

City of Marlborough

DEPARTMENT OF PUBLIC WORKS

135 Neil Street, Marlborough, MA 01752



INVITATION FOR BIDS

REPAIR OF ROADWAY AND SIDWALK DEFICIENCIES/TRENCH PAVING CONTRACT #OP 2015-06

BID NUMBER 3039M.DPW.OP2015-06

CONTACT INFORMATION:

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Issue Date: May 29, 2014

Bid Submission Due Date: June 18, 2014 at 9:00 A.M.

City of Marlborough



Marlborough, MA 01752

INVITATION FOR BIDS

M.G.L. CHAPTER 30, §39M

REPAIR OF ROADWAY AND SIDEWALK DEFICIENCIES/TRENCH PAVING CONTRACT OP 2015-06

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NOTICE TO BIDDERS

REPAIR OF ROADWAY AND SIDEWALK DEFICIENCIES/TRENCH PAVING

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 contractors to provide **PERMANENT TRENCH PAVING/REPAIRS TO UNACCEPTABLE AND/OR DEFICIENT ROADWAY AND SIDEWALK AREAS AS DESCRIBED IN Contract No. OP 2015-06** or as directed by the Assistant Commissioner of Operations at various locations within Marlborough, MA. Response time to requests for services must be within four (4) hours of request by the City, unless other arrangements are made. The estimated cost for the work is \$160,000.00 per year. All bidding procedures shall conform to M.G.L. c.30, § 39M, and all bids are subject to minimum prevailing wage rates as required by M.G.L. c.149 §§26-27H inclusive.

Sealed bids will be received **until 9:00 A.M., Wednesday, June 18, 2014** and publicly opened forthwith at the Office of the Assistant Commissioner of Operations, Department of Public Works, Administration Offices-2nd Floor, 135 Neil Street, Marlborough, MA 01752. Bids submitted after this date and time will not be accepted. Bids shall be clearly identified in lower left-hand corner of the bid envelope as **REPAIR OF ROADWAY AND SIDEWALK DEFICIENCIES/TRENCH PAVING, CONTRACT NO. OP 2015-06, including the date and time of the bid opening.** 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.

Bids shall be accompanied by a bid deposit of not less than five (5%) percent of the value of the proposed work 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.

Bid Forms and Contract Documents will be available as of May 29, 2014 and may be obtained **electronically at no cost** by registering on the owner's website at:

www.marlborough-ma.gov (click **Public Works** then click **DPW Procurement**)

Questions concerning this IFB shall be directed to Thomas P. Temple, Assistant Commissioner of Operations in writing via email to ttemple@marlborough-ma.gov or dpw@marlborough-ma.gov.

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: June 4, 2014

INSTRUCTIONS TO BIDDERS

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 City of Marlborough and is familiar with the local conditions under which the work is to be performed.

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 - CONTRACTOR'S OSHA 10-APPROVED SAFETY & HEALTH CERTIFICATION

2.1. All employees who work under this Contract 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 Contractor under this Contract for services 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 Contractor must comply with all Federal, State and local safety laws and regulations applicable to the work.

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 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. Bid prices submitted shall be based on work at various 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 Work.

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 services in the manner prescribed by the bid documents and to perform the required work satisfactorily.

4.1.7 Bidders are to insert the unit price, as specified on the Form for General Bid Form, which they will charge for the services provided 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:

- **REPAIR OF ROADWAY AND SIDWALK DEFICIENCIES/TRENCH PAVING- Contract # OP 2015-06**
- **June 18, 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 Contractor.

5.4 The low Bidder will be determined on the basis of the unit pricing 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.

7.2 The City of Marlborough will award one contract 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 Contractor 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 the Work, 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 one contract to the lowest responsible and eligible bidder. No award will be made to any contractor who cannot satisfy the City that he/she has sufficient ability to perform the work in conformance with the bid specifications within the time specified for services.

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 Contractor that performs the substantive portion of the principal work described in the Specifications must have a documented record of at least five (5) years of reliable performance in similar-type 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 five (5) 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 Contractor shall complete the following forms to ensure prompt contract validation. These forms will be provided to the selected Contractor by the City of Marlborough. Awarded Contractor 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 Contractor 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 one hundred (100%) 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 General Contractor are required and must be submitted in accordance with Section 3.0 of the General Provisions of the Contract Documents.

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

8.5 Statement of Management on Internal Accounting Controls and a Statement prepared by a CPA expressing an opinion to the state of Management Controls, as required by M.G.L. c.30 §39R. **This applies to all General Contractors with contracts of \$100,000 or more.** Samples are provided elsewhere in the Bid Documents.

8.6 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 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 - 8.6 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.

10.4 The Contractor's attention is directed to the fact that all applicable State Laws, Municipal Ordinances and rules and regulations of all authorities having jurisdiction shall apply to the contract throughout the term, and they will be deemed to be included in the contract the same as though written herein.



FORM OF GENERAL BID

To the Awarding Authority:

A. The undersigned proposes to furnish all labor and materials required for **REPAIR OF ROADWAY AND SIDWALK DEFICIENCIES/TRENCH PAVING for the Department of Public Works @ various locations, Contract # OP 2015-06 (the "Work")** in Marlborough, Massachusetts, in accordance with the accompanying plans and Specifications prepared by the **Assistant Commissioner of Operations** 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 **one hundred percent (100%)** 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 local conditions under which the proposed Work is to be performed as required.

The undersigned hereby certifies that he is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed on the work; that all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration (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;
3. Five (5%) Percent Bid Deposit, including all alternates;
4. Certificate of Corporate Vote, if corporation;

(Name of General 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 2015-06

**SCHEDULE OF UNIT PRICING FOR
REPAIR OF ROADWAY AND SIDWALK DEFICIENCIES/TRENCH PAVING**

A. Scheduled Permanent Patch Repair (complete)

Bid Prices shall include job safety and traffic controls, including but not limited to barrels, cones and signage. Cost of said safety and controls shall be included in the cost of the work as bid; no direct payment shall be made to the contractor for same. All labor, materials, equipment, overhead, excavation, include any and all excavation required, removal and disposal of temporary trench material(s), compaction of gravel base material and any other incidental required. Bid Price shall also include the required one (1) foot cut back (saw cutting) around the perimeter of each trench area with no direct payment made to the contractor, saw cutting shall be included in the cost of the work as bid no separate payment being made for same.

The total depth of paving/patching shall be as follows:

- Residential Streets - 4-inches
 - (2 ½-inch binder course of bituminous concrete (compacted), 1 ½- top course bituminous concrete (compacted), sand and emulsion applied to the hot joints
- Collector Streets – 6-inches (As determined by Assistant Commissioner of Operations)
 - (2½ -inch base course of bituminous concrete (compacted), 2-inch binder course of bituminous concrete (compacted), 1 ½- top course bituminous concrete (compacted), sand and emulsion applied to the hot joints
- Arterial Streets – 8-inches (As determined by Assistant Commissioner of Operations)
 - (3½ -inch base course of bituminous concrete (compacted), 3-inch binder course of bituminous concrete (compacted), 1 ½- top course bituminous concrete (compacted), sand and emulsion applied to the hot joints.

ITEM	UNIT PRICE Per Sq. Ft. (1-100 Sq. Ft.)	UNIT PRICE Per Sq. Ft. (101-550 Sq. Ft.)	UNIT PRICE Per Sq. Ft. (Over 550 Sq. Ft.)
2 ½-in. Base or Binder Course (compacted)			
3-in. Base or Binder Course (compacted)			
3 ½ -in. Base or Binder Course (compacted)			
1 ½ in Top Course (compacted)			
3-in. Double finish Course (compacted) [sidewalk only]			
TOTAL			

Column One	\$
Column Two	\$
Column Three	\$
Sub-Total Section A.	\$

B. 4-inch Cement Concrete Sidewalk/6-Inch Cement Concrete Driveway Apron and/or Handicap Ramps - Finished (Complete)

<i>ITEM</i>	<i>UNIT PRICE Per Sq. Ft. (1-100 Sq. Ft.)</i>	<i>UNIT PRICE Per Sq. Ft. (101-550 Sq. Ft.)</i>	<i>UNIT PRICE Per Sq. Ft. (Over 550 Sq. Ft.)</i>
4-inch (4000 PSI)			
6-inch (4000 PSI)			
TOTAL			

Column One	\$
Column Two	\$
Column Three	\$
Sub-Total Section B.	\$

C. Gravel, Control Density Fill and/or Curbing Work (Complete)

<i>ITEM</i>	<i>PRICE PER</i>
Install 12-in. Gravel Base Material (Per Cubic Yard)	\$
Control Density Fill (CDF) (Per Cubic Yard)	\$
Reset Existing Granite Curbing (Per Linear Foot)	\$
Replace/Install Bituminous Concrete Berm (Per Linear Foot)	\$
1 ½ -inch Milling-including sweeping & tack coat prior to paving operations (Per Square Foot)	\$
Adjust Frame, Cover and/or Grate (per each)	\$
Adjust Water Main Gate Box (per each)	\$
Sub-Total Section C.	\$

BID TOTAL:

Sub-Total Section A.	\$
Sub-Total Section B.	\$
Sub-Total Section C.	\$
TOTAL ESTIMATED BID	\$

The above describe the measurement of and payment for the work to be done under specific items listed in the Proposal. If any item is not included herein, the provisions of the Massachusetts Department of Transportation Highway Division Standard Specifications shall apply. The unit price or lump sum price for various items of work as listed in the Proposal, under this Contract, shall prevail without any adjustment of quantity over and above that measured for payment or in price as may be allowed under the Massachusetts Department of Transportation Highway Division Standard Specifications Standard Specification.

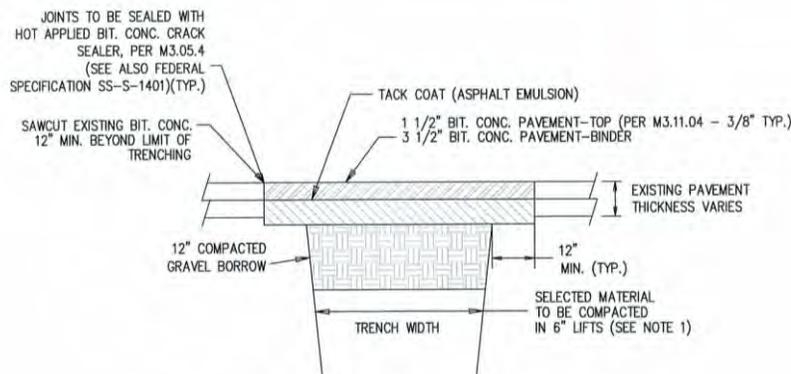
Each unit or lump sum price stated in the Bid shall constitute full compensation as herein specified, for each item of work completed in accordance with the Drawings and Specifications including handling water and cleaning up all debris, excess materials and site restoration. The prices for those items which involved excavation shall include compensation for disposal of surplus material and installation of all necessary sheeting and bracing.

All concrete sidewalk openings shall be repaired in FULL panels and be a minimum of four (4) inches thick (minimum of six (6) inches thick at driveway openings) the concrete shall be 4,000 P.S.I., between 5% and 8% by volume air voids, 3/4" max. aggregate size with a broom finish. Sidewalk repaving and/or replacement must follow as close behind installation as conditions permit. Excessive lineal footage of sidewalk left unrepaired will not be allowed. Construction joints shall be required at either side of the project limits, and at 5 foot intervals. Expansion joints shall be required at 20 foot intervals, if applicable.

When bituminous concrete sidewalk work is performed, the entire sidewalk area being replaced and/or repaired shall be replaced as follows. The entire trench area shall be thoroughly compacted to a point nine (9) inches below the finish grade. Six (6) inches of approved processed gravel sub-base (subgrade) shall then be placed and compacted. The gravel base will be shaped, graded and rolled to accurately meet the finish grade. In no case shall the surface be laid until the sub base has been inspected and approved by the City Engineer. Pavement shall be placed in two one and a half (1 1/2) inches thick layers.

Please note, all permanent trench paving shall be performed in accordance with the trench paving detail provided including sand and emulsion placed on all hot joints sealing same (see detail below).

EXAMPLE



NOTE 1:

COMPACTION EQUIPMENT SHALL MEET OR EXCEED THE MINIMUM REQUIREMENTS TO OBTAIN THE COMPACTION STANDARDS DESCRIBED IN THE CONSTRUCTION NOTES UNLESS OTHERWISE APPROVED BY THE CITY ENGINEER. IN PROXIMITY TO STRUCTURES, A JUMPING JACK COMPACTOR SHALL BE REQUIRED.

TYPICAL FINAL TRENCH PAVING

N.T.S

Please Note: Final paving depths shall determined by the Assistan Commissioner of Operations and/or his designee based on actual depths determined in field.

The Bituminous concrete curbing mixture shall be placed and compacted with a machine. The dimensions and cross sections of proposed replacement of bituminous concrete curb shall be determined by the Assistant Commissioner of Operations and/or his designee. Where bituminous concrete curbing is to be replaced, the roadway pavement shall be widened one foot (1) to provide a proper base for the curbing and shall be constructed on a six inch (6") gravel base

Replaced granite curbing shall be type VA-4 Vertical (min 6"w x 6'l x 18"d) or SB sloped (min 3"w x 2'l x 18"d), curb shall be set on an approved gravel base. Trench excavation for curbing shall be excavated to a width of eighteen inches, the bottom of the trench shall be six inches (6") below the bottom of the proposed curbstone. The foundation for the curb shall consist of gravel spread upon the subgrade and after being thoroughly compacted by tamping, shall be not less than six inches (6") in depth upon the foundation.

The specifications and requirements contained herein is for a period of one (1) years from the date of contract, with two (2) one-year renewal options exercisable in the City's sole discretion. The City cannot guarantee the full Contract amount. Quantities below are for comparison purposes only. Items and Quantities will change as type and size of jobs changes, as described in the Specifications.

BIDDERS INFORMATION SHEET

The following information is furnished by the bidder for the information of the City of Marlborough as the Awarding Authority.

1. Furnish the following information regarding the Bidder:

If a Corporation:

Incorporated in what State _____

President _____ Treasurer _____

Secretary _____

If a foreign corporation, are you registered to do business in Massachusetts.

Yes []

NO []

If selected for this work you are required under M.G.L. c30 §39L to obtain from the Secretary of State, Foreign Corporation Section, State House, Boston, MA, a certificate stating that your corporation is registered; and furnish said certificate to the City of Marlborough as the Awarding Authority prior to execution of a contract.

If a partnership: (Name of all partners)

Name of partner _____ Residence _____

Name of partner _____ Residence _____

If an Individual:

Name _____ Residence _____

If an Individual doing business under a firm name:

Name of firm _____

Business Address _____

Name of Individual _____ Residence _____

2. Furnish the following information regarding the Surety Company to be used by Bidder:

Full Legal Name _____

State of Incorporation _____

Principal Place of Business _____

Admitted to do Business in Massachusetts: Yes [] No []

Name & Contact Number of local agent: _____

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 work 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. 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: _____

13. Will you comply with all Terms and Conditions of this Invitation for Bid?

Yes [] No []

If no explain:

14. 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
------	---------	--------------

15. 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 []

16. 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 []

- 17. 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?

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)

BUSINESS REFERENCE FORM
(Bidder may use similar format to this form)

Bidder: _____

IFB Title/Contract/Bid #: _____

Product Category: _____

The Bidder must provide 3 business references:

Reference Name: _____ Contact: _____

Address: _____

Phone #: _____ Fax/Internet Address: _____

Description and date(s) of products or services provided: _____

Reference Name: _____ Contact: _____

Address: _____

Phone #: _____ Fax/Internet Address: _____

Description and date(s) of products or services provided: _____

Reference Name: _____ Contact: _____

Address: _____

Phone #: _____ Fax/Internet Address: _____

Description and date(s) of products or services provided: _____

References will be contacted to confirm the Bidder's abilities and qualifications as stated in the Bidder's bid response. The City may deem the Bidder's Response un-responsive if a reference is not obtainable from a listed reference after reasonable attempts.

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," for **REPAIR OF ROADWAY AND SIDWALK DEFICIENCIES/TRENCH PAVING, MA, Contract #OP 2015-06.**

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 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:

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: **REPAIR OF ROADWAY AND SIDWALK
DEFICIENCIES/TRENCH PAVING
Contract #OP 2015-06**

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 for **REPAIR OF ROADWAY AND SIDWALK DEFICIENCIES/TRENCH PAVING - Contract #OP 2015-06** (hereinafter called the "Work") 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: The Work in accordance with the contract Specifications shall be performed for the DPW–Streets Division at various locations in Marlborough as directed by the City's Agent. Time is of the essence in performing the Work under this Agreement. Damages for delays in the non-performance of the Work shall be **\$300.00** per day, not as penalty, but as liquidated damages.

Article 3. Contract Sum: The City shall pay the Contractor, for the Work, subject to additions and deductions by Change Order, per the unit pricing submitted and accepted under the contractor's bid 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 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
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 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 CONDITIONS OF THE CONTRACT

1.0 DEFINITIONS

1.1 THE CONTRACT DOCUMENTS

The Contract 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 work 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 Contractor to fulfill the Contractor's obligation.

1.3 AWARDING AUTHORITY

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

1.4 BIDDER

The terms "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 CONTRACTOR

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

2.0 CONTRACT FUNDING

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

3.0 SALES TAX EXEMPTION AND OTHER TAXES

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

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

4.0 PERMITS, FEES, AND NOTICES

4.1 The Contractor shall secure and pay for any and all permits. The City of Marlborough, as the Awarding Authority, will waive any fees for permits or licenses due to the Marlborough Department of Public Works, if any. The Contractor shall secure and pay for all licenses, and other fees required for the

proper execution of the Work. The Contractor shall coordinate all efforts required to obtain these permits including having the permit issued in the name of the Contractor and arranging all inspections necessary for the proper execution and completion of the Work.

4.2 The Contractor shall comply with and give notices required by laws, ordinances, rules, regulations, and lawful orders of the City bearing on performance of the Work.

4.3 If the Contractor performs Work knowing it to be contrary to laws, statutes, ordinances, building codes, and rules and regulations without such notice to the Awarding Authority, the Contractor shall assume full responsibility for such Work and shall bear all attributable costs.

5.0 SAFETY REQUIREMENTS

5.1 The Contractor must comply with all Federal, State, and local safety laws and regulations applicable to work performed under this Contract.

5.2 Pursuant to M.G.L. c.30, §39S, as amended, all employees employed or to be employed at the worksite shall successfully complete 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.

6.0 PREVAILING WAGE RATES AND LABOR REGULATIONS

6.1 The rate per hour to be paid to mechanics, apprentices, teamsters, chauffeurs, and laborers employed on the Work shall not be less than the rate of wages in the attached "Minimum Wage Rates" as determined by the Commissioner of the Massachusetts Department of Labor Division of Occupational Safety. This schedule shall continue to be the minimum rate of wages for said employees during the life of this Contract. Any questions relative to the applicability of any wage rate shall be directed to the Division of Occupational Safety.

6.2 Keep a legible copy of said schedule posted on the site at all times. Provide the Awarding Authority, on a weekly basis, and keep an on-site file of the wage rates and classifications of labor employed on this Work in order that they may be available for inspection by the Awarding Authority or any agency having jurisdiction.

6.3 Pay reserve police officers employed on the Work the prevailing rate of wages paid to regular police officers as required by MGL c149 § 34B, as amended. Such police officers shall be covered by Worker's Compensation Insurance and Employers Liability Insurance provided by the Contractor.

6.4 The Contractor shall not have any claim for extra compensation from the Awarding Authority if the actual wages paid to employees on the Contract exceeds the rates listed on the Schedule.

6.5 WAGE RATE REPORTING

6.5.1 The Contractor and all subcontractors shall provide certified payroll affidavits verifying compliance with MGL c.149 §§26 - 27H.

6.5.2 The Contractor and all subcontractors shall provide a Statement of Compliance within 15 days of the completion of its portion of the work. This statement shall be submitted to the Awarding Authority on the form found elsewhere in this section.

6.6 APPRENTICE REQUIREMENTS

Apprentices employed pursuant to this determination of wage rates must be registered and approved by the State Apprenticeship Council wherever rates for journeymen or apprentices are not listed.

6.7 EMPLOYEE OSHA SAFETY TRAINING

6.7.1 All employees who work on this construction site must have no less than 10 hours of OSHA approved safety and health training.

6.7.2 The Contractor and all Subcontractors shall furnish to the Awarding Authority, with the certified payroll reports, documentation indicating that each employee has successfully completed 10 hours of a course in construction safety and health. This course must be approved by the United States Occupational Health and Safety Administration (OSHA).

7.0 CONTRACT ADMINISTRATION

7.1 CONFERENCE

Prior to commencement of the Work, the Contractor shall meet in conference with representatives of the Awarding Authority, to discuss and develop mutual understandings relative to administration of the quality assurance program, safety program, labor provisions, the schedule of work, and other Contract procedures as may be required.

7.2 REJECTION OF DEFECTIVE MATERIALS AND WORK

The Awarding Authority's inspection of the Work shall not relieve the Contractor of any of its responsibilities to fulfill the Contract obligations, and defective work shall be corrected. Unsuitable work may be rejected by the Awarding Authority, notwithstanding that such work and materials have been previously overlooked or misjudged by the Awarding Authority and accepted for payment. If the Work or any part thereof shall be found defective at any time before the final acceptance of the whole Work, the Contractor shall forthwith correct such defect in a manner satisfactory to the Awarding Authority.

8.0 INSURANCE REQUIREMENTS

The Contractor shall provide insurance coverage as listed in subparagraphs 8.1 - 8.6. This insurance shall be provided at the Contractor's expense and shall be in full force and effect during the full term of this contract.

8.1 WORKER'S COMPENSATION

Worker's Compensation:	Coverage A	Statutory	Per c.152 as amended
Employer's liability:	Coverage B	up to \$ 100,000	each accident
		\$ 500,000	disease per employee
		\$ 100,000	disease policy

8.2 CONTRACTOR'S COMMERCIAL GENERAL LIABILITY

Bodily Injury &	\$ 1,000,000.	each occurrence
Property Damage	\$ 3,000,000.	general aggregate
Products & Completed Operations	\$ 1,000,000.	aggregate
Personal & Advertising Injury	\$ 1,000,000.	each occurrence

8.3 VEHICLE LIABILITY

Including coverage for owned, hired, or borrowed autos (if vehicle is used in the performance of the Work)

Personal Injury and Property Damage Combined Single Limit	\$ 1,000,000. C.S.L.
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8.4 OWNER AS CO-INSURED

The Awarding Authority shall be named as additional insured on the Contractor's liability policies.

8.5 CERTIFICATES OF INSURANCE, POLICIES

8.5.1 The Contractor shall not commence work on this contract until proof of compliance with this article has been furnished to the Awarding Authority by submitting one copy of a properly endorsed insurance certificate issued by a company authorized to write insurance in the Commonwealth. This certificate shall indicate that the Contractual Liability Coverage is in force and on a form (Acord or similar) satisfactory to the Awarding Authority.

8.5.2 The Contractor's insurance applying to the Awarding Authority shall be primary and the Awarding Authority's own insurance shall be non-contributing.

8.5.3 The Certificate Holder shall be as follows: Department of Public Works, Attn: Assistant Commissioner of Operations, Administration Offices-2nd Floor, 135 Neil Street, Marlborough, MA 01752.

8.6 CANCELLATION

Cancellation of any insurance required by this contract, whether by the insurer or the insured, shall not be valid unless written notice thereof is given by the party proposing cancellation to the other party and to the Awarding Authority at least thirty (30) days prior to the effective date thereof, which shall be expressed in said notice. Prior to the effective date of any such cancellation, the Contractor shall take out new insurance to cover the policies so cancelled.

9.0 INDEMNIFICATION

9.1 The Contractor shall take all responsibility for the Work and take all precautions for preventing injuries to persons and property in or about the Work and shall bear all losses resulting to or on account of the amount or character of the Work. The Contractor shall pay or cause payment to be made for all labor performed or furnished and for all materials used or employed in carrying out this Contract.

9.2 The Contractor shall assume the defense of, and indemnify and save harmless the Awarding Authority and its officers and agents from all claims:

9.2.1 relating to labor performed or furnished and materials used or employed for the Work;

9.2.2 to inventions, patents and patent rights used in and in doing the Work unless such patent infringement is due to a product or process specified by the Owner;

9.2.3 to injuries to any person or corporation received or sustained by or from the Contractor and any employees, and subcontractors and employees, in doing the work, or in consequence of any improper materials, implements or labor used or employed therein;

9.2.4 and to any act, omission or neglect of the Contractor and any employees therein.

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

10.1 The Contractor shall provide a payment and labor and materials bond and shall present such bond to the Awarding Authority in the form acceptable by the Awarding Authority, executed by a surety company licensed by the Commonwealth of Massachusetts' Division of Insurance. Such bonds shall be in an amount equal to at least one half of the Contract price (50%) unless greater amounts are specified elsewhere in the Contract Documents.

10.2 Said bonds shall be furnished within ten (10) days from the date of notification of contract award. Such bonds shall be deemed a part of the Contract.

11.0 GUARANTY AND WARRANTY

11.1 WARRANTY

The Contractor warrants to the Awarding Authority that materials and equipment furnished under the Contract will be of good quality and new unless otherwise required or permitted by the Contract Documents, that the Work will be free from defects not inherent in the quality required or permitted, and that the Work will conform with all the requirements of the Contractor Documents. Work not conforming to these requirements, including substitutions not properly approved and authorized, may be considered defective. If required by the Awarding Authority, the Contractor shall furnish satisfactory evidence as to the kind and quality of materials and equipment furnished. The Awarding Authority reserves the right to reject said substituted materials even after requesting evidence.

11.2 GENERAL GUARANTY

If at any time during the period of one (1) year from the date of the Substantial Completion the Work to be performed under this Contract, or any part of the Work shall, in the reasonable determination of the Awarding Authority, require replacing or repairing due to the fact that it is broken, defective, or otherwise does not conform to the Contract Documents, the Awarding Authority will notify the Contractor to make the required repairs or replacement. If the Contractor shall neglect to commence such repairs or replacement to the satisfaction of the Awarding Authority within ten (10) days from the date of giving or mailing such notice, then the Awarding Authority may employ other persons to make said repairs or replacements. The Contractor agrees, upon demand, to pay to the Awarding Authority all amounts which the Awarding Authority expends for such repairs or replacements. During this one year guarantee period any corrective work shall be performed in accordance with the applicable terms of this Contract. For items of work completed after substantial completion, the one year guarantee shall commence at the time the Awarding Authority accepts such items. This one year guarantee shall not limit any express guaranty or warranty provided elsewhere in the Contract

12.0 TIME, SCHEDULES, AND COMPLETION

12.1 DEFINITIONS

12.1.1 Unless otherwise provided, Contract Time is the period of time stated in the Contract Documents for Completion of the Work.

12.1.2 The date of commencement of the Work is the date established in the Notice to Proceed from the Awarding Authority. The commencement date shall not be postponed by the failure to act by the Contractor or by persons or entities for whom the Contractor is responsible.

12.1.3 The term "day" as used in the Contract Documents shall mean calendar day unless otherwise specifically defined.

12.2. PROGRESS AND COMPLETION

12.2.1 Time limits stated in the Contract Documents are of the essence of the Contract. By executing the Contract the Contractor confirms that the Contract Time is a reasonable period for performing the Work.

12.2.2 The Contractor shall proceed expeditiously with adequate forces and shall achieve completion within the Contract Time.

12.3 DELAYS AND EXTENSIONS OF TIME

12.3.1 The Contractor shall be entitled to an extension of time for completion of the Work because of: acts of Nature; labor disputes; abnormal weather conditions. Except in unusual circumstances, delays caused by suppliers, Subcontractors and sub-subcontractors shall be considered to be within the control of the Contractor. Should the Contractor require additional time to complete the Work, the Contractor shall document the reasons therefore and request an extension of time at the time the alleged delay occurs. Failure to notify the Awarding Authority or Awarding Authority's Representative of any delay as provided in this Article shall preclude the Contractor from subsequently claiming any damages due to said delay.

12.3.2 CONTRACTOR'S LIABILITY FOR DELAYS, LIQUIDATED DAMAGES

The Contractor shall be liable for, and shall pay, to the Awarding Authority, the Awarding Authority's entire contract related costs incurred after the time stipulated for completion. The Awarding Authority may retain from monies otherwise due the Contractor whatever sums accrue to the Awarding Authority pursuant to this provision. The Contractor shall not be liable for costs for delay in performance for any period for which an extension of the Contract Time has been granted pursuant to the provisions of Subparagraph 12.3.

13.0 MISCELLANEOUS REQUIREMENTS

13.1 The Contractor shall comply with the provisions of EPA Regulation 40 CFR 745 (if applicable); M.G.L. c.151B; Laws pertaining to Non-Discrimination, Diversity, Equal Opportunity, and Affirmative Action; M.G.L. c. 149, §19C prohibiting the use of undocumented workers on municipal contracts and all regulations promulgated pursuant thereto. The aforementioned law, regulations and any amendments are incorporated herein by reference and made a part of this Contract.

13.2 CONFLICT OF INTEREST

The Contractor covenants, that:

13.2.1 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;

13.2.2 in the performance of this Contract, no person having any such interest shall be employed by the Contractor or engaged as a subcontractor by the contractor; and

13.2.3 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 contract, 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.

14.0 TERMINATION

14.1 TERMINATION FOR CAUSE

14.1.1 The Awarding Authority may terminate this contract for cause if it determines that any of the following circumstances have occurred:

- .1 The Contractor is adjudged bankrupt or has made a general assignment for the benefit of its creditors.
- .2 A receiver has been appointed of the Contractor's property.
- .3 All or a part of the Work has been abandoned.
- .4 The Contractor has sublet or assigned all or any portion of the Work, the Contract, or claims thereunder, without the prior written consent of the Owner, except as provided in the Contract Documents.
- .5 The Awarding Authority has determined that the rate of progress required on the project is not being met.
- .6 The Contractor has substantially violated any provisions of this Contract.

14.1.3 The Awarding Authority may complete the work, or any part thereof, and charge its expense of so completing the work or part thereof, to the Contractor.

14.1.4 The Awarding Authority may take possession of and use any materials, machinery, implements and tools found upon the site of said Work. The Awarding Authority shall not be liable for any depreciation, loss or damage to said materials, machinery, implements or tools during said use and the Contractor shall be solely responsible for their removal from the Project site after the Awarding Authority has no further use for them.

14.3 TERMINATION - NO FAULT

14.3.1 In the event that this Contract is terminated by the Awarding Authority, prior to the completion of the Work and termination is not based on a reason listed in Paragraph 14.1, the Contractor shall be compensated for its costs incurred calculated on a percent completion basis covering the period of time between the last approved application for payment and the date of termination.

14.3.2 Payment by the Awarding Authority pursuant to Subparagraph 14.3.1 shall be considered to fully compensate the Contractor for all claims and expenses and those of any consultants, subcontractors, and suppliers, directly or indirectly attributable to the termination, including any claims for lost profits.

15.0 FINANCIAL REPORTING (M.G.L. c.30, §39R)

15.1 Section 39R. (a) The words defined herein shall have the meaning stated below whenever they appear in this section:

(1) "Contractor" means any person, corporation, partnership, joint venture, sole proprietorship, or other entity awarded a contract pursuant to sections thirty-eight A 1/2 to thirty-eight O, inclusive, of chapter seven and any contract awarded or executed pursuant to section eleven C of chapter twenty-five A, section thirty-nine M of chapter thirty, or sections forty-four A to forty-four H, inclusive, of chapter one hundred and forty-nine, which is for an amount or estimated amount greater than one hundred thousand dollars (\$100,000.).

(2) "Contract" means any contract awarded or executed pursuant to sections thirty-eight A 1/2 to thirty-eight O, inclusive, of chapter seven and any contract awarded or executed pursuant to section eleven C of chapter twenty-five A, section thirty-nine M of chapter thirty, or sections forty-four A through forty-four H, inclusive, of chapter one hundred and forty-nine, which is for amount or estimated amount greater than one hundred thousand dollars.

(3) “Records” means books of original entry, accounts, checks, bank statements and all other banking documents, correspondence, memoranda, invoices, computer printouts, tapes, discs, papers and other documents or transcribed information of any type, whether expressed in ordinary or machine language.

(4) “Independent Certified Public Accountant” means a person duly registered in good standing and entitled to practice as a certified public accountant under the laws of the place of his residence or principal office and who is in fact independent. In determining whether an accountant is independent with respect to a particular person, appropriate consideration should be given to all relationships between the accountant and that person or any affiliate thereof. Determination of an accountant’s independence shall not be confined to the relationships existing in connection with the filing of reports with the awarding authority.

(5) “Audit”, when used in regard to financial statements, means an examination of records by an independent certified public accountant in accordance with generally accepted accounting principles and auditing standards for the purpose of expressing a *certified* opinion thereon, or, in the alternative, a qualified opinion or a declination to express an opinion for stated reasons.

(6) “Accountant’s Report”, when used in regard to financial statements, means a document in which an independent certified public accountant indicates the scope of the audit which he has made and sets forth his opinion regarding the financial statements taken as a whole with a listing of noted exceptions and qualifications, or an assertion to the effect that an overall opinion cannot be expressed. When an overall opinion cannot be expressed the reason therefore shall be stated. An accountant’s report shall include as a part thereof a signed statement by the responsible corporate officer attesting that management has fully disclosed all material facts to the independent certified public accountant, and that the audited financial statement is a true and complete statement of the financial condition of the contractor.

(7) “Management”, when used herein, means the chief executive officers, partners, principals or other person or persons primarily responsible for the financial and operational policies and practices of the contractor.

(8) Accounting terms, unless otherwise defined herein, shall have a meaning in accordance with generally accepted accounting principles and auditing standards.

(b) Subsection (a)(2) hereof notwithstanding, every agreement or contract awarded or executed pursuant to sections thirty-eight A 1/2 to thirty-eight O, inclusive, of chapter seven, or eleven C of chapter twenty-five A, and pursuant to section thirty-nine M of chapter thirty or to section forty-four A through H, inclusive, of chapter one hundred and forty-nine, shall provide that:

(1) The contractor shall make, and keep for at least six years after final payment, books, records, and accounts which in reasonable detail accurately and fairly reflect the transactions and dispositions of the contractor, and

(2) until the expiration of six years after final payment, the office of inspector general, and the commissioner of capital asset management and maintenance shall have the right to examine any books, documents, papers or records of the contractor or of his subcontractors that directly pertain to, and involve transactions relating to, the contractor or his subcontractors, and

(3) if the Contract is a contract as defined herein, the contractor shall describe any change in the method of maintaining records or recording transactions which materially affect any statements filed with the awarding authority, including in his description the date of the change and reasons therefore, and shall accompany said description with a letter from the contractor's independent certified public accountant approving or otherwise commenting on the changes, and

(4) if the Contract is a contract as defined herein, the contractor has filed a statement of management on internal accounting controls as set forth in paragraph (c) below prior to the execution of the contract, and

(5) if the agreement is a contract as defined herein, the contractor has filed prior to the execution of the contracts and will continue to file annually, an audited financial statement for the most recent completed fiscal year as set forth in paragraph (d) below.

(c) Every contractor awarded a contract shall file with the awarding authority a statement of management as to whether the system of internal accounting controls of the contractor and its subsidiaries reasonably assures that:

(1) transactions are executed in accordance with management's general and specific authorization;

(2) transactions are recorded as necessary

i. to permit preparation of financial statements in conformity with generally accepted accounting principles, and

ii. to maintain accountability for assets;

(3) access to assets is permitted only in accordance with management's general or specific authorization; and

(4) the recorded accountability for assets is compared with the existing assets at reasonable intervals and appropriate action was taken with respect to any difference.

Every contractor awarded a contract shall also file with the awarding authority a statement prepared and signed by an independent certified public accountant, stating that he has examined the statement of management on internal accounting controls, and expressing an opinion as to

(1) whether the representations of management in response to this paragraph and paragraph (b) above are consistent with the result of management's evaluation of the system of internal accounting controls; and

(2) whether such representations of management are, in addition, reasonable with respect to transactions and assets in amounts which would be material when measured in relation to the applicant's financial statements.

(d) Every contractor awarded a contract by the commonwealth or by any political subdivision thereof shall annually file with the commissioner of capital asset management and maintenance during the term of the contract a financial statement prepared by an independent certified public accountant on the basis of an audit by such accountant. The final statement filed shall include the date of final payment. All statements shall be accompanied by an accountant's report. Such statements shall be made available to the awarding authority upon request.

(e) The office of inspector general, the commissioner of capital asset management and maintenance and any other awarding authority shall enforce the provisions of this section. The commissioner of capital asset management and maintenance may after providing an opportunity for the inspector general and other interested parties to comment, promulgate pursuant to the provisions of chapter thirty A such rules, regulations and guidelines as are necessary to effectuate the purposes of this section. Such rules, regulations and guidelines may be applicable to all awarding authorities. A contractor's failure to satisfy any of the requirements of this section may be grounds for debarment pursuant to section forty-four C of chapter one hundred and forty-nine.

(f) Records and statements required to be made, kept or filed under the provisions of this section shall not be public records as defined in section seven of chapter four and shall not be open to public inspection; provided, however, that such records and statements shall be made available pursuant to the provisions of clause (2) of paragraph (b).

CHAPTER 30, §39M**GENERAL REQUIREMENTS, SCOPE OF SERVICES****1.0 SUMMARY OF WORK**

To perform permanent trench repairs to roadway and sidewalk areas as directed by the Assistant Commissioner of Operations or his designee. Contractor shall be responsible for job safety and traffic controls including but not limited to barrels, cones and signage and police detail(s) when required. All trench areas are to be (saw cut) one foot beyond furthest point and cut back square around the perimeter, all joints are to be sealed with hot applied bituminous concrete sealer, per M3.05.4 also see Federal Specification SS-S-1401 (typ.) and sand on all joints. Mobilization and the removal and disposal of temporary trench pavement shall be included in the price per square foot (no additional cost to owner). A minimum of 30 tons or 965 square feet of pavement placed and compacted in place (complete) each day.

Contractor shall be responsible for maintaining a clean/safe work zone area as well as maintaining the remaining right-of-way layout while performing his paving work. Prior to relocating to another work area, the contractor shall make sure the work area just completed has been cleaned, swept and all excess material removed and properly disposed of by the contractor. The contractor shall also schedule the removal of all temporary traffic control devices etc. once determined the roadway and/or sidewalk area is safe to open to vehicular and/or pedestrian traffic.

2.0 ACQUISITION METHOD

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

3.0 SALES TAX EXEMPTION AND OTHER TAXES

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

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

4.0 AUTHORITY OF OWNER

4.1 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 or his designee 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.

4.2 No award will be made to any contractor who cannot satisfy the awarding authority that he/she has sufficient ability to provide the Work in accordance with the Specifications, and sufficient labor to enable him/her to perform the Work 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 total price for the Work provided it complies with all conditions and requirements set forth in the bid document 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 Contractor is unable to furnish the Work as ordered by the awarding authority, the City may secure such services from other contractors who are available to do so and the Contractor shall pay to the City all expenses incurred above the contract price.

5.0 CONTRACT AWARD

5.1 Single Award

The City intends to make a Single Award for the Work. Contractor shall be responsible for furnishing all labor, materials and equipment for the Work ordered. Contractor must have ability to fulfill the needs of the DPW. Contract will be awarded based on lowest offered price, and service reputation of the Bidder. By acceptance of a contract award, the Bidder agrees to accept compensation at the unit costs and/or total costs stated for the services in the Bid Form.

5.2 Non-compliance of Contractor to Perform the Work

The City reserves the right to supplement the Work by soliciting other Contractors in the event that the Contractor is unable to maintain adequate Work that does not meet required specifications.

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

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

5.3 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.

5.4 Responsive and Responsive Bidder Evaluation Criteria

The City intends to make an award for the Work to Bidders who are considered responsive based on the evaluation criteria in this IFB.

Any award resulting from this IFB will be based on lowest price and compliance with Technical and Business Specifications put forth in this IFB.

The DPW is responsible for any questions concerning interpretation of specifications, the acceptability and quality of work 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 IFB, 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 based on the following criteria:

Mandatory

Product Specifications Compliance

Bid Price

Submission of Bid Bond

Submission of Mandatory Documents

6.0 MULTI-YEAR CONTRACT TERM WITH OPTIONS TO RENEW

6.1 Anticipated Duration of Contract

The total anticipated duration of any contract resulting from this IFB will be one (1) years effective on or after July 1, 2014 through June 30, 2015, plus two (2) options to renew for additional one-year terms at the same terms and conditions for the term of July 1, 2015 through June 30, 2016 and for the term of July 1, 2016 through June 30, 2017. 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.

6.2 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.

7.0 PERFORMANCE AND CONTRACT SPECIFICATIONS

7.1 Performance of Work

Contractor 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 Contractor 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 Contractor.

7.2 Response Time For Emergency Work

Emergency Work must be performed within two (2) hours of request from authorized City personnel. Authorized City personnel shall include the Marlborough Police Department, DPW dispatch, Assistant Commissioner of Operations or General Foreman, Streets Division.

7.3 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 work under any order pursuant to a contract issued under this IFB.

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

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

7.4 Risk of Loss

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

8.0 REJECTION OF DEFECTIVE WORK

The City's inspection of the Work shall not relieve the Contractor of any of its responsibilities to fulfill the contract obligations, and defective Work shall be corrected. Unsuitable Work may be rejected by the City, notwithstanding that such Work has been previously overlooked or misjudged by the City and accepted for payment. If the Work or any part thereof shall be found defective at any time before the final acceptance of the Work, the Contractor shall forthwith correct such defect in a manner satisfactory to the City.

9.0 BID PRICE/BIDDER RESPONSIBILITY

Bid Price = Net Unit Price as specified for the Work shall include all labor, materials and equipment. All Work will be to various locations in City 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 Work specified herein. All Work mentioned in these specifications and all things not specified herein, but involved in carrying out their intent

and the complete and proper performance of the Work required by these specifications; and the contractor shall perform same as though they were specifically described and mentioned.

10.0 ROUTINE WORK ORDERS

The Contractor must start the Work within ten (10) calendar days upon execution of the Contract, unless prior arrangements have been negotiated with the City.

Normal hours of work will be Monday through Friday, excluding State and local Holidays, between the hours of 7:00 A.M. and 3:30 P.M. unless prior arrangements have been made with the City.

11.0 MONTHLY REPORT

The Contractor must fax or email a monthly report of the Work to the General Foreman as required by the Specifications. The information provided would be a computer printout or hand written of job locations. Contact the General Foreman for the appropriate fax number and/or email address.

12.0 PAYMENT

Invoices submitted by the Contractor shall be for the entire job location.

Invoices must be presented for payment within ten (10) business days after completion of the monthly routine inspections and acceptance thereof by the City. Payment by the City shall be made within thirty (30) days of the submittal of a correct invoice for the Work performed, unless otherwise agreed upon in writing and duly authorized by both parties.

The City will only be responsible for payment of those routine inspections and emergency jobs ordered and accepted by the DPW.

13.0 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.

14.0 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 IFB.

15.0 PROTECTION AND RESTORATION OF PROPERTY

Special Care shall be exercised to prevent any disturbance to and protect such underground public service structures and facilities as may be near any work to be done by the Contractor. In addition, 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 Contractor.

TECHINCAL SPECIFICATIONS **FOR REPAIR OF ROADWAY AND SIDWALK** **DEFICIENCIES/TRENCH PAVING**

The Purpose of this Technical Specification is to describe the permanent trench paving requirements to city's roadway and sidewalk areas and other requirements and/or responsibilities associated with same.

1. GENERAL OVERVIEW AND SUMMARY OF WORK

Contractor shall be responsible for all mobilization involved in the permanent trench repairs to roadways and sidewalk areas, job safety and traffic controls including but not limited to barrels, cones and signage for this contract. There shall be no separate payment for mobilization, job safety and traffic controls items these items should be included and/or reflected in the contractor's unit prices for this work.

The Contractor shall maintain a flow of traffic at all times causing a minimum of inconvenience or interference. The Contractor shall erect and maintain suitable barricades, signs, and warning lights Commonwealth of Massachusetts Department of Transportation (MassDOT) Uniform Traffic Control Devices Specifications and in strict conformance with the Marlborough Department of Public Works' regulations at all work sites where any danger to motorists or pedestrians may occur. Not more than one-third of the width of all main roadways and one-half of the width of all secondary streets may be blocked at one time for repairs to traffic control signals/devices. The Contractor must notify the Marlborough Police Department within fifteen (15) minutes of any partial or full street closure identifying the time frame and duration for which this condition will exist.

All of the Contractor's personnel working under this Contract shall comply with the motor vehicle laws of the Commonwealth of Massachusetts insofar as they apply to this work.

Consideration must be given to the property owners and businesses where work is to be performed. The Contractor shall cooperate with residents and businesses when performing work on City roadways, sidewalks and parking areas.

Trench Paving Requirements:

- Saw cut 1-foot beyond furthest point and cut back square around the perimeter. Cost associated with the saw cutting to be included in square foot unit price for bituminous concrete items (no separate payment will be made).
- The removal and disposal of temporary trench pavement to an approved site is to be included in the price per square foot for bituminous concrete items (no separate payment will be made).
- Trench paving to the depths as determined by the Assistant Commissioner of Operations. 2 ½ - inch base or binder course (compacted) with 1 ½ -inch top course (compacted) (typ.).
- All joints are to be sealed with hot applied bituminous concrete sealer, per M3.05.4 also see Federal Specification SS-S-1401 (typ.) and sand applied to all hot joints. Sealing of joints, sand and emulsion is to be included in the price per square foot for bituminous concrete items (no separate payment will be made) (see detail on page 16 of this document).
- Contractor will be responsible for providing police detail when required. There is a \$25,000 allowance for this item.
- The trench paving work will vary in quantities and location, a minimum of 30 tons or 965 square feet of pavement compacted (complete) each day shall be required.

Please note all permanent paving work is contingent on weather conditions. If rain is forecasted; the Assistant Commissioner of Operations and/or his designee will make the final determination whether or not paving will be allowed to take place on that day. If it is already raining and/or conditions are not conducive for paving operations prior to the 7:00 AM start time, no work shall be performed. If it is anticipated that precipitation is to break mid morning, the Assistant Commissioner of Operations and/or his designee will look at existing conditions i.e. surface water/damp pavement conditions etc. warrants afternoon paving

Contractor shall be responsible for maintaining a clean/safe work zone area as well as the remaining right-of-way layout while performing his paving work. Prior to relocating to another work area, the contract shall make sure the work area (just completed) has been cleaned, swept and all excess material removed and properly disposed of at an approved site. The contractor shall also schedule the removal of all temporary traffic control devices etc. once determined the roadway and/or sidewalk area is now safe to open to vehicular and/or pedestrian traffic.

2. APPLICABLE MASSHIGHWAY SPECIFICATIONS

All work to be performed in accordance with the Commonwealth of Massachusetts Department of Transportation (MassDOT) pertinent provisions of the MassHighway 1995 Standard Specifications for Highway and Bridges and the Manual of Uniform Traffic Control Devices Specifications (MUTCD) as applicable and not being in conflict with these Special Provisions which shall govern. Both manuals are available at the State House Book Store in Boston or may be reviewed at Marlborough DPW.

4. ROADWAY EXCAVATION, CURB AND SIDEWALK

Where the surface of the roadway, the curb or sidewalk is to be disturbed, the Contractor shall obtain a road opening permit from the Department of Public Works. The Contractor shall remove all broken material; replacement shall be in kind and in strict conformance with the requirements of the City for municipal roads.

5. ROAD CLOSING NOTICE

Before any Work is to be done on any City street(s) that would require the street(s) be closed, the Contractor shall comply with the City's Road Closing policy appended to these Specifications.

6. REJECTION

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

Any Work that does not meet specifications and is rejected by the DPW must be removed and replaced by the Contractor at no additional charge within five (5) calendar days.

7. SAFETY POLICIES AND PERSONAL PROTECTIVE EQUIPMENT

The Contractor must ensure that all parties involved in performance of the Work observe the applicable safety policies and are trained on safe work practices, job hazards, and applicable City standard operating procedures.

The Contractor 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 Contractor employees. Whenever required, drivers and other Contractor employees must wear and have PPE in their possession.

8. METHODS AND WORKMANSHIP

The Contractor shall at all times maintain a force of qualified workmen sufficient to perform the Work required and described herein. The workforce shall be sufficient to perform routine repairs in a timely manner and to respond promptly to emergency calls at any time. The workforce shall include qualified persons experience din the electrical and mechanical fields associated with the specialized equipment.

9. TIME FOR COMPLETION

Work under this Contract shall begin within ten (10) days after receipt of a Notice of Award and upon proper submission of required bonds and insurance certificates by the successful bidder. Work will be done on a continual basis. Call-back will be done as needed.

10. EXTRA WORK; LIMITS OF WORK

No payment for extra work of any kind will be allowed unless expressly authorized in writing by the City.

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 shall have a minimum of five (5) years' experience in the Permanent Trench Paving and/or paving operations IFB.

2. Bidder's Customer References

The Bidder must provide three (3) municipal references, including name, address, contact person, telephone number, months and years of service.

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, the Contractor may be asked to supply the City with goods 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) in accordance with federal or state guidelines 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.

The Contractor 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: OP 2015-06 **City/Town:** MARLBOROUGH
Description of Work: PERMANENT TRENCH PAVING/REPAIRS TO UNACCEPTABLE AND/OR DEFICIENT ROADWAY AND SIDEWALK AREAS
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.
- An Awarding Authority must request an updated wage schedule from the Department of Labor Standards (“DLS”) if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- All apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentice must keep his/her apprentice identification card on his/her person during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **If an apprentice rate is not listed on the prevailing wage schedule for the trade in which an apprentice is registered with the DAS, the apprentice must be paid the journeyworker's rate for the trade.**
- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F “rental of equipment” contracts.
- Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee’s name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
- Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	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	\$10.47	\$0.00	\$39.35
5	65	\$24.78	\$7.91	\$11.00	\$0.00	\$43.69
6	80	\$30.50	\$7.91	\$11.81	\$0.00	\$50.22

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>	05/01/2014	\$38.87	\$10.00	\$14.18	\$0.00	\$63.05
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2014	\$40.29	\$10.00	\$14.18	\$0.00	\$64.47
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2014	\$20.92	\$10.00	\$14.18	\$0.00	\$45.10
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 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	\$36.26	\$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

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	\$18.13	\$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

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) SHEETMETAL WORKERS LOCAL 17 - A	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) ELECTRICIANS LOCAL 96	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) SHEETMETAL WORKERS LOCAL 17 - A	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) 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
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:

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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) <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"						
MECHANICS MAINTENANCE <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"						
MILLWRIGHT (Zone 2) <i>MILLWRIGHTS LOCAL 1121 - Zone 2</i>	04/01/2014	\$33.16	\$9.80	\$16.21	\$0.00	\$59.17
	10/01/2014	\$33.92	\$9.80	\$16.21	\$0.00	\$59.93
	04/01/2015	\$34.69	\$9.80	\$16.21	\$0.00	\$60.70

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - MILLWRIGHT - Local 1121 Zone 2

Effective Date - 04/01/2014

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

Effective Date - 10/01/2014

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

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER 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

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

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

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	\$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

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	\$31.53	\$9.41	\$8.80	\$0.00	\$49.74
	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 <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	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 <i>LABORERS - FOUNDATION AND MARINE</i>	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 <i>LABORERS - FOUNDATION AND MARINE</i>	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

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Additional Apprentice Information:

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

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

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

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