	\$0.00	\$55.25
	12/01/2014	\$36.00	\$7.30	\$12.70	\$0.00	\$56.00
	06/01/2015	\$36.75	\$7.30	\$12.70	\$0.00	\$56.75
	12/01/2015	\$37.50	\$7.30	\$12.70	\$0.00	\$57.50

For apprentice rates see "Apprentice- LABORER"

DEMO: BURNERS LABORERS - ZONE 2	12/01/2013	\$34.25	\$7.30	\$12.70	\$0.00	\$54.25
	06/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
	12/01/2014	\$35.75	\$7.30	\$12.70	\$0.00	\$55.75
	06/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50
	12/01/2015	\$37.25	\$7.30	\$12.70	\$0.00	\$57.25

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 2</i>	12/01/2013	\$34.50	\$7.30	\$12.70	\$0.00	\$54.50
	06/01/2014	\$35.25	\$7.30	\$12.70	\$0.00	\$55.25
	12/01/2014	\$36.00	\$7.30	\$12.70	\$0.00	\$56.00
	06/01/2015	\$36.75	\$7.30	\$12.70	\$0.00	\$56.75
	12/01/2015	\$37.50	\$7.30	\$12.70	\$0.00	\$57.50
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2013	\$34.25	\$7.30	\$12.70	\$0.00	\$54.25
	06/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
	12/01/2014	\$35.75	\$7.30	\$12.70	\$0.00	\$55.75
	06/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50
	12/01/2015	\$37.25	\$7.30	\$12.70	\$0.00	\$57.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 2</i>	12/01/2013	\$33.50	\$7.30	\$12.70	\$0.00	\$53.50
	06/01/2014	\$34.25	\$7.30	\$12.70	\$0.00	\$54.25
	12/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
	06/01/2015	\$35.75	\$7.30	\$12.70	\$0.00	\$55.75
	12/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2013	\$56.14	\$9.80	\$18.17	\$0.00	\$84.11
	08/01/2014	\$58.24	\$9.80	\$18.17	\$0.00	\$86.21
	08/01/2015	\$60.34	\$9.80	\$18.17	\$0.00	\$88.31
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2013	\$40.10	\$9.80	\$18.17	\$0.00	\$68.07
	08/01/2014	\$41.60	\$9.80	\$18.17	\$0.00	\$69.57
	08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2013	\$60.15	\$9.80	\$18.17	\$0.00	\$88.12
	08/01/2014	\$62.40	\$9.80	\$18.17	\$0.00	\$90.37
	08/01/2015	\$64.65	\$9.80	\$18.17	\$0.00	\$92.62
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2013	\$84.21	\$9.80	\$18.17	\$0.00	\$112.18
	08/01/2014	\$87.36	\$9.80	\$18.17	\$0.00	\$115.33
	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
ELECTRICIAN <i>ELECTRICIANS LOCAL 96</i>	12/01/2013	\$37.87	\$7.66	\$12.69	\$0.00	\$58.22
	06/01/2014	\$38.12	\$7.91	\$12.86	\$0.00	\$58.89
	12/01/2014	\$38.37	\$8.16	\$13.12	\$0.00	\$59.65
	06/01/2015	\$38.87	\$8.16	\$13.62	\$0.00	\$60.65
	12/01/2015	\$39.37	\$8.41	\$13.68	\$0.00	\$61.46

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELECTRICIAN - Local 96

Effective Date - 12/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.15	\$7.66	\$0.45	\$0.00	\$23.26
2	43	\$16.28	\$7.66	\$0.49	\$0.00	\$24.43
3	48	\$18.18	\$7.66	\$9.93	\$0.00	\$35.77
4	55	\$20.83	\$7.66	\$10.29	\$0.00	\$38.78
5	65	\$24.62	\$7.66	\$10.83	\$0.00	\$43.11
6	80	\$30.30	\$7.66	\$11.63	\$0.00	\$49.59

Effective Date - 06/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.25	\$7.91	\$0.46	\$0.00	\$23.62
2	43	\$16.39	\$7.91	\$0.49	\$0.00	\$24.79
3	48	\$18.30	\$7.91	\$10.09	\$0.00	\$36.30
4	55	\$20.97	\$7.91	\$10.46	\$0.00	\$39.34
5	65	\$24.78	\$7.91	\$11.00	\$0.00	\$43.69
6	80	\$30.50	\$7.91	\$11.80	\$0.00	\$50.21

Notes:

Steps 1-2 are 1000 hrs; Steps 3-6 are 1500 hrs.

Apprentice to Journeyworker Ratio:2:3***

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

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	01/01/2012	\$38.59	\$8.78	\$6.96	\$0.00	\$54.33
ELEVATOR CONSTRUCTORS LOCAL 4						

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FENCE & GUARD RAIL ERECTOR <i>LABORERS - ZONE 2</i>	12/01/2013	\$30.10	\$7.30	\$12.10	\$0.00	\$49.50
	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	11/01/2013	\$38.73	\$10.00	\$13.55	\$0.00	\$62.28
	05/01/2014	\$39.50	\$10.00	\$13.55	\$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>	11/01/2013	\$40.15	\$10.00	\$13.55	\$0.00	\$63.70
	05/01/2014	\$40.92	\$10.00	\$13.55	\$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>	11/01/2013	\$21.10	\$10.00	\$13.55	\$0.00	\$44.65
	05/01/2014	\$21.55	\$10.00	\$13.55	\$0.00	\$45.10
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 96</i>	12/01/2013	\$37.87	\$7.66	\$12.69	\$0.00	\$58.22
	06/01/2014	\$38.12	\$7.91	\$12.86	\$0.00	\$58.89
	12/01/2014	\$38.37	\$8.16	\$13.12	\$0.00	\$59.65
	06/01/2015	\$38.87	\$8.16	\$13.62	\$0.00	\$60.65
	12/01/2015	\$39.37	\$8.41	\$13.68	\$0.00	\$61.46
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINT/COMMISSIONING <i>ELECTRICIANS LOCAL 96</i>	12/01/2013	\$37.87	\$7.66	\$12.69	\$0.00	\$58.22
	06/01/2014	\$38.12	\$7.91	\$12.86	\$0.00	\$58.89
	12/01/2014	\$38.37	\$8.16	\$13.12	\$0.00	\$59.65
	06/01/2015	\$38.87	\$8.16	\$13.62	\$0.00	\$60.65
	12/01/2015	\$39.37	\$8.41	\$13.68	\$0.00	\$61.46
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$33.76	\$10.00	\$14.18	\$0.00	\$57.94
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER <i>LABORERS - ZONE 2</i>	12/01/2013	\$20.50	\$7.30	\$12.10	\$0.00	\$39.90
	06/01/2014	\$20.50	\$7.30	\$12.10	\$0.00	\$39.90
	12/01/2014	\$20.50	\$7.30	\$12.10	\$0.00	\$39.90
	06/01/2015	\$20.50	\$7.30	\$12.10	\$0.00	\$39.90
	12/01/2015	\$20.50	\$7.30	\$12.10	\$0.00	\$39.90
	06/01/2016	\$20.50	\$7.30	\$12.10	\$0.00	\$39.90
	12/01/2016	\$20.50	\$7.30	\$12.10	\$0.00	\$39.90
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE 1</i>	03/01/2014	\$39.87	\$9.80	\$16.96	\$0.00	\$66.63

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - FLOORCOVERER - Local 2168 Zone I

Effective Date - 03/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.94	\$9.80	\$1.79	\$0.00	\$31.53
2	55	\$21.93	\$9.80	\$1.79	\$0.00	\$33.52
3	60	\$23.92	\$9.80	\$11.59	\$0.00	\$45.31
4	65	\$25.92	\$9.80	\$11.59	\$0.00	\$47.31
5	70	\$27.91	\$9.80	\$13.38	\$0.00	\$51.09
6	75	\$29.90	\$9.80	\$13.38	\$0.00	\$53.08
7	80	\$31.90	\$9.80	\$15.17	\$0.00	\$56.87
8	85	\$33.89	\$9.80	\$15.17	\$0.00	\$58.86

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

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

GENERATOR/LIGHTING PLANT/HEATERS OPERATING ENGINEERS LOCAL 4	12/01/2013	\$28.11	\$10.00	\$14.18	\$0.00	\$52.29
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) GLAZIERS LOCAL 35 (ZONE 2)	01/01/2014	\$35.41	\$7.85	\$16.10	\$0.00	\$59.36
	07/01/2014	\$36.56	\$7.85	\$16.10	\$0.00	\$60.51
	01/01/2015	\$37.16	\$7.85	\$16.10	\$0.00	\$61.11
	07/01/2015	\$38.06	\$7.85	\$16.10	\$0.00	\$62.01
	01/01/2016	\$39.01	\$7.85	\$16.10	\$0.00	\$62.96
	07/01/2016	\$39.96	\$7.85	\$16.10	\$0.00	\$63.91
	01/01/2017	\$40.91	\$7.85	\$16.10	\$0.00	\$64.86

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - GLAZIER - Local 35 Zone 2

Effective Date - 01/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.71	\$7.85	\$0.00	\$0.00	\$25.56
2	55	\$19.48	\$7.85	\$3.66	\$0.00	\$30.99
3	60	\$21.25	\$7.85	\$3.99	\$0.00	\$33.09
4	65	\$23.02	\$7.85	\$4.32	\$0.00	\$35.19
5	70	\$24.79	\$7.85	\$14.11	\$0.00	\$46.75
6	75	\$26.56	\$7.85	\$14.44	\$0.00	\$48.85
7	80	\$28.33	\$7.85	\$14.77	\$0.00	\$50.95
8	90	\$31.87	\$7.85	\$15.44	\$0.00	\$55.16

Effective Date - 07/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.28	\$7.85	\$0.00	\$0.00	\$26.13
2	55	\$20.11	\$7.85	\$3.66	\$0.00	\$31.62
3	60	\$21.94	\$7.85	\$3.99	\$0.00	\$33.78
4	65	\$23.76	\$7.85	\$4.32	\$0.00	\$35.93
5	70	\$25.59	\$7.85	\$14.11	\$0.00	\$47.55
6	75	\$27.42	\$7.85	\$14.44	\$0.00	\$49.71
7	80	\$29.25	\$7.85	\$14.77	\$0.00	\$51.87
8	90	\$32.90	\$7.85	\$15.44	\$0.00	\$56.19

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

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

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 12/01/2013

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

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) <i>SHEETMETAL WORKERS LOCAL 17 - A</i>	02/01/2014	\$42.76	\$9.82	\$19.74	\$2.17	\$74.49
	08/01/2014	\$43.61	\$9.82	\$19.74	\$2.17	\$75.34
	02/01/2015	\$44.51	\$9.82	\$19.74	\$2.17	\$76.24
	08/01/2015	\$45.51	\$9.82	\$19.74	\$2.17	\$77.24
	02/01/2016	\$46.51	\$9.82	\$19.74	\$2.17	\$78.24
	08/01/2016	\$47.66	\$9.82	\$19.74	\$2.17	\$79.39
	02/01/2017	\$48.76	\$9.82	\$19.74	\$2.17	\$80.49
	08/01/2017	\$49.86	\$9.82	\$19.74	\$2.17	\$81.59
	02/01/2018	\$51.01	\$9.82	\$19.74	\$2.17	\$82.74

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS) <i>ELECTRICIANS LOCAL 96</i>	12/01/2013	\$37.87	\$7.66	\$12.69	\$0.00	\$58.22
	06/01/2014	\$38.12	\$7.91	\$12.86	\$0.00	\$58.89
	12/01/2014	\$38.37	\$8.16	\$13.12	\$0.00	\$59.65
	06/01/2015	\$38.87	\$8.16	\$13.62	\$0.00	\$60.65
	12/01/2015	\$39.37	\$8.41	\$13.68	\$0.00	\$61.46

For apprentice rates see "Apprentice- ELECTRICIAN"

HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 17 - A</i>	02/01/2014	\$42.76	\$9.82	\$19.74	\$2.17	\$74.49
	08/01/2014	\$43.61	\$9.82	\$19.74	\$2.17	\$75.34
	02/01/2015	\$44.51	\$9.82	\$19.74	\$2.17	\$76.24
	08/01/2015	\$45.51	\$9.82	\$19.74	\$2.17	\$77.24
	02/01/2016	\$46.51	\$9.82	\$19.74	\$2.17	\$78.24
	08/01/2016	\$47.66	\$9.82	\$19.74	\$2.17	\$79.39
	02/01/2017	\$48.76	\$9.82	\$19.74	\$2.17	\$80.49
	08/01/2017	\$49.86	\$9.82	\$19.74	\$2.17	\$81.59
	02/01/2018	\$51.01	\$9.82	\$19.74	\$2.17	\$82.74

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (TESTING AND BALANCING - WATER) <i>PIPEFITTERS LOCAL 537</i>	03/01/2013	\$49.34	\$8.75	\$14.39	\$0.00	\$72.48
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For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC MECHANIC 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"						
HYDRAULIC DRILLS LABORERS - ZONE 2	12/01/2013	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	06/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	12/01/2014	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	06/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	12/01/2015	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	06/01/2016	\$33.10	\$7.30	\$12.10	\$0.00	\$52.50
	12/01/2016	\$33.85	\$7.30	\$12.10	\$0.00	\$53.25
For apprentice rates see "Apprentice- LABORER"						
INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2013	\$42.11	\$10.95	\$12.10	\$0.00	\$65.16
	09/01/2014	\$44.11	\$10.95	\$12.10	\$0.00	\$67.16

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

Effective Date - 09/01/2013

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

Effective Date - 09/01/2014

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

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER IRONWORKERS LOCAL 7 (WORCESTER AREA)	03/16/2014	\$40.89	\$7.70	\$19.25	\$0.00	\$67.84
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Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - IRONWORKER - Local 7 Worcester

Effective Date - 03/16/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$24.53	\$7.70	\$19.25	\$0.00	\$51.48
2	70	\$28.62	\$7.70	\$19.25	\$0.00	\$55.57
3	75	\$30.67	\$7.70	\$19.25	\$0.00	\$57.62
4	80	\$32.71	\$7.70	\$19.25	\$0.00	\$59.66
5	85	\$34.76	\$7.70	\$19.25	\$0.00	\$61.71
6	90	\$36.80	\$7.70	\$19.25	\$0.00	\$63.75

Notes:

Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:

JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 2	12/01/2013	\$30.10	\$7.30	\$12.10	\$0.00	\$49.50
	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

LABORER LABORERS - ZONE 2	12/01/2013	\$29.85	\$7.30	\$12.10	\$0.00	\$49.25
	06/01/2014	\$30.35	\$7.30	\$12.10	\$0.00	\$49.75
	12/01/2014	\$30.85	\$7.30	\$12.10	\$0.00	\$50.25
	06/01/2015	\$31.35	\$7.30	\$12.10	\$0.00	\$50.75
	12/01/2015	\$31.85	\$7.30	\$12.10	\$0.00	\$51.25
	06/01/2016	\$32.35	\$7.30	\$12.10	\$0.00	\$51.75
	12/01/2016	\$33.10	\$7.30	\$12.10	\$0.00	\$52.50

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LABORER - Zone 2

Effective Date - 12/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$17.91	\$7.30	\$12.10	\$0.00	\$37.31
2	70	\$20.90	\$7.30	\$12.10	\$0.00	\$40.30
3	80	\$23.88	\$7.30	\$12.10	\$0.00	\$43.28
4	90	\$26.87	\$7.30	\$12.10	\$0.00	\$46.27

Effective Date - 06/01/2014

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

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER LABORERS - ZONE 2	12/01/2013	\$29.85	\$7.30	\$12.10	\$0.00	\$49.25
	06/01/2014	\$30.35	\$7.30	\$12.10	\$0.00	\$49.75
	12/01/2014	\$30.85	\$7.30	\$12.10	\$0.00	\$50.25
	06/01/2015	\$31.35	\$7.30	\$12.10	\$0.00	\$50.75
	12/01/2015	\$31.85	\$7.30	\$12.10	\$0.00	\$51.25
	06/01/2016	\$32.35	\$7.30	\$12.10	\$0.00	\$51.75
	12/01/2016	\$33.10	\$7.30	\$12.10	\$0.00	\$52.50

For apprentice rates see "Apprentice- LABORER"

LABORER: CEMENT FINISHER TENDER LABORERS - ZONE 2	12/01/2013	\$29.85	\$7.30	\$12.10	\$0.00	\$49.25
	06/01/2014	\$30.35	\$7.30	\$12.10	\$0.00	\$49.75
	12/01/2014	\$30.85	\$7.30	\$12.10	\$0.00	\$50.25
	06/01/2015	\$31.35	\$7.30	\$12.10	\$0.00	\$50.75
	12/01/2015	\$31.85	\$7.30	\$12.10	\$0.00	\$51.25
	06/01/2016	\$32.35	\$7.30	\$12.10	\$0.00	\$51.75
	12/01/2016	\$33.10	\$7.30	\$12.10	\$0.00	\$52.50

For apprentice rates see "Apprentice- LABORER"

LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS - ZONE 2	12/01/2013	\$30.05	\$7.30	\$12.05	\$0.00	\$49.40
	06/01/2014	\$30.55	\$7.30	\$12.05	\$0.00	\$49.90
	12/01/2014	\$31.05	\$7.30	\$12.05	\$0.00	\$50.40
	06/01/2015	\$31.55	\$7.30	\$12.05	\$0.00	\$50.90
	12/01/2015	\$32.05	\$7.30	\$12.05	\$0.00	\$51.40

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MASON TENDER <i>LABORERS - ZONE 2</i>	12/01/2013	\$30.10	\$7.30	\$12.10	\$0.00	\$49.50
	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 2</i>	12/01/2013	\$29.85	\$7.30	\$12.10	\$0.00	\$49.25
	06/01/2014	\$30.35	\$7.30	\$12.10	\$0.00	\$49.75
	12/01/2014	\$30.85	\$7.30	\$12.10	\$0.00	\$50.25
	06/01/2015	\$31.35	\$7.30	\$12.10	\$0.00	\$50.75
	12/01/2015	\$31.85	\$7.30	\$12.10	\$0.00	\$51.25
	06/01/2016	\$32.35	\$7.30	\$12.10	\$0.00	\$51.75
	12/01/2016	\$33.10	\$7.30	\$12.10	\$0.00	\$52.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 2</i>	12/01/2013	\$29.85	\$7.30	\$12.10	\$0.00	\$49.25
	06/01/2014	\$30.35	\$7.30	\$12.10	\$0.00	\$49.75
	12/01/2014	\$30.85	\$7.30	\$12.10	\$0.00	\$50.25
	06/01/2015	\$31.35	\$7.30	\$12.10	\$0.00	\$50.75
	12/01/2015	\$31.85	\$7.30	\$12.10	\$0.00	\$51.25
	06/01/2016	\$32.35	\$7.30	\$12.10	\$0.00	\$51.75
	12/01/2016	\$33.10	\$7.30	\$12.10	\$0.00	\$52.50
This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2013	\$30.10	\$7.30	\$12.10	\$0.00	\$49.50
	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	02/01/2014	\$36.66	\$10.18	\$16.83	\$0.00	\$63.67
	08/01/2014	\$37.37	\$10.18	\$16.90	\$0.00	\$64.45
	02/01/2015	\$37.82	\$10.18	\$16.90	\$0.00	\$64.90
	08/01/2015	\$38.53	\$10.18	\$16.97	\$0.00	\$65.68
	02/01/2016	\$38.98	\$10.18	\$16.97	\$0.00	\$66.13
	08/01/2016	\$39.68	\$10.18	\$17.05	\$0.00	\$66.91
	02/01/2017	\$40.14	\$10.18	\$17.05	\$0.00	\$67.37

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

Effective Date - 02/01/2014

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

Effective Date - 08/01/2014

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

Notes:

Apprentice to Journeyworker Ratio:1:3

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

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 02/01/2014

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

Effective Date - 08/01/2014

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

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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

MILLWRIGHT (Zone 2) MILLWRIGHTS LOCAL 1121 - Zone 2	10/01/2013	\$32.81	\$9.80	\$16.01	\$0.00	\$58.62
	04/01/2014	\$33.41	\$9.80	\$16.01	\$0.00	\$59.22
	10/01/2014	\$34.17	\$9.80	\$16.01	\$0.00	\$59.98
	04/01/2015	\$34.94	\$9.80	\$16.01	\$0.00	\$60.75

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - MILLWRIGHT - Local 1121 Zone 2

Effective Date - 10/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$18.05	\$9.80	\$4.40	\$0.00	\$32.25
2	65	\$21.33	\$9.80	\$13.21	\$0.00	\$44.34
3	75	\$24.61	\$9.80	\$14.01	\$0.00	\$48.42
4	85	\$27.89	\$9.80	\$14.81	\$0.00	\$52.50

Effective Date - 04/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$18.38	\$9.80	\$4.40	\$0.00	\$32.58
2	65	\$21.72	\$9.80	\$13.21	\$0.00	\$44.73
3	75	\$25.06	\$9.80	\$14.01	\$0.00	\$48.87
4	85	\$28.40	\$9.80	\$14.81	\$0.00	\$53.01

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER LABORERS - ZONE 2	12/01/2013	\$30.10	\$7.30	\$12.10	\$0.00	\$49.50
	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

OILER (OTHER THAN TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4	12/01/2013	\$20.96	\$10.00	\$14.18	\$0.00	\$45.14
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4	12/01/2013	\$24.43	\$10.00	\$14.18	\$0.00	\$48.61
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS II OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 - ZONE 2	01/01/2014	\$45.91	\$7.85	\$16.10	\$0.00	\$69.86
	07/01/2014	\$46.76	\$7.85	\$16.10	\$0.00	\$70.71
	01/01/2015	\$47.66	\$7.85	\$16.10	\$0.00	\$71.61
	07/01/2015	\$48.56	\$7.85	\$16.10	\$0.00	\$72.51
	01/01/2016	\$49.51	\$7.85	\$16.10	\$0.00	\$73.46
	07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41
	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.96	\$7.85	\$0.00	\$0.00	\$30.81
2	55	\$25.25	\$7.85	\$3.66	\$0.00	\$36.76
3	60	\$27.55	\$7.85	\$3.99	\$0.00	\$39.39
4	65	\$29.84	\$7.85	\$4.32	\$0.00	\$42.01
5	70	\$32.14	\$7.85	\$14.11	\$0.00	\$54.10
6	75	\$34.43	\$7.85	\$14.44	\$0.00	\$56.72
7	80	\$36.73	\$7.85	\$14.77	\$0.00	\$59.35
8	90	\$41.32	\$7.85	\$15.44	\$0.00	\$64.61

Effective Date - 07/01/2014

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2014	\$36.81	\$7.85	\$16.10	\$0.00	\$60.76
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	07/01/2014	\$37.66	\$7.85	\$16.10	\$0.00	\$61.61
	01/01/2015	\$38.56	\$7.85	\$16.10	\$0.00	\$62.51
	07/01/2015	\$39.46	\$7.85	\$16.10	\$0.00	\$63.41
	01/01/2016	\$40.41	\$7.85	\$16.10	\$0.00	\$64.36
	07/01/2016	\$41.36	\$7.85	\$16.10	\$0.00	\$65.31
	01/01/2017	\$42.31	\$7.85	\$16.10	\$0.00	\$66.26

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 01/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.41	\$7.85	\$0.00	\$0.00	\$26.26
2	55	\$20.25	\$7.85	\$3.66	\$0.00	\$31.76
3	60	\$22.09	\$7.85	\$3.99	\$0.00	\$33.93
4	65	\$23.93	\$7.85	\$4.32	\$0.00	\$36.10
5	70	\$25.77	\$7.85	\$14.11	\$0.00	\$47.73
6	75	\$27.61	\$7.85	\$14.44	\$0.00	\$49.90
7	80	\$29.45	\$7.85	\$14.77	\$0.00	\$52.07
8	90	\$33.13	\$7.85	\$15.44	\$0.00	\$56.42

Effective Date - 07/01/2014

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

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	01/01/2014	\$34.87	\$7.85	\$16.10	\$0.00	\$58.82
PAINTERS LOCAL 35 - ZONE 2	07/01/2014	\$35.72	\$7.85	\$16.10	\$0.00	\$59.67
	01/01/2015	\$36.62	\$7.85	\$16.10	\$0.00	\$60.57
	07/01/2015	\$37.52	\$7.85	\$16.10	\$0.00	\$61.47
	01/01/2016	\$38.47	\$7.85	\$16.10	\$0.00	\$62.42
	07/01/2016	\$39.42	\$7.85	\$16.10	\$0.00	\$63.37
	01/01/2017	\$40.37	\$7.85	\$16.10	\$0.00	\$64.32

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 01/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.44	\$7.85	\$0.00	\$0.00	\$25.29
2	55	\$19.18	\$7.85	\$3.66	\$0.00	\$30.69
3	60	\$20.92	\$7.85	\$3.99	\$0.00	\$32.76
4	65	\$22.67	\$7.85	\$4.32	\$0.00	\$34.84
5	70	\$24.41	\$7.85	\$14.11	\$0.00	\$46.37
6	75	\$26.15	\$7.85	\$14.44	\$0.00	\$48.44
7	80	\$27.90	\$7.85	\$14.77	\$0.00	\$50.52
8	90	\$31.38	\$7.85	\$15.44	\$0.00	\$54.67

Effective Date - 07/01/2014

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (TRAFFIC MARKINGS)	12/01/2013	\$29.85	\$7.30	\$12.10	\$0.00	\$49.25
LABORERS - ZONE 2	06/01/2014	\$30.35	\$7.30	\$12.10	\$0.00	\$49.75
	12/01/2014	\$30.85	\$7.30	\$12.10	\$0.00	\$50.25
	06/01/2015	\$31.35	\$7.30	\$12.10	\$0.00	\$50.75
	12/01/2015	\$31.85	\$7.30	\$12.10	\$0.00	\$51.25
	06/01/2016	\$32.35	\$7.30	\$12.10	\$0.00	\$51.75
	12/01/2016	\$33.10	\$7.30	\$12.10	\$0.00	\$52.50

For Apprentice rates see "Apprentice- LABORER"

PAINTER / TAPER (BRUSH, NEW) *	01/01/2014	\$35.41	\$7.85	\$16.10	\$0.00	\$59.36
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	07/01/2014	\$36.26	\$7.85	\$16.10	\$0.00	\$60.21
	01/01/2015	\$37.16	\$7.85	\$16.10	\$0.00	\$61.11
	07/01/2015	\$38.06	\$7.85	\$16.10	\$0.00	\$62.01
	01/01/2016	\$39.01	\$7.85	\$16.10	\$0.00	\$62.96
	07/01/2016	\$39.96	\$7.85	\$16.10	\$0.00	\$63.91
	01/01/2017	\$40.91	\$7.85	\$16.10	\$0.00	\$64.86

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 01/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.71	\$7.85	\$0.00	\$0.00	\$25.56
2	55	\$19.48	\$7.85	\$3.66	\$0.00	\$30.99
3	60	\$21.25	\$7.85	\$3.99	\$0.00	\$33.09
4	65	\$23.02	\$7.85	\$4.32	\$0.00	\$35.19
5	70	\$24.79	\$7.85	\$14.11	\$0.00	\$46.75
6	75	\$26.56	\$7.85	\$14.44	\$0.00	\$48.85
7	80	\$28.33	\$7.85	\$14.77	\$0.00	\$50.95
8	90	\$31.87	\$7.85	\$15.44	\$0.00	\$55.16

Effective Date - 07/01/2014

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)	01/01/2014	\$33.47	\$7.85	\$16.10	\$0.00	\$57.42
PAINTERS LOCAL 35 - ZONE 2	07/01/2014	\$34.32	\$7.85	\$16.10	\$0.00	\$58.27
	01/01/2015	\$35.22	\$7.85	\$16.10	\$0.00	\$59.17
	07/01/2015	\$36.12	\$7.85	\$16.10	\$0.00	\$60.07
	01/01/2016	\$37.07	\$7.85	\$16.10	\$0.00	\$61.02
	07/01/2016	\$38.02	\$7.85	\$16.10	\$0.00	\$61.97
	01/01/2017	\$38.97	\$7.85	\$16.10	\$0.00	\$62.92

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 01/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.74	\$7.85	\$0.00	\$0.00	\$24.59
2	55	\$18.41	\$7.85	\$3.66	\$0.00	\$29.92
3	60	\$20.08	\$7.85	\$3.99	\$0.00	\$31.92
4	65	\$21.76	\$7.85	\$4.32	\$0.00	\$33.93
5	70	\$23.43	\$7.85	\$14.11	\$0.00	\$45.39
6	75	\$25.10	\$7.85	\$14.44	\$0.00	\$47.39
7	80	\$26.78	\$7.85	\$14.77	\$0.00	\$49.40
8	90	\$30.12	\$7.85	\$15.44	\$0.00	\$53.41

Effective Date - 07/01/2014

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PANEL & PICKUP TRUCKS DRIVER <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2012	\$30.28	\$9.07	\$8.00	\$0.00	\$47.35
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2013	\$40.10	\$9.80	\$18.17	\$0.00	\$68.07
	08/01/2014	\$41.60	\$9.80	\$18.17	\$0.00	\$69.57
	08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07
PILE DRIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2013	\$40.10	\$9.80	\$18.17	\$0.00	\$68.07
	08/01/2014	\$41.60	\$9.80	\$18.17	\$0.00	\$69.57
	08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07

Apprentice - PILE DRIVER - Local 56 Zone 1

Effective Date - 08/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.05	\$9.80	\$18.17	\$0.00	\$48.02
2	60	\$24.06	\$9.80	\$18.17	\$0.00	\$52.03
3	70	\$28.07	\$9.80	\$18.17	\$0.00	\$56.04
4	75	\$30.08	\$9.80	\$18.17	\$0.00	\$58.05
5	80	\$32.08	\$9.80	\$18.17	\$0.00	\$60.05
6	80	\$32.08	\$9.80	\$18.17	\$0.00	\$60.05
7	90	\$36.09	\$9.80	\$18.17	\$0.00	\$64.06
8	90	\$36.09	\$9.80	\$18.17	\$0.00	\$64.06

Effective Date - 08/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.80	\$9.80	\$18.17	\$0.00	\$48.77
2	60	\$24.96	\$9.80	\$18.17	\$0.00	\$52.93
3	70	\$29.12	\$9.80	\$18.17	\$0.00	\$57.09
4	75	\$31.20	\$9.80	\$18.17	\$0.00	\$59.17
5	80	\$33.28	\$9.80	\$18.17	\$0.00	\$61.25
6	80	\$33.28	\$9.80	\$18.17	\$0.00	\$61.25
7	90	\$37.44	\$9.80	\$18.17	\$0.00	\$65.41
8	90	\$37.44	\$9.80	\$18.17	\$0.00	\$65.41

Notes:

Apprentice to Journeyworker Ratio:1:3

PIPEFITTER & STEAMFITTER PIPEFITTERS LOCAL 537	03/01/2013	\$49.34	\$8.75	\$14.39	\$0.00	\$72.48
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Apprentice - PIPEFITTER - Local 537

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:**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIPELAYER LABORERS - ZONE 2	12/01/2013	\$30.10	\$7.30	\$12.10	\$0.00	\$49.50
	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

PLUMBERS & GASFITTERS PLUMBERS & GASFITTERS LOCAL 12	03/01/2014	\$49.41	\$9.82	\$14.29	\$0.00	\$73.52
	09/01/2014	\$50.41	\$9.82	\$14.29	\$0.00	\$74.52
	03/01/2015	\$51.41	\$9.82	\$14.29	\$0.00	\$75.52
	09/01/2015	\$52.41	\$9.82	\$14.29	\$0.00	\$76.52
	03/01/2016	\$53.56	\$9.82	\$14.29	\$0.00	\$77.67
	09/01/2016	\$54.61	\$9.82	\$14.29	\$0.00	\$78.72
	03/01/2017	\$55.61	\$9.82	\$14.29	\$0.00	\$79.72

Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 03/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$17.29	\$9.82	\$5.33	\$0.00	\$32.44
2	40	\$19.76	\$9.82	\$6.02	\$0.00	\$35.60
3	55	\$27.18	\$9.82	\$8.08	\$0.00	\$45.08
4	65	\$32.12	\$9.82	\$9.47	\$0.00	\$51.41
5	75	\$37.06	\$9.82	\$10.85	\$0.00	\$57.73

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$17.64	\$9.82	\$5.33	\$0.00	\$32.79
2	40	\$20.16	\$9.82	\$6.02	\$0.00	\$36.00
3	55	\$27.73	\$9.82	\$8.08	\$0.00	\$45.63
4	65	\$32.77	\$9.82	\$9.47	\$0.00	\$52.06
5	75	\$37.81	\$9.82	\$10.85	\$0.00	\$58.48

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr
Step4 with lic\$54.58 Step5 with lic\$60.90

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.) PIPEFITTERS LOCAL 537	03/01/2013	\$49.34	\$8.75	\$14.39	\$0.00	\$72.48
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For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PNEUMATIC DRILL/TOOL OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2013	\$30.10	\$7.30	\$12.10	\$0.00	\$49.50
	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER <i>LABORERS - ZONE 2</i>	12/01/2013	\$30.85	\$7.30	\$12.10	\$0.00	\$50.25
	06/01/2014	\$31.35	\$7.30	\$12.10	\$0.00	\$50.75
	12/01/2014	\$31.85	\$7.30	\$12.10	\$0.00	\$51.25
	06/01/2015	\$32.35	\$7.30	\$12.10	\$0.00	\$51.75
	12/01/2015	\$32.85	\$7.30	\$12.10	\$0.00	\$52.25
	06/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75
	12/01/2016	\$34.10	\$7.30	\$12.10	\$0.00	\$53.50
For apprentice rates see "Apprentice- LABORER"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$28.11	\$10.00	\$14.18	\$0.00	\$52.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS LOCAL 170</i>	05/01/2010	\$22.04	\$6.50	\$5.44	\$0.00	\$33.98
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
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>	05/01/2011	\$24.24	\$6.34	\$6.23	\$0.00	\$36.81
As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate.						

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER (Residential Wood Frame) - Zone 2

Effective Date - 05/01/2011

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

Notes:

Apprentice to Journeyworker Ratio:1:5

RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2013	\$30.10	\$7.30	\$12.10	\$0.00	\$49.50
	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

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

ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg) <i>ROOFERS LOCAL 33</i>	02/01/2014	\$39.21	\$10.50	\$10.70	\$0.00	\$60.41
	08/01/2014	\$40.11	\$10.50	\$10.70	\$0.00	\$61.31
	02/01/2015	\$41.01	\$10.50	\$10.70	\$0.00	\$62.21
	08/01/2015	\$41.91	\$10.50	\$10.70	\$0.00	\$63.11
	02/01/2016	\$42.81	\$10.50	\$10.70	\$0.00	\$64.01

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ROOFER - Local 33

Effective Date - 02/01/2014

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

Effective Date - 08/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.06	\$10.50	\$3.38	\$0.00	\$33.94
2	60	\$24.07	\$10.50	\$10.70	\$0.00	\$45.27
3	65	\$26.07	\$10.50	\$10.70	\$0.00	\$47.27
4	75	\$30.08	\$10.50	\$10.70	\$0.00	\$51.28
5	85	\$34.09	\$10.50	\$10.70	\$0.00	\$55.29

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	02/01/2014	\$39.46	\$10.50	\$10.70	\$0.00	\$60.66
ROOFERS LOCAL 33	08/01/2014	\$40.36	\$10.50	\$10.70	\$0.00	\$61.56
	02/01/2015	\$41.26	\$10.50	\$10.70	\$0.00	\$62.46
	08/01/2015	\$42.16	\$10.50	\$10.70	\$0.00	\$63.36
	02/01/2016	\$43.06	\$10.50	\$10.70	\$0.00	\$64.26

For apprentice rates see "Apprentice- ROOFER"

SHEETMETAL WORKER	02/01/2014	\$42.76	\$9.82	\$19.74	\$2.17	\$74.49
SHEETMETAL WORKERS LOCAL 17 - A	08/01/2014	\$43.61	\$9.82	\$19.74	\$2.17	\$75.34
	02/01/2015	\$44.51	\$9.82	\$19.74	\$2.17	\$76.24
	08/01/2015	\$45.51	\$9.82	\$19.74	\$2.17	\$77.24
	02/01/2016	\$46.51	\$9.82	\$19.74	\$2.17	\$78.24
	08/01/2016	\$47.66	\$9.82	\$19.74	\$2.17	\$79.39
	02/01/2017	\$48.76	\$9.82	\$19.74	\$2.17	\$80.49
	08/01/2017	\$49.86	\$9.82	\$19.74	\$2.17	\$81.59
	02/01/2018	\$51.01	\$9.82	\$19.74	\$2.17	\$82.74

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SHEET METAL WORKER - Local 17-A

Effective Date - 02/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.10	\$9.82	\$4.28	\$0.00	\$31.20
2	40	\$17.10	\$9.82	\$4.28	\$0.00	\$31.20
3	45	\$19.24	\$9.82	\$8.70	\$1.13	\$38.89
4	45	\$19.24	\$9.82	\$8.70	\$1.13	\$38.89
5	50	\$21.38	\$9.82	\$9.49	\$1.22	\$41.91
6	50	\$21.38	\$9.82	\$9.74	\$1.23	\$42.17
7	60	\$25.66	\$9.82	\$11.05	\$1.40	\$47.93
8	65	\$27.79	\$9.82	\$11.84	\$1.48	\$50.93
9	75	\$32.07	\$9.82	\$13.41	\$1.66	\$56.96
10	85	\$36.35	\$9.82	\$14.48	\$1.82	\$62.47

Effective Date - 08/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.44	\$9.82	\$4.28	\$0.00	\$31.54
2	40	\$17.44	\$9.82	\$4.28	\$0.00	\$31.54
3	45	\$19.62	\$9.82	\$8.70	\$1.13	\$39.27
4	45	\$19.62	\$9.82	\$8.70	\$1.13	\$39.27
5	50	\$21.81	\$9.82	\$9.49	\$1.22	\$42.34
6	50	\$21.81	\$9.82	\$9.74	\$1.23	\$42.60
7	60	\$26.17	\$9.82	\$11.05	\$1.40	\$48.44
8	65	\$28.35	\$9.82	\$11.84	\$1.48	\$51.49
9	75	\$32.71	\$9.82	\$13.41	\$1.66	\$57.60
10	85	\$37.07	\$9.82	\$14.48	\$1.82	\$63.19

Notes:
Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

SIGN ERECTOR PAINTERS LOCAL 35 - ZONE 2	06/01/2013	\$25.81	\$7.07	\$7.05	\$0.00	\$39.93
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Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SIGN ERECTOR - Local 35 Zone 2

Effective Date - 06/01/2013

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

Notes:
Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

SPECIALIZED EARTH MOVING EQUIP < 35 TONS		12/01/2013	\$31.24	\$9.41	\$8.80	\$0.00	\$49.45
<i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>		06/01/2014	\$31.59	\$9.41	\$8.80	\$0.00	\$49.80
		08/01/2014	\$31.59	\$9.91	\$8.80	\$0.00	\$50.30
		12/01/2014	\$31.59	\$9.91	\$9.33	\$0.00	\$50.83
		06/01/2015	\$31.94	\$9.91	\$9.33	\$0.00	\$51.18
		08/01/2015	\$31.94	\$10.41	\$9.33	\$0.00	\$51.68
		12/01/2015	\$31.94	\$10.41	\$10.08	\$0.00	\$52.43
		06/01/2016	\$32.44	\$10.41	\$10.08	\$0.00	\$52.93
		08/01/2016	\$32.44	\$10.91	\$10.08	\$0.00	\$53.43
		12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
SPECIALIZED EARTH MOVING EQUIP > 35 TONS		12/01/2013	\$31.53	\$9.41	\$8.80	\$0.00	\$49.74
<i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>		06/01/2014	\$31.88	\$9.41	\$8.80	\$0.00	\$50.09
		08/01/2014	\$31.88	\$9.91	\$8.80	\$0.00	\$50.59
		12/01/2014	\$31.88	\$9.91	\$9.33	\$0.00	\$51.12
		06/01/2015	\$32.23	\$9.91	\$9.33	\$0.00	\$51.47
		08/01/2015	\$32.23	\$10.41	\$9.33	\$0.00	\$51.97
		12/01/2015	\$32.23	\$10.41	\$10.08	\$0.00	\$52.72
		06/01/2016	\$32.73	\$10.41	\$10.08	\$0.00	\$53.22
		08/01/2016	\$32.73	\$10.91	\$10.08	\$0.00	\$53.72
		12/01/2016	\$32.73	\$10.91	\$10.89	\$0.00	\$54.53

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPRINKLER FITTER	03/01/2014	\$53.58	\$8.42	\$13.60	\$0.00	\$75.60
<i>SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1</i>	10/01/2014	\$54.73	\$8.42	\$13.60	\$0.00	\$76.75
	01/01/2015	\$54.73	\$8.42	\$13.75	\$0.00	\$76.90
	03/01/2015	\$55.73	\$8.42	\$13.75	\$0.00	\$77.90
	10/01/2015	\$56.88	\$8.42	\$13.75	\$0.00	\$79.05
	01/01/2016	\$56.88	\$8.67	\$13.90	\$0.00	\$79.45
	03/01/2016	\$57.88	\$8.67	\$13.90	\$0.00	\$80.45
	10/01/2016	\$59.03	\$8.67	\$13.90	\$0.00	\$81.60
	03/01/2017	\$60.03	\$8.67	\$13.90	\$0.00	\$82.60

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

Effective Date - 03/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$18.75	\$8.42	\$8.25	\$0.00	\$35.42
2	40	\$21.43	\$8.42	\$8.25	\$0.00	\$38.10
3	45	\$24.11	\$8.42	\$8.25	\$0.00	\$40.78
4	50	\$26.79	\$8.42	\$8.25	\$0.00	\$43.46
5	55	\$29.47	\$8.42	\$8.25	\$0.00	\$46.14
6	60	\$32.15	\$8.42	\$8.25	\$0.00	\$48.82
7	65	\$34.83	\$8.42	\$8.25	\$0.00	\$51.50
8	70	\$37.51	\$8.42	\$8.25	\$0.00	\$54.18
9	75	\$40.19	\$8.42	\$8.25	\$0.00	\$56.86
10	80	\$42.86	\$8.42	\$8.25	\$0.00	\$59.53

Effective Date - 10/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$19.16	\$8.42	\$8.25	\$0.00	\$35.83
2	40	\$21.89	\$8.42	\$8.25	\$0.00	\$38.56
3	45	\$24.63	\$8.42	\$8.25	\$0.00	\$41.30
4	50	\$27.37	\$8.42	\$8.25	\$0.00	\$44.04
5	55	\$30.10	\$8.42	\$8.25	\$0.00	\$46.77
6	60	\$32.84	\$8.42	\$8.25	\$0.00	\$49.51
7	65	\$35.57	\$8.42	\$8.25	\$0.00	\$52.24
8	70	\$38.31	\$8.42	\$8.25	\$0.00	\$54.98
9	75	\$41.05	\$8.42	\$8.25	\$0.00	\$57.72
10	80	\$43.78	\$8.42	\$8.25	\$0.00	\$60.45

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

Apprentice to Journeyworker Ratio:1:3

STEAM BOILER OPERATOR	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
<i>OPERATING ENGINEERS LOCAL 4</i>						
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
<i>OPERATING ENGINEERS LOCAL 4</i>						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TERRAZZO FINISHERS BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2014	\$47.00	\$10.18	\$18.15	\$0.00	\$75.33
	08/01/2014	\$47.90	\$10.18	\$18.22	\$0.00	\$76.30
	02/01/2015	\$48.46	\$10.18	\$18.22	\$0.00	\$76.86
	08/01/2015	\$49.36	\$10.18	\$18.29	\$0.00	\$77.83
	02/01/2016	\$49.93	\$10.18	\$18.29	\$0.00	\$78.40
	08/01/2016	\$50.83	\$10.18	\$18.37	\$0.00	\$79.38
	02/01/2017	\$51.40	\$10.18	\$18.37	\$0.00	\$79.95

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 02/01/2014

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

Effective Date - 08/01/2014

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

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER LABORERS - FOUNDATION AND MARINE	12/01/2013	\$34.70	\$7.30	\$12.90	\$0.00	\$54.90
	06/01/2014	\$35.45	\$7.30	\$12.90	\$0.00	\$55.65
	12/01/2014	\$36.20	\$7.30	\$12.90	\$0.00	\$56.40
	06/01/2015	\$36.95	\$7.30	\$12.90	\$0.00	\$57.15
	12/01/2015	\$37.70	\$7.30	\$12.90	\$0.00	\$57.90
	06/01/2016	\$38.45	\$7.30	\$12.90	\$0.00	\$58.65
	12/01/2016	\$39.45	\$7.30	\$12.90	\$0.00	\$59.65

For apprentice rates see "Apprentice- LABORER"

TEST BORING DRILLER HELPER LABORERS - FOUNDATION AND MARINE	12/01/2013	\$33.42	\$7.30	\$12.90	\$0.00	\$53.62
	06/01/2014	\$34.17	\$7.30	\$12.90	\$0.00	\$54.37
	12/01/2014	\$34.92	\$7.30	\$12.90	\$0.00	\$55.12
	06/01/2015	\$35.67	\$7.30	\$12.90	\$0.00	\$55.87
	12/01/2015	\$36.42	\$7.30	\$12.90	\$0.00	\$56.62
	06/01/2016	\$37.17	\$7.30	\$12.90	\$0.00	\$57.37
	12/01/2016	\$38.17	\$7.30	\$12.90	\$0.00	\$58.37

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2013	\$33.30	\$7.30	\$12.90	\$0.00	\$53.50
	06/01/2014	\$34.05	\$7.30	\$12.90	\$0.00	\$54.25
	12/01/2014	\$34.80	\$7.30	\$12.90	\$0.00	\$55.00
	06/01/2015	\$35.55	\$7.30	\$12.90	\$0.00	\$55.75
	12/01/2015	\$36.30	\$7.30	\$12.90	\$0.00	\$56.50
	06/01/2016	\$37.05	\$7.30	\$12.90	\$0.00	\$57.25
	12/01/2016	\$38.05	\$7.30	\$12.90	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2013	\$31.82	\$9.41	\$8.80	\$0.00	\$50.03
	06/01/2014	\$32.17	\$9.41	\$8.80	\$0.00	\$50.38
	08/01/2014	\$32.17	\$9.91	\$8.80	\$0.00	\$50.88
	12/01/2014	\$32.17	\$9.91	\$9.33	\$0.00	\$51.41
	06/01/2015	\$32.52	\$9.91	\$9.33	\$0.00	\$51.76
	08/01/2015	\$32.52	\$10.41	\$9.33	\$0.00	\$52.26
	12/01/2015	\$32.52	\$10.41	\$10.08	\$0.00	\$53.01
	06/01/2016	\$33.02	\$10.41	\$10.08	\$0.00	\$53.51
	08/01/2016	\$33.02	\$10.91	\$10.08	\$0.00	\$54.01
12/01/2016	\$33.02	\$10.91	\$10.89	\$0.00	\$54.82	
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2013	\$45.58	\$7.30	\$13.30	\$0.00	\$66.18
	06/01/2014	\$46.33	\$7.30	\$13.30	\$0.00	\$66.93
	12/01/2014	\$47.08	\$7.30	\$13.30	\$0.00	\$67.68
	06/01/2015	\$47.83	\$7.30	\$13.30	\$0.00	\$68.43
	12/01/2015	\$48.58	\$7.30	\$13.30	\$0.00	\$69.18
	06/01/2016	\$49.33	\$7.30	\$13.30	\$0.00	\$69.93
	12/01/2016	\$50.33	\$7.30	\$13.30	\$0.00	\$70.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2013	\$47.58	\$7.30	\$13.30	\$0.00	\$68.18
	06/01/2014	\$48.33	\$7.30	\$13.30	\$0.00	\$68.93
	12/01/2014	\$49.08	\$7.30	\$13.30	\$0.00	\$69.68
	06/01/2015	\$49.83	\$7.30	\$13.30	\$0.00	\$70.43
	12/01/2015	\$50.58	\$7.30	\$13.30	\$0.00	\$71.18
	06/01/2016	\$51.33	\$7.30	\$13.30	\$0.00	\$71.93
	12/01/2016	\$52.33	\$7.30	\$13.30	\$0.00	\$72.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2013	\$37.65	\$7.30	\$13.30	\$0.00	\$58.25
	06/01/2014	\$38.40	\$7.30	\$13.30	\$0.00	\$59.00
	12/01/2014	\$39.15	\$7.30	\$13.30	\$0.00	\$59.75
	06/01/2015	\$39.90	\$7.30	\$13.30	\$0.00	\$60.50
	12/01/2015	\$40.65	\$7.30	\$13.30	\$0.00	\$61.25
	06/01/2016	\$41.40	\$7.30	\$13.30	\$0.00	\$62.00
	12/01/2016	\$42.40	\$7.30	\$13.30	\$0.00	\$63.00
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2013	\$39.65	\$7.30	\$13.30	\$0.00	\$60.25
	06/01/2014	\$40.40	\$7.30	\$13.30	\$0.00	\$61.00
	12/01/2014	\$41.15	\$7.30	\$13.30	\$0.00	\$61.75
	06/01/2015	\$41.90	\$7.30	\$13.30	\$0.00	\$62.50
	12/01/2015	\$42.65	\$7.30	\$13.30	\$0.00	\$63.25
	06/01/2016	\$43.40	\$7.30	\$13.30	\$0.00	\$64.00
	12/01/2016	\$44.40	\$7.30	\$13.30	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2013	\$31.24	\$9.41	\$8.80	\$0.00	\$49.45
	06/01/2014	\$31.59	\$9.41	\$8.80	\$0.00	\$49.80
	08/01/2014	\$31.59	\$9.91	\$8.80	\$0.00	\$50.30
	12/01/2014	\$31.59	\$9.91	\$9.33	\$0.00	\$50.83
	06/01/2015	\$31.94	\$9.91	\$9.33	\$0.00	\$51.18
	08/01/2015	\$31.94	\$10.41	\$9.33	\$0.00	\$51.68
	12/01/2015	\$31.94	\$10.41	\$10.08	\$0.00	\$52.43
	06/01/2016	\$32.44	\$10.41	\$10.08	\$0.00	\$52.93
	08/01/2016	\$32.44	\$10.91	\$10.08	\$0.00	\$53.43
	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
VOICE-DATA-VIDEO TECHNICIAN <i>ELECTRICIANS LOCAL 96</i>	06/01/2013	\$25.86	\$7.66	\$10.09	\$0.00	\$43.61

Apprentice - VOICE-DATA-VIDEO TECHNICIAN - Local 96

Effective Date - 06/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$12.93	\$7.66	\$2.85	\$0.00	\$23.44
2	55	\$14.22	\$7.66	\$2.89	\$0.00	\$24.77
3	60	\$15.52	\$7.66	\$9.78	\$0.00	\$32.96
4	65	\$16.81	\$7.66	\$9.81	\$0.00	\$34.28
5	70	\$18.10	\$7.66	\$9.85	\$0.00	\$35.61
6	75	\$19.40	\$7.66	\$9.89	\$0.00	\$36.95
7	80	\$20.69	\$7.66	\$9.93	\$0.00	\$38.28
8	85	\$21.98	\$7.66	\$9.97	\$0.00	\$39.61

Notes:

Apprentice to Journeyworker Ratio:1:1

WAGON DRILL OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2013	\$30.10	\$7.30	\$12.10	\$0.00	\$49.50
	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER <i>PLUMBERS & GASFITTERS LOCAL 12</i>	03/01/2014	\$49.41	\$9.82	\$14.29	\$0.00	\$73.52
	09/01/2014	\$50.41	\$9.82	\$14.29	\$0.00	\$74.52
	03/01/2015	\$51.41	\$9.82	\$14.29	\$0.00	\$75.52
	09/01/2015	\$52.41	\$9.82	\$14.29	\$0.00	\$76.52
	03/01/2016	\$53.56	\$9.82	\$14.29	\$0.00	\$77.67
	09/01/2016	\$54.61	\$9.82	\$14.29	\$0.00	\$78.72
	03/01/2017	\$55.61	\$9.82	\$14.29	\$0.00	\$79.72
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
Outside Electrical - East						
CABLE TECHNICIAN (Power Zone) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2013	\$25.66	\$8.70	\$4.48	\$0.00	\$38.84
For apprentice rates see "Apprentice- LINEMAN"						
CABLEMAN (Underground Ducts & Cables) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2013	\$36.55	\$8.70	\$6.58	\$0.00	\$51.83
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN CDL <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2013	\$29.94	\$8.70	\$6.05	\$0.00	\$44.69
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2013	\$23.52	\$8.70	\$5.24	\$0.00	\$37.46
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class A CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2013	\$36.35	\$8.70	\$9.43	\$0.00	\$54.48
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class B CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2013	\$32.08	\$8.70	\$6.59	\$0.00	\$47.37
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2013	\$23.52	\$8.70	\$3.72	\$0.00	\$35.94
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN -Inexperienced (<2000 Hrs.) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2013	\$19.25	\$8.70	\$2.85	\$0.00	\$30.80
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2013	\$42.77	\$8.70	\$11.78	\$0.00	\$63.25

Apprentice - LINEMAN (Outside Electrical) - East Local 104

Effective Date - 09/01/2013

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

Notes:

Apprentice to Journeyworker Ratio:1:2

TELEDATA CABLE SPLICER <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>	01/29/2012	\$17.18	\$3.37	\$0.00	\$0.00	\$20.55

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

TREE TRIMMER GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	01/29/2012	\$15.15	\$3.37	\$0.00	\$0.00	\$18.52
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This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal.

Rental of Equipment - East

(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2013	\$30.95	\$9.41	\$0.00	\$0.00	\$40.36
	06/01/2014	\$31.30	\$9.41	\$0.00	\$0.00	\$40.71
	08/01/2014	\$31.30	\$9.91	\$0.00	\$0.00	\$41.21
	12/01/2014	\$31.30	\$9.91	\$0.00	\$0.00	\$41.21
	06/01/2015	\$31.65	\$9.91	\$0.00	\$0.00	\$41.56
	08/01/2015	\$31.65	\$10.41	\$0.00	\$0.00	\$42.06
	12/01/2015	\$31.65	\$10.41	\$0.00	\$0.00	\$42.06
	06/01/2016	\$32.15	\$10.41	\$0.00	\$0.00	\$42.56
	08/01/2016	\$32.15	\$10.91	\$0.00	\$0.00	\$43.06
	12/01/2016	\$32.15	\$10.91	\$0.00	\$0.00	\$43.06

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2013	\$31.02	\$9.41	\$0.00	\$0.00	\$40.43
	06/01/2014	\$31.37	\$9.41	\$0.00	\$0.00	\$40.78
	08/01/2014	\$31.37	\$9.91	\$0.00	\$0.00	\$41.28
	12/01/2014	\$31.37	\$9.91	\$0.00	\$0.00	\$41.28
	06/01/2015	\$31.72	\$9.91	\$0.00	\$0.00	\$41.63
	08/01/2015	\$31.72	\$10.41	\$0.00	\$0.00	\$42.13
	12/01/2015	\$31.72	\$10.41	\$0.00	\$0.00	\$42.13
	06/01/2016	\$32.22	\$10.41	\$0.00	\$0.00	\$42.63
	08/01/2016	\$32.22	\$10.91	\$0.00	\$0.00	\$43.13
	12/01/2016	\$32.22	\$10.91	\$0.00	\$0.00	\$43.13
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2013	\$31.14	\$9.41	\$0.00	\$0.00	\$40.55
	06/01/2014	\$31.49	\$9.41	\$0.00	\$0.00	\$40.90
	08/01/2014	\$31.49	\$9.91	\$0.00	\$0.00	\$41.40
	12/01/2014	\$31.49	\$9.91	\$0.00	\$0.00	\$41.40
	06/01/2015	\$31.84	\$9.91	\$0.00	\$0.00	\$41.75
	08/01/2015	\$31.84	\$10.41	\$0.00	\$0.00	\$42.25
	12/01/2015	\$31.84	\$10.41	\$0.00	\$0.00	\$42.25
	06/01/2016	\$32.34	\$10.41	\$0.00	\$0.00	\$42.75
	08/01/2016	\$32.34	\$10.91	\$0.00	\$0.00	\$43.25
	12/01/2016	\$32.34	\$10.91	\$0.00	\$0.00	\$43.25
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.49	\$10.00	\$0.00	\$0.00	\$50.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.49	\$10.00	\$0.00	\$0.00	\$50.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.11	\$10.00	\$0.00	\$0.00	\$50.11
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$41.49	\$10.00	\$0.00	\$0.00	\$51.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$28.11	\$10.00	\$0.00	\$0.00	\$38.11
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2013	\$56.14	\$9.80	\$0.00	\$0.00	\$65.94
	08/01/2014	\$58.24	\$9.80	\$0.00	\$0.00	\$68.04
	08/01/2015	\$60.34	\$9.80	\$0.00	\$0.00	\$70.14
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2013	\$40.10	\$9.80	\$0.00	\$0.00	\$49.90
	08/01/2014	\$41.60	\$9.80	\$0.00	\$0.00	\$51.40
	08/01/2015	\$43.10	\$9.80	\$0.00	\$0.00	\$52.90

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FLAGGER & SIGNALER <i>LABORERS - ZONE 2</i>	12/01/2013	\$20.50	\$7.30	\$0.00	\$0.00	\$27.80
	06/01/2014	\$20.50	\$7.30	\$0.00	\$0.00	\$27.80
	12/01/2014	\$20.50	\$7.30	\$0.00	\$0.00	\$27.80
	06/01/2015	\$20.50	\$7.30	\$0.00	\$0.00	\$27.80
	12/01/2015	\$20.50	\$7.30	\$0.00	\$0.00	\$27.80
	06/01/2016	\$20.50	\$7.30	\$0.00	\$0.00	\$27.80
	12/01/2016	\$20.50	\$7.30	\$0.00	\$0.00	\$27.80
For apprentice rates see "Apprentice- LABORER"						
FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.49	\$10.00	\$0.00	\$0.00	\$50.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$28.11	\$10.00	\$0.00	\$0.00	\$38.11
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HOISTING ENGINEER/CRANES/GRADALLS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.49	\$10.00	\$0.00	\$0.00	\$50.49

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 12/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$22.27	\$10.00	\$0.00	\$0.00	\$32.27
2	60	\$24.29	\$10.00	\$0.00	\$0.00	\$34.29
3	65	\$26.32	\$10.00	\$0.00	\$0.00	\$36.32
4	70	\$28.34	\$10.00	\$0.00	\$0.00	\$38.34
5	75	\$30.37	\$10.00	\$0.00	\$0.00	\$40.37
6	80	\$32.39	\$10.00	\$0.00	\$0.00	\$42.39
7	85	\$34.42	\$10.00	\$0.00	\$0.00	\$44.42
8	90	\$36.44	\$10.00	\$0.00	\$0.00	\$46.44

Notes:

Apprentice to Journeyworker Ratio:1:6

LABORER <i>LABORERS - ZONE 2</i>	12/01/2013	\$29.85	\$7.30	\$0.00	\$0.00	\$37.15
	06/01/2014	\$30.35	\$7.30	\$0.00	\$0.00	\$37.65
	12/01/2014	\$30.85	\$7.30	\$0.00	\$0.00	\$38.15
	06/01/2015	\$31.35	\$7.30	\$0.00	\$0.00	\$38.65
	12/01/2015	\$31.85	\$7.30	\$0.00	\$0.00	\$39.15
	06/01/2016	\$32.35	\$7.30	\$0.00	\$0.00	\$39.65
	12/01/2016	\$33.10	\$7.30	\$0.00	\$0.00	\$40.40

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LABORER - Zone 2

Effective Date - 12/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$17.91	\$7.30	\$0.00	\$0.00	\$25.21
2	70	\$20.90	\$7.30	\$0.00	\$0.00	\$28.20
3	80	\$23.88	\$7.30	\$0.00	\$0.00	\$31.18
4	90	\$26.87	\$7.30	\$0.00	\$0.00	\$34.17

Effective Date - 06/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.21	\$7.30	\$0.00	\$0.00	\$25.51
2	70	\$21.25	\$7.30	\$0.00	\$0.00	\$28.55
3	80	\$24.28	\$7.30	\$0.00	\$0.00	\$31.58
4	90	\$27.32	\$7.30	\$0.00	\$0.00	\$34.62

Notes:

Apprentice to Journeyworker Ratio:1:5

OILER (OTHER THAN TRUCK CRANES,GRADALLS) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$20.96	\$10.00	\$0.00	\$0.00	\$30.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OILER (TRUCK CRANES, GRADALLS) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$24.43	\$10.00	\$0.00	\$0.00	\$34.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.11	\$10.00	\$0.00	\$0.00	\$50.11
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PANEL & PICKUP TRUCKS DRIVER <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2012	\$30.28	\$9.07	\$0.00	\$0.00	\$39.35
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.49	\$10.00	\$0.00	\$0.00	\$50.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.49	\$10.00	\$0.00	\$0.00	\$50.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$28.11	\$10.00	\$0.00	\$0.00	\$38.11
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.11	\$10.00	\$0.00	\$0.00	\$50.11
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2013	\$31.24	\$9.41	\$0.00	\$0.00	\$40.65
	06/01/2014	\$31.59	\$9.41	\$0.00	\$0.00	\$41.00
	08/01/2014	\$31.59	\$9.91	\$0.00	\$0.00	\$41.50
	12/01/2014	\$31.59	\$9.91	\$0.00	\$0.00	\$41.50
	06/01/2015	\$31.94	\$9.91	\$0.00	\$0.00	\$41.85
	08/01/2015	\$31.94	\$10.41	\$0.00	\$0.00	\$42.35
	12/01/2015	\$31.94	\$10.41	\$0.00	\$0.00	\$42.35
	06/01/2016	\$32.44	\$10.41	\$0.00	\$0.00	\$42.85
	08/01/2016	\$32.44	\$10.91	\$0.00	\$0.00	\$43.35
	12/01/2016	\$32.44	\$10.91	\$0.00	\$0.00	\$43.35
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2013	\$31.53	\$9.41	\$0.00	\$0.00	\$40.94
	06/01/2014	\$31.88	\$9.41	\$0.00	\$0.00	\$41.29
	08/01/2014	\$31.88	\$9.91	\$0.00	\$0.00	\$41.79
	12/01/2014	\$31.88	\$9.91	\$0.00	\$0.00	\$41.79
	06/01/2015	\$32.23	\$9.91	\$0.00	\$0.00	\$42.14
	08/01/2015	\$32.23	\$10.41	\$0.00	\$0.00	\$42.64
	12/01/2015	\$32.23	\$10.41	\$0.00	\$0.00	\$42.64
	06/01/2016	\$32.73	\$10.41	\$0.00	\$0.00	\$43.14
	08/01/2016	\$32.73	\$10.91	\$0.00	\$0.00	\$43.64
	12/01/2016	\$32.73	\$10.91	\$0.00	\$0.00	\$43.64
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.11	\$10.00	\$0.00	\$0.00	\$50.11
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2013	\$31.82	\$9.41	\$0.00	\$0.00	\$41.23
	06/01/2014	\$32.17	\$9.41	\$0.00	\$0.00	\$41.58
	08/01/2014	\$32.17	\$9.91	\$0.00	\$0.00	\$42.08
	12/01/2014	\$32.17	\$9.91	\$0.00	\$0.00	\$42.08
	06/01/2015	\$32.52	\$9.91	\$0.00	\$0.00	\$42.43
	08/01/2015	\$32.52	\$10.41	\$0.00	\$0.00	\$42.93
	12/01/2015	\$32.52	\$10.41	\$0.00	\$0.00	\$42.93
	06/01/2016	\$33.02	\$10.41	\$0.00	\$0.00	\$43.43
	08/01/2016	\$33.02	\$10.91	\$0.00	\$0.00	\$43.93
	12/01/2016	\$33.02	\$10.91	\$0.00	\$0.00	\$43.93
TREE TRIMMER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	01/29/2012	\$17.18	\$3.37	\$0.00	\$0.00	\$20.55
This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is not on the ground. This classification does not apply to wholesale tree removal.						
TREE TRIMMER GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	01/29/2012	\$15.15	\$3.37	\$0.00	\$0.00	\$18.52
This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal.						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
VAC-HAUL/CATCH BASIN CLEANING <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2013	\$31.24	\$9.41	\$0.00	\$0.00	\$40.65
	06/01/2014	\$31.59	\$9.41	\$0.00	\$0.00	\$41.00
	08/01/2014	\$31.59	\$9.91	\$0.00	\$0.00	\$41.50
	12/01/2014	\$31.59	\$9.91	\$0.00	\$0.00	\$41.50
	06/01/2015	\$31.94	\$9.91	\$0.00	\$0.00	\$41.85
	08/01/2015	\$31.94	\$10.41	\$0.00	\$0.00	\$42.35
	12/01/2015	\$31.94	\$10.41	\$0.00	\$0.00	\$42.35
	06/01/2016	\$32.44	\$10.41	\$0.00	\$0.00	\$42.85
	08/01/2016	\$32.44	\$10.91	\$0.00	\$0.00	\$43.35
	12/01/2016	\$32.44	\$10.91	\$0.00	\$0.00	\$43.35

Additional Apprentices Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentices 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.