

Town of Needham  
**Department of Public Works**  
 Public Services Administration Building, 500 Dedham Avenue  
 Needham, Massachusetts 02492  
 Telephone (781) 455-7550

**ACKNOWLEDGEMENT OF RECEIPT**

Release Date	<b>November 10, 2021</b>
Bid Title	<b>On-Call Electrical Services</b>
Bid Number	<b>22DPW155B</b>
Number of Documents	The Bid Package consists of 2 PDF documents. Returning this form confirms receipt of all the documents.
Pre-Bid Meeting	<b>N/A</b>
Questions Due	<b>November 22, 2021 @ 5:00pm</b>
Bids are Due	<b>December 2, 2021 @ 12:00pm</b> , Administration Office of the Department of Public Works located at the Public Services Administration Building, 500 Dedham Ave., Needham, MA, 02492
Please provide the requested information below as acknowledgment that you have received our bid package noted above. It is <b>recommended</b> that interested bidders complete this <b>acknowledgment and return via email to <a href="mailto:dpwadmin@needhamma.gov">dpwadmin@needhamma.gov</a></b> or fax to the Department of Public Works at (781) 449-9023. Only by doing this, will the Town be able to provide notification of any addenda or answered questions relating to this bid. <b>Only those companies or individuals shown on the Distribution Register will receive addenda to this bid. By completing and returning this acknowledgement will ensure you are recorded on the Distribution Register.</b> Proposals from companies or individuals <b>not</b> acknowledging the addenda may be <b>rejected</b> as <b>not responsive</b> .	
Name of Company or Individual	
Name / Title of Contact	
Address	
City/Town, State, Zip Code	
Telephone Number	
Fax Number	
Email Address	
Signature	
Date	
Addenda will be posted to the Town's website. Please check the website for addenda before submitting your bid to the Town. Bidders who access the bid package from the Town's website are responsible for checking the website periodically for any addenda that may be issued by the Town.	

**On-Call Electrical Services  
22DPW155B**



Release Date	<b>November 10, 2021</b>
Pre-Bid Conference	<b>N/A</b>
Deadline for Questions	<b>November 22, 2021 @ 5:00pm</b>
Bids Due	<b>December 2, 2021 @ 12:00pm Director of Finance and Administration PSAB 500 Dedham Ave. Needham, MA 02492</b>

(Advertised in the Needham Times issue of Thursday, November 11, 2021)  
(Advertised on the MNPA's website, Thursday, November 11, 2021)  
(Published in Central Register issue of Wednesday, November 10, 2021)  
(Advertised in CommBuys on Wednesday, November 10, 2021)

**LEGAL NOTICE**

**Town of Needham  
Invitation for Bid (IFB)  
Bid # 22DPW155B  
On-Call Electrical Services**

The Town of Needham is accepting sealed bids for **On-Call Electrical Services**. Copies of the Invitation for Bid (IFB) package will be available beginning **November 10, 2021** at the Administration Office of the Public Works Department, 500 Dedham Ave., Needham, MA 02492 Monday through Friday during normal business hours, or from the Town's web site [www.needhamma.gov/bids.aspx](http://www.needhamma.gov/bids.aspx) and will be available until the submission deadline.

Sealed bids must be submitted no later than 12:00pm, December 2, 2021 to the Administration Office of the Public Works Department, Town of Needham, 500 Dedham Ave., Needham, MA 02492. LATE BIDS WILL NOT BE CONSIDERED. Bids will be publicly opened after the submission deadline on December 2, 2021 at 12:00pm. The Town reserves the right to reject any and all bids as determined to be in the best interests of the Town and to waive minor informalities.

**Kate Fitzpatrick  
Town Manager  
November 10, 2021**

**IFB 22DPW155B  
On-Call Electrical Services  
Procurement in Brief**

Primary Procurement Contact	<b>Tyler Gabrielski, Administrative Analyst 781-455-7550 x345</b>
Contract Manager	<b>Barry Dulong, Director of Building Maintenance</b>
Bid Package Available	<b>November 10, 2021</b> - Information and details of bidding requirements may be obtained at the Administration Office DPW, PSAB, 500 Dedham Ave., Needham, MA 02492, or online at the Town's web site <a href="http://www.needhamma.gov/bids.aspx">http://www.needhamma.gov/bids.aspx</a> .
Pre-Bid Meeting	<b>N/A</b>
Bid Deposit	<b>5% bid deposit is required as part of bid</b>
Deadline for Written Questions	<b>November 22, 2021 @ 5:00pm</b> By Mail: DPW - 500 Dedham Ave., Needham, MA 02492 By Email: <a href="mailto:dpwadmin@needhamma.gov">dpwadmin@needhamma.gov</a> By Fax: 781-449-9023 <b>Questions are to be clearly labeled as: QUESTIONS - On-Call Electrical Services, 22DPW155B</b>
Addenda	If any changes are made to this bid, an addendum will be issued. Addenda will be posted on the Town's webpage and emailed to all bidders on record as having received the bid package.
When and where bids are due	<b>12:00pm, December 2, 2021, Administration Office DPW, PSAB, 500 Dedham Ave., Needham, MA 02492.</b>  <b>LATE BIDS WILL NOT BE CONSIDERED.</b>
Where bids will be opened	<b>Charles River Room, Public Service Administration Building, 500 Dedham Avenue, Needham, MA 02492 (immediately following submission deadline)</b>
Contract Award	<b>December 2021</b> Approval of Town Manager and Town Counsel is REQUIRED
Contract Length	<b>This Agreement shall be for a term commencing January 1, 2022 and ending December 31, 2022. This agreement may be renewed or extended for up to 2 years, in one-year terms, at the sole discretion of the Town.</b>

<b>Upon Award of Contract</b>	
Payment Bond	<b>50% payment bond</b>
Performance Bond	Will NOT be Required
Insurance	Refer to Contract Terms
<p>* Facsimile transmissions for written inquiries must be sent prior to the above date and time deadlines. Any hand delivery or facsimile received after the due date and time will not be addressed. The time/date stamp machine located in the receiving office will govern for the date and time requirements mentioned in the table above and throughout this document. Please allow enough time for hand delivery or facsimile transmissions.</p> <p>** The time for award may be extended by the Town. The Town reserves the right to change, delay, cancel, or expedite the contract award date. The Bidder agrees that the offer is effective for (a) at least ninety (90) calendar days from the opening date of the bids (b) a contract is executed, or (c) this bid is cancelled, whichever of (a), (b) or (C) occurs first. The Town reserves the right to reject any and all bids as determined to be in the best interests of the Town and to waive minor informalities.</p>	

## **PART 1 – GENERAL CONDITIONS AND SUBMISSION REQUIREMENTS**

### **1.01 Intent**

The Town of Needham (hereinafter referred to as the “Town”), acting through its Town Manager, invites highly qualified bidders to submit sealed bids to perform all labor necessary for On-Call Electrical Services.

All bids are subject to the provisions of M.G.L. Chapter 149. The Town will award the contract to the lowest responsible and eligible bidder as set forth in section 1.15. The Town of Needham reserves to itself the right to accept or reject any and all bids, or to allow or deny variations from these specifications. Such actions will be deemed to be in the best interest of the Town. Unless sooner rejected or accepted, all bid proposals must be firm and continue in effect for a minimum of ninety (90) calendar days from the date of bid opening.

### **1.02 Proposed Contract Term**

The initial term of this agreement shall commence January 1, 2022 and end on December 31, 2022. This agreement may be renewed or extended for up to two (2) yearly extensions, through December 31, 2023 and December 31, 2024 respectively, at the sole option of the Town and upon the terms described in the Invitation for Bid. The maximum term of this contract will result in an ending date of December 31, 2024. The successful Bidder must enter into the Form Agreement prepared by Town Counsel (Sample Available Online).

The Town may terminate the contract at any time upon written notice for any reason including its own convenience or for cause, including but not limited to, failure to perform the work required under the contract, failure to document satisfactorily to the Town amounts being charged, failure to have any necessary local, State or Federal licenses and/or permits, failure to pay any and all required taxes, failure to comply with any local, State or Federal regulations pertaining to services to be provided, failure to promptly correct any performance or lack of performance which conflicts with the Town's use, and failure for satisfactory behavior of all staff and management. In the case of a termination for cause, the Town shall give the Contractor a written notice as provided in the Agreement.

### **1.03 Pre-Bid Conference and Requests for Interpretation**

Refer to Procurement in Brief for details.

Bidders shall promptly raise the issue of any ambiguity, inconsistency, or error, which they may discover upon examination of the bid documents, the work site or any other conditions which apply to the work. Inquiries concerning any part of this Bid shall be directed to the individual(s) listed under the **Procurement in Brief**. Bidders should note that **oral communications are not binding on the Town and only written responses by the Town will be considered**. All requests/questions must be submitted in writing. Questions may be delivered by hand, fax or email as referenced under the **Procurement in Brief** by the deadline. Questions that may be asked during any pre-bid conference should also be sent in writing in order to receive an official response. Requests properly presented that in the opinion of the Town require interpretation, correction, or change in the Bid Documents will result in an issuance of an Addendum to the Bid Documents. Such Addendum shall subsequently become part of the contract. The Town will forward responses to all persons who are on record as receiving the bid package. Questions received after the due date will not be responded to unless the Town determines it is necessary. Bidders, please allow enough time for hand delivery or facsimile transmissions.

### **1.04 Information About Changes to the Bid (Addenda)**

In the event that changes/additions are made to this bid, an addendum will be issued to every person (entity) on record as receiving the bid package. Addenda will be emailed, if an email address was not provided, then it will be faxed. If a fax number was not provided, then the addenda will be mailed. Addenda will also be posted to the website. Please check back on the website for addendums before submitting your bid to the Town. Bidders may not be notified individually of Addendums.

## 1.05 Bid Submission

The bidder shall submit their proposal upon the bid forms supplied within these specifications. The bidder shall specify the unit prices as requested for each bid item. All bids shall be signed correctly with ink; in order to qualify, the bidder must provide bids for each required item within a section. All bids shall be submitted to the Director of Finance and Administration, Town of Needham, Administration Office, 500 Dedham Avenue, Needham, MA 02492. Each bid shall be sealed in an envelope on which is clearly indicated: Name & Address of Bidder, IFB 22DPW155B, On-Call Electrical Services, due 12:00pm, December 2, 2021. All submitted bids shall include Invitation for Bids, Bid Information, Bid Scope of Work, and all Addenda issued, and all portions of the BID FORMS must be completed and submitted in order for a submission to be deemed acceptable. Bidders will submit insurance certificates validating current coverage at the time of bid submission. Bids received at the Administration Office after the time of opening of bids designated in the IFB will be returned to the bidder unopened. **Bids will be publicly opened and read aloud immediately following the bid submission deadline in the Charles River Room at the Public Services Administration Building, 500 Dedham Avenue, Needham, MA 02492.**

## 1.06 Bid Deposit

All bids must be accompanied by a bid deposit in an amount that is not less than five percent (5%) of the value of the bid. They shall be made payable to the Town of Needham and shall be in the form of certified check, treasurer's or cashier's check issued by a responsible bank or trust company, or a bid bond issued by a surety licensed to do business in the Commonwealth of Massachusetts; and shall be conditioned upon the faithful performance by the principal of the agreements contained in the bid.

## 1.07 Bid Form

All bids must be made on the attached bid forms.

Bids shall be firm for the duration of the contract. No price adjustments will be allowed. Fuel surcharges or vehicle charges or adjustments will not be allowed. Payment for materials and/or service will be made only after satisfactory performance or all requirements of the specification and upon approval by the Director of Public Works or their designate. The Town reserves the right to accept or reject any or all bids, wholly or in part, and to make the award in the best interest of the Town.

## 1.08 Bond Requirements

### Labor and Materials Bond (Payment Bond)

Pursuant to M.G.L. c. 149, § 29, the Contractor shall furnish a payment bond from a surety company qualified to do business under the laws of the Commonwealth of Massachusetts and satisfactory to the Town, in an amount of one half of the total Contract price for payment for labor performed or furnished and materials used or employed therein, when the Contract is executed. The payment bond shall be on the form provided by the Town.

It is distinctly agreed and understood that any changes made in the drawings and specifications for this work, whether such changes increase or decrease the amount of work required, or any change in the manner or time of payments made by the Owner to the Contractor, shall in no way void, release or affect the liability and surety on the bond given by the Contractor.

## 1.09 Insurance Requirement

Insurance Certificates indicating coverage for general liability, property damage, and workers' compensation as outlined in Sample Agreement available online and must include the Town of Needham as additionally insured (at time of award). The selected bidder shall take out and maintain during the life of this contract Workers' Compensation Insurance for all employees employed on the site of this project,

in a manner and to the extent provided by Chapter 152 of the General Laws, and shall provide the Town with written evidence showing compliance with this statute at the time of award.

The selected bidder shall indemnify and save the Town harmless from and against all claims, suits, damages, and outlays resulting from or by reason of loss, damage or injury of or to any person or property, wherever located which shall be caused by any action or operation under this agreement.

### **1.10 OSHA Training**

The bidder certifies that all employees to be employed at the worksite shall have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least ten (10) hours in duration at the time the employee begins work and shall furnish documentation of successful completion of said course with the first certified payroll report for each employee (Chapter 306 of the Acts of 2004).

### **1.11 DCAM Certification**

DCAM Certification as a General Contractor for this project is not required.

### **1.12 Statement of Compliance**

The Contractor shall submit a Statement of Compliance stating that persons employed by the award recipient are paid in accordance with the provisions of Sections 26 to 27H of Chapter 149 of the General Laws (i.e. "The Prevailing Wage Law"). The selected Bidder will not be permitted to either assign or underlet the contract, nor assign either legally or equitably any monies there under, or its claim thereto without the previous written consent of the Town.

### **1.13 Prevailing Wage Rates**

The state prevailing wage law, MGL Chapter 149, Section 27B requires contractors and subcontractors to submit certified payroll records to the Town. Contractors and subcontractors must submit weekly payroll records either by (1) first class mail, or (2) electronic mail. Furthermore, every weekly submittal of payroll records must contain a signed statement by the employer that indicates (1) that the records are correct, and (2) the rate of wages that each worker receives. Please feel free to contact the Department of Labor Standards at (617) 626-6953 if you have any questions. Questions about enforcement of the prevailing wage law may be directed to the Attorney General's Fair Labor and Business Practices Division at (617) 727-3465.

### **1.14 Duration of Bid Prices**

All bids are to remain valid for 90 days after the opening of the bids.

### **1.15 Contractor Selection**

The Town will review all bids and will award the contract to the lowest responsible and eligible bidder based upon the total bid price for Year One. The Town reserves to itself the right to accept or reject any and all bids, or to allow or deny variations from these specifications.

In the event that there is a **tie bid** between two (2) responsible and eligible bidders, the award of the contract will be determined by a coin toss. The bidder's whose submission was received earliest shall be assigned "Heads" in the coin toss. In the event that there is a **tie bid** with three (3) or more responsible and eligible bidders, the award shall be made by a draw by lot limited to those bidders. The coin toss/draw by lot shall be scheduled within two (2) business days from when it was determined by the Town to be a tie bid. The bidders involved shall be given an opportunity to attend. The coin toss/drawing shall be witnessed by at least three (3) Town officials. The tie breaker event shall be held at the location of bid submission during regular business hours.



Upon Vendor selection, the Town of Needham will mail to the selected Vendor(s), three (3) contracts to be executed by the Vendor(s) and returned to the Town of Needham with the appropriate insurance certificates. The Town of Needham will then counter execute the three (3) contracts and return one complete contract to the Vendor(s). The Town's Standard Contract is available online. Bidders are expected to review the sample contract "Short Form Agreement". Unless otherwise noted by the Town, the terms and conditions contained therein are **NOT** negotiable.

It is the intention of the Town of Needham not to award a contract under this or any other proposal if the Contractor cannot furnish satisfactory evidence that he/she has the ability and experience to perform this class of work and that he/she has sufficient capital and equipment to enable him/her to prosecute the work successfully and to complete it within the time named in the contract. The Town of Needham reserves the right to reject this or any other proposal or to award the contract as is deemed to be to the best interest of said Town.

### **1.16 General Safety, Licenses, & Performance**

The Contractor's personnel working on this project must hold all necessary licenses and permits to perform the work required under this contract as required by the Town of Needham under the Commonwealth of Massachusetts regulations. The Contractor must submit the names and all qualifying materials of the site supervisor that will be assigned to this project. All work will be done in accordance with applicable industry standards, codes, and regulations, and/or manufacturer's specifications. The Contractor is responsible for providing adequate safety measures during work to ensure protection of life and property. Any Town buildings, grounds and surrounding property damaged by the Contractor will be restored to its original state, at the cost of the Contractor.

The Contractor shall be informed that there is a thirty (30) day cancellation clause in this contract for improper service. Complaints not rectified within a reasonable length of time from day of notice as determined by the Town may cause the Town to notify the Contractor by registered or certified mail that the contract will be cancelled thirty days from the date of the letter. Any defective workmanship shown to be caused by improper or faulty installation shall cause the Contractor to correct, repair and/or replace all material and labor at no cost to the Town. The Contractor will warrant that all workmanship shall be first class and shall be performed by persons qualified and licensed in their respective trades.

Any additional work that is performed beyond this agreement must be approved by the appropriate Town authority. The absence of approval from the appropriate Town authority will be considered a violation of the contract.

### **1.17 Site Maintenance and Inspection**

The selected Contractor will be responsible for maintaining the work site in a safe and orderly fashion on a daily basis. The Contractor is responsible for the proper securing of all items associated with the project, including but not limited to: debris, tools, material, scaffolding, ladders, etc. The Contractor is responsible for the repair or replacement of any item, equipment, space, or area which may be damaged by the Contractor during the execution of this project. The Contractor is responsible for the removal and disposal of all debris and materials generated from this project.

### **1.18 Private Property**

Before any work is performed on private property, the Contractor must have in their possession a RIGHT OF ENTRY form signed by the property owner. The Town may assist the Contractor in obtaining permission.

### **1.19 Dig Safe Law**

Before proceeding with excavation operations, the Contractor shall notify the State of Massachusetts Underground Plant Damage Prevention System (Dig Safe) at 1-888-344-7233 and shall make such supplemental investigations.

## **1.20 Private Utilities Coordination**

Coordination with private utilities is the sole responsibility of the Contractor (including natural gas, electricity, telephone, cable, etc.). The Contractor shall be responsible for notifying Dig Safe prior to any start of work. Any assistance the Town may offer in coordinating with private utilities shall not absolve the Contractor's responsibility to coordinate with private utilities as necessary to accomplish the contract work. The Contractor shall be responsible and liable for all damages to the existing utilities and structures.

## **1.21 Public Utilities Coordination**

Coordination with public utilities is the sole responsibility of the Contractor (including water, sewer, and drain). The Contractor shall be responsible to call the Water, Sewer & Drain Inspectors at least 48 hours prior to the start of work to schedule said inspections at 781-455-7550, Mon.-Fri. 8:30am - 5:00pm. The Water Sewer, & Drains Inspectors must inspect the work. Any assistance the Town may offer in coordinating the public utilities shall not absolve the Contractor's responsibility to coordinate with public utilities as necessary to accomplish the contract work. The Contractor shall be responsible and liable for all damages to the existing utilities and structures. At the Contractor's request the Town will supply water from hydrants for work. The use and operation of Town of Needham fire hydrants is restricted to Town employees only. The Town will set up a fire hydrant connection assembly each day to supply water as needed. The Contractor is responsible for proper connection to the hydrant assembly and may operate the click valve only.

## **1.22 Traffic Controls**

The Contractor shall furnish all local Police Officers to direct traffic and to keep the traffic off any part of the roadway in which construction is being carried out on, as, in the opinion of the Engineer are necessary for such purpose. Arrangements for officers shall be made well in advance of the work schedule for each day. If for any reason the Contractor cancels work for that day, and the Needham Police Department is not given advance notice, the Contractor will be responsible for that officer's wages. If the Contractor has performed work that has not been accepted by the town and has to be redone to meet the specification, then the Contractor is responsible for the expense of the police details due to poor workmanship or warrantee issues. Except in the instance above, the Owner will reimburse the Contractor for all other police details. The Contractor must submit payments directly to the Needham Police Department or other police department's that have supplied officers to the job site and supply copies of invoices showing invoice has been paid to the Department of Public Works as proof of payment.

## **1.23 Material Disposal**

The Contractor, at no additional cost to the Town, shall dispose of all material that has been removed from each location.

## **1.24 Quantities**

Unless otherwise stated, the quantities set forth herein are ESTIMATES ONLY. Any quantities indicated on the Bid Price Form or elsewhere in the bid package are estimates only and are given solely as a basis for the comparison of bids. The Vendor shall have no claim for additional compensation, or refuse to do the work called for, or provide the requested items, by reason of the actual quantities involved being greater or lesser by any amount than those called for in the bid.

## **1.25 Subcontracting**

The Contractor shall keep the work under their personal control and shall not assign by power of attorney or otherwise, or sublet the work or any part thereof, without the previous written consent of the Owner. Should the Contractor require the services of one or more subcontractors, the Contractor shall submit to the Owner, at the time of submittal of bids, the name, and references for the subcontractor(s) for review and approval by the Owner. Said subcontractor(s) shall not begin any work or bring any equipment, etc.,

onto the site until such approval is given. Under no circumstances shall the Contractor subcontract more than forty percent of the work on the project. The Contractor shall be responsible for the operations of any subcontractor(s) and the subcontractor shall be subject to the directions of the Contractor's project supervisor.

### **1.26 Invoices & Reporting**

Upon verification that the work has been completed, invoices must be sent to Town of Needham, Finance and Administration Division, Department of Public Works, 500 Dedham Avenue, Needham, MA 02492. Each bill shall contain a cover sheet listing the broken-out labor and materials cost, and back-up documents including materials costs, and other relevant information. Certified payroll will be required. Invoices shall not be processed for payment until the above information is provided in a format acceptable to the Director of Finance and Administration or their designee. Invoices for on-call services must specify the cost of labor, hours worked, and cost of materials for each project. Invoices shall be itemized by units and by location or project.

### **1.27 Payment**

Payment shall be made on the amount of work performed based upon the unit prices placed on the bid forms. Payment shall be made upon submission of an invoice and acceptance of the work by the Director of Public Works, or their designated agent. The payment of these amounts shall be considered full and complete payment for all labor, material, and equipment necessary, including traffic control, to perform the specified work.

The Town will not be responsible for payment of any charges not itemized to the Town's satisfaction. Pre-payment is NOT allowed. Invoices must include the Town's purchase order number.

Invoices for additional services must include the date and times of the work, the type of the services performed; the number of hours or units to be charged, and the name of the person who authorized the work.

### **1.28 CORI/SORI**

See Article 30 of Sample Agreement.

### **1.29 Supplemental Equal Opportunity Anti-Discrimination & Affirmative Action Program**

This contract is subject to the Supplemental Equal Opportunity Anti-Discrimination and Affirmative Action Program (EEO/AA) provisions attached to the Project Manual.

## 1.30 Submission Requirements

### Quality Requirements

- ✓ **All bidders must furnish proof of a minimum of three (3) continuous years in business.**
- ✓ **All bidders must provide owner contact information for five (5) projects of similar nature and scope completed within the last five (5) years.**
- ✓ The bidder shall submit their proposal upon the bid forms supplied within these specifications. The bidder shall specify the unit prices as requested for each bid item. All bids shall be signed correctly with ink; in order to qualify, the bidder must provide bids for each required item within a section.

### Submission Requirements

1. The bid is to be submitted and addressed as follows: Director of Finance and Administration, PSAB, 500 Dedham Ave., Needham, MA 02492.
2. The bid is to be clearly marked IFB 22DPW155B, On-Call Electrical Services.
3. Bidder must acknowledge all addenda related to this IFB, if any.
4. Bidder must submit a completed **Bid Form A: Bid Form** or an exact copy, signed by an individual authorized to negotiate for and contractually bind the Bidder. All prices must be reflective of all costs for delivery. No price adjustments will be allowed. Fuel surcharges or vehicle surcharges or adjustments will not be allowed.
5. Bidder must submit a completed **Bid Form B: Bidder Information Response** form.
6. Bidder must submit a completed **Bid Form C: Authentication Form**.
7. Bidder must submit a signed **Bid Form D: Certificate of Good Faith**.
8. Bidder must submit a completed **Bid Form E: Certificate of Compliance with Massachusetts Tax Laws** or Certificate of Good Standing issued by the Massachusetts Department of Revenue.
9. Bidder must submit a completed **Bid Form F: Certificate of Compliance for Public Construction More than \$10,000.00**.
10. Bidder must provide the required number of references. For each, provide the following: a contact person and title, customer's name, address, telephone number, email, and a brief description of the actual services provided (sample format included in bid package as **Bid Form G**).
11. Bidder must submit a completed **Bid Form H: Certificate of Authority** (attached) or **Corporate Resolution**; if applicable.
12. Bids must be received and time stamped no later than the deadline stated in the **Procurement Schedule** (Where and When Bids are Due). LATE BIDS WILL NOT BE CONSIDERED.
13. A **Bid Deposit** is required.
14. Delivery will be at the expense of the Bidder. Any and all damages that may occur due to packaging or shipping will be at the sole responsibility of the Bidder.
15. Any additional requirements as required in the Scope of Service.

**The Town reserves the right to reject any and all bids as determined to be in the best interests of the Town and to waive minor informalities.**

## **PART 2 – SCOPE OF WORK**

### **2.01 General**

The Town of Needham is requesting sealed bids for all labor and materials necessary for on-call electrical repairs. The contractor will be expected to be available for these electrical repairs as needed.

### **2.02 Hours of Work**

Normal hours of work shall be between the hours of 7:00am and 5:00pm, Monday through Friday, unless otherwise specified. No work shall be performed on Saturdays, Sundays, Holidays, or any other times other than normal hours of work without express permission from the Director of Public Works or their designee. All work in this contract will be identified by the Director of Public Works and shall be constructed in accordance with Town specifications or as directed by the Director.

### **2.03 Response Time**

The Contractor must designate an employee or contact with the authority to speak on behalf of the Contractor for initiating requests for service. The Town will select a designee or designees to initiate work on behalf of the Town.

A request for service will be generated in writing (including email, mail, and fax) for work as scheduled. For emergency work, the first point of contact may be a phone call with a follow up written request.

The Contractor must be on-site for emergency calls within two (2) hours after receipt of initial notification. The Contractor must respond to on-call immediate response calls within forty-eight (48) hours after receipt of notification. The Contractor must respond to scheduled work within forty-eight (48) hours after receipt of notification and schedule work to be completed within two (2) weeks.

Failure to meet these obligations may subject the Contractor to penalties of \$500 per business day for noncompliance. Failure to meet these objectives may subject the Contractor to loss of contract and the Contractor may assess the difference between their bid price and the next lowest responsible and eligible bidder.

### **2.04 Supervision**

The Contractor shall designate a project supervisor in writing upon a receipt of awarded contract. Any change in supervision shall require the prior approval in writing of the Director of Public Works or their designee. Failure of the Contractor to comply with this requirement may result in the Town, after one written warning, and at its sole option, charging a penalty of \$200 per day until an approved project supervisor is on site. The project supervisor shall be present at each project during the execution of work. Once project has begun, the Contractor shall pursue and coordinate all work in a continuous and diligent manner until all work is completed, unless otherwise directed by the Director of Public Works or their designee. The Contractor shall employ a minimum of one (1) competent worker on site daily. Failure to comply with this requirement may result in a penalty of \$200 per business day of noncompliance as determined by the Director of Public Works.

The Contractor will have a *licensed construction supervisor* on site at all times when construction crews for this project are occupying the site.

### **2.05 Specifications**

The Contractor is expected to be available as needed to perform a wide variety of electrical installations, repairs, alterations, and tests to maintain multiple types of electric systems at the schools and other Town buildings. These systems include, but are not limited to:

- Electrical systems
- Alarm systems

- Communication systems
- Timekeeping (clock) systems
- HVAC controls
- Energy management wiring
- Refrigeration systems
- Internal, external, and emergency lighting systems
- Switch gears
- Emergency generators
- Transfer switches
- Transformers
- Distribution systems
- Computer and data networking circuits
- Theatrical lighting and sound systems
- Motors
- Kilns and stoves
- All other electrical apparatuses, devices, fixtures, and wiring systems owned or operated by the Town

The Contractor is expected to be able to complete the following tasks as needed:

- Read and interpret plans, sketches, and blueprints
- Prepare cost and time estimates for all types of electrical work
- Recommend and order related supplies, equipment, and materials required to perform duties
- Work with other skilled trades staff in the Department of Public Works
- Participate in the coordination of larger projects requiring multiple trades

The Contractor is expected to be available as needed for scheduled repairs and projects as well as emergency calls.

All work performed under this contract will be done in accordance with industry standards and in accordance with local, state, and federal building regulations. All areas disturbed in the performance of this contract will be restored to their original condition. The method of restoration to original condition may include, but is not limited to: cleaning, patching, painting, carpentry work, electrical work, plumbing, masonry, landscaping, HVAC, glazing, or the employment of any trade required to restore an area to its original condition prior to work commencing.

#### **2.06 Bid Item A: Hourly Rate – Work During Normal Business Hours**

The purpose of this bid item is to provide for scheduled and on-call installations, maintenance, and repairs during regular business hours. For the purposes of this agreement, normal business hours are Monday through Friday, 7:00am through 5:00pm, not including holidays observed by the Town of Needham.

Projects that span business hours and non-business hours will be compensated at their respective rates.

#### **2.07 Bid Item B: Hourly Rate – Work During Normal Business Hours (2 Workers and a Bucket Truck)**

The purpose of this bid item is to provide for scheduled and on-call installations, maintenance, and repairs during regular business hours that require two (2) workers and a bucket truck. For the purposes of this agreement, normal business hours are Monday through Friday, 7:00am through 5:00pm, not including holidays observed by the Town of Needham. The unit price provided by the Contractor will include the labor for both workers and should not be priced per person.

Projects that span business hours and non-business hours will be compensated at their respective rates.

#### **2.08 Bid Item C: Hourly Rate – Work Outside of Normal Business Hours and on Saturdays**

The purpose of this bid item is to provide for scheduled and on-call installations, maintenance, and repairs

outside of regular business hours and on Saturdays. For the purposes of this agreement, "outside of regular business hours" are Monday through Friday, 5:00pm through 7:00am, not including holidays observed by the Town of Needham.

Projects that span business hours and non-business/Saturday hours will be compensated at their respective rates.

### **2.09 Bid Item D: Hourly Rate – Work on Sundays and Holidays**

The purpose of this bid item is to provide for scheduled and on-call installations, maintenance, and repairs on Sundays and on holidays observed by the Town of Needham.

Projects that span Sunday/Holiday hours and normal/outside of business hours will be compensated at their respective rates.

### **2.10 Estimated Hours Required**

For the purposes of this IFB it is estimated that the Town will use 142 hours of services as follows: approximately 130 hours during regular hours (7:00am to 5:00pm weekdays), approximately 10 hours during regular hours (7:00am to 5:00pm weekdays) with two workers and a bucket truck, 1 hour during night hours (5:00pm to 7:00am weekdays) and on Saturdays, and 1 hour on Sundays and Holidays.

### **2.11 Estimated Cost of Materials**

The bidder is to state on their bid submission the percentage markup that will be added to all materials used in the process of repair work. The selected Contractor will submit copies of invoices from their suppliers showing actual cost for materials with invoices for hours worked to receive payment. For the purposes of this IFB the estimated cost of materials is \$7,500.

*\*Purposefully left blank\**

**PART 3 – CHECKLIST AND REQUIRED FORMS FOR SUBMISSION**

**On-Call Electrical Services  
22DPW155B**

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

- Bidder has completed and returned the **Acknowledgment of Receipt** form (via fax or email).
- Bidder has completed, signed, and enclosed the **Bid Form A: Bid Price Form** or an exact copy.
- Bidder has completed, signed, and enclosed the **Bid Form B: Bidder Information Response** form.
- Bidder has completed, signed, and enclosed the **Bid Form C: Authentication Form**.
- Bidder has completed, signed, and enclosed the **Bid Form D: Certificate of Good Faith**.
- Bidder has completed, signed, and enclosed the **Bid Form E: Certificate of Compliance with Massachusetts Tax Laws** or Certificate of Good Standing issued by the Massachusetts Department of Revenue.
- Bidder must submit a completed **Bid Form F: Certificate of Compliance for Public Construction More than \$10,000.00**.
- Bidder has provided at least five (5) references on the **Bid Form G: Professional Reference Form** of which at least one (1) is a governmental unit (municipal/county/regional district/state agency/special district).
- If the bid submission is signed by someone other than the Owner/President of the company, a completed **Bid Form H: Certificate of Authority of Corporate Resolution** for the person who signed the proposal or a valid Corporate Resolution stating the individual has the authority to submit the proposal on behalf of the Company and can bind the Company to the contract if awarded.
- The Bid Deposit (Bond) enclosed.
- Bidder acknowledged all addenda, if any  
Addendum Number 1 dated \_\_\_\_\_  
Addendum Number 2 dated \_\_\_\_\_  
Addendum Number 3 dated \_\_\_\_\_  
Addendum Number 4 dated \_\_\_\_\_  
Addendum Number 5 dated \_\_\_\_\_

This form must be completed and filed with bid submission



**Bid Form A: Bid Sheet (1 of 2)**  
**On-Call Electrical Services**  
**22DPW155B**

On-Call Electrical Services – 22DPW155B						
Bid Item		Unit Price	Unit Type	Estimated Quantity		Cost Subtotal
<b>Year One (January 1, 2022 - December 31, 2022)</b>						
A	Hourly Rate – Weekdays During Normal Business Hours (7am-5pm)	\$	per hour	X	130	\$
B	Hourly Rate – Weekdays During Normal Business Hours (7am-5pm), 2 Workers and Bucket Truck	\$	per hour	X	10	\$
C	Hourly Rate – Outside of Normal Business Hours/Saturdays	\$	per hour	X	1	\$
C	Hourly Rate – Sundays/Holidays	\$	per hour	X	1	\$
D	Estimated Cost of Materials (including Mark-Up)	%	\$7,500			\$
<b>E</b>	<b>Total Not-to-Exceed Value Year One (A:D)</b>					<b>\$</b>
Bid Item		Unit Price	Unit Type	Estimated Quantity		Cost Subtotal
<b>Year Two (January 1, 2023 - December 31, 2023)</b>						
F	Hourly Rate – Weekdays During Normal Business Hours (7am-5pm)	\$	per hour	X	130	\$
G	Hourly Rate – Weekdays During Normal Business Hours (7am-5pm), 2 Workers and Bucket Truck	\$	per hour	X	10	\$
H	Hourly Rate – Outside of Normal Business Hours/Saturdays	\$	per hour	X	1	\$
I	Hourly Rate – Sundays/Holidays	\$	per hour	X	1	\$
J	Estimated Cost of Materials (including Mark-Up)	%	\$7,500			\$
<b>K</b>	<b>Total Not-to-Exceed Value Year Two (F:K)</b>					<b>\$</b>

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

This form must be completed and filed with bid submission

**Bid Form A: Bid Sheet (2 of 2)  
On-Call Electrical Services  
22DPW155B**

On-Call Electrical Services – 22DPW155B						
Bid Item		Unit Price	Unit Type	Estimated Quantity		Cost Subtotal
<b>Year Three (January 1, 2024 - December 31, 2024)</b>						
L	Hourly Rate – Weekdays During Normal Business Hours (7am-5pm)	\$	per hour	X	130	\$
M	Hourly Rate – Weekdays During Normal Business Hours (7am-5pm), 2 Workers and Bucket Truck	\$	per hour	X	10	\$
N	Hourly Rate – Outside of Normal Business Hours/Saturdays	\$	per hour	X	1	\$
O	Hourly Rate – Sundays/Holidays	\$	per hour	X	1	\$
P	Estimated Cost of Materials (including Mark-Up)	%	\$7,500			\$
Q	<b>Total Not-to-Exceed Value Year Three (L:Q)</b>					\$

**Bidder Acknowledges Addenda #:** \_\_\_\_\_

Company Name: \_\_\_\_\_ Number of Years in Business: \_\_\_\_\_

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

Authorized Signature: \_\_\_\_\_

Printed Name & Title: \_\_\_\_\_

This form must be completed and filed with bid submission

**Bid Form B: Bidder Information Response  
On-Call Electrical Services  
22DPW155B**

Legal Name of the Bidder: \_\_\_\_\_

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

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

City State Zip: \_\_\_\_\_

Company Web Address: \_\_\_\_\_

Company Telephone: \_\_\_\_\_ Company Fax Number: \_\_\_\_\_

State of Incorporation (Date): \_\_\_\_\_

If the bidder is a partnership, give full names and addresses of all partners; and if an individual, give residential address if different from business address.

**Company Contacts – Required**

**Individual submitting the bid:** (This is the individual who should sign the Certificate of Good Faith)

Name: \_\_\_\_\_ Title: \_\_\_\_\_

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

Telephone: \_\_\_\_\_ Fax Number: \_\_\_\_\_

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

**Individual to be contacted about the bid:** (If different from the individual submitting the bid)

Name: \_\_\_\_\_ Title: \_\_\_\_\_

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

Telephone: \_\_\_\_\_ Fax Number: \_\_\_\_\_

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

Best Times to Contact: \_\_\_\_\_

**Individual authorized to contractually bind the company:** (This will be the individual whose name and title will appear in the contract documents and will execute the contract if the contract is awarded to the company)

Name: \_\_\_\_\_ Title: \_\_\_\_\_

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

Telephone: \_\_\_\_\_ Fax Number: \_\_\_\_\_

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

Best Times to Contact: \_\_\_\_\_

1. Has the bid been signed by a person legally authorized to commit the Bidder (Company) to the contract, if awarded?  **Yes**  **No**
2. Is the Bidder prepared to provide the insurances as required?  **Yes**  **No**
3. Has the Bidder placed any conditions or restrictions with its bid to the Town which conflict with the Scope of Services? (If yes, the bid may be deemed conditional.)  **Yes**  **No**
4. Has the Bidder identified any and all exceptions to the Town's specifications and are they included in the submission?  **Yes**  **No**
5. Is the Bidder prepared to execute the Town's contract, if awarded?  **Yes**  **No**

Signature of the Bidder: \_\_\_\_\_

Printed Name and Title of Signatory: \_\_\_\_\_

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

This form must be completed and filed with bid submission

**Bid Form C: Authentication Form  
On-Call Electrical Services  
22DPW155B**

The undersigned agrees that, if selected as the Contractor for any or all of the above bid items, the Contractor shall be obligated to provide those services in accordance with the terms of these specifications at the bid price upon receipt of a fully executed contract.

Name of Bidder: \_\_\_\_\_

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

Authorized Signature: \_\_\_\_\_

Printed Name and Title: \_\_\_\_\_

Date: \_\_\_\_\_ Phone Number: \_\_\_\_\_

Fax Number: \_\_\_\_\_ Email: \_\_\_\_\_

This form must be completed and filed with bid submission

**Bid Form D: Certificate of Good Faith  
On-Call Electrical Services  
22DPW155B**

The undersigned agrees that, if he is selected as general contractor, he will within five 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 labor and materials or payment bond, and if required, a performance 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 the contract price, the premiums for which are to be paid by the general contractor and are included in the contract price; provided, however, that if there is more than 1 surety company, the surety companies shall be jointly and severally liable.

The undersigned further certifies under the penalties of perjury that this bid is in all respects bona fide, fair and made without collusion or fraud with any other person. As used in this subsection the word "person" shall mean any natural person, joint venture, partnership, corporation or other business or legal entity. The undersigned further certifies under penalty of perjury that the said undersigned is not presently debarred from doing public construction work in the commonwealth under the provisions of section 29F of chapter 29, or any other applicable debarment provisions of any other chapter of the General Laws or any rule or regulation promulgated thereunder.

Bidder Name: \_\_\_\_\_ Date: \_\_\_\_\_

Signature of Individual Submitting Bid: \_\_\_\_\_

Individual Full Name and Title: \_\_\_\_\_

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

This form must be completed and filed with bid submission

**Bid Form E: Certificate of Compliance with Massachusetts Tax Laws  
On-Call Electrical Services  
22DPW155B**

[Certificate of Good Standing issued by the Massachusetts Department of Revenue dated no earlier than 90 days before the bid submission deadline may be submitted in place of this certificate.]

Pursuant to M.G.L. c.62C, §49A , the undersigned acting on behalf of the Contractor\* certifies under the penalties of perjury that the Contractor is in compliance with all laws of the Commonwealth relating to taxes including payment of all local taxes, fees, assessments, betterments and any other local or municipal charges (unless the Contractor has a pending abatement application or has entered into a payment agreement with the entity to which such charges were owed), reporting of employees and contractors, and withholding and remitting child support.\*\*

(1) Contractor: \_\_\_\_\_ Date: \_\_\_\_\_

Print Name: \_\_\_\_\_

Social Security Number: \_\_\_\_\_

Corporation, Association, or Partnership: \_\_\_\_\_

Federal Tax ID Number or Social Security Number: \_\_\_\_\_

(2) By: \_\_\_\_\_ Date: \_\_\_\_\_

(Authorized Corporate Signature)

Name and Title: \_\_\_\_\_

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

In order to comply with all laws of the Commonwealth relating to taxes, the undersigned certifies that Contractor (check applicable item):

1. \_\_\_\_\_ has filed all tax returns and paid all taxes required by law; or
2. \_\_\_\_\_ has filed a pending application for abatement of such tax; or
3. \_\_\_\_\_ has a pending petition before the appellate tax board contesting such tax; or
4. \_\_\_\_\_ does not derive taxable income from Massachusetts Sources such that it is subject to taxation by the Commonwealth

\* As used in this certification, the word "Contractor" shall mean any natural person, business, partnership, corporation, union, committee, club, or other organization, entity, or group of individuals.

\*\* The provision in this Certification relating to child support applies only when the Contractor is an individual.

\*\*\* Approval of a contract or other agreement will not be granted until the Town of Needham receives a signed copy of this Certification.

This form must be completed and filed with bid submission

**Bid Form F: Certificate of Compliance for Public Construction More than \$10,000.00**  
**On-Call Electrical Services**  
**22DPW155B**

The undersigned agrees that, if selected as Contractor, s/he will within five days, Saturdays, Sundays, and legal holidays excluded, after presentation thereof by the Town, execute a contract in accordance with the terms of this bid. The undersigned hereby certifies that s/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 and that's/he will comply fully with all laws and regulations applicable to awards made subject to M.G.L. Chapter 30 39M. The undersigned agrees that, if selected as the Contractor for any or all of the above bid items, he/she shall be obligated to provide those services in accordance with the terms of these specifications at the bid price upon receipt of a fully executed contract.

The undersigned certifies, under pains and penalties of perjury that:

1. The Contractor is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed in the work;
2. 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 10 hours in duration and the time the employee begins works and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee;

Name of Company: \_\_\_\_\_

Signature: \_\_\_\_\_

Printed Name and Title of Signatory: \_\_\_\_\_

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

City, State, Zip: \_\_\_\_\_

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

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

This form must be completed and filed with bid submission



**Bid Form G: Professional References  
On-Call Electrical Services  
22DPW155B**

Customer: \_\_\_\_\_

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

Period of Service (MM/YYYY): \_\_\_\_\_ through \_\_\_\_\_

Is this a Municipal or other Governmental Unit?:  Yes  No

Project Name: \_\_\_\_\_

Primary Contact: \_\_\_\_\_ Title: \_\_\_\_\_

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

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

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Customer: \_\_\_\_\_

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

Period of Service (MM/YYYY): \_\_\_\_\_ through \_\_\_\_\_

Is this a Municipal or other Governmental Unit?:  Yes  No

Project Name: \_\_\_\_\_

Primary Contact: \_\_\_\_\_ Title: \_\_\_\_\_

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

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

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**(Make as many copies as necessary. A minimum of 5 references required)**

**THIS FORM OR SUBSTITUTE WITH THE REQUESTED  
INFORMATION MUST BE FILED WITH BID SUBMISSION**

**Bid Form H: Certificate of Authority  
On-Call Electrical Services  
22DPW155B**

Complete Only If Applicable

1. I hereby certify that I am the Clerk/Secretary of \_\_\_\_\_  
(insert full name of Corporation)
2. corporation, and that \_\_\_\_\_  
(insert the name of officer who signed the contract and bonds.)
3. is the duly elected \_\_\_\_\_  
(insert the title of the officer in line 2)
4. of said corporation, and that on \_\_\_\_\_  
(insert a date that is **ON OR BEFORE** the date the officer signed the  
**contract and bonds.**)

at a duly authorized meeting of the Board of Directors of said corporation, at which all the directors were present or waived notice, it was voted that

5. \_\_\_\_\_ the \_\_\_\_\_  
(insert name from line 2) (insert title from line 3)

of this corporation be and hereby is authorized to execute contracts and bonds in the name and on behalf of said corporation, and affix its Corporate Seal thereto, and such execution of any contract of obligation in this corporation's name and on its behalf, with or without the Corporate Seal, shall be valid and binding upon this corporation; and that the above vote has not been amended or rescinded and remains in full force and effect as of the date set forth below.

6. ATTEST: \_\_\_\_\_ AFFIX CORPORATE  
(Signature of Clerk or Secretary)\* SEAL HERE
7. Name: \_\_\_\_\_  
(Please print or type name in line 6)\*
8. Date: \_\_\_\_\_  
(insert a date that is **ON OR AFTER** the date the  
officer signed the **contract and bonds.**)

The name and signature inserted in lines 6 & 7 must be that of the Clerk or Secretary of the corporation.



CHARLES D. BAKER  
Governor

KARYN E. POLITO  
Lt. Governor

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

Prevailing Wage Rates

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

ROSALIN ACOSTA  
Secretary  
MICHAEL FLANAGAN  
Director

**Awarding Authority:** Town of Needham Department of Public Works  
**Contract Number:** 22DPW155B **City/Town:** NEEDHAM  
**Description of Work:** Provide on-call electrical repairs and service to school and other Town buildings.  
**Job Location:** Various

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Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
<b>Construction</b>						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2021	\$37.05	\$13.41	\$14.82	\$0.00	\$65.28
	12/01/2021	\$37.05	\$13.41	\$16.01	\$0.00	\$66.47
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2021	\$37.12	\$13.41	\$14.82	\$0.00	\$65.35
	12/01/2021	\$37.12	\$13.41	\$16.01	\$0.00	\$66.54
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2021	\$37.24	\$13.41	\$14.82	\$0.00	\$65.47
	12/01/2021	\$37.24	\$13.41	\$16.01	\$0.00	\$66.66
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.75	\$8.60	\$16.64	\$0.00	\$60.99
	12/01/2021	\$36.66	\$8.60	\$16.64	\$0.00	\$61.90
	06/01/2022	\$37.56	\$8.60	\$16.64	\$0.00	\$62.80
	12/01/2022	\$38.41	\$8.60	\$16.64	\$0.00	\$63.65
	06/01/2023	\$39.31	\$8.60	\$16.64	\$0.00	\$64.55
	12/01/2023	\$40.21	\$8.60	\$16.64	\$0.00	\$65.45
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	06/01/2021	\$35.75	\$8.60	\$16.64	\$0.00	\$60.99
	12/01/2021	\$36.66	\$8.60	\$16.64	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT &amp; FROST INSULATORS LOCAL 6 (BOSTON)</i>	12/01/2020	\$38.10	\$12.80	\$9.45	\$0.00	\$60.35
ASPHALT RAKER <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
	06/01/2022	\$37.06	\$8.60	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.91	\$8.60	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.81	\$8.60	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.71	\$8.60	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$50.73	\$13.75	\$15.80	\$0.00	\$80.28
	12/01/2021	\$51.88	\$13.75	\$15.80	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$50.73	\$13.75	\$15.80	\$0.00	\$80.28
	12/01/2021	\$51.88	\$13.75	\$15.80	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
	06/01/2022	\$37.06	\$8.60	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.91	\$8.60	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.81	\$8.60	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.71	\$8.60	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.75	\$8.60	\$16.64	\$0.00	\$60.99
	12/01/2021	\$36.66	\$8.60	\$16.64	\$0.00	\$61.90
	06/01/2022	\$37.56	\$8.60	\$16.64	\$0.00	\$62.80
	12/01/2022	\$38.41	\$8.60	\$16.64	\$0.00	\$63.65
	06/01/2023	\$39.31	\$8.60	\$16.64	\$0.00	\$64.55
	12/01/2023	\$40.21	\$8.60	\$16.64	\$0.00	\$65.45
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	06/01/2021	\$35.75	\$8.60	\$16.64	\$0.00	\$60.99
	12/01/2021	\$36.66	\$8.60	\$16.64	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

**Apprentice - BOILERMAKER - Local 29**

**Effective Date - 01/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
2	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
3	70	\$32.27	\$7.07	\$12.59	\$0.00	\$51.93
4	75	\$34.58	\$7.07	\$13.49	\$0.00	\$55.14
5	80	\$36.88	\$7.07	\$14.38	\$0.00	\$58.33
6	85	\$39.19	\$7.07	\$15.29	\$0.00	\$61.55
7	90	\$41.49	\$7.07	\$16.18	\$0.00	\$64.74
8	95	\$43.80	\$7.07	\$17.09	\$0.00	\$67.96

**Notes:**

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

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (NEWTON)</i>	08/01/2021	\$57.15	\$11.39	\$22.25	\$0.00	\$90.79
	02/01/2022	\$57.74	\$11.39	\$22.25	\$0.00	\$91.38

**Classification**

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

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

**Effective Date - 08/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.58	\$11.39	\$22.25	\$0.00	\$62.22
2	60	\$34.29	\$11.39	\$22.25	\$0.00	\$67.93
3	70	\$40.01	\$11.39	\$22.25	\$0.00	\$73.65
4	80	\$45.72	\$11.39	\$22.25	\$0.00	\$79.36
5	90	\$51.44	\$11.39	\$22.25	\$0.00	\$85.08

**Effective Date - 02/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.87	\$11.39	\$22.25	\$0.00	\$62.51
2	60	\$34.64	\$11.39	\$22.25	\$0.00	\$68.28
3	70	\$40.42	\$11.39	\$22.25	\$0.00	\$74.06
4	80	\$46.19	\$11.39	\$22.25	\$0.00	\$79.83
5	90	\$51.97	\$11.39	\$22.25	\$0.00	\$85.61

**Notes:**

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

<b>BULLDOZER/GRADER/SCRAPER</b> <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$50.19	\$13.75	\$15.80	\$0.00	\$79.74
	12/01/2021	\$51.33	\$13.75	\$15.80	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
<b>CAISSON &amp; UNDERPINNING BOTTOM MAN</b> <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2021	\$41.82	\$8.60	\$17.72	\$0.00	\$68.14
	12/01/2021	\$42.83	\$8.60	\$17.72	\$0.00	\$69.15
For apprentice rates see "Apprentice- LABORER"						
<b>CAISSON &amp; UNDERPINNING LABORER</b> <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2021	\$40.67	\$8.60	\$17.72	\$0.00	\$66.99
	12/01/2021	\$41.68	\$8.60	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
<b>CAISSON &amp; UNDERPINNING TOP MAN</b> <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2021	\$40.67	\$8.60	\$17.72	\$0.00	\$66.99
	12/01/2021	\$41.68	\$8.60	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
<b>CARBIDE CORE DRILL OPERATOR</b> <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
	06/01/2022	\$37.06	\$8.60	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.91	\$8.60	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.81	\$8.60	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.71	\$8.60	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
<b>CARPENTER</b> <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i>	09/01/2021	\$44.18	\$8.58	\$19.82	\$0.00	\$72.58
	03/01/2022	\$44.78	\$8.58	\$19.82	\$0.00	\$73.18
	09/01/2022	\$45.43	\$8.58	\$19.82	\$0.00	\$73.83
	03/01/2023	\$46.03	\$8.58	\$19.82	\$0.00	\$74.43

**Classification**

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

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

**Effective Date - 09/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.09	\$8.58	\$1.73	\$0.00	\$32.40
2	60	\$26.51	\$8.58	\$1.73	\$0.00	\$36.82
3	70	\$30.93	\$8.58	\$14.63	\$0.00	\$54.14
4	75	\$33.14	\$8.58	\$14.63	\$0.00	\$56.35
5	80	\$35.34	\$8.58	\$16.36	\$0.00	\$60.28
6	80	\$35.34	\$8.58	\$16.36	\$0.00	\$60.28
7	90	\$39.76	\$8.58	\$18.09	\$0.00	\$66.43
8	90	\$39.76	\$8.58	\$18.09	\$0.00	\$66.43

**Effective Date - 03/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.39	\$8.58	\$1.73	\$0.00	\$32.70
2	60	\$26.87	\$8.58	\$1.73	\$0.00	\$37.18
3	70	\$31.35	\$8.58	\$14.63	\$0.00	\$54.56
4	75	\$33.59	\$8.58	\$14.63	\$0.00	\$56.80
5	80	\$35.82	\$8.58	\$16.36	\$0.00	\$60.76
6	80	\$35.82	\$8.58	\$16.36	\$0.00	\$60.76
7	90	\$40.30	\$8.58	\$18.09	\$0.00	\$66.97
8	90	\$40.30	\$8.58	\$18.09	\$0.00	\$66.97

**Notes:**

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80  
 Step 1&2 \$30.19/ 3&4 \$36.28/ 5&6 \$55.87/ 7&8 \$62.01

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

CARPENTER WOOD FRAME	04/01/2021	\$23.16	\$7.21	\$4.80	\$0.00	\$35.17
CARPENTERS-ZONE 3 (Wood Frame)	04/01/2022	\$23.66	\$7.21	\$4.80	\$0.00	\$35.67
	04/01/2023	\$24.16	\$7.21	\$4.80	\$0.00	\$36.17

All Aspects of New Wood Frame Work

**Classification**

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

**Apprentice - CARPENTER (Wood Frame) - Zone 3**

**Effective Date - 04/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$13.90	\$7.21	\$0.00	\$0.00	\$21.11
2	60	\$13.90	\$7.21	\$0.00	\$0.00	\$21.11
3	65	\$15.05	\$7.21	\$0.00	\$0.00	\$22.26
4	70	\$16.21	\$7.21	\$0.00	\$0.00	\$23.42
5	75	\$17.37	\$7.21	\$3.80	\$0.00	\$28.38
6	80	\$18.53	\$7.21	\$3.80	\$0.00	\$29.54
7	85	\$19.69	\$7.21	\$3.80	\$0.00	\$30.70
8	90	\$20.84	\$7.21	\$3.80	\$0.00	\$31.85

**Effective Date - 04/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.20	\$7.21	\$0.00	\$0.00	\$21.41
2	60	\$14.20	\$7.21	\$0.00	\$0.00	\$21.41
3	65	\$15.38	\$7.21	\$0.00	\$0.00	\$22.59
4	70	\$16.56	\$7.21	\$0.00	\$0.00	\$23.77
5	75	\$17.75	\$7.21	\$3.80	\$0.00	\$28.76
6	80	\$18.93	\$7.21	\$3.80	\$0.00	\$29.94
7	85	\$20.11	\$7.21	\$3.80	\$0.00	\$31.12
8	90	\$21.29	\$7.21	\$3.80	\$0.00	\$32.30

**Notes:**

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80  
 Step 1&2 \$17.63/ 3&4 \$19.95/ 5&6 \$27.22/ 7&8 \$29.54

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

CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 3 (NEWTON)	01/01/2020	\$49.07	\$12.75	\$22.41	\$0.62	\$84.85
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**Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (Newton)**

**Effective Date - 01/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.54	\$12.75	\$15.41	\$0.00	\$52.70
2	60	\$29.44	\$12.75	\$17.41	\$0.62	\$60.22
3	65	\$31.90	\$12.75	\$18.41	\$0.62	\$63.68
4	70	\$34.35	\$12.75	\$19.41	\$0.62	\$67.13
5	75	\$36.80	\$12.75	\$20.41	\$0.62	\$70.58
6	80	\$39.26	\$12.75	\$21.41	\$0.62	\$74.04
7	90	\$44.16	\$12.75	\$22.41	\$0.62	\$79.94

**Notes:**

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

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



<b>Classification</b>	<b>Effective Date</b>	<b>Base Wage</b>	<b>Health</b>	<b>Pension</b>	<b>Supplemental Unemployment</b>	<b>Total Rate</b>
CHAIN SAW OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
	06/01/2022	\$37.06	\$8.60	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.91	\$8.60	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.81	\$8.60	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.71	\$8.60	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$51.73	\$13.75	\$15.80	\$0.00	\$81.28
	12/01/2021	\$52.88	\$13.75	\$15.80	\$0.00	\$82.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$33.40	\$13.75	\$15.80	\$0.00	\$62.95
	12/01/2021	\$34.19	\$13.75	\$15.80	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 2</i>	07/01/2021	\$52.86	\$8.45	\$22.90	\$0.00	\$84.21
	01/01/2022	\$53.66	\$8.65	\$23.05	\$0.00	\$85.36
	07/01/2022	\$54.86	\$8.65	\$23.05	\$0.00	\$86.56
	01/01/2023	\$56.06	\$8.65	\$23.05	\$0.00	\$87.76
	07/01/2023	\$57.26	\$8.65	\$23.05	\$0.00	\$88.96
	01/01/2024	\$58.46	\$8.65	\$23.05	\$0.00	\$90.16
	07/01/2024	\$59.66	\$8.65	\$23.05	\$0.00	\$91.36
	01/01/2025	\$60.86	\$8.65	\$23.05	\$0.00	\$92.56

**Classification**

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

**Apprentice - PAINTER Local 35 - BRIDGES/TANKS**

**Effective Date - 07/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.43	\$8.45	\$0.00	\$0.00	\$34.88
2	55	\$29.07	\$8.45	\$6.22	\$0.00	\$43.74
3	60	\$31.72	\$8.45	\$6.78	\$0.00	\$46.95
4	65	\$34.36	\$8.45	\$7.35	\$0.00	\$50.16
5	70	\$37.00	\$8.45	\$19.51	\$0.00	\$64.96
6	75	\$39.65	\$8.45	\$20.08	\$0.00	\$68.18
7	80	\$42.29	\$8.45	\$20.64	\$0.00	\$71.38
8	90	\$47.57	\$8.45	\$21.77	\$0.00	\$77.79

**Effective Date - 01/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.83	\$8.65	\$0.00	\$0.00	\$35.48
2	55	\$29.51	\$8.65	\$6.27	\$0.00	\$44.43
3	60	\$32.20	\$8.65	\$6.84	\$0.00	\$47.69
4	65	\$34.88	\$8.65	\$7.41	\$0.00	\$50.94
5	70	\$37.56	\$8.65	\$19.63	\$0.00	\$65.84
6	75	\$40.25	\$8.65	\$20.20	\$0.00	\$69.10
7	80	\$42.93	\$8.65	\$20.77	\$0.00	\$72.35
8	90	\$48.29	\$8.65	\$21.91	\$0.00	\$78.85

**Notes:**

Steps are 750 hrs.

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

DEMO: ADZEMAN LABORERS - ZONE 2	06/01/2021	\$40.82	\$8.60	\$17.57	\$0.00	\$66.99
	12/01/2021	\$41.83	\$8.60	\$17.57	\$0.00	\$68.00
	06/01/2022	\$42.83	\$8.60	\$17.57	\$0.00	\$69.00
	12/01/2022	\$43.83	\$8.60	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.83	\$8.60	\$17.57	\$0.00	\$71.00
	12/01/2023	\$46.08	\$8.60	\$17.57	\$0.00	\$72.25

For apprentice rates see "Apprentice- LABORER"

DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS - ZONE 2	06/01/2021	\$41.82	\$8.60	\$17.57	\$0.00	\$67.99
	12/01/2021	\$42.83	\$8.60	\$17.57	\$0.00	\$69.00
	06/01/2022	\$43.83	\$8.60	\$17.57	\$0.00	\$70.00
	12/01/2022	\$44.83	\$8.60	\$17.57	\$0.00	\$71.00
	06/01/2023	\$45.83	\$8.60	\$17.57	\$0.00	\$72.00
	12/01/2023	\$47.08	\$8.60	\$17.57	\$0.00	\$73.25

For apprentice rates see "Apprentice- LABORER"

<b>Classification</b>	<b>Effective Date</b>	<b>Base Wage</b>	<b>Health</b>	<b>Pension</b>	<b>Supplemental Unemployment</b>	<b>Total Rate</b>
DEMO: BURNERS <i>LABORERS - ZONE 2</i>	06/01/2021	\$41.57	\$8.60	\$17.57	\$0.00	\$67.74
	12/01/2021	\$42.58	\$8.60	\$17.57	\$0.00	\$68.75
	06/01/2022	\$43.58	\$8.60	\$17.57	\$0.00	\$69.75
	12/01/2022	\$44.58	\$8.60	\$17.57	\$0.00	\$70.75
	06/01/2023	\$45.58	\$8.60	\$17.57	\$0.00	\$71.75
	12/01/2023	\$46.83	\$8.60	\$17.57	\$0.00	\$73.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 2</i>	06/01/2021	\$41.82	\$8.60	\$17.57	\$0.00	\$67.99
	12/01/2021	\$42.83	\$8.60	\$17.57	\$0.00	\$69.00
	06/01/2022	\$43.83	\$8.60	\$17.57	\$0.00	\$70.00
	12/01/2022	\$44.83	\$8.60	\$17.57	\$0.00	\$71.00
	06/01/2023	\$45.83	\$8.60	\$17.57	\$0.00	\$72.00
	12/01/2023	\$47.08	\$8.60	\$17.57	\$0.00	\$73.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2021	\$41.57	\$8.60	\$17.57	\$0.00	\$67.74
	12/01/2021	\$42.58	\$8.60	\$17.57	\$0.00	\$68.75
	06/01/2022	\$43.58	\$8.60	\$17.57	\$0.00	\$69.75
	12/01/2022	\$44.58	\$8.60	\$17.57	\$0.00	\$70.75
	06/01/2023	\$45.58	\$8.60	\$17.57	\$0.00	\$71.75
	12/01/2023	\$46.83	\$8.60	\$17.57	\$0.00	\$73.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 2</i>	06/01/2021	\$40.82	\$8.60	\$17.57	\$0.00	\$66.99
	12/01/2021	\$41.83	\$8.60	\$17.57	\$0.00	\$68.00
	06/01/2022	\$42.83	\$8.60	\$17.57	\$0.00	\$69.00
	12/01/2022	\$43.83	\$8.60	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.83	\$8.60	\$17.57	\$0.00	\$71.00
	12/01/2023	\$46.08	\$8.60	\$17.57	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$50.19	\$13.75	\$15.80	\$0.00	\$79.74
	12/01/2021	\$51.33	\$13.75	\$15.80	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) <i>DRAWBRIDGE - SEIU LOCAL 888</i>	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ELECTRICIAN <i>ELECTRICIANS LOCAL 103</i>	09/01/2021	\$56.36	\$13.00	\$20.54	\$0.00	\$89.90
	03/01/2022	\$57.32	\$13.00	\$20.82	\$0.00	\$91.14
	09/01/2022	\$58.76	\$13.00	\$20.86	\$0.00	\$92.62
	03/01/2023	\$60.43	\$13.00	\$20.91	\$0.00	\$94.34

**Apprentice -** *ELECTRICIAN - Local 103*

**Effective Date -** 09/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$22.54	\$13.00	\$0.68	\$0.00	\$36.22
2	40	\$22.54	\$13.00	\$0.68	\$0.00	\$36.22
3	45	\$25.36	\$13.00	\$15.36	\$0.00	\$53.72
4	45	\$25.36	\$13.00	\$15.36	\$0.00	\$53.72
5	50	\$28.18	\$13.00	\$15.84	\$0.00	\$57.02
6	55	\$31.00	\$13.00	\$16.31	\$0.00	\$60.31
7	60	\$33.82	\$13.00	\$16.77	\$0.00	\$63.59
8	65	\$36.63	\$13.00	\$17.25	\$0.00	\$66.88
9	70	\$39.45	\$13.00	\$17.71	\$0.00	\$70.16
10	75	\$42.27	\$13.00	\$18.19	\$0.00	\$73.46

**Effective Date -** 03/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$22.93	\$13.00	\$0.69	\$0.00	\$36.62
2	40	\$22.93	\$13.00	\$0.69	\$0.00	\$36.62
3	45	\$25.79	\$13.00	\$15.62	\$0.00	\$54.41
4	45	\$25.79	\$13.00	\$15.62	\$0.00	\$54.41
5	50	\$28.66	\$13.00	\$16.10	\$0.00	\$57.76
6	55	\$31.53	\$13.00	\$16.58	\$0.00	\$61.11
7	60	\$34.39	\$13.00	\$17.04	\$0.00	\$64.43
8	65	\$37.26	\$13.00	\$17.52	\$0.00	\$67.78
9	70	\$40.12	\$13.00	\$17.98	\$0.00	\$71.10
10	75	\$42.99	\$13.00	\$18.46	\$0.00	\$74.45

**Notes: :**

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

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

ELEVATOR CONSTRUCTOR <i>ELEVATOR CONSTRUCTORS LOCAL 4</i>	01/01/2021	\$63.47	\$15.88	\$19.31	\$0.00	\$98.66
	01/01/2022	\$65.62	\$16.03	\$20.21	\$0.00	\$101.86

**Apprentice - ELEVATOR CONSTRUCTOR - Local 4**

**Effective Date - 01/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$31.74	\$15.88	\$0.00	\$0.00	\$47.62
2	55	\$34.91	\$15.88	\$19.31	\$0.00	\$70.10
3	65	\$41.26	\$15.88	\$19.31	\$0.00	\$76.45
4	70	\$44.43	\$15.88	\$19.31	\$0.00	\$79.62
5	80	\$50.78	\$15.88	\$19.31	\$0.00	\$85.97

**Effective Date - 01/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$32.81	\$16.03	\$0.00	\$0.00	\$48.84
2	55	\$36.09	\$16.03	\$20.21	\$0.00	\$72.33
3	65	\$42.65	\$16.03	\$20.21	\$0.00	\$78.89
4	70	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17
5	80	\$52.50	\$16.03	\$20.21	\$0.00	\$88.74

**Notes:**

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

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

ELEVATOR CONSTRUCTOR HELPER	01/01/2021	\$44.43	\$15.88	\$19.31	\$0.00	\$79.62
ELEVATOR CONSTRUCTORS LOCAL 4	01/01/2022	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY	11/01/2021	\$46.53	\$13.75	\$15.80	\$0.00	\$76.08
OPERATING ENGINEERS LOCAL 4	05/01/2022	\$47.86	\$13.75	\$15.80	\$0.00	\$77.41

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY	11/01/2021	\$48.06	\$13.75	\$15.80	\$0.00	\$77.61
OPERATING ENGINEERS LOCAL 4	05/01/2022	\$49.22	\$13.75	\$15.80	\$0.00	\$78.77

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	11/01/2021	\$23.16	\$13.75	\$15.80	\$0.00	\$52.71
OPERATING ENGINEERS LOCAL 4	05/01/2022	\$23.83	\$13.75	\$15.80	\$0.00	\$53.38

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

FIRE ALARM INSTALLER	09/01/2021	\$56.36	\$13.00	\$20.54	\$0.00	\$89.90
ELECTRICIANS LOCAL 103	03/01/2022	\$57.32	\$13.00	\$20.82	\$0.00	\$91.14
	09/01/2022	\$58.76	\$13.00	\$20.86	\$0.00	\$92.62
	03/01/2023	\$60.43	\$13.00	\$20.91	\$0.00	\$94.34

For apprentice rates see "Apprentice- ELECTRICIAN"

FIRE ALARM REPAIR / MAINTENANCE	09/01/2021	\$43.40	\$13.00	\$18.37	\$0.00	\$74.77
LOCAL 103 / COMMISSIONINGELECTRICIANS	03/01/2022	\$44.71	\$13.00	\$18.74	\$0.00	\$76.45
	09/01/2022	\$46.42	\$13.00	\$18.87	\$0.00	\$78.29
	03/01/2023	\$48.34	\$13.00	\$19.01	\$0.00	\$80.35

For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIREMAN (ASST. ENGINEER) OPERATING ENGINEERS LOCAL 4	06/01/2021	\$41.31	\$13.75	\$15.80	\$0.00	\$70.86
	12/01/2021	\$42.26	\$13.75	\$15.80	\$0.00	\$71.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2021	\$24.50	\$8.60	\$16.64	\$0.00	\$49.74
	12/01/2021	\$24.50	\$8.60	\$16.64	\$0.00	\$49.74
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE 1	09/01/2021	\$49.38	\$8.58	\$20.12	\$0.00	\$78.08
	03/01/2022	\$50.18	\$8.58	\$20.12	\$0.00	\$78.88

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

**Effective Date - 09/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.69	\$8.58	\$1.79	\$0.00	\$35.06
2	55	\$27.16	\$8.58	\$1.79	\$0.00	\$37.53
3	60	\$29.63	\$8.58	\$14.75	\$0.00	\$52.96
4	65	\$32.10	\$8.58	\$14.75	\$0.00	\$55.43
5	70	\$34.57	\$8.58	\$16.54	\$0.00	\$59.69
6	75	\$37.04	\$8.58	\$16.54	\$0.00	\$62.16
7	80	\$39.50	\$8.58	\$18.33	\$0.00	\$66.41
8	85	\$41.97	\$8.58	\$18.33	\$0.00	\$68.88

**Effective Date - 03/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.09	\$8.58	\$1.79	\$0.00	\$35.46
2	55	\$27.60	\$8.58	\$1.79	\$0.00	\$37.97
3	60	\$30.11	\$8.58	\$14.75	\$0.00	\$53.44
4	65	\$32.62	\$8.58	\$14.75	\$0.00	\$55.95
5	70	\$35.13	\$8.58	\$16.54	\$0.00	\$60.25
6	75	\$37.64	\$8.58	\$16.54	\$0.00	\$62.76
7	80	\$40.14	\$8.58	\$18.33	\$0.00	\$67.05
8	85	\$42.65	\$8.58	\$18.33	\$0.00	\$69.56

**Notes:** Steps are 750 hrs.  
% After 10/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)  
Step 1&2 \$32.59/ 3&4 \$39.26/ 5&6 \$59.69/ 7&8 \$66.41

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

FORK LIFT/CHERRY PICKER OPERATING ENGINEERS LOCAL 4	06/01/2021	\$50.73	\$13.75	\$15.80	\$0.00	\$80.28
	12/01/2021	\$51.88	\$13.75	\$15.80	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS OPERATING ENGINEERS LOCAL 4	06/01/2021	\$33.40	\$13.75	\$15.80	\$0.00	\$62.95
	12/01/2021	\$34.19	\$13.75	\$15.80	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 35 (ZONE 2)</i>	07/01/2021	\$42.36	\$8.45	\$22.90	\$0.00	\$73.71
	01/01/2022	\$43.16	\$8.65	\$23.05	\$0.00	\$74.86
	07/01/2022	\$44.36	\$8.65	\$23.05	\$0.00	\$76.06
	01/01/2023	\$45.56	\$8.65	\$23.05	\$0.00	\$77.26
	07/01/2023	\$46.76	\$8.65	\$23.05	\$0.00	\$78.46
	01/01/2024	\$47.96	\$8.65	\$23.05	\$0.00	\$79.66
	07/01/2024	\$49.16	\$8.65	\$23.05	\$0.00	\$80.86
	01/01/2025	\$50.36	\$8.65	\$23.05	\$0.00	\$82.06

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

**Effective Date - 07/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.18	\$8.45	\$0.00	\$0.00	\$29.63
2	55	\$23.30	\$8.45	\$6.22	\$0.00	\$37.97
3	60	\$25.42	\$8.45	\$6.78	\$0.00	\$40.65
4	65	\$27.53	\$8.45	\$7.35	\$0.00	\$43.33
5	70	\$29.65	\$8.45	\$19.51	\$0.00	\$57.61
6	75	\$31.77	\$8.45	\$20.08	\$0.00	\$60.30
7	80	\$33.89	\$8.45	\$20.64	\$0.00	\$62.98
8	90	\$38.12	\$8.45	\$21.77	\$0.00	\$68.34

**Effective Date - 01/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.58	\$8.65	\$0.00	\$0.00	\$30.23
2	55	\$23.74	\$8.65	\$6.27	\$0.00	\$38.66
3	60	\$25.90	\$8.65	\$6.84	\$0.00	\$41.39
4	65	\$28.05	\$8.65	\$7.41	\$0.00	\$44.11
5	70	\$30.21	\$8.65	\$19.63	\$0.00	\$58.49
6	75	\$32.37	\$8.65	\$20.20	\$0.00	\$61.22
7	80	\$34.53	\$8.65	\$20.77	\$0.00	\$63.95
8	90	\$38.84	\$8.65	\$21.91	\$0.00	\$69.40

**Notes:**

Steps are 750 hrs.

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

HOISTING ENGINEER/CRANES/GRADALLS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$50.73	\$13.75	\$15.80	\$0.00	\$80.28
	12/01/2021	\$51.88	\$13.75	\$15.80	\$0.00	\$81.43

**Classification**

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

**Apprentice - OPERATING ENGINEERS - Local 4**

**Effective Date - 06/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$27.90	\$13.75	\$0.00	\$0.00	\$41.65
2	60	\$30.44	\$13.75	\$15.80	\$0.00	\$59.99
3	65	\$32.97	\$13.75	\$15.80	\$0.00	\$62.52
4	70	\$35.51	\$13.75	\$15.80	\$0.00	\$65.06
5	75	\$38.05	\$13.75	\$15.80	\$0.00	\$67.60
6	80	\$40.58	\$13.75	\$15.80	\$0.00	\$70.13
7	85	\$43.12	\$13.75	\$15.80	\$0.00	\$72.67
8	90	\$45.66	\$13.75	\$15.80	\$0.00	\$75.21

**Effective Date - 12/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$28.53	\$13.75	\$0.00	\$0.00	\$42.28
2	60	\$31.13	\$13.75	\$15.80	\$0.00	\$60.68
3	65	\$33.72	\$13.75	\$15.80	\$0.00	\$63.27
4	70	\$36.32	\$13.75	\$15.80	\$0.00	\$65.87
5	75	\$38.91	\$13.75	\$15.80	\$0.00	\$68.46
6	80	\$41.50	\$13.75	\$15.80	\$0.00	\$71.05
7	85	\$44.10	\$13.75	\$15.80	\$0.00	\$73.65
8	90	\$46.69	\$13.75	\$15.80	\$0.00	\$76.24

**Notes:**

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

HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17 - A	08/01/2021	\$51.95	\$13.80	\$25.60	\$2.74	\$94.09
	02/01/2022	\$53.70	\$13.80	\$25.60	\$2.79	\$95.89

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 103	09/01/2021	\$56.36	\$13.00	\$20.54	\$0.00	\$89.90
	03/01/2022	\$57.32	\$13.00	\$20.82	\$0.00	\$91.14
	09/01/2022	\$58.76	\$13.00	\$20.86	\$0.00	\$92.62
	03/01/2023	\$60.43	\$13.00	\$20.91	\$0.00	\$94.34

For apprentice rates see "Apprentice- ELECTRICIAN"

HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 17 - A	08/01/2021	\$51.95	\$13.80	\$25.60	\$2.74	\$94.09
	02/01/2022	\$53.70	\$13.80	\$25.60	\$2.79	\$95.89

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (TESTING AND BALANCING - WATER) PIPEFITTERS LOCAL 537	03/01/2021	\$57.94	\$11.70	\$20.24	\$0.00	\$89.88
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For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

HVAC MECHANIC PIPEFITTERS LOCAL 537	03/01/2021	\$57.94	\$11.70	\$20.24	\$0.00	\$89.88
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For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"



Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HYDRAULIC DRILLS <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.75	\$8.60	\$16.64	\$0.00	\$60.99
	12/01/2021	\$36.66	\$8.60	\$16.64	\$0.00	\$61.90
	06/01/2022	\$37.56	\$8.60	\$16.64	\$0.00	\$62.80
	12/01/2022	\$38.41	\$8.60	\$16.64	\$0.00	\$63.65
	06/01/2023	\$39.31	\$8.60	\$16.64	\$0.00	\$64.55
	12/01/2023	\$40.21	\$8.60	\$16.64	\$0.00	\$65.45
For apprentice rates see "Apprentice- LABORER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	06/01/2021	\$35.75	\$8.60	\$16.64	\$0.00	\$60.99
	12/01/2021	\$36.66	\$8.60	\$16.64	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
INSULATOR (PIPES & TANKS) <i>HEAT &amp; FROST INSULATORS LOCAL 6 (BOSTON)</i>	09/01/2021	\$51.40	\$13.80	\$17.14	\$0.00	\$82.34
	09/01/2022	\$53.85	\$13.80	\$17.14	\$0.00	\$84.79

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

**Effective Date - 09/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.70	\$13.80	\$12.42	\$0.00	\$51.92
2	60	\$30.84	\$13.80	\$13.36	\$0.00	\$58.00
3	70	\$35.98	\$13.80	\$14.31	\$0.00	\$64.09
4	80	\$41.12	\$13.80	\$15.25	\$0.00	\$70.17

**Effective Date - 09/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.93	\$13.80	\$12.42	\$0.00	\$53.15
2	60	\$32.31	\$13.80	\$13.36	\$0.00	\$59.47
3	70	\$37.70	\$13.80	\$14.31	\$0.00	\$65.81
4	80	\$43.08	\$13.80	\$15.25	\$0.00	\$72.13

**Notes:**

Steps are 1 year

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

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (BOSTON AREA)</i>	09/16/2020	\$48.66	\$8.10	\$25.10	\$0.00	\$81.86
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**Classification**

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

**Apprentice - IRONWORKER - Local 7 Boston**

**Effective Date - 09/16/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$29.20	\$8.10	\$25.10	\$0.00	\$62.40
2	70	\$34.06	\$8.10	\$25.10	\$0.00	\$67.26
3	75	\$36.50	\$8.10	\$25.10	\$0.00	\$69.70
4	80	\$38.93	\$8.10	\$25.10	\$0.00	\$72.13
5	85	\$41.36	\$8.10	\$25.10	\$0.00	\$74.56
6	90	\$43.79	\$8.10	\$25.10	\$0.00	\$76.99

**Notes:**

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

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

JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 2	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
	06/01/2022	\$37.06	\$8.60	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.91	\$8.60	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.81	\$8.60	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.71	\$8.60	\$16.64	\$0.00	\$64.95

For apprentice rates see "Apprentice- LABORER"

LABORER LABORERS - ZONE 2	06/01/2021	\$35.00	\$8.60	\$16.64	\$0.00	\$60.24
	12/01/2021	\$35.91	\$8.60	\$16.64	\$0.00	\$61.15
	06/01/2022	\$36.81	\$8.60	\$16.64	\$0.00	\$62.05
	12/01/2022	\$37.66	\$8.60	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.56	\$8.60	\$16.64	\$0.00	\$63.80
	12/01/2023	\$39.46	\$8.60	\$16.64	\$0.00	\$64.70

**Classification**

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

**Apprentice - LABORER - Zone 2**

**Effective Date - 06/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.00	\$8.60	\$16.64	\$0.00	\$46.24
2	70	\$24.50	\$8.60	\$16.64	\$0.00	\$49.74
3	80	\$28.00	\$8.60	\$16.64	\$0.00	\$53.24
4	90	\$31.50	\$8.60	\$16.64	\$0.00	\$56.74

**Effective Date - 12/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.55	\$8.60	\$16.64	\$0.00	\$46.79
2	70	\$25.14	\$8.60	\$16.64	\$0.00	\$50.38
3	80	\$28.73	\$8.60	\$16.64	\$0.00	\$53.97
4	90	\$32.32	\$8.60	\$16.64	\$0.00	\$57.56

**Notes:**

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

LABORER (HEAVY & HIGHWAY)	06/01/2021	\$35.00	\$8.60	\$16.64	\$0.00	\$60.24
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2021	\$35.91	\$8.60	\$16.64	\$0.00	\$61.15

**Apprentice - LABORER (Heavy & Highway) - Zone 2**

**Effective Date - 06/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.00	\$8.60	\$16.64	\$0.00	\$46.24
2	70	\$24.50	\$8.60	\$16.64	\$0.00	\$49.74
3	80	\$28.00	\$8.60	\$16.64	\$0.00	\$53.24
4	90	\$31.50	\$8.60	\$16.64	\$0.00	\$56.74

**Effective Date - 12/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.55	\$8.60	\$16.64	\$0.00	\$46.79
2	70	\$25.14	\$8.60	\$16.64	\$0.00	\$50.38
3	80	\$28.73	\$8.60	\$16.64	\$0.00	\$53.97
4	90	\$32.32	\$8.60	\$16.64	\$0.00	\$57.56

**Notes:**

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.00	\$8.60	\$16.64	\$0.00	\$60.24
	12/01/2021	\$35.91	\$8.60	\$16.64	\$0.00	\$61.15
	06/01/2022	\$36.81	\$8.60	\$16.64	\$0.00	\$62.05
	12/01/2022	\$37.66	\$8.60	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.56	\$8.60	\$16.64	\$0.00	\$63.80
	12/01/2023	\$39.46	\$8.60	\$16.64	\$0.00	\$64.70
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.00	\$8.60	\$16.64	\$0.00	\$60.24
	12/01/2021	\$35.91	\$8.60	\$16.64	\$0.00	\$61.15
	06/01/2022	\$36.81	\$8.60	\$16.64	\$0.00	\$62.05
	12/01/2022	\$37.66	\$8.60	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.56	\$8.60	\$16.64	\$0.00	\$63.80
	12/01/2023	\$39.46	\$8.60	\$16.64	\$0.00	\$64.70
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.09	\$8.60	\$16.70	\$0.00	\$60.39
	12/01/2021	\$36.00	\$8.60	\$16.70	\$0.00	\$61.30
	06/01/2022	\$36.90	\$8.60	\$16.70	\$0.00	\$62.20
	12/01/2022	\$37.75	\$8.60	\$16.70	\$0.00	\$63.05
	06/01/2023	\$38.65	\$8.60	\$16.70	\$0.00	\$63.95
	12/01/2023	\$39.55	\$8.60	\$16.70	\$0.00	\$64.85
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
	06/01/2022	\$37.06	\$8.60	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.91	\$8.60	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.81	\$8.60	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.71	\$8.60	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.00	\$8.60	\$16.64	\$0.00	\$60.24
	12/01/2021	\$35.91	\$8.60	\$16.64	\$0.00	\$61.15
	06/01/2022	\$36.81	\$8.60	\$16.64	\$0.00	\$62.05
	12/01/2022	\$37.66	\$8.60	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.56	\$8.60	\$16.64	\$0.00	\$63.80
	12/01/2023	\$39.46	\$8.60	\$16.64	\$0.00	\$64.70
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.00	\$8.60	\$16.64	\$0.00	\$60.24
	12/01/2021	\$35.91	\$8.60	\$16.64	\$0.00	\$61.15
	06/01/2022	\$36.81	\$8.60	\$16.64	\$0.00	\$62.05
	12/01/2022	\$37.66	\$8.60	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.56	\$8.60	\$16.64	\$0.00	\$63.80
	12/01/2023	\$39.46	\$8.60	\$16.64	\$0.00	\$64.70
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LASER BEAM OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
	06/01/2022	\$37.06	\$8.60	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.91	\$8.60	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.81	\$8.60	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.71	\$8.60	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE &amp; TILE</i>	08/01/2021	\$43.69	\$11.39	\$20.30	\$0.00	\$75.38
	02/01/2022	\$44.16	\$11.39	\$20.30	\$0.00	\$75.85

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

**Effective Date - 08/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.85	\$11.39	\$20.30	\$0.00	\$53.54
2	60	\$26.21	\$11.39	\$20.30	\$0.00	\$57.90
3	70	\$30.58	\$11.39	\$20.30	\$0.00	\$62.27
4	80	\$34.95	\$11.39	\$20.30	\$0.00	\$66.64
5	90	\$39.32	\$11.39	\$20.30	\$0.00	\$71.01

**Effective Date - 02/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.08	\$11.39	\$20.30	\$0.00	\$53.77
2	60	\$26.50	\$11.39	\$20.30	\$0.00	\$58.19
3	70	\$30.91	\$11.39	\$20.30	\$0.00	\$62.60
4	80	\$35.33	\$11.39	\$20.30	\$0.00	\$67.02
5	90	\$39.74	\$11.39	\$20.30	\$0.00	\$71.43

**Notes:**

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

MARBLE MASONS, TILELAYERS & TERRAZZO MECH <i>BRICKLAYERS LOCAL 3 - MARBLE &amp; TILE</i>	08/01/2021	\$57.17	\$11.39	\$22.24	\$0.00	\$90.80
	02/01/2022	\$57.74	\$11.39	\$22.24	\$0.00	\$91.37

**Classification**

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

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

**Effective Date - 08/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.59	\$11.39	\$22.24	\$0.00	\$62.22
2	60	\$34.30	\$11.39	\$22.24	\$0.00	\$67.93
3	70	\$40.02	\$11.39	\$22.24	\$0.00	\$73.65
4	80	\$45.74	\$11.39	\$22.24	\$0.00	\$79.37
5	90	\$51.45	\$11.39	\$22.24	\$0.00	\$85.08

**Effective Date - 02/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.87	\$11.39	\$22.24	\$0.00	\$62.50
2	60	\$34.64	\$11.39	\$22.24	\$0.00	\$68.27
3	70	\$40.42	\$11.39	\$22.24	\$0.00	\$74.05
4	80	\$46.19	\$11.39	\$22.24	\$0.00	\$79.82
5	90	\$51.97	\$11.39	\$22.24	\$0.00	\$85.60

**Notes:**

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

MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$50.19	\$13.75	\$15.80	\$0.00	\$79.74
	12/01/2021	\$51.33	\$13.75	\$15.80	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANICS MAINTENANCE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$50.19	\$13.75	\$15.80	\$0.00	\$79.74
	12/01/2021	\$51.33	\$13.75	\$15.80	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 1) <i>MILLWRIGHTS LOCAL 1121 - Zone 1</i>	03/01/2021	\$43.77	\$8.58	\$21.57	\$0.00	\$73.92
	01/03/2022	\$45.52	\$8.58	\$21.57	\$0.00	\$75.67
	01/02/2023	\$47.27	\$8.58	\$21.57	\$0.00	\$77.42

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

**Effective Date - 03/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$24.07	\$8.58	\$5.72	\$0.00	\$38.37
2	65	\$28.45	\$8.58	\$17.93	\$0.00	\$54.96
3	75	\$32.83	\$8.58	\$18.98	\$0.00	\$60.39
4	85	\$37.20	\$8.58	\$20.01	\$0.00	\$65.79

**Effective Date - 01/03/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$25.04	\$8.58	\$5.72	\$0.00	\$39.34
2	65	\$29.59	\$8.58	\$17.93	\$0.00	\$56.10
3	75	\$34.14	\$8.58	\$18.98	\$0.00	\$61.70
4	85	\$38.69	\$8.58	\$20.01	\$0.00	\$67.28

**Notes:** Step 1&2 Appr. indentured after 1/6/2020 receive no pension, but do receive annuity. (Step 1 \$5.72, Step 2 \$6.66)  
Steps are 2,000 hours

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

MORTAR MIXER LABORERS - ZONE 2	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
	06/01/2022	\$37.06	\$8.60	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.91	\$8.60	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.81	\$8.60	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.71	\$8.60	\$16.64	\$0.00	\$64.95

For apprentice rates see "Apprentice- LABORER"

OILER (OTHER THAN TRUCK CRANES,GRADALLS) OPERATING ENGINEERS LOCAL 4	06/01/2021	\$23.40	\$13.75	\$15.80	\$0.00	\$52.95
	12/01/2021	\$23.98	\$13.75	\$15.80	\$0.00	\$53.53

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4	06/01/2021	\$28.26	\$13.75	\$15.80	\$0.00	\$57.81
	12/01/2021	\$28.94	\$13.75	\$15.80	\$0.00	\$58.49

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS II OPERATING ENGINEERS LOCAL 4	06/01/2021	\$50.19	\$13.75	\$15.80	\$0.00	\$79.74
	12/01/2021	\$51.33	\$13.75	\$15.80	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 - ZONE 2	07/01/2021	\$52.86	\$8.45	\$22.90	\$0.00	\$84.21
	01/01/2022	\$53.66	\$8.65	\$23.05	\$0.00	\$85.36
	07/01/2022	\$54.86	\$8.65	\$23.05	\$0.00	\$86.56
	01/01/2023	\$56.06	\$8.65	\$23.05	\$0.00	\$87.76
	07/01/2023	\$57.26	\$8.65	\$23.05	\$0.00	\$88.96
	01/01/2024	\$58.46	\$8.65	\$23.05	\$0.00	\$90.16
	07/01/2024	\$59.66	\$8.65	\$23.05	\$0.00	\$91.36
01/01/2025	\$60.86	\$8.65	\$23.05	\$0.00	\$92.56	

**Classification**

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

**Apprentice - PAINTER Local 35 - BRIDGES/TANKS**

**Effective Date - 07/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.43	\$8.45	\$0.00	\$0.00	\$34.88
2	55	\$29.07	\$8.45	\$6.22	\$0.00	\$43.74
3	60	\$31.72	\$8.45	\$6.78	\$0.00	\$46.95
4	65	\$34.36	\$8.45	\$7.35	\$0.00	\$50.16
5	70	\$37.00	\$8.45	\$19.51	\$0.00	\$64.96
6	75	\$39.65	\$8.45	\$20.08	\$0.00	\$68.18
7	80	\$42.29	\$8.45	\$20.64	\$0.00	\$71.38
8	90	\$47.57	\$8.45	\$21.77	\$0.00	\$77.79

**Effective Date - 01/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.83	\$8.65	\$0.00	\$0.00	\$35.48
2	55	\$29.51	\$8.65	\$6.27	\$0.00	\$44.43
3	60	\$32.20	\$8.65	\$6.84	\$0.00	\$47.69
4	65	\$34.88	\$8.65	\$7.41	\$0.00	\$50.94
5	70	\$37.56	\$8.65	\$19.63	\$0.00	\$65.84
6	75	\$40.25	\$8.65	\$20.20	\$0.00	\$69.10
7	80	\$42.93	\$8.65	\$20.77	\$0.00	\$72.35
8	90	\$48.29	\$8.65	\$21.91	\$0.00	\$78.85

**Notes:**

Steps are 750 hrs.

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

PAINTER (SPRAY OR SANDBLAST, NEW) *	07/01/2021	\$43.76	\$8.45	\$22.90	\$0.00	\$75.11
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	01/01/2022	\$44.56	\$8.65	\$23.05	\$0.00	\$76.26
	07/01/2022	\$45.76	\$8.65	\$23.05	\$0.00	\$77.46
	01/01/2023	\$46.96	\$8.65	\$23.05	\$0.00	\$78.66
	07/01/2023	\$48.16	\$8.65	\$23.05	\$0.00	\$79.86
	01/01/2024	\$49.36	\$8.65	\$23.05	\$0.00	\$81.06
	07/01/2024	\$50.56	\$8.65	\$23.05	\$0.00	\$82.26
	01/01/2025	\$51.76	\$8.65	\$23.05	\$0.00	\$83.46



**Classification**

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

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

**Effective Date - 07/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.88	\$8.45	\$0.00	\$0.00	\$30.33
2	55	\$24.07	\$8.45	\$6.22	\$0.00	\$38.74
3	60	\$26.26	\$8.45	\$6.78	\$0.00	\$41.49
4	65	\$28.44	\$8.45	\$7.35	\$0.00	\$44.24
5	70	\$30.63	\$8.45	\$19.51	\$0.00	\$58.59
6	75	\$32.82	\$8.45	\$20.08	\$0.00	\$61.35
7	80	\$35.01	\$8.45	\$20.64	\$0.00	\$64.10
8	90	\$39.38	\$8.45	\$21.77	\$0.00	\$69.60

**Effective Date - 01/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.28	\$8.65	\$0.00	\$0.00	\$30.93
2	55	\$24.51	\$8.65	\$6.27	\$0.00	\$39.43
3	60	\$26.74	\$8.65	\$6.84	\$0.00	\$42.23
4	65	\$28.96	\$8.65	\$19.06	\$0.00	\$56.67
5	70	\$31.19	\$8.65	\$19.63	\$0.00	\$59.47
6	75	\$33.42	\$8.65	\$20.20	\$0.00	\$62.27
7	80	\$35.65	\$8.65	\$20.77	\$0.00	\$65.07
8	90	\$40.10	\$8.65	\$21.91	\$0.00	\$70.66

**Notes:**

Steps are 750 hrs.

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

PAINTER (SPRAY OR SANDBLAST, REPAINT)	07/01/2021	\$41.82	\$8.45	\$22.90	\$0.00	\$73.17
PAINTERS LOCAL 35 - ZONE 2	01/01/2022	\$42.62	\$8.65	\$23.05	\$0.00	\$74.32
	07/01/2022	\$43.82	\$8.65	\$23.05	\$0.00	\$75.52
	01/01/2023	\$45.02	\$8.65	\$23.05	\$0.00	\$76.72
	07/01/2023	\$46.22	\$8.65	\$23.05	\$0.00	\$77.92
	01/01/2024	\$47.42	\$8.65	\$23.05	\$0.00	\$79.12
	07/01/2024	\$48.62	\$8.65	\$23.05	\$0.00	\$80.32
	01/01/2025	\$49.82	\$8.65	\$23.05	\$0.00	\$81.52

**Classification**

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

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

**Effective Date - 07/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.91	\$8.45	\$0.00	\$0.00	\$29.36
2	55	\$23.00	\$8.45	\$6.22	\$0.00	\$37.67
3	60	\$25.09	\$8.45	\$6.78	\$0.00	\$40.32
4	65	\$27.18	\$8.45	\$7.35	\$0.00	\$42.98
5	70	\$29.27	\$8.45	\$19.51	\$0.00	\$57.23
6	75	\$31.37	\$8.45	\$20.08	\$0.00	\$59.90
7	80	\$33.46	\$8.45	\$20.64	\$0.00	\$62.55
8	90	\$37.64	\$8.45	\$21.77	\$0.00	\$67.86

**Effective Date - 01/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.31	\$8.65	\$0.00	\$0.00	\$29.96
2	55	\$23.44	\$8.65	\$6.27	\$0.00	\$38.36
3	60	\$25.57	\$8.65	\$6.84	\$0.00	\$41.06
4	65	\$27.70	\$8.65	\$7.41	\$0.00	\$43.76
5	70	\$29.83	\$8.65	\$19.63	\$0.00	\$58.11
6	75	\$31.97	\$8.65	\$20.20	\$0.00	\$60.82
7	80	\$34.10	\$8.65	\$20.77	\$0.00	\$63.52
8	90	\$38.36	\$8.65	\$21.91	\$0.00	\$68.92

**Notes:**

Steps are 750 hrs.

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

PAINTER / TAPER (BRUSH, NEW) *	07/01/2021	\$42.36	\$8.45	\$22.90	\$0.00	\$73.71
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	01/01/2022	\$43.16	\$8.65	\$23.05	\$0.00	\$74.86
	07/01/2022	\$44.36	\$8.65	\$23.05	\$0.00	\$76.06
	01/01/2023	\$45.56	\$8.65	\$23.05	\$0.00	\$77.26
	07/01/2023	\$46.76	\$8.65	\$23.05	\$0.00	\$78.46
	01/01/2024	\$47.96	\$8.65	\$23.05	\$0.00	\$79.66
	07/01/2024	\$49.16	\$8.65	\$23.05	\$0.00	\$80.86
	01/01/2025	\$50.36	\$8.65	\$23.05	\$0.00	\$82.06

**Classification**

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

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

**Effective Date - 07/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.18	\$8.45	\$0.00	\$0.00	\$29.63
2	55	\$23.30	\$8.45	\$6.22	\$0.00	\$37.97
3	60	\$25.42	\$8.45	\$6.78	\$0.00	\$40.65
4	65	\$27.53	\$8.45	\$7.35	\$0.00	\$43.33
5	70	\$29.65	\$8.45	\$19.51	\$0.00	\$57.61
6	75	\$31.77	\$8.45	\$20.08	\$0.00	\$60.30
7	80	\$33.89	\$8.45	\$20.64	\$0.00	\$62.98
8	90	\$38.12	\$8.45	\$21.77	\$0.00	\$68.34

**Effective Date - 01/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.58	\$8.65	\$0.00	\$0.00	\$30.23
2	55	\$23.74	\$8.65	\$6.27	\$0.00	\$38.66
3	60	\$25.90	\$8.65	\$6.84	\$0.00	\$41.39
4	65	\$28.05	\$8.65	\$7.41	\$0.00	\$44.11
5	70	\$30.21	\$8.65	\$19.63	\$0.00	\$58.49
6	75	\$32.37	\$8.65	\$20.20	\$0.00	\$61.22
7	80	\$34.53	\$8.65	\$20.77	\$0.00	\$63.95
8	90	\$38.84	\$8.65	\$21.91	\$0.00	\$69.40

**Notes:**  
Steps are 750 hrs.

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

PAINTER / TAPER (BRUSH, REPAINT)	07/01/2021	\$40.42	\$8.45	\$22.90	\$0.00	\$71.77
PAINTERS LOCAL 35 - ZONE 2	01/01/2022	\$41.22	\$8.65	\$23.05	\$0.00	\$72.92
	07/01/2022	\$42.42	\$8.65	\$23.05	\$0.00	\$74.12
	01/01/2023	\$43.62	\$8.65	\$23.05	\$0.00	\$75.32
	07/01/2023	\$44.82	\$8.65	\$23.05	\$0.00	\$76.52
	01/01/2024	\$46.02	\$8.65	\$23.05	\$0.00	\$77.72
	07/01/2024	\$47.22	\$8.65	\$23.05	\$0.00	\$78.92
	01/01/2025	\$48.42	\$8.65	\$23.05	\$0.00	\$80.12

**Classification**

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

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

**Effective Date - 07/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.21	\$8.45	\$0.00	\$0.00	\$28.66
2	55	\$22.23	\$8.45	\$6.22	\$0.00	\$36.90
3	60	\$24.25	\$8.45	\$6.78	\$0.00	\$39.48
4	65	\$26.27	\$8.45	\$7.35	\$0.00	\$42.07
5	70	\$28.29	\$8.45	\$19.51	\$0.00	\$56.25
6	75	\$30.32	\$8.45	\$20.08	\$0.00	\$58.85
7	80	\$32.34	\$8.45	\$20.64	\$0.00	\$61.43
8	90	\$36.38	\$8.45	\$21.77	\$0.00	\$66.60

**Effective Date - 01/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.61	\$8.65	\$0.00	\$0.00	\$29.26
2	55	\$22.67	\$8.65	\$6.27	\$0.00	\$37.59
3	60	\$24.73	\$8.65	\$6.84	\$0.00	\$40.22
4	65	\$26.79	\$8.65	\$7.41	\$0.00	\$42.85
5	70	\$28.85	\$8.65	\$19.63	\$0.00	\$57.13
6	75	\$30.92	\$8.65	\$20.20	\$0.00	\$59.77
7	80	\$32.98	\$8.65	\$20.77	\$0.00	\$62.40
8	90	\$37.10	\$8.65	\$21.91	\$0.00	\$67.66

**Notes:**

Steps are 750 hrs.

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

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	06/01/2021	\$35.00	\$8.60	\$16.64	\$0.00	\$60.24
	12/01/2021	\$35.91	\$8.60	\$16.64	\$0.00	\$61.15
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PANEL & PICKUP TRUCKS DRIVER <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2021	\$36.88	\$13.41	\$14.82	\$0.00	\$65.11
	12/01/2021	\$36.88	\$13.41	\$16.01	\$0.00	\$66.30
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
PILE DRIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59

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

**Effective Date - 08/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.54	\$9.40	\$23.12	\$0.00	\$57.06
2	60	\$29.44	\$9.40	\$23.12	\$0.00	\$61.96
3	70	\$34.35	\$9.40	\$23.12	\$0.00	\$66.87
4	75	\$36.80	\$9.40	\$23.12	\$0.00	\$69.32
5	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78
6	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78
7	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68
8	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68

**Notes:**  
 % Indentured After 10/1/17; 45/45/55/55/70/70/80/80  
 Step 1&2 \$34.01/ 3&4 \$41.46/ 5&6 \$62.80/ 7&8 \$69.25

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

PIPEFITTER & STEAMFITTER <i>PIPEFITTERS LOCAL 537</i>	03/01/2021	\$57.94	\$11.70	\$20.24	\$0.00	\$89.88
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**Apprentice - PIPEFITTER - Local 537**

**Effective Date - 03/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$23.18	\$11.70	\$8.25	\$0.00	\$43.13
2	45	\$26.07	\$11.70	\$20.24	\$0.00	\$58.01
3	60	\$34.76	\$11.70	\$20.24	\$0.00	\$66.70
4	70	\$40.56	\$11.70	\$20.24	\$0.00	\$72.50
5	80	\$46.35	\$11.70	\$20.24	\$0.00	\$78.29

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

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

PIPELAYER <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
	06/01/2022	\$37.06	\$8.60	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.91	\$8.60	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.81	\$8.60	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.71	\$8.60	\$16.64	\$0.00	\$64.95

For apprentice rates see "Apprentice- LABORER"

PIPELAYER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

PLUMBERS & GASFITTERS <i>PLUMBERS &amp; GASFITTERS LOCAL 12</i>	03/01/2021	\$60.19	\$13.57	\$17.26	\$0.00	\$91.02
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**Apprentice - PLUMBER/GASFITTER - Local 12**

**Effective Date - 03/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$21.07	\$13.57	\$6.24	\$0.00	\$40.88
2	40	\$24.08	\$13.57	\$7.08	\$0.00	\$44.73
3	55	\$33.10	\$13.57	\$9.63	\$0.00	\$56.30
4	65	\$39.12	\$13.57	\$11.33	\$0.00	\$64.02
5	75	\$45.14	\$13.57	\$13.03	\$0.00	\$71.74

**Notes:**

\*\* 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr  
Step4 with lic\$67.89, Step5 with lic\$75.59

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

PNEUMATIC CONTROLS (TEMP.) PIPEFITTERS LOCAL 537	03/01/2021	\$57.94	\$11.70	\$20.24	\$0.00	\$89.88
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For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

PNEUMATIC DRILL/TOOL OPERATOR LABORERS - ZONE 2	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
	06/01/2022	\$37.06	\$8.60	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.91	\$8.60	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.81	\$8.60	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.71	\$8.60	\$16.64	\$0.00	\$64.95

For apprentice rates see "Apprentice- LABORER"

PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

POWDERMAN & BLASTER LABORERS - ZONE 2	06/01/2021	\$36.00	\$8.60	\$16.64	\$0.00	\$61.24
	12/01/2021	\$36.91	\$8.60	\$16.64	\$0.00	\$62.15
	06/01/2022	\$37.81	\$8.60	\$16.64	\$0.00	\$63.05
	12/01/2022	\$38.66	\$8.60	\$16.64	\$0.00	\$63.90
	06/01/2023	\$39.56	\$8.60	\$16.64	\$0.00	\$64.80
	12/01/2023	\$40.46	\$8.60	\$16.64	\$0.00	\$65.70

For apprentice rates see "Apprentice- LABORER"

POWDERMAN & BLASTER (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2021	\$36.00	\$8.60	\$16.64	\$0.00	\$61.24
	12/01/2021	\$36.91	\$8.60	\$16.64	\$0.00	\$62.15

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

POWER SHOVEL/DERRICK/TRENCHING MACHINE OPERATING ENGINEERS LOCAL 4	06/01/2021	\$50.73	\$13.75	\$15.80	\$0.00	\$80.28
	12/01/2021	\$51.88	\$13.75	\$15.80	\$0.00	\$81.43

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 4	06/01/2021	\$50.73	\$13.75	\$15.80	\$0.00	\$80.28
	12/01/2021	\$51.88	\$13.75	\$15.80	\$0.00	\$81.43

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 4	06/01/2021	\$33.40	\$13.75	\$15.80	\$0.00	\$62.95
	12/01/2021	\$34.19	\$13.75	\$15.80	\$0.00	\$63.74

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
READY-MIX CONCRETE DRIVER <i>TEAMSTERS 170 - Rosenfeld (Walpole)</i>	05/01/2021	\$25.00	\$11.51	\$8.00	\$0.00	\$44.51
	01/01/2022	\$25.00	\$11.96	\$8.00	\$0.00	\$44.96
	05/01/2022	\$25.75	\$11.96	\$8.00	\$0.00	\$45.71
	01/01/2023	\$25.75	\$12.46	\$8.00	\$0.00	\$46.21
	05/01/2023	\$26.40	\$12.46	\$8.00	\$0.00	\$46.86
	01/01/2024	\$26.40	\$12.96	\$8.00	\$0.00	\$47.36
	05/01/2024	\$27.00	\$12.96	\$8.00	\$0.00	\$47.96
	01/01/2025	\$27.00	\$13.46	\$8.00	\$0.00	\$48.46
	05/01/2025	\$27.60	\$13.46	\$8.25	\$0.00	\$49.31
	01/01/2026	\$27.60	\$13.96	\$8.25	\$0.00	\$49.81
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$50.19	\$13.75	\$15.80	\$0.00	\$79.74
	12/01/2021	\$51.33	\$13.75	\$15.80	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
	06/01/2022	\$37.06	\$8.60	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.91	\$8.60	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.81	\$8.60	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.71	\$8.60	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$50.19	\$13.75	\$15.80	\$0.00	\$79.74
	12/01/2021	\$51.33	\$13.75	\$15.80	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofer Waterproofing &Roofer Damproofg) <i>ROOFERS LOCAL 33</i>	08/01/2021	\$47.03	\$12.28	\$18.15	\$0.00	\$77.46
	02/01/2022	\$48.46	\$12.28	\$18.15	\$0.00	\$78.89

**Classification**

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

**Apprentice - ROOFER - Local 33**

**Effective Date - 08/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.52	\$12.28	\$4.56	\$0.00	\$40.36
2	60	\$28.22	\$12.28	\$18.15	\$0.00	\$58.65
3	65	\$30.57	\$12.28	\$18.15	\$0.00	\$61.00
4	75	\$35.27	\$12.28	\$18.15	\$0.00	\$65.70
5	85	\$39.98	\$12.28	\$18.15	\$0.00	\$70.41

**Effective Date - 02/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.23	\$12.28	\$4.56	\$0.00	\$41.07
2	60	\$29.08	\$12.28	\$18.15	\$0.00	\$59.51
3	65	\$31.50	\$12.28	\$18.15	\$0.00	\$61.93
4	75	\$36.35	\$12.28	\$18.15	\$0.00	\$66.78
5	85	\$41.19	\$12.28	\$18.15	\$0.00	\$71.62

**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.  
 (Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER)

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

ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 33	08/01/2021	\$47.28	\$12.28	\$18.15	\$0.00	\$77.71
	02/01/2022	\$48.71	\$12.28	\$18.15	\$0.00	\$79.14
For apprentice rates see "Apprentice- ROOFER"						
SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 17 - A	08/01/2021	\$51.95	\$13.80	\$25.60	\$2.74	\$94.09
	02/01/2022	\$53.70	\$13.80	\$25.60	\$2.79	\$95.89



**Classification**

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

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

**Effective Date - 08/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$21.82	\$13.80	\$6.01	\$0.00	\$41.63
2	42	\$21.82	\$13.80	\$6.01	\$0.00	\$41.63
3	47	\$24.42	\$13.80	\$11.26	\$1.48	\$50.96
4	47	\$24.42	\$13.80	\$11.26	\$1.48	\$50.96
5	52	\$27.01	\$13.80	\$12.23	\$1.59	\$54.63
6	52	\$27.01	\$13.80	\$12.48	\$1.60	\$54.89
7	60	\$31.17	\$13.80	\$13.87	\$1.77	\$60.61
8	65	\$33.77	\$13.80	\$14.84	\$1.87	\$64.28
9	75	\$38.96	\$13.80	\$16.77	\$2.09	\$71.62
10	85	\$44.16	\$13.80	\$18.20	\$2.28	\$78.44

**Effective Date - 02/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$22.55	\$13.80	\$6.01	\$0.00	\$42.36
2	42	\$22.55	\$13.80	\$6.01	\$0.00	\$42.36
3	47	\$25.24	\$13.80	\$11.26	\$1.51	\$51.81
4	47	\$25.24	\$13.80	\$11.26	\$1.51	\$51.81
5	52	\$27.92	\$13.80	\$12.23	\$1.62	\$55.57
6	52	\$27.92	\$13.80	\$12.48	\$1.63	\$55.83
7	60	\$32.22	\$13.80	\$13.87	\$1.80	\$61.69
8	65	\$34.91	\$13.80	\$14.84	\$1.91	\$65.46
9	75	\$40.28	\$13.80	\$16.77	\$2.13	\$72.98
10	85	\$45.65	\$13.80	\$18.20	\$2.33	\$79.98

**Notes:**  
Steps are 6 mos.

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

SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2021	\$37.34	\$13.41	\$14.82	\$0.00	\$65.57
	12/01/2021	\$37.34	\$13.41	\$16.01	\$0.00	\$66.76
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2021	\$37.63	\$13.41	\$14.82	\$0.00	\$65.86
	12/01/2021	\$37.63	\$13.41	\$16.01	\$0.00	\$67.05
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1</i>	03/01/2021	\$62.45	\$10.00	\$21.25	\$0.00	\$93.70

**Classification**

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

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

**Effective Date - 03/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$21.86	\$10.00	\$11.99	\$0.00	\$43.85
2	40	\$24.98	\$10.00	\$12.70	\$0.00	\$47.68
3	45	\$28.10	\$10.00	\$13.41	\$0.00	\$51.51
4	50	\$31.23	\$10.00	\$14.13	\$0.00	\$55.36
5	55	\$34.35	\$10.00	\$14.84	\$0.00	\$59.19
6	60	\$37.47	\$10.00	\$15.55	\$0.00	\$63.02
7	65	\$40.59	\$10.00	\$16.26	\$0.00	\$66.85
8	70	\$43.72	\$10.00	\$16.98	\$0.00	\$70.70
9	75	\$46.84	\$10.00	\$17.69	\$0.00	\$74.53
10	80	\$49.96	\$10.00	\$18.40	\$0.00	\$78.36

**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**

<b>STEAM BOILER OPERATOR</b> <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$50.19	\$13.75	\$15.80	\$0.00	\$79.74
	12/01/2021	\$51.33	\$13.75	\$15.80	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
<b>TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN</b> <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$50.19	\$13.75	\$15.80	\$0.00	\$79.74
	12/01/2021	\$51.33	\$13.75	\$15.80	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
<b>TELECOMMUNICATION TECHNICIAN</b> <i>ELECTRICIANS LOCAL 103</i>	09/01/2021	\$43.40	\$13.00	\$18.37	\$0.00	\$74.77
	03/01/2022	\$44.71	\$13.00	\$18.74	\$0.00	\$76.45
	09/01/2022	\$46.42	\$13.00	\$18.87	\$0.00	\$78.29
	03/01/2023	\$48.34	\$13.00	\$19.01	\$0.00	\$80.35

**Classification**

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

**Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103**

**Effective Date - 09/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$19.53	\$13.00	\$0.59	\$0.00	\$33.12
2	45	\$19.53	\$13.00	\$0.59	\$0.00	\$33.12
3	50	\$21.70	\$13.00	\$14.75	\$0.00	\$49.45
4	50	\$21.70	\$13.00	\$14.75	\$0.00	\$49.45
5	55	\$23.87	\$13.00	\$15.12	\$0.00	\$51.99
6	60	\$26.04	\$13.00	\$15.47	\$0.00	\$54.51
7	65	\$28.21	\$13.00	\$15.84	\$0.00	\$57.05
8	70	\$30.38	\$13.00	\$16.20	\$0.00	\$59.58
9	75	\$32.55	\$13.00	\$16.57	\$0.00	\$62.12
10	80	\$34.72	\$13.00	\$16.92	\$0.00	\$64.64

**Effective Date - 03/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$20.12	\$13.00	\$0.60	\$0.00	\$33.72
2	45	\$20.12	\$13.00	\$0.60	\$0.00	\$33.72
3	50	\$22.36	\$13.00	\$15.02	\$0.00	\$50.38
4	50	\$22.36	\$13.00	\$15.02	\$0.00	\$50.38
5	55	\$24.59	\$13.00	\$15.39	\$0.00	\$52.98
6	60	\$26.83	\$13.00	\$15.74	\$0.00	\$55.57
7	65	\$29.06	\$13.00	\$16.11	\$0.00	\$58.17
8	70	\$31.30	\$13.00	\$16.48	\$0.00	\$60.78
9	75	\$33.53	\$13.00	\$16.85	\$0.00	\$63.38
10	80	\$35.77	\$13.00	\$17.20	\$0.00	\$65.97

**Notes:**

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

TERRAZZO FINISHERS	08/01/2021	\$56.09	\$11.39	\$22.25	\$0.00	\$89.73
BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2022	\$56.68	\$11.39	\$22.25	\$0.00	\$90.32

**Classification**

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

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

**Effective Date - 08/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.05	\$11.39	\$22.25	\$0.00	\$61.69
2	60	\$33.65	\$11.39	\$22.25	\$0.00	\$67.29
3	70	\$39.26	\$11.39	\$22.25	\$0.00	\$72.90
4	80	\$44.87	\$11.39	\$22.25	\$0.00	\$78.51
5	90	\$50.48	\$11.39	\$22.25	\$0.00	\$84.12

**Effective Date - 02/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.34	\$11.39	\$22.25	\$0.00	\$61.98
2	60	\$34.01	\$11.39	\$22.25	\$0.00	\$67.65
3	70	\$39.68	\$11.39	\$22.25	\$0.00	\$73.32
4	80	\$45.34	\$11.39	\$22.25	\$0.00	\$78.98
5	90	\$51.01	\$11.39	\$22.25	\$0.00	\$84.65

**Notes:**

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

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2021	\$42.07	\$8.60	\$17.72	\$0.00	\$68.39
	12/01/2021	\$43.08	\$8.60	\$17.72	\$0.00	\$69.40
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2021	\$40.79	\$8.60	\$17.72	\$0.00	\$67.11
	12/01/2021	\$41.80	\$8.60	\$17.72	\$0.00	\$68.12
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2021	\$40.67	\$8.60	\$17.72	\$0.00	\$66.99
	12/01/2021	\$41.68	\$8.60	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$50.19	\$13.75	\$15.80	\$0.00	\$79.74
	12/01/2021	\$51.33	\$13.75	\$15.80	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2021	\$37.92	\$13.41	\$14.82	\$0.00	\$66.15
	12/01/2021	\$37.92	\$13.41	\$16.01	\$0.00	\$67.34
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	06/01/2021	\$52.90	\$8.60	\$18.17	\$0.00	\$79.67
	12/01/2021	\$53.91	\$8.60	\$18.17	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	06/01/2021	\$54.90	\$8.60	\$18.17	\$0.00	\$81.67
	12/01/2021	\$55.91	\$8.60	\$18.17	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2021	\$44.97	\$8.60	\$18.17	\$0.00	\$71.74
	12/01/2021	\$45.98	\$8.60	\$18.17	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2021	\$46.97	\$8.60	\$18.17	\$0.00	\$73.74
	12/01/2021	\$47.98	\$8.60	\$18.17	\$0.00	\$74.75

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2021	\$37.34	\$13.41	\$14.82	\$0.00	\$65.57
	12/01/2021	\$37.34	\$13.41	\$16.01	\$0.00	\$66.76
WAGON DRILL OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
	06/01/2022	\$37.06	\$8.60	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.91	\$8.60	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.81	\$8.60	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.71	\$8.60	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$50.73	\$13.75	\$15.80	\$0.00	\$80.28
	12/01/2021	\$51.88	\$13.75	\$15.80	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER <i>PLUMBERS &amp; GASFITTERS LOCAL 12</i>	03/01/2021	\$60.19	\$13.57	\$17.26	\$0.00	\$91.02
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
<b>Outside Electrical - East</b>						
CABLE TECHNICIAN (Power Zone) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2020	\$29.67	\$9.25	\$1.89	\$0.00	\$40.81
For apprentice rates see "Apprentice- LINEMAN"						
CABLEMAN (Underground Ducts & Cables) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2020	\$42.03	\$9.25	\$10.27	\$0.00	\$61.55
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN CDL <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2020	\$34.62	\$9.25	\$10.07	\$0.00	\$53.94
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class A CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2020	\$42.03	\$9.25	\$14.35	\$0.00	\$65.63
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class B CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2020	\$37.09	\$9.25	\$10.87	\$0.00	\$57.21
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN -Inexperienced (<2000 Hrs.) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2020	\$22.25	\$9.25	\$1.82	\$0.00	\$33.32
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2020	\$49.45	\$9.25	\$17.48	\$0.00	\$76.18

**Apprentice - LINEMAN (Outside Electrical) - East Local 104**

**Effective Date - 08/30/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$29.67	\$9.25	\$3.39	\$0.00	\$42.31
2	65	\$32.14	\$9.25	\$3.46	\$0.00	\$44.85
3	70	\$34.62	\$9.25	\$3.54	\$0.00	\$47.41
4	75	\$37.09	\$9.25	\$5.11	\$0.00	\$51.45
5	80	\$39.56	\$9.25	\$5.19	\$0.00	\$54.00
6	85	\$42.03	\$9.25	\$5.26	\$0.00	\$56.54
7	90	\$44.51	\$9.25	\$7.34	\$0.00	\$61.10

**Notes:**

**Apprentice to Journeyworker Ratio:1:2**

TELEDATA CABLE SPLICER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	02/04/2019	\$30.73	\$4.70	\$3.17	\$0.00	\$38.60
TELEDATA LINEMAN/EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TELEDATA WIREMAN/INSTALLER/TECHNICIAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77

**Additional Apprentice Information:**

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

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

All steps are six months (1000 hours.)

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

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

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

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