TOPSFIELD TOWN HALL
TOPSFIELD, MA

Town Of Topsfield

Invitation For Bids

Town Hall Historic Windows Restoration

Issued January 29, 2016

TOPSFIELD BOARD OF SELECTMEN
LAURA J. POWERS, CHAIR

KELLIE A. HEBERT, TOWN ADMINISTRATOR
8 WEST COMMON STREET
TOPSFIELD, MA 01983
978-887-1500

DONNA RICH, PURCHASING AGENT
8 WEST COMMON STREET
TOPSFIELD, MA 01983
978-887-1500 X100

TABLE OF CONTENTS

PART A - BIDDING REQUIREMENTS, CONTRACT FORMS, AND GENERAL CONDITIONS

BIDDING DOCUMENTS
- Invitation For Bid
- General Requirements
- Instructions to Bidders
- Form for General Bid
  - Schedule of Unit Pricing
  - Certification Payment of Prevailing Wages
  - Certificate of Non-Collusion
  - Certificate of Tax Compliance
  - Certificate of Signature (Authority)
  - Public Contracts – Debarmart Certification
  - General Bidder Qualification Form

CONTRACT FORMS
- Form of Agreement

PREVAILING WAGE RATES

LIST OF CONTRACT DRAWINGS

PART B – SPECIFICATIONS

DIVISION 1 - GENERAL REQUIREMENTS
Section 01000 Special Conditions
Section 01025 Unit Prices
Section 01230 Alternates
Section 01300 Submittal Procedures
Section 01500 Temporary Facilities and Controls
Section 01731 Cutting and Patching
Section 01770 Closeout Procedures

DIVISION 2 – 5 (Not used)

DIVISION 6 - WOOD AND PLASTICS
Section 06250- Exterior Finish Carpentry, Framing, and Wood Conservation

DIVISION 7 - THERMAL AND MOISTURE PROTECTION (Not used)

DIVISION 8 – DOORS & WINDOWS
Section 08520- Secondary Glazing Systems Installation
Section 08600- Wood Window Conservation
Section 08620- Replacement Wood Window Sash

DIVISION 9 – FINISHES
Section 09900-Painting

PART A

Bidding Requirements, Contract Forms and General Conditions

TOWN OF TOPSFIELD

TOWN HALL HISTORIC WINDOWS RESTORATION
INVITATION FOR BIDS

The Town of Topsfield ("Town") will receive sealed bids for the Town Hall Historic Wood Window Restoration, at the offices of the Town, Town Hall, 8 West Common Street, Topsfield, MA 01983, 1st Floor, Town Administrator's Office, until February 24, 2016 at 10:00 AM, immediately after which bids will be opened and read publicly.

Contract Documents will be available on or after February 3, 2016. Bidders may obtain a set of documents at the above address.

The estimated cost of the restoration work is $95,000. The scope of the work includes:

- Conservation and repair of woodwork and exterior trim
- Repairs to wood window sash and glazing, hardware
- New wood window sash as noted
- (Alternate) Installation of owner furnished storm windows.
- Painting of affected areas
- Other related work

The contract will be awarded to the responsible and responsive bidder who offers the lowest bid meeting specifications. In order to be eligible and responsible to bid on this project, General Bidders shall have a minimum of five years experience in the restoration of historic buildings and shall have three similar projects in the past five years, including at least two buildings on the State Register of Historic Places. All bids shall be accompanied by a reference list of similar projects.

Bid documents may be obtained from the Town Administrator's Office, Topsfield Town Hall, 8 West Common Street, Topsfield, MA 01983 as of February 3, 2016 between the hours of 8AM and 4:00 PM Monday thru Thursday and 8AM till Noon on Friday. Bid documents may also be obtained by emailing drich@topsfield-ma.gov.

The bids are to be submitted on the prescribed bid form in a sealed envelope clearly marked "BID FOR TOWN HALL HISTORIC WINDOWS RESTORATION" and due no later than 10:00AM on Wednesday, February 24, 2016 at the Purchasing Office, Town Hall, 8 West Common Street, Topsfield, MA 01983. At such time and place the bids will be publicly opened and read. If transmitted by mail or any other delivery service, the sealed envelope containing the bid must be enclosed in another envelope marked "BID FOR TOWN HALL HISTORIC

WINDOW RESTORATION". Each bid submitted must be accompanied by a bid bond, certified check, cash, or treasurer's check in the amount of 5% of the bid. The checks are to be made payable to the Town of Topsfield. A Labor and Materials Payment bond satisfactory to the Town in the amount of 50% of the contract amount is required of the successful bidder, prior to the award of contract. All bonds must be issued by a surety company licensed to issue bonds by the Commonwealth of Massachusetts. An insurance certificate naming the Town of Topsfield as an additional party insured will be required.

Bidders are strongly advised to visit the site to become fully acquainted with conditions as they exist and to thoroughly examine the Contract Documents.
There will be a pre-bid conference at the Topsfield Town Hall on Thursday, February 11, 2016 at 10AM. Any question must be submitted in writing and will be responded to in writing – no oral questions (by telephone or otherwise) will be responded to except at the pre-bid conference.

Each bidder shall review the site and conditions of the project prior to submitting a bid. Failure to become thoroughly familiar with existing conditions, site access, adjacent features, local regulations and bylaws will not relieve the successful bidder from all work as described herein.
The successful bidder shall maintain a clean and orderly site at all times, conform to the Town's requirements regarding access and usage of the site, and dispose of all debris legally and on a daily basis.

This project is being bid in accordance with the provisions of Massachusetts General Laws Chapter 149, sections 44A as amended. Bidders are advised that all labor on this project shall be provided under the Prevailing Wage Rates as established by the Commonwealth of Massachusetts, Division of Occupational Safety.

The successful bidder will be required to prove that the employees participating in the work are certified in the requirements of the OSHA 10 hour course for Construction Safety and Health. Documentation will be provided on the first Certified payroll form submitted to the Town.

Contractors will be required to carry liability insurance in the amount of $1,000,000 per incident and $2,000,000 aggregate. They will also be required to provide documentation of Workman's Compensation insurance coverage for all employees and subcontractors.

Work under this contract shall be completed in by June 15, 2016 and all bills invoiced to the Town no later than June 15, 2016 upon the issuance of a Notice to Proceed by the Owner.

This property is listed in the State Register of Historic Places and this project is being partially funded with a grant from the Massachusetts Preservation Projects Fund through the Massachusetts Historical Commission and will be reviewed for workmanship appropriate to an historic building. Applicable standards are the Secretary of the Interior's Standards for the Treatment of Historic Properties. Bidders should be familiar with these standards. Copies of the Standards are available on line at: http://www.cr.nps.gov/hps/tps/standguide.

The Town of Topsfield is an affirmative action/ equal opportunity organization, and invites proposals from qualified minority and women-owned businesses.

The Town of Topsfield reserves the right to accept or reject any or all bids received as may be in the best interest of the Town. The Board of Selectmen reserves the right to waive any minor informalities.

GENERAL REQUIREMENTS FOR CONTRACTORS

The following General Requirements for the Performance of a Service for the Town are a part, item by item, of the contract:

1. Insurance
    a. **Indemnity Clause:** The successful proposer shall indemnify and hold harmless the Town from all claims, legal or equitable, including court costs and reasonable attorney's fees, arising out of the proposer's operations.
    b. **Workers' Compensation Insurance:** As required by the Massachusetts General Laws, the proposer shall take out and maintain during the life of this contract, Workers' Compensation Insurance for all his employees employed in the course of performing services under this contract awarded pursuant to these specifications. Copies of all insurance certificates required under this section shall be provided by the proposer to the Town prior to the commencement of work on such a contract awarded pursuant to these specifications.
    c. **Miscellaneous Insurance:** The proposer shall carry and maintain, until completion of the services to be provided pursuant to the contract, insurance as specified below and in such form as shall protect his performing work covered by this contract, and the Town of Topsfield and its employees, agents and officials, from all claims and liability for damages for bodily injury, including accidental death, medical malpractice and for property damage, which may arise from operation under this contract. The proposer covenants and agrees to hold the Town and its employees, agents and officials harmless from loss or damage due to claims for personal injury and/or property damage arising from, or in connection with, operations under this contract. Except as otherwise stated, the amounts of insurance shall be for each policy not less than:

        1. A comprehensive General Liability insurance policy of at least One Million Dollars ($1,000,000) Bodily Injury and Property Damage Liability per occurrence, with a Two Million Dollar ($2,000,000) Annual Aggregate Limit;
        2. Automobile Liability of at least One Million Dollars ($1,000,000) combined single limit;
        3. The aggregate limit of General Liability coverage required above may be provided under an Umbrella Liability policy.

    d. All policies shall be so written that the Board of Selectmen will be notified of cancellation or of a restrictive amendment at least thirty (30) days prior to the effective date of such cancellation or amendment. **The Town of Topsfield shall be named as an additional insured on all coverages except Workers' Compensation.** A certificate from the proposer's insurance carrier showing at least the coverage and limits of liability specified above and expiration date shall be filed with the Board of Selectmen before operations are begun. Such certificate shall not merely name the types of policy provided, but shall

specifically refer to these specifications and shall state that such insurance is as required by these specifications.

CERTIFICATES OF INSURANCE MUST BE SUBMITTED TO THE BOARD OF SELECTMEN BEFORE A CONTRACT IS SIGNED. THE CERTIFICATES OF INSURANCE MUST INCLUDE ALL COVERAGE AS STATED ABOVE.

2. Minimum rates of wages for work performed under this contract will be as prescribed by the Commissioner of Labor and Industries of the Commonwealth of Massachusetts in accordance with the provisions of Section 26 to 27H, inclusive, of Chapter 149 of the Massachusetts General Laws. Attention is called to serious penalties established under said Section 27C for violation of provisions of these sections. The schedule of wage rate determinations applicable to this Contract is included in the Contract Documents. If a contractor finds it necessary during the progress of the Work to secure a minimum wage rate for some additional classification not included in such schedule, he shall make a request for such additional classification to the Office of the Selectmen of the Town of Topsfield, which will obtain the classification and corresponding minimum wage rate from the Department of Labor and Industries and advise the contractor accordingly. Section 27 of said Chapter 149 also requires that any person engaged in the construction of public works shall cause a legible copy of said schedule of wage rates to be kept posted in a conspicuous place at the site of the work during the life of the contract. A copy of said rates is included in the Project Manual.

   The aforesaid rates of wages in the schedule of wage rates shall include payments by employers to health and welfare plans, pension plans and supplementary unemployment benefit plans as provided in said Section 26, and such payments shall be considered as payments to persons under said Section 27 performing work as therein provided. Any employer engaged in the construction of public works who does not make payments to a health and welfare plan, a pension plan and a supplementary unemployment benefit plan, where such payments are included in said rates of wage, shall pay the amount of said payments directly to each employee engaged in said construction.

3. If the Contractor shall be adjudged bankrupt, or if he should make a general assignment for the benefit of his creditors, or if a receiver should be appointed on account of his insolvency, or if he should persistently or repeatedly refuse, or should fail, except in cases for which extension of time is provided, to supply enough properly skilled workmen or proper materials or equipment, or if he should fail to make prompt payments to subcontractors, or for material or labor or persistently disregard laws, ordinances or the instructions of the Board of Selectmen or otherwise be guilty of a substantial violation of any provision of the contract, then the Town without prejudice to any other right or remedy and after giving the contractor seven days' notice may terminate the employment of the Contractor.

4. The Contractor shall not assign the contract or any part thereof, or sublet it or any part thereof, or assign any moneys due or to become due to him thereunder without previous written consent of the Town.

5. The contract will be awarded only to a responsible contractor who is capable of performing and experienced at the type of work entailed. Only reputable established companies will be accepted as responsible bidders. The selected contractor will be

required to show proof that he has sufficient equipment, equipment operators and a sufficient number of qualified, licensed and experienced employees to properly and efficiently provide the services. He shall also furnish proof of his financial ability to start, operate and complete the work.
The Contractor shall indemnify and save harmless the Town of Topsfield and all of its officers, agents and employees against all suites, claims or liability of every name and nature, for or on account of any injuries to persons or damage to property arising out of or in consequence of the acts of the Contractor in the performance of the work covered by the contract and for failure to comply with the terms and conditions of said contract, whether by himself or his employees or subcontractors.

6. The Contractor shall maintain a clean and orderly site at all times, conform to the Town's requirements regarding access and usage of the site, and dispose of all debris legally and on a daily basis.

7. The successful bidder shall provide all labor, materials, equipment, tools, products and services for the project, and shall protect the existing roof, building, landscaping and site features from damage throughout the construction period. Any items damaged by the work of this project shall be repaired or replaced to the satisfaction of the Town. Any damage to the existing landscaping shall be repaired to the satisfaction of the Town.

8. No official of the Town of Topsfield or its agents or employees shall be held personally responsible for any liability arising under the contract.

9. No member, officer or employee of the Owner, or its designees or agents, no member of the governing body of the locality in which the project is situated, and no other public official of such locality or localities who exercises any functions or responsibilities with respect to the project during his tenure or for one year thereafter, shall have any interest, direct or indirect, in any contract or sub-contract, of the proceeds thereof, for work to be performed in connection with this Contract.

10. The Contractor is directed to comply with all applicable Federal, State Laws, Ordinances, Bylaws, and rules and regulations regarding affirmative action/equal employment opportunity requirements. Failure of the Contractor to comply with any such law, rule or regulation shall constitute grounds for the Town to terminate the Agreement.

11. The Contractor shall comply with all applicable federal, State and Local codes, bylaws and regulations, notwithstanding the above.

12. The Town, without invalidating the contract, reserves the right to negotiate changes in the scope of services, and any adjustment to compensation resulting therefrom during the term of the contract.

13. Asbestos has been detected in the existing glazing compound of windows to be restored. The Town will directly engage a hazardous materials abatement contractor to remove the asbestos containing materials; this window restoration contractor shall coordinate his/her activities and schedule with the abatement contractor.

GENERAL INSTRUCTIONS FOR SUBMITTING BIDS

The Town of Topsfield will accept bids for the Historic Restoration o the Town Hall Windows in accordance with the date and time established in the "Advertisement for Bids." Copies of bid specifications may be picked up as of the date established in the "Advertisement for Bids" in the Topsfield Town Hall, Town Administrator's Office, 8 West Common Street, Topsfield, MA 01983 between the hours of 8AM and 4:00 PM Monday thru Thursday and 8AM till Noon on Friday.

Sealed bids shall be accepted at the Topsfield Town Hall, Office of the Selectmen, 8 West Common Street, Topsfield, MA, 01983 until the date and time established in the "Advertisement for Bids," at which time they will be publicly opened and read. The Board of Selectmen will make an award to the lowest responsive and responsible bidder. All bid proposals must comply with the following conditions:

1.1 GENERAL **INSTRUCTIONS TO BIDDERS**

1.1.1 These Instructions to Bidders ("Instructions") are intended to assist bidders in the preparation of their bids, to call attention to various requirements and to set forth conditions upon which bids are submitted and received.

1.1.2 Whenever these Instructions or any other Contract Documents set forth or summarize applicable statutory provisions, whether or not the statutes have been specifically referred to, such summaries are for convenience only, do not purport to be complete or correct as summaries, and shall in no respect supersede, expand or limit rights or duties of the Town or bidders in matters governed by statute.

1.1.3 Bidding procedures shall be in accordance with the provisions of General Laws and Chapter 149, Sections 44A as amended, and Chapter 30, Section 39M, as applicable and referenced in said section of Chapter 149. Said statutes are hereby made a part of these INSTRUCTIONS TO BIDDERS to the same extent as though herein reproduced in full. In the event of any inconsistency between the provisions of these Contract Documents and any of the cited statutes, anything herein to the contrary notwithstanding, the provisions of said statutes shall govern.

1.1.4 Each bidder, in accordance with Massachusetts General Laws Chapter 149, Section 44B, shall include with its bid a deposit in the amount of five percent (5%) of the value of the bid in the form of a bid bond, or cash, or a certified check on, or a treasurer's or cashier's check issued by a responsible bank or trust company, payable to the Town of Topsfield.

1.2 AVAILABILITY OF CONTRACT DOCUMENTS

1.2.1 Each person requesting Contract Documents shall proceed as directed in the Invitation for Bids.

1.2.2 In making copies of the Contract Documents available, the Town does so only for the purpose of obtaining bids, and does not expressly or impliedly confer a license or permission of any kind to any person for any other use thereof

1.3 EXAMINATION OF CONTRACT DOCUMENTS

1.3.1 Before submitting a bid, each bidder must:
(a) thoroughly examine the Contract Documents, (b) familiarize himself with federal, state and local laws, ordinances, rules and regulations that may in any manner affect cost, progress or performance of the Contract, and (c) study and carefully correlate its observations with the requirements of the Contract Documents. Failure of a bidder to become acquainted with the Contract Documents shall in no way relieve the bidder from any obligation with respect to its bid.

1.4 ADDENDA

1.4.1 Corrections, modifications, additions, deletions or changes to any of the Contract Documents will be issued in the form of written Addenda before the date fixed for opening of bids. Addenda will be mailed or emailed to all parties who, according to the Town's records, have obtained or requested Contract Documents and have furnished to the Town an address for such purposes. Only Addenda so issued shall become part of the Contract Documents.

1.4.2 Each bidder shall be responsible for determining that it has received all Addenda issued. Failure to acknowledge all Addenda in this Invitation for Bid, shall be cause for rejection of any bid if, in the sole discretion of the Town, such unacknowledged Addenda contain matters of substance. Failure of any bidder to receive any such addenda shall not relieve such bidder from any obligation under his bid as submitted. All addenda so issued shall become part of the Contract Documents. At the time of the opening of bids, each bidder will be presumed to have inspected the site, and to have read, and be thoroughly familiar with, the Contract Documents (including all addenda, thereto). The falure or omission of any bidder to examine any form, instrument, or document shall in no way relieve any bidder from any obligation in respect to his bid.

1.4.3 Any questions, Invitations for information, clarification or interpretation of the meaning of the Contract Documents must be in writing to Roberta Knight faxed to 978-887-1502 or e-mailed to drich@topsfield-ma.gov, and to be given consideration must be received no later than February 17, 2016.

1.4.4 The Town may, at its option, respond to any such question or Invitation in the form of written "Questions and Answers". Such response shall represent the Town's interpretation of the matter questioned but shall not become part of the Contract Documents. Any modification to the Contract Documents arising out of any question or Invitation shall only be made by a written Addendum. In the event of a conflict between the Contract Documents and the written Questions and Answers, the Contract Documents shall prevail. In no event shall oral modifications to the Contract Documents or oral responses to questions or Invitations for information be deemed binding on the Town or given any force or effect.

1.5 QUALIFICATIONS OF BIDDERS

1.5.1 The Town may make such investigations as it deems necessary to determine the qualifications of any bidder and its ability to perform the Services, and all bidders shall

promptly furnish to the Town all such evidence and information for this purpose as the Town may Invitation.

1.5.2 Without limitation, the investigation of a bidder may seek to determine whether the organization is authorized to do business in the Commonwealth of Massachusetts, has had sufficient relevant previous experience, and has financial resources adequate to assure performance of the Work in accordance with the Contract Documents. The amount of other work to which the bidder is committed may also be considered.

1.5.3 In evaluating bids, the Town will consider the qualifications of only those bidders whose bids are otherwise in compliance with the prescribed requirements.

1.5.4 The Town reserves the right to reject any bid if the evidence submitted by, or the investigation of, the bidder fails to satisfy the Town that such bidder is properly qualified and competent to carry out the obligations of the Contract Documents and to complete the Services in accordance therewith.

1.5.5 The Contract shall not be awarded to any bidder whose submitted background information, when investigated and verified by the Town, raises significant questions as to its ability to successfully complete the Services.

1.5.6 Each general bidder must be a firm of established reputation for the performance of work of the highest quality having not less than five years of successful experience in the repair and preservation of wood windows of similar age and type to the Topsfield Town Hall (i.e., 19th century wood windows), including at least two buildings on the State Register of Historic Places. Refer to the paragraphs under Quality assurance in Part 1 of each Section of the Project Manual qualifications required for each specific trade.

1.6 SALES TAX

1.6.1 Section 6(f) of Chapter 64H of the Massachusetts General Laws exempts from Massachusetts sales tax materials, equipment and supplies to be used in the performance of these Services and bidders shall not include in their bids any amount therefore. The number of the certificate granted by the Commissioner of Revenue for use in obtaining the exemption will be provided to the successful bidder.

1.7 PREPARATION AND RECEIPT OF BIDS

1.7.1 All bidders are cautioned to allow ample time for transmittal of bids. Bidders are solely responsible for delivery to and receipt of bids by the Town at the address for receipt of bids specified in the Invitation for Bids. Bids received at the Procurement Office after the specified time will not be accepted or recognized. The time of receipt will determine the acceptability of mailed bids, regardless of postmark.

1.7.2 Any bid may be withdrawn by the bidder or its duly authorized representative by written notice received by the Town at the address for receipt of bids specified in the Invitation for Bids prior to the time scheduled for the opening of such bids or authorized postponement thereof. No bid may be withdrawn for sixty (60) business days after the opening of bids. No telephone or telegraphic bid, change in bid or withdrawal of bid will be received or recognized. A bid may be amended or modified only by withdrawing the bid and resubmitting another bid prior to the time set for opening bids.

1.7.3 Bids will be received, and opened at the address for receipt of bids specified in the Invitation for Bids.

1.7.4 Bids must be submitted on a signed Bid Form for **Town Hall Window Restoration** furnished by the Town and included in the Contract Documents. In the event of a discrepancy between price written in words and price written in figures, the written words shall govern. Mathematical errors will be considered errors of form only. The bid shall state the legal name of the bidder and shall be signed in ink by a person or persons legally authorized to bind the bidder to a contract. The name and title of the person or persons signing the bid shall be typed or printed below the signature(s), accompanied by a Certification of Signature. If the successful bidder is a joint venture, it must submit a copy of the joint venture agreement within five days of being informed of being selected. In all cases, the Town reserves the right, but not the duty, to seek clarification from a bidder of any terms of its response to this IFB.

1.7.5 As part of its bid submittal, each bidder must certify that it has complied with any and all state and local tax laws designated in the Bid Form for **Town Hall Window Restoration**. Contractor's failure to certify compliance with said laws will be cause for the Town not to enter into a contract. The Town further reserves the right to investigate, at any time prior to the Town's execution of the Contract or during the term of the Contract, any information indicating that the Contractor has not complied with said laws. If the Town determines that the Contractor has not complied with said laws, it shall decline to enter into the Contract and may decline to extend the Contract.

1.8 REJECTION OF BIDS

1.8.1 The Town reserves the right to waive any informality in and/or to reject any and all bids and to award a contract without further solicitation if it is in the public interest to do so.

1.8.2 The Town may consider informal and may reject any bid which is not prepared and submitted in accordance with all requirements of the Contract Documents, or which contains erasures, alterations, additions, errors or irregularities of any kind, or which is on a form not completely filled in, or which is incomplete or conditional, or which contains proposed prices for any class or item of Services which are, in the judgment of the Town, substantially less or more than the actual cost to complete the Services; provided, however, that the Town reserves the right to waive any and all informalities as to form. Matters as to substance shall not be waived.

1.9 AWARD

1.9.1 The Town will award a contract which it determines to be the most beneficial to the Town.

1.9.2 The Board of Selectmen intends to make an award to the lowest responsible and responsive bidder. If the Board awards a contract for the bid work, the low bidder will be the bidder with the lowest price for the bid work. The eligible bidder will be the one who meets all submission requirements and the responsible bidder will be determined through reference checks to possess the skill, ability, and integrity necessary for the faithful performance of the work.

1.93 Should the low bidder be determined not to be eligible or responsible, the Town of Topsfield shall review the next low bidder's eligibility and responsibility in accordance with these instructions and applicable law until a bidder is determined to be eligible for contract award.

1.9.4 The contract shall not be awarded to any bidder whose submitted background information, when investigated and verified by the Town of Topsfield, raises significant questions as

to his ability to successfully complete the project due to problems relating to its competence and responsibility.

1.9.5 Award shall be made within sixty (60) days after the opening of bids and the bidder agrees that, notwithstanding any provision hereof to the contrary, it will not withdraw its bid during that time period.

1.9.6 The successful bidder will be notified in writing, by mail or otherwise, that its bid has been accepted and that it has been awarded the Contract. As stated above, the Town reserves the right to negotiate the price or other terms of service with the selected bidder. The successful bidder shall be required to obtain a a Payment Bond (or Labor and Materials Bond) each in an amount equal to 50 % of the contract amount. The successful bidder shall execute the contract and furnish the required bonds, certificate of insurance and any other documents required by the Contract documents at the office of the Board of Selectmen if requested, within five (5) business days after presentation of the contract to him or notice to him that the contract is ready for execution.

1.9.7 The terms and conditions of the Contract are spelled out in this Invitation to Bid, the Drawings and Specifications, and other materials in the Project Manual, and the Bid Response Sheet will be part of the Contract documents. The successful bidder will be acknowledged with a letter of award which will be signed by both parties. This letter will also become part of the Contract documents.

1.9.8 Work shall commence upon execution of the contract. Substantial Completion and Final Completion shall be no later than the dates specified in Section 01000 “SPECIAL CONDITIONS,” Paragraph 1.03 “Project Schedule” in the Project Manual.

FORM FOR GENERAL BID

TO THE AWARDING AUTHORITY
TOWN OF TOPSFIELD

A. The undersigned proposes to furnish all labor and materials required for the construction of the Window Restoration to the Topsfield Town Hall, in accordance with the accompanying Contract Documents, Drawings, Specifications, and Addenda, prepared by Adams & Smith Architects, LLC; 55 Thomas Road, Swampscott, Massachusetts, for the Contract Price specified below, subject to additions and deductions according to the terms of the Contract Documents and the Specifications.

B. The Bid includes addenda numbered _____

C. The proposed Contract Price without Alternates is

_____ Dollars

($ _____).

ALTERNATES:

For Alternate No. 1 Add: _____For Alternate No. 2 Add: _____

E. UNIT PRICES: Should certain additional work be required, or should the quantities of certain classes of work be increased or decreased from those on which the General Bid is to be based by other or approval of the Architect, the undersigned agrees that the attached supplemental Unit Prices will be the basis of payment to him or credit to the Awarding Authority for such addition, increase or decrease in the Work. Unit Prices

given shall represent the exact net amount per unit to be paid the Contractor (in the case of additions or increases) or to be refunded the Awarding Authority (in the case of decreases). No additional adjustment will be allowed for overhead, profit, insurance, compensation insurance or other direct or indirect expenses of Contractor or Subcontractors. The Awarding Authority shall have the right to reject any or all proposed Unit Prices at any time prior to signing the Agreement, in which case the cost of extras work shall be as determined by one of the other methods set forth in the GENERAL CONDITIONS.

F. The undersigned agrees that, if he is selected as General Contractor, he will within five (5) days, Saturdays, Sundays, and legal holidays excluded, after presentation thereof by the Awarding Authority, execute a Contract in accordance with the terms of this general bid, and furnish a labor and materials payment bond in the sum of fifty percent (50%) of the contract price, each of a surety company qualified to do business under the laws of the Commonwealth of Massachusetts and satisfactory to the Awarding Authority, 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.

G. The undersigned hereby certifies that he is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed on the work; that all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee; and that he will comply fully with all laws and regulation applicable to awards made to subject to Section 44A

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 penalties of perjury that the said undersigned is not presently debarred from doing public construction work in the Commonwealth under the provisions of section twenty-nine F of chapter twenty-nine, or any other applicable debarment provisions of any other chapter of the General Laws or any rule or regulation promulgated thereunder.

Date: _____, 20__

_____
Printed name of General Bidder

By: _____
Signature and position of person signing bid

_____
Business address

_____

Business telephone number

If bidder is a corporation, a vote authorizing the above-signed to act on behalf of the corporation must be attached to this General Bid.

FORM FOR GENERAL BID

ATTACH OR INSERT COPY OF DOCUMENTATION OF EXPERIENCE IN THE RESTORATION OF NINETEENTH CENTURY WOOD WINDOWS

SCHEDULE OF UNIT PRICES

As part of the General Bid, all bidders shall provide unit prices as follows:

Type A replacement sash: Add:_____Deduct:_____

Type B replacement sash: Add:_____Deduct:_____

Type C replacement sash: Add:_____Deduct:_____

Type D replacement sash: Add:_____Deduct:_____

BIDDER'S CERTIFICATION REGARDING PAYMENT OF PREVAILING WAGES

The undersigned bidder hereby certifies, under the pains and penalties of perjury, that the foregoing bid is based upon the payment to mechanics and laborers to be employed on the project of wages in an amount no less than the applicable prevailing wage rates established for the project by the Massachusetts Department of Labor and Industries. The undersigned bidder agrees to indemnify the Awarding authority for, from, and against any loss, expense, damages, actions or claims, including any expense incurred in connection with any delay or stoppage of the project work, arising out of, or as a result of, (1) the failure of the said bid to be based upon the payment of said applicable prevailing wage rates, or (2) the failure of the bidder, if selected as the Contractor, to pay mechanics and laborers employed on the project the said prevailing wage rates.

Dated: _____

_____
Printed name of General Bidder

By: _____

_____

Signature and position of person signing bid

(This must be returned with your Bid)

CERTIFICATE OF NON-COLLUSION

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

Date:_____

Name of General Bidder:_____

Signature of Individual or Corporate Officer:_____

Federal Employer ID#:_____

CERTIFICATE OF TAX COMPLIANCE

The undersigned further certifies that pursuant to Massachusetts General Laws, Chapter 62C, Section 49A, that under penalties of perjury that I have filed all State Tax Returns and paid all State Taxes required under the law.

Date:_____

Name of General Bidder:_____

Signature of Individual or Corporate Officer:_____

Federal Employer ID#:_____

CERTIFICATE OF SIGNATURE

(This must be returned with your Bid)

The undersigned, the

_____of
Title

_____, a
Company Name

Massachusetts corporation (the "Company"), does hereby certify on behalf of the Company that _____is the duly elected _____of the Company; can exercise such power and perform such duties as usually accompany such office; and implicit in such power is the authority to submit a bid to the Town of Topsfield, Massachusetts (the "Town") and to execute a contract with the Town should such bid be awarded to the Company.

IN WITNESS WHEREOF, the undersigned affirms under the penalties of perjury and hereunto sets his/her hand and seal this

_____day of _____2015

_____

PUBLIC CONTRACTS - DEBARMENT
Chapter 550, Acts of 1991

The undersigned certifies under penalties of perjury that the said undersigned is not presently debarred from doing public construction work in the Commonwealth of Massachusetts under the provisions of Section 29F of Chapter 29 of the General Laws, or any other applicable debarment provisions of any other Chapter of the General Laws, or any Rules or Regulations promulgated thereunder.

Date _____ Name of Bidder _____

By:_____
Signature

_____
Print Name & Title of Person Signing

_____
Address

_____
City, State, ZIP

THIS FORM MUST BE SIGNED & RETURNED WITH YOUR BID OFFER.

OWNER-CONTRACTOR AGREEMENT

FOR PUBLIC BUILDING CONSTRUCTION OR RENOVATION

THIS AGREEMENT made this ____ day of _____ in the year Two Thousand and Fifteen between _____, with a usual place of business _____ _____ hereinafter called the **CONTRACTOR**, and the Town of Topsfield, acting by its Board of Selectmen, with a usual place of business at 8 West Common Street, Topsfield, MA 01983, hereinafter called the **OWNER**.

The **CONTRACTOR** and the **OWNER**, for the consideration hereinafter named, agree as follows:

I . Scope of Work

The **Contractor** shall furnish all labor, materials, equipment and insurance to perform all work required for the project known as the _____ in strict accordance with the Contract Documents and all related Drawings and Specifications. The said Documents, Specifications, Drawings and any General Supplementary Conditions are incorporated herein by reference and are made a part of this Agreement.

2. Contract Price

The **Owner** shall pay the Contractor for the performance of this Agreement, subject to additions and deductions provided herein, in current funds, the sum of $_____.

3. Commencement and Completion of Work

It is agreed that time is of the essence of this Agreement. The **Contractor** shall commence and prosecute the work under this Agreement upon execution hereof and shall fully complete the work on or before _____.

A. Time as Essential Condition: It is understood and agreed that the commencement and completion of the work are essential conditions of this Agreement. It is further agreed that time is of the essence for each and every portion of the Contract Documents wherein a definite and certain length of time is fixed for the performance of any act whatsoever, and where under the Contract Documents any additional time is allowed for the completion of any work, the new time fixed by such extension shall be of the essence of this Agreement. It is understood and agreed that the times for the completion of the work are reasonable, taking into consideration the average climatic range and usual industrial conditions prevailing in this locality.

B. Progress and Completion: **Contractor** shall commence work promptly upon execution of this Agreement and shall prosecute and complete the work regularly, diligently and uninterruptedly at such a rate of progress as will insure final completion of all work within the stipulated number of calendar days.

4. Performance of the Work

A. Direction of the Work: The **Contractor** shall supervise and direct the Work, using his best skills and attention which shall not be less than such state of skill and attention generally rendered by the contracting profession for projects similar to the Project in scope, difficulty and location. The **Contractor** shall maintain adequate supervisory personnel at the project site during the performance of the Work. He shall be solely responsible for all construction means, methods, techniques, sequences and procedures and for coordinating all portions of the Work under the Agreement.

B. Responsibility for the Work: (1) The **Contractor** shall be responsible to the **Owner** for the acts and omissions of his employees, Subcontractors and their agents and employees, and other persons performing any of the Work under a contract with the **Contractor**. This obligation shall also extend to the presence on the Site of suppliers of materials or equipment, their employees, **Contractor**s, and agents engaged in the work.

(2) The **Contractor** shall not be relieved from his obligations to perform the Work in accordance with the Contract Documents either by the activities or duties of the **Owner** in its administration of the Agreement, or by inspections, tests or approvals required or performed by persons other than the **Contractor**.

C. Permits and Fees: Unless otherwise expressly provided, the **Contractor** shall secure and pay for all permits and fees, licenses and inspections necessary for the proper execution and completion of the Work which are customarily secured after execution of the Agreement and which are legally required at the time the bids are received, and the same shall at all times be the property of the **Owner** and shall be delivered to the **Owner** upon completion of the Project.

D. Notices, Compliance With Laws: (1) The **Contractor** shall give all notices and comply with all federal, state and local laws, ordinances, rules, regulations and lawful orders of any public authority bearing on the performance of the Work. The **Contractor** shall provide the **Owner** with reproductions of all permits, licenses and receipts for any fees paid. The **Owner** represents that it has disclosed to the **Contractor** all orders and requirements known to the **Owner** of any public authority particular to this Agreement.

(2) If the **Contractor** observes that any of the Contract Documents are at variance with applicable laws, statutes, codes and regulations in any respect, he shall promptly notify the **Owner** in writing, and any necessary changes shall be accomplished by appropriate modification.

(3) If the **Contractor** performs any Work which he knows or should know is contrary to such laws, ordinances, rules and regulations, and without such notice to the **Owner**, he shall assume full responsibility therefore and shall bear all costs attributable thereto.

(4) In the performance of the Work, the **Contractor** shall comply with all applicable federal, state and local laws and regulations including those relating to workplace and employee safety. The **Contractor** shall notify the **Owner** immediately of any conditions at the place of the work, which violate said laws and regulations and shall take prompt action to correct and eliminate any such violations.

E. Project Superintendent: The **Contractor** shall employ a competent superintendent and necessary assistants who shall be in attendance at the Project site at all times during the progress of the Work. The superintendent shall represent the **Contractor** and all communications given to the superintendent shall be as binding as if given to the **Contractor**. Important communications shall be confirmed in writing. Other communications shall be so confirmed on written request in each case.

F. Progress Schedule: The **Contractor**, immediately after being awarded the Contract, shall prepare and submit for the **Owner**'s information an estimated progress schedule for the Work. The progress schedule shall be related to the entire Project to the extent required by the Contract Documents, and shall provide for expeditious and practicable execution of the Work.

G. Drawings, Specifications and Submittals:

(1) The **Contractor** shall maintain at the site for the **Owner** one record copy of all Drawings, Specifications, Addenda, Change Orders and other Modifications, and "As-Built" Drawings and Specifications in good order and marked currently to record all changes made during construction, and approved Shop Drawings, Product Data and Samples. These shall be delivered to the **Owner** upon completion of the Work.

(2) By approving and submitting Shop Drawings, Product Data and Samples, the **Contractor** represents that he has determined and verified all materials, field

measurements, and field construction criteria related thereto, or will do so, and that he has checked and coordinated the information contained within such submittals with the requirements of the Work and of the Contract Documents.

(3) The **Contractor** shall not be relieved of responsibility for any deviation from the requirements of the Contract Documents by the **Owner**'s approval of Shop Drawings, Product Data or Samples unless the **Contractor** has specifically informed the **Owner** in writing of such deviation at the time of submission and the **Owner** has given written approval to the specific deviation. The **Contractor** shall not be relieved from responsibility for errors or omissions in the Shop Drawings, Product Data or Samples by the **Owner**'s approval thereof

(4) The **Contractor** shall direct specific attention, in writing or on resubmitted Shop Drawings, Product Data or Samples, to revisions other than those requested by the **Owner** on previous submittals.

(5) No portion of the Work requiring submission of a Shop Drawing, Product Data or Sample shall be commenced until the submittal has been approved by the **Owner**. All such portions of the Work shall be in accordance with approved submittals.

H. Protection of the Work and **Owner**'s Property: The Contractor shall at all times safely guard the **Owner**'s property from injury or loss in connection with this Agreement. He shall at all times safely guard and protect his own work, and that of adjacent property from damage. The **Contractor** shall replace or make good any such damage, loss or injury. The **Contractor** shall clean the work area and restore it to its original condition upon completion of the work.

I. Quality of the Work: The **Contractor** shall perform the work in a good, workmanlike manner. The **Contractor** hereby guarantees that the entire work constructed by him under the Agreement will meet fully all requirements thereof as to quality of workmanship and materials. The **Contractor** hereby agrees to make at his own expense any repairs or replacements made necessary by defects in materials or workmanship supplied to him that become evident within one (1) year after the date of the final payment, and to restore to full compliance with the requirements set forth herein any part of the work constructed hereunder, which during said one (1) year period is found to be deficient with respect to any provisions of the Contract Documents. The **Contractor** also agrees to hold the **Owner** harmless from claims of any kind arising from damage due to said defects. The **Contractor** shall make all repairs and replacements promptly upon receipt of written orders for same from the **Owner**. If the **Contractor** fails to make the repairs and replacements promptly, the **OWNER** may do the work and the **Contractor** shall be liable to the **Owner** for the cost thereof.

J. Warranty: The **Contractor** guarantees to **Owner** that all materials incorporated into the work will be new unless otherwise specified or agreed. Prior to final payment, the

Contractor shall deliver to the **Owner** all manufacturers' warranties, together with such endorsements or assignments as are necessary to ensure to the **Owner** the full rights and benefits of such warranties.

5. Affirmative Action/Equal Employment Opportunity

The **Contractor** is directed to comply with all applicable State Laws, Ordinances, Bylaws, and rules and regulations regarding affirmative action/equal employment opportunity requirements. Failure of the **Contractor** to comply with any such law, rule or regulation shall constitute grounds for the **Owner** to terminate the Agreement.

6. Site Information Not Guaranteed; **Contractor**'s Investigation

All information given in the Contract Documents relating to subsurface and other conditions, natural phenomena, existing pipes, and other structures is from the best sources at present available to the **Owner**. All such information is furnished only for the information and convenience of the **Contractor** and is not guaranteed.

It is agreed and understood that the **Owner** does not warrant or guarantee that the subsurface or other conditions, natural phenomena, existing pipes, or other structures encountered during construction will be the same as those indicated in the Contract Documents.

Contractor has familiarized himself with the nature and extent of the Contract Documents, work, locality, and with all local conditions and federal, state, and local laws, rules, ordinances, and regulations that in any manner may affect costs, progress, or performance of the work. **Contractor** has made, or has caused to be made, examinations, investigations, and tests and studies of such reports and related data in addition to those referred to in the paragraph above as he deems necessary for the performance of the work at the Contract Price, within the Contract Time, and in accordance with the other Terms and Conditions of the Contract Documents; and no additional examinations, tests, investigations, reports, and similar data are or will be required by the **Contractor** for such purposes.

Contractor has correlated the results of all such observations, examinations, investigations, tests, reports, and data with the Contract Documents. **Contractor** has given the **Owner** written notice of all conflicts, errors, or discrepancies that he has discovered in the Contract Documents, and the resolution thereof by the **Owner** is acceptable to the **Contractor**.

It is further agreed and understood that the **Contractor** shall not use or be entitled to use any of the information made available to him or obtained in any examination made by him in any manner as a basis of or ground for any claim or demand against the **Owner**, arising from or by reason of any variance which may exist between the information made available and the actual subsurface conditions or other conditions or structures actually encountered during the construction work, except as may otherwise be expressly provided for in the Contract Documents.

7. Project Architect, Engineer or Manager

The _____will represent the Town as the project manager for this project. Except as otherwise indicated in the Contract Documents, the_____ shall be the representative of the **Owner** and the **Contractor** shall direct all communications, questions and comments on the work and the performance thereof to the Library Director. Except as otherwise provided, the Library Director shall have all the authority of the **Owner** set forth in the Contract Documents. In general, the Library Director shall have the authority to review the performance of the work, reject work, which is defective or otherwise does not comply with the Contract Documents and to order the **Contractor** to remedy defective work and take such actions, which are necessary to make the work conform to the Contract Documents.

8. Wage Rates

Prevailing Wage Rates as determined by the Commissioner of the Department of Labor and Industries under the provisions of Massachusetts General Laws, Chapter 149, Section 26 to 27G, as amended, apply to this project. It is the responsibility of the **Contractor** to provide the Town with certified payrolls and to comply with all requirements of the above-cited statutes.

The schedules of prevailing wage rates are included in the Contract Documents.

9. Payments to the Contractor

Payments to the Contractor shall be subject to G.L. c.30, §39K, and §39F, as applicable. Within fifteen (15) days after receipt from the **Contractor** of a periodic estimate requesting payment of the amount due for the preceding month, the **Owner** shall have fifteen (15) days to make payment for:

A. The work performed during the preceding month.

B. The materials not incorporated in the Work but delivered and suitably stored at the site (or at some location agreed upon in writing) to which the **Contractor** has title, or to which a Sub **Contractor** has title and has authorized the **Contractor** to transfer title to the **Owner**

C. Less the following retention items:

I . A retention based on an estimate of the fair value of the **Owner's** claims against the **Contractor**.

2. A retention for direct payments to **Sub-Contractor**, if any, based on demands for same in accordance with the provisions of Section 39F of Chapter 30 of the General Laws.

3. A retention not exceeding five percent (5%) of the approved amount of the periodic payment.

D. After the receipt of a periodic estimate requesting final payment and within sixty-five (65) days after the **Contractor** fully completes the Work, or substantially completes the Work so that the value of the Work remaining to be done is, on the estimate of the **Owner**, less than 1% of the original Contract Price, or substantially completes the Work and the **Owner** takes possession or occupancy, whichever occurs first, the **Owner** shall pay the **Contractor** the entire balance due on the Contract less:

I . A retention based on an estimate of the fair value of the **Owner's** claims against the **Contractor** and of the cost of completing the incomplete and unsatisfactory items of work.

2. A retention for direct payments to Sub **Contractors**, if any, based on demands of same in accordance with the provisions of Section 39F of Chapter 30 of the General Laws, or based on the record of payments by the **Contractor** to the Sub **Contractors** under this Contract if such record of payment indicates that the **Contractor** has not paid Sub Contractors as provided in Section 39F of Chapter 30 of the General Laws.

E. Changes in the Work: No changes in the work covered by the approved Contract Documents shall be made without prior written approval of the **Owner**. Charges or credits for the work covered by the approved change shall be determined by one or more, or a combination of the following methods:

(a) Unit bid prices previously approved.

(b) An agreed lump sum.

(c) The actual cost of:

(1) Labor.

(2) Materials entering permanently into the work.

(3) The Ownership or rental cost of construction equipment during the time of use on the extra work.

(4) Power and consumable supplies for the operation of power equipment.

(5) Wages to be paid.

To the cost under (c) there shall be added a fixed fee to be agreed upon but not to exceed fifteen percent (15%) of the actual cost of work. The fee shall be compensation to cover the cost of supervision, overhead, bond, profit and any other general expenses.

F. Claims for Additional Costs: If the **Contractor** wishes to make a claim for an increase in the Contract Sum, he shall give the **Owner** written notice thereof within twenty days after the occurrence of the event giving rise to such claim. This notice shall be given by the **Contractor** before proceeding to execute the Work, except in an emergency endangering life or property. No such claim shall be valid unless so made. Any change in the Contract Sum resulting from such claim shall be authorized by a Change Order.

10. Final Payment- Effect

The acceptance of final payment by the **Contractor** shall constitute a waiver of all claims by the **Contractor** arising under the Agreement.

II. Contract Documents

The Contract Documents consist of the following, together with this Agreement:

Invitation for Bid
This Contract Form
Contractor's Bid Form
Non-Collusion Certificate
Tax Compliance Certificate
Clerk's Certificate of Corporate Vote
Certificate of Insurance
Specifications and Addenda
Contract Drawings
Schedule of Prevailing Wages
Certification of Payment of Prevailing Wages

12. Terms Required By Law

This Agreement shall be considered to include all terms required to be included in it by the Massachusetts General Laws, and all other laws, as though such terms were set forth in full herein.

13. Indemnification

The **Contractor** shall indemnify and hold harmless the **Owner** from and against any and all claims, damages, losses, and expenses, including attorney's fees, arising out of the performance of this Agreement when such claims, damages, losses, and expenses are caused, in whole or in part, by the acts, errors, or omissions of the **Contractor** or his employees, agents, **Sub-Contractors** or representatives.

14. Insurance

The **Contractor** shall purchase and maintain such insurance as will protect both the **Owner** and the **Contractor** from claims which may arise under the Agreement, including operations performed for the named insured by independent **Contractors** and general inspection thereof by the named insured. In addition, the **Contractor** shall require its **Sub-Contractors** to maintain such insurance. Coverage shall be provided as follows:

A comprehensive General Liability insurance policy of at least One Million Dollars ($1,000,000) Bodily Injury and Property Damage Liability per occurrence, with a Two Million Dollar ($2,000,000) Annual Aggregate Limit; Automobile Liability of at least One Million Dollars ($1,000,000) combined single limit; the aggregate limit of General Liability coverage required above may be provided under an Umbrella Liability policy.

The contractor shall provide a certificate of Worker's Compensation as required by Massachusetts Law.

Except for Workmen's Compensation, all liability coverage shall name the Town of Topsfield as an additional insured and shall provide for thirty (30) days prior written notice to the Town of any modification or termination of coverage provided thereby. The **Contractor** shall provide the **Owner** with appropriate certificate(s) of insurance evidencing compliance with this provision prior to the commencement of any work under this Agreement.

Failure to provide and continue in force such insurance as aforesaid shall be deemed a material breach of this contract, and may consititute sufficient grounds for immediate termination of the same. All insurance maintained as provided for in the above shall be taken out and maintained at the sole expense of the contractor.

15. Notice

All notices required to be given hereunder shall be in writing and delivered to, or mailed first class to, the parties' respective addresses stated above. In the event that immediate notice is required, it may be given by telephone or facsimile, but shall, to the extent possible, be followed by notice in writing in the manner set forth above.

16. Termination

A. Each party shall have the right to terminate this Agreement in the event of a failure of the other party to comply with the terms of the Agreement. Such termination shall be effective upon seven days' notice to the party in default and the failure within that time of said party to cure its default.

B. The **Owner** shall have the right to terminate the Agreement without cause, upon ten (10) days' written notice to the **Contractor**. In the event that the Agreement is terminated

pursuant to this subparagraph, the **Contractor** shall be reimbursed in accordance with the Contract Documents for all Work performed up to the termination date, and for all materials or equipment not incorporated in the Work, but delivered and suitably stored at the site. Payment for material or equipment stored at the site shall be conditioned upon submission by the **Contractor** of bills of sale or such other evidence as is satisfactory to **Owner** to establish the **Owner's** title to such material or equipment or otherwise protect the **Owner's** interests.

17. Miscellaneous

A. Royalties and Patents: The **Contractor** shall pay all royalties and license fees. He shall defend all suits or claims for infringement of any patent rights and shall save the **Owner** harmless from loss on account thereof, except that the **Owner** shall be responsible for all such loss when a particular design, process or the product of a particular manufacturer or manufacturers is specified-, but if the **Contractor** believes or has reason to believe that the design, process or product specified is an infringement of a patent, he shall be responsible for such loss unless he promptly gives such information to the **Owner**, and thereafter the **Owner** insists on the use of the design, process or products specified.

B. Assignment: The **Contractor** shall not assign or transfer any of its rights, duties or obligations under this Agreement without the written approval of the **Owner**.

C. Governing Law: This Agreement shall be governed by and construed in accordance with the law of the Commonwealth of Massachusetts.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals, the **OWNER** by its authorized representatives who, however, incur no personal liability by reason of the execution hereof or of anything herein contained, as of the day and year first above written.

CONTRACTOR: (Name)

By: _____
Name:
Title:

OWNER: Town of Topsfield
By its Board of Selectmen

_____
Chairman

_____
Clerk

_____
Member

_____

Member

_____
Member

By its Board of

_____
Chairman

_____
Clerk

_____
Member

_____
Member

_____
Member

In accordance with M.G.L. C.44, Section 31C, this is to certify that an appropriation in the amount of this contract is available therefore and that the Board of Selectmen has been authorized to execute the contract and approve all requisitions and change orders.

By: _____
Town Accountant

Account Name: _____
Account No.: _____

Approval as to Form.

By: _____
Town Counsel

PREVAILING WAGE RATES

PART 1 - GENERAL

1.01 PREVAILING WAGE RATES

A. The minimum wages to be paid for all labor on the project are established in a schedule issued by the Division of Occupational Safety, in accordance with M.G.L Ch 149, Paragraphs 26-27D, as amended, said schedule being made part of the Contract Documents.

B. The Schedule established for this project follows.

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

CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

RONALD L. WALKER, II
Secretary

WILLIAM D MCKINNEY
Director

Awarding Authority: Town of Topsfield

Contract Number:

City/Town: TOPSFIELD

Description of Work: Restoration of all historic windows including conservation and repair of window sash; glazing; painting; remove windows and secure openings with plywood, work to be done in contractor's facility.

Job Location: 8 West Common Street, Topsfield, MA 10983

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Issue Date: 09/29/2015 **Wage Request Number:** 20150929-051

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	08/01/2015	$31.65	$10.41	$9.33	$0.00	$51.39
	12/01/2015	$31.65	$10.41	$10.08	$0.00	$52.14
	06/01/2016	$32.15	$10.41	$10.08	$0.00	$52.64
	08/01/2016	$32.15	$10.91	$10.08	$0.00	$53.14
	12/01/2016	$32.15	$10.91	$10.89	$0.00	$53.95
(3 AXLE) DRIVER - EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	08/01/2015	$31.72	$10.41	$9.33	$0.00	$51.46
	12/01/2015	$31.72	$10.41	$10.08	$0.00	$52.21
	06/01/2016	$32.22	$10.41	$10.08	$0.00	$52.71
	08/01/2016	$32.22	$10.91	$10.08	$0.00	$53.21
	12/01/2016	$32.22	$10.91	$10.89	$0.00	$54.02
(4 & 5 AXLE) DRIVER - EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	08/01/2015	$31.84	$10.41	$9.33	$0.00	$51.58
	12/01/2015	$31.84	$10.41	$10.08	$0.00	$52.33
	06/01/2016	$32.34	$10.41	$10.08	$0.00	$52.83
	08/01/2016	$32.34	$10.91	$10.08	$0.00	$53.33
	12/01/2016	$32.34	$10.91	$10.89	$0.00	$54.14
ADS/SUBMERSIBLE PILOT *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2015	$88.29	$9.80	$19.23	$0.00	$117.32
AIR TRACK OPERATOR *LABORERS - ZONE 2*	06/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	12/01/2015	$32.40	$7.30	$12.30	$0.00	$52.00
	06/01/2016	$32.90	$7.30	$12.30	$0.00	$52.50
	12/01/2016	$33.65	$7.30	$12.30	$0.00	$53.25
For apprentice rates see "Apprentice- LABORER"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. *HEAT & FROST INSULATORS LOCAL 6 (BOSTON)*	06/01/2015	$33.43	$10.40	$5.95	$0.00	$49.78
	12/01/2015	$34.38	$10.40	$5.95	$0.00	$50.73
ASPHALT RAKER *LABORERS - ZONE 2*	06/01/2015	$31.40	$7.30	$12.30	$0.00	$51.00
	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$42.83	$10.00	$14.55	$0.00	$67.38
	12/01/2015	$44.08	$10.00	$14.55	$0.00	$68.63
	06/01/2016	$44.83	$10.00	$14.55	$0.00	$69.38
	12/01/2016	$46.08	$10.00	$14.55	$0.00	$70.63
	06/01/2017	$47.08	$10.00	$14.55	$0.00	$71.63
	12/01/2017	$48.08	$10.00	$14.55	$0.00	$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$42.83	$10.00	$14.55	$0.00	$67.38
	12/01/2015	$44.08	$10.00	$14.55	$0.00	$68.63
	06/01/2016	$44.83	$10.00	$14.55	$0.00	$69.38
	12/01/2016	$46.08	$10.00	$14.55	$0.00	$70.63
	06/01/2017	$47.08	$10.00	$14.55	$0.00	$71.63
	12/01/2017	$48.08	$10.00	$14.55	$0.00	$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BARCO-TYPE JUMPING TAMPER *LABORERS - ZONE 2*	06/01/2015	$31.40	$7.30	$12.30	$0.00	$51.00
	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER *LABORERS - ZONE 2*	06/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	12/01/2015	$32.40	$7.30	$12.30	$0.00	$52.00
	06/01/2016	$32.90	$7.30	$12.30	$0.00	$52.50
	12/01/2016	$33.65	$7.30	$12.30	$0.00	$53.25
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER *BOILERMAKERS LOCAL 29*	01/01/2015	$40.32	$6.97	$16.21	$0.00	$63.50
	01/01/2016	$41.62	$6.97	$16.21	$0.00	$64.80
	01/01/2017	$42.92	$6.97	$16.21	$0.00	$66.10

Apprentice - *BOILERMAKER - Local 29*

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	$26.21	$6.97	$10.54	$0.00	$43.72
2	65	$26.21	$6.97	$10.54	$0.00	$43.72
3	70	$28.22	$6.97	$11.35	$0.00	$46.54
4	75	$30.24	$6.97	$12.16	$0.00	$49.37
5	80	$32.26	$6.97	$12.97	$0.00	$52.20
6	85	$34.27	$6.97	$13.78	$0.00	$55.02
7	90	$36.29	$6.97	$14.59	$0.00	$57.85
8	95	$38.30	$6.97	$15.40	$0.00	$60.67

Effective Date - 01/01/2016

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

Notes:

Apprentice to Journeyworker Ratio:1:5

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) *BRICKLAYERS LOCAL 3 (LYNN)*	08/01/2015	$49.86	$10.18	$18.57	$0.00	$78.61
	02/01/2016	$50.43	$10.18	$18.57	$0.00	$79.18
	08/01/2016	$51.33	$10.18	$18.65	$0.00	$80.16
	02/01/2017	$51.90	$10.18	$18.65	$0.00	$80.73

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 08/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$24.93	$10.18	$18.57	$0.00	$53.68
2	60	$29.92	$10.18	$18.57	$0.00	$58.67
3	70	$34.90	$10.18	$18.57	$0.00	$63.65
4	80	$39.89	$10.18	$18.57	$0.00	$68.64
5	90	$44.87	$10.18	$18.57	$0.00	$73.62

Effective Date - 02/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$25.22	$10.18	$18.57	$0.00	$53.97
2	60	$30.26	$10.18	$18.57	$0.00	$59.01
3	70	$35.30	$10.18	$18.57	$0.00	$64.05
4	80	$40.34	$10.18	$18.57	$0.00	$69.09
5	90	$45.39	$10.18	$18.57	$0.00	$74.14

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$42.42	$10.00	$14.55	$0.00	$66.97
	12/01/2015	$43.66	$10.00	$14.55	$0.00	$68.21
	06/01/2016	$44.41	$10.00	$14.55	$0.00	$68.96
	12/01/2016	$45.64	$10.00	$14.55	$0.00	$70.19
	06/01/2017	$46.63	$10.00	$14.55	$0.00	$71.18
	12/01/2017	$47.62	$10.00	$14.55	$0.00	$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN *LABORERS - FOUNDATION AND MARINE*	06/01/2015	$36.20	$7.30	$13.40	$0.00	$56.90
	12/01/2015	$36.95	$7.30	$13.40	$0.00	$57.65
	06/01/2016	$37.70	$7.30	$13.40	$0.00	$58.40
	12/01/2016	$38.70	$7.30	$13.40	$0.00	$59.40
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER *LABORERS - FOUNDATION AND MARINE*	06/01/2015	$35.05	$7.30	$13.40	$0.00	$55.75
	12/01/2015	$35.80	$7.30	$13.40	$0.00	$56.50
	06/01/2016	$36.55	$7.30	$13.40	$0.00	$57.25
	12/01/2016	$37.55	$7.30	$13.40	$0.00	$58.25
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN *LABORERS - FOUNDATION AND MARINE*	06/01/2015	$35.05	$7.30	$13.40	$0.00	$55.75
	12/01/2015	$35.80	$7.30	$13.40	$0.00	$56.50
	06/01/2016	$36.55	$7.30	$13.40	$0.00	$57.25
	12/01/2016	$37.55	$7.30	$13.40	$0.00	$58.25
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARBIDE CORE DRILL OPERATOR *LABORERS - ZONE 2*	06/01/2015	$31.40	$7.30	$12.30	$0.00	$51.00
	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
CARPENTER *CARPENTERS -ZONE 2 (Eastern Massachusetts)*	03/01/2015	$35.75	$9.80	$16.48	$0.00	$62.03

Apprentice - *CARPENTER - Zone 2 Eastern MA*

Effective Date - 03/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$17.88	$9.80	$1.63	$0.00	$29.31
2	60	$21.45	$9.80	$1.63	$0.00	$32.88
3	70	$25.03	$9.80	$11.59	$0.00	$46.42
4	75	$26.81	$9.80	$11.59	$0.00	$48.20
5	80	$28.60	$9.80	$13.22	$0.00	$51.62
6	80	$28.60	$9.80	$13.22	$0.00	$51.62
7	90	$32.18	$9.80	$14.85	$0.00	$56.83
8	90	$32.18	$9.80	$14.85	$0.00	$56.83

Notes:

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING *BRICKLAYERS LOCAL 3 (LYNN)*	07/01/2015	$45.82	$10.90	$18.71	$1.30	$76.73
	01/01/2016	$46.44	$10.90	$18.71	$1.30	$77.35

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$22.91	$10.90	$12.21	$0.00	$46.02
2	60	$27.49	$10.90	$13.71	$1.30	$53.40
3	65	$29.78	$10.90	$14.71	$1.30	$56.69
4	70	$32.07	$10.90	$15.71	$1.30	$59.98
5	75	$34.37	$10.90	$16.71	$1.30	$63.28
6	80	$36.66	$10.90	$17.71	$1.30	$66.57
7	90	$41.24	$10.90	$18.71	$1.30	$72.15

Effective Date - 01/01/2016

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

Notes:

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

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR *LABORERS - ZONE 2*	06/01/2015	$31.40	$7.30	$12.30	$0.00	$51.00
	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$43.83	$10.00	$14.55	$0.00	$68.38
	12/01/2015	$45.08	$10.00	$14.55	$0.00	$69.63
	06/01/2016	$45.83	$10.00	$14.55	$0.00	$70.38
	12/01/2016	$47.08	$10.00	$14.55	$0.00	$71.63
	06/01/2017	$48.08	$10.00	$14.55	$0.00	$72.63
	12/01/2017	$49.08	$10.00	$14.55	$0.00	$73.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$29.61	$10.00	$14.55	$0.00	$54.16
	12/01/2015	$30.48	$10.00	$14.55	$0.00	$55.03
	06/01/2016	$31.00	$10.00	$14.55	$0.00	$55.55
	12/01/2016	$31.87	$10.00	$14.55	$0.00	$56.42
	06/01/2017	$32.56	$10.00	$14.55	$0.00	$57.11
	12/01/2017	$33.25	$10.00	$14.55	$0.00	$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DELEADER (BRIDGE) *PAINTERS LOCAL 35 - ZONE 2*	07/01/2015	$48.56	$7.85	$16.10	$0.00	$72.51
	01/01/2016	$49.51	$7.85	$16.10	$0.00	$73.46
	07/01/2016	$50.46	$7.85	$16.10	$0.00	$74.41
	01/01/2017	$51.41	$7.85	$16.10	$0.00	$75.36

Apprentice - *PAINTER Local 35 - BRIDGES/TANKS*

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$24.28	$7.85	$0.00	$0.00	$32.13
2	55	$26.71	$7.85	$3.66	$0.00	$38.22
3	60	$29.14	$7.85	$3.99	$0.00	$40.98
4	65	$31.56	$7.85	$4.32	$0.00	$43.73
5	70	$33.99	$7.85	$14.11	$0.00	$55.95
6	75	$36.42	$7.85	$14.44	$0.00	$58.71
7	80	$38.85	$7.85	$14.77	$0.00	$61.47
8	90	$43.70	$7.85	$15.44	$0.00	$66.99

Effective Date - 01/01/2016

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN *LABORERS - ZONE 2*	06/01/2015	$35.25	$7.30	$13.20	$0.00	$55.75
	12/01/2015	$36.00	$7.30	$13.20	$0.00	$56.50
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR *LABORERS - ZONE 2*	06/01/2015	$36.25	$7.30	$13.20	$0.00	$56.75
	12/01/2015	$37.00	$7.30	$13.20	$0.00	$57.50
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS *LABORERS - ZONE 2*	06/01/2015	$36.00	$7.30	$13.20	$0.00	$56.50
	12/01/2015	$36.75	$7.30	$13.20	$0.00	$57.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER *LABORERS - ZONE 2*	06/01/2015	$36.25	$7.30	$13.20	$0.00	$56.75
	12/01/2015	$37.00	$7.30	$13.20	$0.00	$57.50
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR *LABORERS - ZONE 2*	06/01/2015	$36.00	$7.30	$13.20	$0.00	$56.50
	12/01/2015	$36.75	$7.30	$13.20	$0.00	$57.25

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER *LABORERS - ZONE 2*	06/01/2015	$35.25	$7.30	$13.20	$0.00	$55.75
	12/01/2015	$36.00	$7.30	$13.20	$0.00	$56.50
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$42.42	$10.00	$14.55	$0.00	$66.97
	12/01/2015	$43.66	$10.00	$14.55	$0.00	$68.21
	06/01/2016	$44.41	$10.00	$14.55	$0.00	$68.96
	12/01/2016	$45.64	$10.00	$14.55	$0.00	$70.19
	06/01/2017	$46.63	$10.00	$14.55	$0.00	$71.18
	12/01/2017	$47.62	$10.00	$14.55	$0.00	$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2015	$58.86	$9.80	$19.23	$0.00	$87.89
DIVER TENDER *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2015	$42.04	$9.80	$19.23	$0.00	$71.07
DIVER TENDER (EFFLUENT) *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2015	$63.06	$9.80	$19.23	$0.00	$92.09
DIVER/SLURRY (EFFLUENT) *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2015	$88.23	$9.80	$19.23	$0.00	$117.26
DRAWBRIDGE OPERATOR (Construction) *ELECTRICIANS LOCAL 103*	09/01/2015	$45.67	$13.00	$15.89	$0.00	$74.56
	03/01/2016	$46.17	$13.00	$16.39	$0.00	$75.56
For apprentice rates see "Apprentice- ELECTRICIAN"						
ELECTRICIAN *ELECTRICIANS LOCAL 103*	09/01/2015	$45.67	$13.00	$15.89	$0.00	$74.56
	03/01/2016	$46.17	$13.00	$16.39	$0.00	$75.56

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *ELECTRICIAN - Local 103*

Effective Date - 09/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$18.27	$13.00	$0.55	$0.00	$31.82
2	40	$18.27	$13.00	$0.55	$0.00	$31.82
3	45	$20.55	$13.00	$11.86	$0.00	$45.41
4	45	$20.55	$13.00	$11.86	$0.00	$45.41
5	50	$22.84	$13.00	$12.23	$0.00	$48.07
6	55	$25.12	$13.00	$12.58	$0.00	$50.70
7	60	$27.40	$13.00	$12.95	$0.00	$53.35
8	65	$29.69	$13.00	$13.32	$0.00	$56.01
9	70	$31.97	$13.00	$13.69	$0.00	$58.66
10	75	$34.25	$13.00	$14.06	$0.00	$61.31

Effective Date - 03/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$18.47	$13.00	$0.55	$0.00	$32.02
2	40	$18.47	$13.00	$0.55	$0.00	$32.02
3	45	$20.78	$13.00	$11.84	$0.00	$45.62
4	45	$20.78	$13.00	$11.84	$0.00	$45.62
5	50	$23.09	$13.00	$12.71	$0.00	$48.80
6	55	$25.39	$13.00	$13.07	$0.00	$51.46
7	60	$27.70	$13.00	$13.39	$0.00	$54.09
8	65	$30.01	$13.00	$13.81	$0.00	$56.82
9	70	$32.32	$13.00	$14.18	$0.00	$59.50
10	75	$34.63	$13.00	$14.55	$0.00	$62.18

Notes: :

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

Apprentice to Journeyworker Ratio:2:3***

ELEVATOR CONSTRUCTOR *ELEVATOR CONSTRUCTORS LOCAL 4*	01/01/2015	$53.30	$13.58	$14.21	$0.00	$81.09
	01/01/2016	$54.53	$14.43	$14.96	$0.00	$83.92
	01/01/2017	$55.86	$15.28	$15.71	$0.00	$86.85

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *ELEVATOR CONSTRUCTOR - Local 4*

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$26.65	$13.58	$0.00	$0.00	$40.23
2	55	$29.32	$13.58	$14.21	$0.00	$57.11
3	65	$34.65	$13.58	$14.21	$0.00	$62.44
4	70	$37.31	$13.58	$14.21	$0.00	$65.10
5	80	$42.64	$13.58	$14.21	$0.00	$70.43

Effective Date - 01/01/2016

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

Notes:

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

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER *ELEVATOR CONSTRUCTORS LOCAL 4*	01/01/2015	$37.31	$13.58	$14.21	$0.00	$65.10
	01/01/2016	$38.17	$14.43	$14.96	$0.00	$67.56
	01/01/2017	$39.10	$15.28	$15.71	$0.00	$70.09
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR *LABORERS - ZONE 2*	06/01/2015	$31.40	$7.30	$12.30	$0.00	$51.00
	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY *OPERATING ENGINEERS LOCAL 4*	05/01/2015	$40.22	$10.00	$14.30	$0.00	$64.52
	11/01/2015	$40.80	$10.00	$14.30	$0.00	$65.10
	05/01/2016	$41.69	$10.00	$14.30	$0.00	$65.99
	11/01/2016	$42.28	$10.00	$14.30	$0.00	$66.58
	05/01/2017	$43.16	$10.00	$14.30	$0.00	$67.46
	11/01/2017	$43.89	$10.00	$14.30	$0.00	$68.19
	05/01/2018	$44.60	$10.00	$14.30	$0.00	$68.90
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY *OPERATING ENGINEERS LOCAL 4*	05/01/2015	$41.65	$10.00	$14.30	$0.00	$65.95
	11/01/2015	$42.24	$10.00	$14.30	$0.00	$66.54
	05/01/2016	$43.13	$10.00	$14.30	$0.00	$67.43
	11/01/2016	$43.73	$10.00	$14.30	$0.00	$68.03
	05/01/2017	$44.62	$10.00	$14.30	$0.00	$68.92
	11/01/2017	$45.35	$10.00	$14.30	$0.00	$69.65
	05/01/2018	$46.07	$10.00	$14.30	$0.00	$70.37
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY *OPERATING ENGINEERS LOCAL 4*	05/01/2015	$21.68	$10.00	$14.30	$0.00	$45.98
	11/01/2015	$22.02	$10.00	$14.30	$0.00	$46.32
	05/01/2016	$22.54	$10.00	$14.30	$0.00	$46.84
	11/01/2016	$22.89	$10.00	$14.30	$0.00	$47.19
	05/01/2017	$23.42	$10.00	$14.30	$0.00	$47.72
	11/01/2017	$23.84	$10.00	$14.30	$0.00	$48.14
	05/01/2018	$24.27	$10.00	$14.30	$0.00	$48.57
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER *ELECTRICIANS LOCAL 103*	09/01/2015	$45.67	$13.00	$15.89	$0.00	$74.56
	03/01/2016	$46.17	$13.00	$16.39	$0.00	$75.56
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING*ELECTRICIANS LOCAL 103*	09/01/2015	$34.25	$13.00	$14.06	$0.00	$61.31
	03/01/2016	$34.63	$13.00	$14.55	$0.00	$62.18
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$35.64	$10.00	$14.55	$0.00	$60.19
	12/01/2015	$36.69	$10.00	$14.55	$0.00	$61.24
	06/01/2016	$37.31	$10.00	$14.55	$0.00	$61.86
	12/01/2016	$38.35	$10.00	$14.55	$0.00	$62.90
	06/01/2017	$39.19	$10.00	$14.55	$0.00	$63.74
	12/01/2017	$40.02	$10.00	$14.55	$0.00	$64.57
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER *LABORERS - ZONE 2*	06/01/2015	$20.50	$7.30	$12.30	$0.00	$40.10
	12/01/2015	$20.50	$7.30	$12.30	$0.00	$40.10
	06/01/2016	$20.50	$7.30	$12.30	$0.00	$40.10
	12/01/2016	$20.50	$7.30	$12.30	$0.00	$40.10
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER *FLOORCOVERERS LOCAL 2168 ZONE I*	09/01/2015	$41.59	$9.80	$17.53	$0.00	$68.92

Apprentice - *FLOORCOVERER - Local 2168 Zone I*

Effective Date - 09/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$20.80	$9.80	$1.79	$0.00	$32.39
2	55	$22.87	$9.80	$1.79	$0.00	$34.46
3	60	$24.95	$9.80	$12.16	$0.00	$46.91
4	65	$27.03	$9.80	$12.16	$0.00	$48.99
5	70	$29.11	$9.80	$13.95	$0.00	$52.86
6	75	$31.19	$9.80	$13.95	$0.00	$54.94
7	80	$33.27	$9.80	$15.74	$0.00	$58.81
8	85	$35.35	$9.80	$15.74	$0.00	$60.89

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FORK LIFT/CHERRY PICKER *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$42.83	$10.00	$14.55	$0.00	$67.38
	12/01/2015	$44.08	$10.00	$14.55	$0.00	$68.63
	06/01/2016	$44.83	$10.00	$14.55	$0.00	$69.38
	12/01/2016	$46.08	$10.00	$14.55	$0.00	$70.63
	06/01/2017	$47.08	$10.00	$14.55	$0.00	$71.63
	12/01/2017	$48.08	$10.00	$14.55	$0.00	$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$29.61	$10.00	$14.55	$0.00	$54.16
	12/01/2015	$30.48	$10.00	$14.55	$0.00	$55.03
	06/01/2016	$31.00	$10.00	$14.55	$0.00	$55.55
	12/01/2016	$31.87	$10.00	$14.55	$0.00	$56.42
	06/01/2017	$32.56	$10.00	$14.55	$0.00	$57.11
	12/01/2017	$33.25	$10.00	$14.55	$0.00	$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) *GLAZIERS LOCAL 35 (ZONE 2)*	07/01/2015	$38.06	$7.85	$16.10	$0.00	$62.01
	01/01/2016	$39.01	$7.85	$16.10	$0.00	$62.96
	07/01/2016	$39.96	$7.85	$16.10	$0.00	$63.91
	01/01/2017	$40.91	$7.85	$16.10	$0.00	$64.86

Apprentice - *GLAZIER - Local 35 Zone 2*

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.03	$7.85	$0.00	$0.00	$26.88
2	55	$20.93	$7.85	$3.66	$0.00	$32.44
3	60	$22.84	$7.85	$3.99	$0.00	$34.68
4	65	$24.74	$7.85	$4.32	$0.00	$36.91
5	70	$26.64	$7.85	$14.11	$0.00	$48.60
6	75	$28.55	$7.85	$14.44	$0.00	$50.84
7	80	$30.45	$7.85	$14.77	$0.00	$53.07
8	90	$34.25	$7.85	$15.44	$0.00	$57.54

Effective Date - 01/01/2016

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HOISTING ENGINEER/CRANES/GRADALLS *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$42.83	$10.00	$14.55	$0.00	$67.38
	12/01/2015	$44.08	$10.00	$14.55	$0.00	$68.63
	06/01/2016	$44.83	$10.00	$14.55	$0.00	$69.38
	12/01/2016	$46.08	$10.00	$14.55	$0.00	$70.63
	06/01/2017	$47.08	$10.00	$14.55	$0.00	$71.63
	12/01/2017	$48.08	$10.00	$14.55	$0.00	$72.63

Apprentice - *OPERATING ENGINEERS - Local 4*

Effective Date - 06/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	$23.56	$10.00	$0.00	$0.00	$33.56
2	60	$25.70	$10.00	$14.55	$0.00	$50.25
3	65	$27.84	$10.00	$14.55	$0.00	$52.39
4	70	$29.98	$10.00	$14.55	$0.00	$54.53
5	75	$32.12	$10.00	$14.55	$0.00	$56.67
6	80	$34.26	$10.00	$14.55	$0.00	$58.81
7	85	$36.41	$10.00	$14.55	$0.00	$60.96
8	90	$38.55	$10.00	$14.55	$0.00	$63.10

Effective Date - 12/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	$24.24	$10.00	$0.00	$0.00	$34.24
2	60	$26.45	$10.00	$14.55	$0.00	$51.00
3	65	$28.65	$10.00	$14.55	$0.00	$53.20
4	70	$30.86	$10.00	$14.55	$0.00	$55.41
5	75	$33.06	$10.00	$14.55	$0.00	$57.61
6	80	$35.26	$10.00	$14.55	$0.00	$59.81
7	85	$37.47	$10.00	$14.55	$0.00	$62.02
8	90	$39.67	$10.00	$14.55	$0.00	$64.22

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) *SHEETMETAL WORKERS LOCAL 17 - A*	08/01/2015	$43.31	$10.20	$21.48	$2.25	$77.24
	02/01/2016	$44.31	$10.20	$21.48	$2.25	$78.24
	08/01/2016	$45.46	$10.20	$21.48	$2.25	$79.39
	02/01/2017	$46.56	$10.20	$21.48	$2.25	$80.49
	08/01/2017	$47.66	$10.20	$21.48	$2.25	$81.59
	02/01/2018	$48.81	$10.20	$21.48	$2.25	$82.74

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS) *ELECTRICIANS LOCAL 103*	09/01/2015	$45.67	$13.00	$15.89	$0.00	$74.56
	03/01/2016	$46.17	$13.00	$16.39	$0.00	$75.56

For apprentice rates see "Apprentice- ELECTRICIAN"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING - AIR) *SHEETMETAL WORKERS LOCAL 17 - A*	08/01/2015	$43.31	$10.20	$21.48	$2.25	$77.24
	02/01/2016	$44.31	$10.20	$21.48	$2.25	$78.24
	08/01/2016	$45.46	$10.20	$21.48	$2.25	$79.39
	02/01/2017	$46.56	$10.20	$21.48	$2.25	$80.49
	08/01/2017	$47.66	$10.20	$21.48	$2.25	$81.59
	02/01/2018	$48.81	$10.20	$21.48	$2.25	$82.74
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) *PIPEFITTERS LOCAL 537 (Local 138)*	09/01/2015	$47.36	$9.70	$14.89	$0.00	$71.95
	03/01/2016	$48.36	$9.70	$14.89	$0.00	$72.95
	09/01/2016	$49.36	$9.70	$14.89	$0.00	$73.95
	03/01/2017	$50.36	$9.70	$14.89	$0.00	$74.95
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC *PIPEFITTERS LOCAL 537 (Local 138)*	09/01/2015	$47.36	$9.70	$14.89	$0.00	$71.95
	03/01/2016	$48.36	$9.70	$14.89	$0.00	$72.95
	09/01/2016	$49.36	$9.70	$14.89	$0.00	$73.95
	03/01/2017	$50.36	$9.70	$14.89	$0.00	$74.95
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS *LABORERS - ZONE 2*	06/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	12/01/2015	$32.40	$7.30	$12.30	$0.00	$52.00
	06/01/2016	$32.90	$7.30	$12.30	$0.00	$52.50
	12/01/2016	$33.65	$7.30	$12.30	$0.00	$53.25
For apprentice rates see "Apprentice- LABORER"						
INSULATOR (PIPES & TANKS) *HEAT & FROST INSULATORS LOCAL 6 (BOSTON)*	09/01/2015	$43.81	$11.50	$13.80	$0.00	$69.11
	09/01/2016	$45.81	$11.50	$13.80	$0.00	$71.11
	09/01/2017	$47.81	$11.50	$13.80	$0.00	$73.11
	09/01/2018	$50.06	$11.50	$13.80	$0.00	$75.36
	09/01/2019	$52.56	$11.50	$13.80	$0.00	$77.86

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 09/01/2015

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

Effective Date - 09/01/2016

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

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER *IRONWORKERS LOCAL 7 (LAWRENCE AREA)*	09/16/2015	$37.99	$7.80	$20.85	$0.00	$66.64
	03/16/2016	$38.99	$7.80	$20.85	$0.00	$67.64
	09/16/2016	$39.64	$7.80	$20.85	$0.00	$68.29
	03/16/2017	$40.24	$7.80	$20.85	$0.00	$68.89

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *IRONWORKER - Local 7 Lawrence*

Effective Date - 09/16/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$22.79	$7.80	$20.85	$0.00	$51.44
2	70	$26.59	$7.80	$20.85	$0.00	$55.24
3	75	$28.49	$7.80	$20.85	$0.00	$57.14
4	80	$30.39	$7.80	$20.85	$0.00	$59.04
5	85	$32.29	$7.80	$20.85	$0.00	$60.94
6	90	$34.19	$7.80	$20.85	$0.00	$62.84

Effective Date - 03/16/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$23.39	$7.80	$20.85	$0.00	$52.04
2	70	$27.29	$7.80	$20.85	$0.00	$55.94
3	75	$29.24	$7.80	$20.85	$0.00	$57.89
4	80	$31.19	$7.80	$20.85	$0.00	$59.84
5	85	$33.14	$7.80	$20.85	$0.00	$61.79
6	90	$35.09	$7.80	$20.85	$0.00	$63.74

Notes:

Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:

JACKHAMMER & PAVING BREAKER OPERATOR *LABORERS - ZONE 2*	06/01/2015	$31.40	$7.30	$12.30	$0.00	$51.00
	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
LABORER *LABORERS - ZONE 2*	06/01/2015	$31.15	$7.30	$12.30	$0.00	$50.75
	12/01/2015	$31.65	$7.30	$12.30	$0.00	$51.25
	06/01/2016	$32.15	$7.30	$12.30	$0.00	$51.75
	12/01/2016	$32.90	$7.30	$12.30	$0.00	$52.50

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *LABORER - Zone 2*

Effective Date - 06/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$18.69	$7.30	$12.30	$0.00	$38.29
2	70	$21.81	$7.30	$12.30	$0.00	$41.41
3	80	$24.92	$7.30	$12.30	$0.00	$44.52
4	90	$28.04	$7.30	$12.30	$0.00	$47.64

Effective Date - 12/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$18.99	$7.30	$12.30	$0.00	$38.59
2	70	$22.16	$7.30	$12.30	$0.00	$41.76
3	80	$25.32	$7.30	$12.30	$0.00	$44.92
4	90	$28.49	$7.30	$12.30	$0.00	$48.09

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER *LABORERS - ZONE 2*	06/01/2015	$31.15	$7.30	$12.30	$0.00	$50.75
	12/01/2015	$31.65	$7.30	$12.30	$0.00	$51.25
	06/01/2016	$32.15	$7.30	$12.30	$0.00	$51.75
	12/01/2016	$32.90	$7.30	$12.30	$0.00	$52.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER *LABORERS - ZONE 2*	06/01/2015	$31.15	$7.30	$12.30	$0.00	$50.75
	12/01/2015	$31.65	$7.30	$12.30	$0.00	$51.25
	06/01/2016	$32.15	$7.30	$12.30	$0.00	$51.75
	12/01/2016	$32.90	$7.30	$12.30	$0.00	$52.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER *LABORERS - ZONE 2*	06/01/2015	$31.35	$7.30	$12.25	$0.00	$50.90
	12/01/2015	$31.85	$7.30	$12.25	$0.00	$51.40
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER *LABORERS - ZONE 2*	06/01/2015	$31.40	$7.30	$12.30	$0.00	$51.00
	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
LABORER: MULTI-TRADE TENDER *LABORERS - ZONE 2*	06/01/2015	$31.15	$7.30	$12.30	$0.00	$50.75
	12/01/2015	$31.65	$7.30	$12.30	$0.00	$51.25
	06/01/2016	$32.15	$7.30	$12.30	$0.00	$51.75
	12/01/2016	$32.90	$7.30	$12.30	$0.00	$52.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER *LABORERS - ZONE 2*	06/01/2015	$31.15	$7.30	$12.30	$0.00	$50.75
	12/01/2015	$31.65	$7.30	$12.30	$0.00	$51.25
	06/01/2016	$32.15	$7.30	$12.30	$0.00	$51.75
	12/01/2016	$32.90	$7.30	$12.30	$0.00	$52.50

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR *LABORERS - ZONE 2*	06/01/2015	$31.40	$7.30	$12.30	$0.00	$51.00
	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
MARBLE & TILE FINISHERS *BRICKLAYERS LOCAL 3 - MARBLE & TILE*	08/01/2015	$38.08	$10.18	$17.25	$0.00	$65.51
	02/01/2016	$38.53	$10.18	$17.25	$0.00	$65.96
	08/01/2016	$39.23	$10.18	$17.33	$0.00	$66.74
	02/01/2017	$39.69	$10.18	$17.33	$0.00	$67.20

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

Effective Date - 08/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.04	$10.18	$17.25	$0.00	$46.47
2	60	$22.85	$10.18	$17.25	$0.00	$50.28
3	70	$26.66	$10.18	$17.25	$0.00	$54.09
4	80	$30.46	$10.18	$17.25	$0.00	$57.89
5	90	$34.27	$10.18	$17.25	$0.00	$61.70

Effective Date - 02/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.27	$10.18	$17.25	$0.00	$46.70
2	60	$23.12	$10.18	$17.25	$0.00	$50.55
3	70	$26.97	$10.18	$17.25	$0.00	$54.40
4	80	$30.82	$10.18	$17.25	$0.00	$58.25
5	90	$34.68	$10.18	$17.25	$0.00	$62.11

Notes:

Apprentice to Journeyworker Ratio:1:3

MARBLE MASONS,TILELAYERS & TERRAZZO MECH *BRICKLAYERS LOCAL 3 - MARBLE & TILE*	08/01/2015	$49.90	$10.18	$18.57	$0.00	$78.65
	02/01/2016	$50.47	$10.18	$18.57	$0.00	$79.22
	08/01/2016	$51.37	$10.18	$18.65	$0.00	$80.20
	02/01/2017	$51.94	$10.18	$18.65	$0.00	$80.77

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 08/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$24.95	$10.18	$18.57	$0.00	$53.70
2	60	$29.94	$10.18	$18.57	$0.00	$58.69
3	70	$34.93	$10.18	$18.57	$0.00	$63.68
4	80	$39.92	$10.18	$18.57	$0.00	$68.67
5	90	$44.91	$10.18	$18.57	$0.00	$73.66

Effective Date - 02/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$25.24	$10.18	$18.57	$0.00	$53.99
2	60	$30.28	$10.18	$18.57	$0.00	$59.03
3	70	$35.33	$10.18	$18.57	$0.00	$64.08
4	80	$40.38	$10.18	$18.57	$0.00	$69.13
5	90	$45.42	$10.18	$18.57	$0.00	$74.17

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$42.42	$10.00	$14.55	$0.00	$66.97
	12/01/2015	$43.66	$10.00	$14.55	$0.00	$68.21
	06/01/2016	$44.41	$10.00	$14.55	$0.00	$68.96
	12/01/2016	$45.64	$10.00	$14.55	$0.00	$70.19
	06/01/2017	$46.63	$10.00	$14.55	$0.00	$71.18
	12/01/2017	$47.62	$10.00	$14.55	$0.00	$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANICS MAINTENANCE *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$42.42	$10.00	$14.55	$0.00	$66.97
	12/01/2015	$43.66	$10.00	$14.55	$0.00	$68.21
	06/01/2016	$44.41	$10.00	$14.55	$0.00	$68.96
	12/01/2016	$45.64	$10.00	$14.55	$0.00	$70.19
	06/01/2017	$46.63	$10.00	$14.55	$0.00	$71.18
	12/01/2017	$47.62	$10.00	$14.55	$0.00	$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 2) *MILLWRIGHTS LOCAL 1121 - Zone 2*	04/01/2015	$34.69	$9.80	$16.21	$0.00	$60.70

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *MILLWRIGHT - Local 1121 Zone 2*

Effective Date - 04/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	$19.08	$9.80	$4.48	$0.00	$33.36
2	65	$22.55	$9.80	$13.36	$0.00	$45.71
3	75	$26.02	$9.80	$14.18	$0.00	$50.00
4	85	$29.49	$9.80	$14.99	$0.00	$54.28

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER *LABORERS - ZONE 2*	06/01/2015	$31.40	$7.30	$12.30	$0.00	$51.00
	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
OILER (OTHER THAN TRUCK CRANES,GRADALLS) *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$21.97	$10.00	$14.55	$0.00	$46.52
	12/01/2015	$22.62	$10.00	$14.55	$0.00	$47.17
	06/01/2016	$23.01	$10.00	$14.55	$0.00	$47.56
	12/01/2016	$23.66	$10.00	$14.55	$0.00	$48.21
	06/01/2017	$24.17	$10.00	$14.55	$0.00	$48.72
	12/01/2017	$24.69	$10.00	$14.55	$0.00	$49.24
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OILER (TRUCK CRANES, GRADALLS) *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$25.68	$10.00	$14.55	$0.00	$50.23
	12/01/2015	$26.43	$10.00	$14.55	$0.00	$50.98
	06/01/2016	$26.89	$10.00	$14.55	$0.00	$51.44
	12/01/2016	$27.64	$10.00	$14.55	$0.00	$52.19
	06/01/2017	$28.24	$10.00	$14.55	$0.00	$52.79
	12/01/2017	$28.85	$10.00	$14.55	$0.00	$53.40
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$42.42	$10.00	$14.55	$0.00	$66.97
	12/01/2015	$43.66	$10.00	$14.55	$0.00	$68.21
	06/01/2016	$44.41	$10.00	$14.55	$0.00	$68.96
	12/01/2016	$45.64	$10.00	$14.55	$0.00	$70.19
	06/01/2017	$46.63	$10.00	$14.55	$0.00	$71.18
	12/01/2017	$47.62	$10.00	$14.55	$0.00	$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) *PAINTERS LOCAL 35 - ZONE 2*	07/01/2015	$48.56	$7.85	$16.10	$0.00	$72.51
	01/01/2016	$49.51	$7.85	$16.10	$0.00	$73.46
	07/01/2016	$50.46	$7.85	$16.10	$0.00	$74.41
	01/01/2017	$51.41	$7.85	$16.10	$0.00	$75.36

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *PAINTER Local 35 - BRIDGES/TANKS*

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$24.28	$7.85	$0.00	$0.00	$32.13
2	55	$26.71	$7.85	$3.66	$0.00	$38.22
3	60	$29.14	$7.85	$3.99	$0.00	$40.98
4	65	$31.56	$7.85	$4.32	$0.00	$43.73
5	70	$33.99	$7.85	$14.11	$0.00	$55.95
6	75	$36.42	$7.85	$14.44	$0.00	$58.71
7	80	$38.85	$7.85	$14.77	$0.00	$61.47
8	90	$43.70	$7.85	$15.44	$0.00	$66.99

Effective Date - 01/01/2016

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.73	$7.85	$0.00	$0.00	$27.58
2	55	$21.70	$7.85	$3.66	$0.00	$33.21
3	60	$23.68	$7.85	$3.99	$0.00	$35.52
4	65	$25.65	$7.85	$4.32	$0.00	$37.82
5	70	$27.62	$7.85	$14.11	$0.00	$49.58
6	75	$29.60	$7.85	$14.44	$0.00	$51.89
7	80	$31.57	$7.85	$14.77	$0.00	$54.19
8	90	$35.51	$7.85	$15.44	$0.00	$58.80

Effective Date - 01/01/2016

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT) *PAINTERS LOCAL 35 - ZONE 2*	07/01/2015	$37.52	$7.85	$16.10	$0.00	$61.47
	01/01/2016	$38.47	$7.85	$16.10	$0.00	$62.42
	07/01/2016	$39.42	$7.85	$16.10	$0.00	$63.37
	01/01/2017	$40.37	$7.85	$16.10	$0.00	$64.32

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$18.76	$7.85	$0.00	$0.00	$26.61
2	55	$20.64	$7.85	$3.66	$0.00	$32.15
3	60	$22.51	$7.85	$3.99	$0.00	$34.35
4	65	$24.39	$7.85	$4.32	$0.00	$36.56
5	70	$26.26	$7.85	$14.11	$0.00	$48.22
6	75	$28.14	$7.85	$14.44	$0.00	$50.43
7	80	$30.02	$7.85	$14.77	$0.00	$52.64
8	90	$33.77	$7.85	$15.44	$0.00	$57.06

Effective Date - 01/01/2016

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (TRAFFIC MARKINGS) *LABORERS - ZONE 2*	06/01/2015	$31.15	$7.30	$12.30	$0.00	$50.75
	12/01/2015	$31.65	$7.30	$12.30	$0.00	$51.25
	06/01/2016	$32.15	$7.30	$12.30	$0.00	$51.75
	12/01/2016	$32.90	$7.30	$12.30	$0.00	$52.50
For Apprentice rates see "Apprentice- LABORER"						
PAINTER / TAPER (BRUSH, NEW) * * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.*PAINTERS LOCAL 35 - ZONE 2*	07/01/2015	$38.06	$7.85	$16.10	$0.00	$62.01
	01/01/2016	$39.01	$7.85	$16.10	$0.00	$62.96
	07/01/2016	$39.96	$7.85	$16.10	$0.00	$63.91
	01/01/2017	$40.91	$7.85	$16.10	$0.00	$64.86

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.03	$7.85	$0.00	$0.00	$26.88
2	55	$20.93	$7.85	$3.66	$0.00	$32.44
3	60	$22.84	$7.85	$3.99	$0.00	$34.68
4	65	$24.74	$7.85	$4.32	$0.00	$36.91
5	70	$26.64	$7.85	$14.11	$0.00	$48.60
6	75	$28.55	$7.85	$14.44	$0.00	$50.84
7	80	$30.45	$7.85	$14.77	$0.00	$53.07
8	90	$34.25	$7.85	$15.44	$0.00	$57.54

Effective Date - 01/01/2016

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT) *PAINTERS LOCAL 35 - ZONE 2*	07/01/2015	$36.12	$7.85	$16.10	$0.00	$60.07
	01/01/2016	$37.07	$7.85	$16.10	$0.00	$61.02
	07/01/2016	$38.02	$7.85	$16.10	$0.00	$61.97
	01/01/2017	$38.97	$7.85	$16.10	$0.00	$62.92

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$18.06	$7.85	$0.00	$0.00	$25.91
2	55	$19.87	$7.85	$3.66	$0.00	$31.38
3	60	$21.67	$7.85	$3.99	$0.00	$33.51
4	65	$23.48	$7.85	$4.32	$0.00	$35.65
5	70	$25.28	$7.85	$14.11	$0.00	$47.24
6	75	$27.09	$7.85	$14.44	$0.00	$49.38
7	80	$28.90	$7.85	$14.77	$0.00	$51.52
8	90	$32.51	$7.85	$15.44	$0.00	$55.80

Effective Date - 01/01/2016

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PANEL & PICKUP TRUCKS DRIVER *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2012	$30.28	$9.07	$8.00	$0.00	$47.35
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2015	$42.04	$9.80	$19.23	$0.00	$71.07
PILE DRIVER *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2015	$42.04	$9.80	$19.23	$0.00	$71.07

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *PILE DRIVER - Local 56 Zone 1*

Effective Date - 08/01/2015

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

Notes:

Apprentice to Journeyworker Ratio:1:3

PIPEFITTER & STEAMFITTER *PIPEFITTERS LOCAL 537 (Local 138)*	09/01/2015	$47.36	$9.70	$14.89	$0.00	$71.95
	03/01/2016	$48.36	$9.70	$14.89	$0.00	$72.95
	09/01/2016	$49.36	$9.70	$14.89	$0.00	$73.95
	03/01/2017	$50.36	$9.70	$14.89	$0.00	$74.95

Apprentice - *PIPEFITTER Local 537 (Local 138)*

Effective Date - 09/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$18.94	$9.70	$5.50	$0.00	$34.14
2	45	$21.31	$9.70	$14.89	$0.00	$45.90
3	60	$28.42	$9.70	$14.89	$0.00	$53.01
4	70	$33.15	$9.70	$14.89	$0.00	$57.74
5	80	$37.89	$9.70	$14.89	$0.00	$62.48

Effective Date - 03/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$19.34	$9.70	$5.50	$0.00	$34.54
2	45	$21.76	$9.70	$14.89	$0.00	$46.35
3	60	$29.02	$9.70	$14.89	$0.00	$53.61
4	70	$33.85	$9.70	$14.89	$0.00	$58.44
5	80	$38.69	$9.70	$14.89	$0.00	$63.28

Notes:

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

Apprentice to Journeyworker Ratio:**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIPELAYER *LABORERS - ZONE 2*	06/01/2015	$31.40	$7.30	$12.30	$0.00	$51.00
	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
PLUMBER *PLUMBERS & GASFITTERS LOCAL 12 (Local 138)*	09/01/2015	$46.38	$10.82	$15.14	$0.00	$72.34
	03/01/2016	$47.53	$10.82	$15.14	$0.00	$73.49
	09/01/2016	$48.58	$10.82	$15.14	$0.00	$74.54
	03/01/2017	$49.58	$10.82	$15.14	$0.00	$75.54

Apprentice - *PLUMBER/GASFITTER - Local 12 (Local 138)*

Effective Date - 09/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	$16.23	$10.82	$5.63	$0.00	$32.68
2	40	$18.55	$10.82	$6.37	$0.00	$35.74
3	55	$25.51	$10.82	$8.56	$0.00	$44.89
4	65	$30.15	$10.82	$10.03	$0.00	$51.00
5	75	$34.79	$10.82	$11.48	$0.00	$57.09

Effective Date - 03/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	$16.64	$10.82	$5.61	$0.00	$33.07
2	40	$19.01	$10.82	$6.36	$0.00	$36.19
3	55	$26.14	$10.82	$8.56	$0.00	$45.52
4	65	$30.89	$10.82	$10.02	$0.00	$51.73
5	75	$35.65	$10.82	$11.48	$0.00	$57.95

Notes:

Steps are 1 yr

Step 4 with lic$54.05 Step5 with lic$60.13

Apprentice to Journeyworker Ratio:1:5

PNEUMATIC CONTROLS (TEMP.) *PIPEFITTERS LOCAL 537 (Local 138)*	09/01/2015	$47.36	$9.70	$14.89	$0.00	$71.95
	03/01/2016	$48.36	$9.70	$14.89	$0.00	$72.95
	09/01/2016	$49.36	$9.70	$14.89	$0.00	$73.95
	03/01/2017	$50.36	$9.70	$14.89	$0.00	$74.95
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL OPERATOR *LABORERS - ZONE 2*	06/01/2015	$31.40	$7.30	$12.30	$0.00	$51.00
	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER *LABORERS - ZONE 2*	06/01/2015	$32.15	$7.30	$12.30	$0.00	$51.75
	12/01/2015	$32.65	$7.30	$12.30	$0.00	$52.25
	06/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
	12/01/2016	$33.90	$7.30	$12.30	$0.00	$53.50
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWER SHOVEL/DERRICK/TRENCHING MACHINE *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$42.83	$10.00	$14.55	$0.00	$67.38
	12/01/2015	$44.08	$10.00	$14.55	$0.00	$68.63
	06/01/2016	$44.83	$10.00	$14.55	$0.00	$69.38
	12/01/2016	$46.08	$10.00	$14.55	$0.00	$70.63
	06/01/2017	$47.08	$10.00	$14.55	$0.00	$71.63
	12/01/2017	$48.08	$10.00	$14.55	$0.00	$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$42.83	$10.00	$14.55	$0.00	$67.38
	12/01/2015	$44.08	$10.00	$14.55	$0.00	$68.63
	06/01/2016	$44.83	$10.00	$14.55	$0.00	$69.38
	12/01/2016	$46.08	$10.00	$14.55	$0.00	$70.63
	06/01/2017	$47.08	$10.00	$14.55	$0.00	$71.63
	12/01/2017	$48.08	$10.00	$14.55	$0.00	$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$29.61	$10.00	$14.55	$0.00	$54.16
	12/01/2015	$30.48	$10.00	$14.55	$0.00	$55.03
	06/01/2016	$31.00	$10.00	$14.55	$0.00	$55.55
	12/01/2016	$31.87	$10.00	$14.55	$0.00	$56.42
	06/01/2017	$32.56	$10.00	$14.55	$0.00	$57.11
	12/01/2017	$33.25	$10.00	$14.55	$0.00	$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER *TEAMSTERS LOCAL 42*	05/01/2015	$22.66	$8.49	$9.89	$0.00	$41.04
	11/01/2015	$22.78	$8.49	$9.89	$0.00	$41.16
	04/30/2016	$22.78	$8.49	$10.25	$0.00	$41.52
	05/01/2016	$24.15	$8.49	$10.68	$0.00	$43.32
	04/30/2017	$24.15	$8.49	$11.07	$0.00	$43.71
	05/01/2017	$24.21	$8.49	$11.54	$0.00	$44.24
	04/30/2018	$24.21	$8.49	$11.96	$0.00	$44.66
	05/01/2018	$24.24	$8.49	$12.46	$0.00	$45.19
	04/30/2019	$24.24	$8.49	$12.92	$0.00	$45.65
RECLAIMERS *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$42.42	$10.00	$14.55	$0.00	$66.97
	12/01/2015	$43.66	$10.00	$14.55	$0.00	$68.21
	06/01/2016	$44.41	$10.00	$14.55	$0.00	$68.96
	12/01/2016	$45.64	$10.00	$14.55	$0.00	$70.19
	06/01/2017	$46.63	$10.00	$14.55	$0.00	$71.18
	12/01/2017	$47.62	$10.00	$14.55	$0.00	$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RESIDENTIAL WOOD FRAME (All Other Work) *CARPENTERS -ZONE 2 (Residential Wood)*	04/01/2011	$24.24	$8.67	$15.51	$0.00	$48.42
RESIDENTIAL WOOD FRAME CARPENTER ** ** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement.*CARPENTERS -ZONE 2 (Residential Wood)*	05/01/2011	$24.24	$6.34	$6.23	$0.00	$36.81

As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *CARPENTER (Residential Wood Frame) - Zone 2*

Effective Date - 05/01/2011

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

Notes:

Apprentice to Journeyworker Ratio:1:5

RIDE-ON MOTORIZED BUGGY OPERATOR *LABORERS - ZONE 2*	06/01/2015	$31.40	$7.30	$12.30	$0.00	$51.00
	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$42.42	$10.00	$14.55	$0.00	$66.97
	12/01/2015	$43.66	$10.00	$14.55	$0.00	$68.21
	06/01/2016	$44.41	$10.00	$14.55	$0.00	$68.96
	12/01/2016	$45.64	$10.00	$14.55	$0.00	$70.19
	06/01/2017	$46.63	$10.00	$14.55	$0.00	$71.18
	12/01/2017	$47.62	$10.00	$14.55	$0.00	$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg) *ROOFERS LOCAL 33*	08/01/2015	$40.11	$11.00	$12.00	$0.00	$63.11
	02/01/2016	$41.01	$11.00	$12.00	$0.00	$64.01

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *ROOFER - Local 33*

Effective Date - 08/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$20.06	$11.00	$3.38	$0.00	$34.44
2	60	$24.07	$11.00	$12.00	$0.00	$47.07
3	65	$26.07	$11.00	$12.00	$0.00	$49.07
4	75	$30.08	$11.00	$12.00	$0.00	$53.08
5	85	$34.09	$11.00	$12.00	$0.00	$57.09

Effective Date - 02/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$20.51	$11.00	$3.38	$0.00	$34.89
2	60	$24.61	$11.00	$12.00	$0.00	$47.61
3	65	$26.66	$11.00	$12.00	$0.00	$49.66
4	75	$30.76	$11.00	$12.00	$0.00	$53.76
5	85	$34.86	$11.00	$12.00	$0.00	$57.86

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

Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE *ROOFERS LOCAL 33*	08/01/2015	$40.36	$11.00	$12.00	$0.00	$63.36
	02/01/2016	$41.26	$11.00	$12.00	$0.00	$64.26
For apprentice rates see "Apprentice- ROOFER"						
SHEETMETAL WORKER *SHEETMETAL WORKERS LOCAL 17 - A*	08/01/2015	$43.31	$10.20	$21.48	$2.25	$77.24
	02/01/2016	$44.31	$10.20	$21.48	$2.25	$78.24
	08/01/2016	$45.46	$10.20	$21.48	$2.25	$79.39
	02/01/2017	$46.56	$10.20	$21.48	$2.25	$80.49
	08/01/2017	$47.66	$10.20	$21.48	$2.25	$81.59
	02/01/2018	$48.81	$10.20	$21.48	$2.25	$82.74

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 08/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$17.32	$10.20	$4.90	$0.00	$32.42
2	40	$17.32	$10.20	$4.90	$0.00	$32.42
3	45	$19.49	$10.20	$9.59	$1.18	$40.46
4	45	$19.49	$10.20	$9.59	$1.18	$40.46
5	50	$21.66	$10.20	$10.45	$1.27	$43.58
6	50	$21.66	$10.20	$10.70	$1.28	$43.84
7	60	$25.99	$10.20	$12.17	$1.45	$49.81
8	65	$28.15	$10.20	$13.04	$1.54	$52.93
9	75	$32.48	$10.20	$14.76	$1.72	$59.16
10	85	$36.81	$10.20	$15.98	$1.89	$64.88

Effective Date - 02/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$17.72	$10.20	$4.90	$0.00	$32.82
2	40	$17.72	$10.20	$4.90	$0.00	$32.82
3	45	$19.94	$10.20	$9.59	$1.19	$40.92
4	45	$19.94	$10.20	$9.59	$1.19	$40.92
5	50	$22.16	$10.20	$10.45	$1.28	$44.09
6	50	$22.16	$10.20	$10.70	$1.29	$44.35
7	60	$26.59	$10.20	$12.17	$1.47	$50.43
8	65	$28.80	$10.20	$13.04	$1.56	$53.60
9	75	$33.23	$10.20	$14.76	$1.75	$59.94
10	85	$37.66	$10.20	$15.98	$1.92	$65.76

Notes:

Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *SIGN ERECTOR - Local 35 Zone 2*

Effective Date - 06/01/2013

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

Notes:

Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

SPECIALIZED EARTH MOVING EQUIP < 35 TONS *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	08/01/2015	$31.94	$10.41	$9.33	$0.00	$51.68
	12/01/2015	$31.94	$10.41	$10.08	$0.00	$52.43
	06/01/2016	$32.44	$10.41	$10.08	$0.00	$52.93
	08/01/2016	$32.44	$10.91	$10.08	$0.00	$53.43
	12/01/2016	$32.44	$10.91	$10.89	$0.00	$54.24
SPECIALIZED EARTH MOVING EQUIP > 35 TONS *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	08/01/2015	$32.23	$10.41	$9.33	$0.00	$51.97
	12/01/2015	$32.23	$10.41	$10.08	$0.00	$52.72
	06/01/2016	$32.73	$10.41	$10.08	$0.00	$53.22
	08/01/2016	$32.73	$10.91	$10.08	$0.00	$53.72
	12/01/2016	$32.73	$10.91	$10.89	$0.00	$54.53
SPRINKLER FITTER *SPRINKLER FITTERS LOCAL 550 - (Section B) Zone 2*	03/01/2015	$48.99	$8.42	$14.90	$0.00	$72.31
	10/01/2015	$49.35	$8.42	$15.65	$0.00	$73.42
	01/01/2016	$48.99	$8.67	$15.80	$0.00	$73.46
	03/01/2016	$49.89	$8.67	$15.80	$0.00	$74.36
	10/01/2016	$50.93	$8.67	$15.80	$0.00	$75.40
	03/01/2017	$51.83	$8.67	$15.80	$0.00	$76.30

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *SPRINKLER FITTER - Local 550 (Section B) Zone 2*

Effective Date - 03/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	$17.15	$8.42	$8.40	$0.00	$33.97
2	40	$19.60	$8.42	$8.40	$0.00	$36.42
3	45	$22.05	$8.42	$8.40	$0.00	$38.87
4	50	$24.50	$8.42	$8.40	$0.00	$41.32
5	55	$26.94	$8.42	$8.40	$0.00	$43.76
6	60	$29.39	$8.42	$8.40	$0.00	$46.21
7	65	$31.84	$8.42	$8.40	$0.00	$48.66
8	70	$34.29	$8.42	$8.40	$0.00	$51.11
9	75	$36.74	$8.42	$8.40	$0.00	$53.56
10	80	$39.19	$8.42	$8.40	$0.00	$56.01

Effective Date - 10/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	$17.27	$8.42	$8.40	$0.00	$34.09
2	40	$19.74	$8.42	$8.40	$0.00	$36.56
3	45	$22.21	$8.42	$8.40	$0.00	$39.03
4	50	$24.68	$8.42	$8.40	$0.00	$41.50
5	55	$27.14	$8.42	$8.40	$0.00	$43.96
6	60	$29.61	$8.42	$8.40	$0.00	$46.43
7	65	$32.08	$8.42	$8.40	$0.00	$48.90
8	70	$34.55	$8.42	$8.40	$0.00	$51.37
9	75	$37.01	$8.42	$8.40	$0.00	$53.83
10	80	$39.48	$8.42	$8.40	$0.00	$56.30

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

Apprentice to Journeyworker Ratio:1:3

STEAM BOILER OPERATOR *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$42.42	$10.00	$14.55	$0.00	$66.97
	12/01/2015	$43.66	$10.00	$14.55	$0.00	$68.21
	06/01/2016	$44.41	$10.00	$14.55	$0.00	$68.96
	12/01/2016	$45.64	$10.00	$14.55	$0.00	$70.19
	06/01/2017	$46.63	$10.00	$14.55	$0.00	$71.18
	12/01/2017	$47.62	$10.00	$14.55	$0.00	$72.17

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$42.42	$10.00	$14.55	$0.00	$66.97
	12/01/2015	$43.66	$10.00	$14.55	$0.00	$68.21
	06/01/2016	$44.41	$10.00	$14.55	$0.00	$68.96
	12/01/2016	$45.64	$10.00	$14.55	$0.00	$70.19
	06/01/2017	$46.63	$10.00	$14.55	$0.00	$71.18
	12/01/2017	$47.62	$10.00	$14.55	$0.00	$72.17

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TELECOMMUNICATION TECHNICIAN *ELECTRICIANS LOCAL 103*	09/01/2015	$34.25	$13.00	$14.06	$0.00	$61.31
	03/01/2016	$34.63	$13.00	$14.55	$0.00	$62.18

Apprentice - *TELECOMMUNICATION TECHNICIAN - Local 103*

Effective Date - 09/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$13.70	$13.00	$0.41	$0.00	$27.11
2	40	$13.70	$13.00	$0.41	$0.00	$27.11
3	45	$15.41	$13.00	$11.03	$0.00	$39.44
4	45	$15.41	$13.00	$11.03	$0.00	$39.44
5	50	$17.13	$13.00	$11.30	$0.00	$41.43
6	55	$18.84	$13.00	$11.58	$0.00	$43.42
7	60	$20.55	$13.00	$11.86	$0.00	$45.41
8	65	$22.26	$13.00	$12.13	$0.00	$47.39
9	70	$23.98	$13.00	$12.41	$0.00	$49.39
10	75	$25.69	$13.00	$12.68	$0.00	$51.37

Effective Date - 03/01/2016

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

Notes:

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS *BRICKLAYERS LOCAL 3 - MARBLE & TILE*	08/01/2015	$48.80	$10.18	$18.57	$0.00	$77.55
	02/01/2016	$49.37	$10.18	$18.57	$0.00	$78.12
	08/01/2016	$50.27	$10.18	$18.65	$0.00	$79.10
	02/01/2017	$50.84	$10.18	$18.65	$0.00	$79.67

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 08/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$24.40	$10.18	$18.57	$0.00	$53.15
2	60	$29.28	$10.18	$18.57	$0.00	$58.03
3	70	$34.16	$10.18	$18.57	$0.00	$62.91
4	80	$39.04	$10.18	$18.57	$0.00	$67.79
5	90	$43.92	$10.18	$18.57	$0.00	$72.67

Effective Date - 02/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$24.69	$10.18	$18.57	$0.00	$53.44
2	60	$29.62	$10.18	$18.57	$0.00	$58.37
3	70	$34.56	$10.18	$18.57	$0.00	$63.31
4	80	$39.50	$10.18	$18.57	$0.00	$68.25
5	90	$44.43	$10.18	$18.57	$0.00	$73.18

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER *LABORERS - FOUNDATION AND MARINE*	06/01/2015	$36.45	$7.30	$13.40	$0.00	$57.15
	12/01/2015	$37.20	$7.30	$13.40	$0.00	$57.90
	06/01/2016	$37.95	$7.30	$13.40	$0.00	$58.65
	12/01/2016	$38.95	$7.30	$13.40	$0.00	$59.65
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER *LABORERS - FOUNDATION AND MARINE*	06/01/2015	$35.17	$7.30	$13.40	$0.00	$55.87
	12/01/2015	$35.92	$7.30	$13.40	$0.00	$56.62
	06/01/2016	$36.67	$7.30	$13.40	$0.00	$57.37
	12/01/2016	$37.67	$7.30	$13.40	$0.00	$58.37
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER *LABORERS - FOUNDATION AND MARINE*	06/01/2015	$35.05	$7.30	$13.40	$0.00	$55.75
	12/01/2015	$35.80	$7.30	$13.40	$0.00	$56.50
	06/01/2016	$36.55	$7.30	$13.40	$0.00	$57.25
	12/01/2016	$37.55	$7.30	$13.40	$0.00	$58.25
For apprentice rates see "Apprentice- LABORER"						
TRACTORS/PORTABLE STEAM GENERATORS *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$42.42	$10.00	$14.55	$0.00	$66.97
	12/01/2015	$43.66	$10.00	$14.55	$0.00	$68.21
	06/01/2016	$44.41	$10.00	$14.55	$0.00	$68.96
	12/01/2016	$45.64	$10.00	$14.55	$0.00	$70.19
	06/01/2017	$46.63	$10.00	$14.55	$0.00	$71.18
	12/01/2017	$47.62	$10.00	$14.55	$0.00	$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRAILERS FOR EARTH MOVING EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	08/01/2015	$32.52	$10.41	$9.33	$0.00	$52.26
	12/01/2015	$32.52	$10.41	$10.08	$0.00	$53.01
	06/01/2016	$33.02	$10.41	$10.08	$0.00	$53.51
	08/01/2016	$33.02	$10.91	$10.08	$0.00	$54.01
	12/01/2016	$33.02	$10.91	$10.89	$0.00	$54.82
TUNNEL WORK - COMPRESSED AIR *LABORERS (COMPRESSED AIR)*	06/01/2015	$47.33	$7.30	$13.80	$0.00	$68.43
	12/01/2015	$48.08	$7.30	$13.80	$0.00	$69.18
	06/01/2016	$48.83	$7.30	$13.80	$0.00	$69.93
	12/01/2016	$49.83	$7.30	$13.80	$0.00	$70.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) *LABORERS (COMPRESSED AIR)*	06/01/2015	$49.33	$7.30	$13.80	$0.00	$70.43
	12/01/2015	$50.08	$7.30	$13.80	$0.00	$71.18
	06/01/2016	$50.83	$7.30	$13.80	$0.00	$71.93
	12/01/2016	$51.83	$7.30	$13.80	$0.00	$72.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR *LABORERS (FREE AIR TUNNEL)*	06/01/2015	$39.40	$7.30	$13.80	$0.00	$60.50
	12/01/2015	$40.15	$7.30	$13.80	$0.00	$61.25
	06/01/2016	$40.90	$7.30	$13.80	$0.00	$62.00
	12/01/2016	$41.90	$7.30	$13.80	$0.00	$63.00
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) *LABORERS (FREE AIR TUNNEL)*	06/01/2015	$41.40	$7.30	$13.80	$0.00	$62.50
	12/01/2015	$42.15	$7.30	$13.80	$0.00	$63.25
	06/01/2016	$42.90	$7.30	$13.80	$0.00	$64.00
	12/01/2016	$43.90	$7.30	$13.80	$0.00	$65.00
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	08/01/2015	$31.94	$10.41	$9.33	$0.00	$51.68
	12/01/2015	$31.94	$10.41	$10.08	$0.00	$52.43
	06/01/2016	$32.44	$10.41	$10.08	$0.00	$52.93
	08/01/2016	$32.44	$10.91	$10.08	$0.00	$53.43
	12/01/2016	$32.44	$10.91	$10.89	$0.00	$54.24
WAGON DRILL OPERATOR *LABORERS - ZONE 2*	06/01/2015	$31.40	$7.30	$12.30	$0.00	$51.00
	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
WASTE WATER PUMP OPERATOR *OPERATING ENGINEERS LOCAL 4*	06/01/2015	$42.83	$10.00	$14.55	$0.00	$67.38
	12/01/2015	$44.08	$10.00	$14.55	$0.00	$68.63
	06/01/2016	$44.83	$10.00	$14.55	$0.00	$69.38
	12/01/2016	$46.08	$10.00	$14.55	$0.00	$70.63
	06/01/2017	$47.08	$10.00	$14.55	$0.00	$71.63
	12/01/2017	$48.08	$10.00	$14.55	$0.00	$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER *PLUMBERS & GASFITTERS LOCAL 12 (Local 138)*	09/01/2015	$46.38	$10.82	$15.14	$0.00	$72.34
	03/01/2016	$47.53	$10.82	$15.14	$0.00	$73.49
	09/01/2016	$48.58	$10.82	$15.14	$0.00	$74.54
	03/01/2017	$49.58	$10.82	$15.14	$0.00	$75.54
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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.

LIST OF DRAWINGS

A-1	East Façade
A-2	North Façade
A-3	West Façade
A-4	South Façade
A-5	Type A Window Details
A-6	Type B Window Details
A-6	Type B Window Details
A-7	Type C & D Window Details
A-8	Epoxy Conservation

Window Schedule