



Town of Tyringham



116 Main Rd • PO Box 442 • Tyringham, MA 01264

Phone: (413) 243-1749 Fax: (413) 243-4942 E-Mail: townhall@bcn.net

SEAL

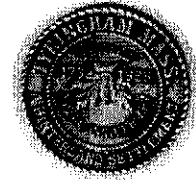
INVITATION TO BID TOWN of TYRINGHAM

The Town of Tyringham will receive bids under MGL c.30, S39M for the replacement of a 24" culvert on Main Road (near 59/62 Main Road) until Wednesday, March 28, 2018 at 1:00 p.m. Bids for the project are to be submitted to the Selectmen's Office, Tyringham Town Hall, 116 Main Rd, Tyringham, MA 01264 on or before the above date and time. The bids will be publicly opened and read aloud on that date. The Board of Selectmen reserves the right to accept or reject any and all bids in the best interest of the Town. Complete specifications available on the town's web site: www.tyringham-ma.gov and at the Town office, 116 Main Road, Tyringham, MA.

James Consolati, Chairman
Board of Selectmen



Town of Tyringham



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SPECIFICATIONS FOR: CULVERT REPLACEMENT

General scope of work is to remove existing 24" steel culvert and replace with 48" CMP elliptical culvert.

The contractor shall be responsible for the following:

1. Install erosion controls as necessary.
2. Sawcut and remove pavement.
3. Excavate and remove existing culvert. Provide trench boxes and/or road plates as necessary.
4. Provide temporary water by-pass as necessary.
5. Install new culvert.
6. Backfill with processed gravel (1 ½" minus dense grade) compacted in 9" lifts.
7. Install 4" of bituminous concrete pavement (2 ½" binder and 1 ½" top).

The Town to provide the following:

1. New culvert.
2. Finish loam and seeding.
3. Installation of stone cobbles within culvert.
4. Police detail for 5 days maximum. Additional police detail is by contractor.
5. Detour signs.
6. Installation of DEP sign.

Additional information and other requirements:

1. Contractor to follow the Order of Conditions and plan approved by the Tyringham Conservation Commission.
 2. Work to be performed between June 1, 2018 – September 30, 2018, as weather permits. July or August is preferred due to low water conditions.
 3. Work must be substantially complete within 5 days from start.
 4. One lane must remain open during construction, with limited exceptions of no more than 30 minutes of both lanes closed.
- The minority employee percentage rate to be applied to this project will not be less than 5% in each class. Wage rates are subject to the minimum wage rate as per M.G.L. Chapter 149 Section 26 to 27 F, inclusive and are attached. The Town of Tyringham is an Equal Opportunity Employer.
 - Successful bidder will provide proof of Liability Insurance & OSHA training to the Town of Tyringham.
 - 50% payment bond shall be submitted by successful bidder.
 - Noah Choquette is the Road Superintendent – (413) 243-1749 should you have any questions regarding this project.

Town of Tyringham



Selectmen's Office • 116 Main Road • P.O.Box 442
Tyringham, MA 01264 Ph.(413)243-1749 Fax.(413) 243-4942

CERTIFICATE AS TO PAYMENT OF STATE TAXES

Pursuant to MGL Chapter 62C, Section 49A, I certify under the penalties of perjury that I have complied with the laws of the Commonwealth of Massachusetts relating to taxes.

Social Security Number
Or Federal Identification Number

Signature of Individual
or Corporate Name

By: _____

Town of Tyringham



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CERTIFICATE OF NON-COLLUSION

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

Signature/Title

Company/Firm Name



Massachusetts Department of Environmental Protection
Bureau of Resource Protection - Wetlands
WPA Form 5 – Order of Conditions
Massachusetts Wetlands Protection Act M.G.L. c. 131, §40

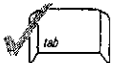
Provided by MassDEP:
310-0123
MassDEP File #
911323
eDEP Transaction #
Tyringham
City/Town

A. General Information

Please note:
this form has
been modified
with added
space to
accommodate
the Registry
of Deeds
Requirements

1. From: Tyringham
Conservation Commission
2. This issuance is for
(check one): a. ☒ Order of Conditions b. ☐ Amended Order of Conditions
3. To: Applicant:

Important:
When filling
out forms on
the
computer,
use only the
tab key to
move your
cursor - do
not use the
return key.



a. First Name Town of Tyringham b. Last Name _____
c. Organization PO Box 442
d. Mailing Address Tyringham MA 01264
e. City/Town _____ f. State _____ g. Zip Code _____

4. Property Owner (if different from applicant):

a. First Name Town of Tyringham b. Last Name _____
c. Organization PO Box 442
d. Mailing Address Tyringham MA 01264
e. City/Town _____ f. State _____ g. Zip Code _____

5. Project Location:

Main Road Culvert North of House #62 Tyringham
a. Street Address _____ b. City/Town _____
405
c. Assessors Map/Plat Number _____ d. Parcel/Lot Number _____
Latitude and Longitude, if known: 42d25781N m s 73d21893W m s
d. Latitude _____ e. Longitude _____



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A. General Information (cont.)

6. Property recorded at the Registry of Deeds for (attach additional information if more than one parcel):

a. County

b. Certificate Number (if registered land)

c. Book

d. Page

7. Dates: 3/30/2017 5/11/2017 5/11/2017
a. Date Notice of Intent Filed b. Date Public Hearing Closed c. Date of Issuance

8. Final Approved Plans and Other Documents (attach additional plan or document references as needed):

Culvert Replacement

a. Plan Title

White Engineering, INC.

b. Prepared By

c. Signed and Stamped by

3/20/2017

d. Final Revision Date

e. Scale

f. Additional Plan or Document Title

g. Date

B. Findings

1. Findings pursuant to the Massachusetts Wetlands Protection Act:

Following the review of the above-referenced Notice of Intent and based on the information provided in this application and presented at the public hearing, this Commission finds that the areas in which work is proposed is significant to the following interests of the Wetlands Protection Act (the Act). Check all that apply:

- a. ☐ Public Water Supply b. ☐ Land Containing Shellfish c. ☐ Prevention of Pollution
d. ☐ Private Water Supply e. ☐ Fisheries f. ☐ Protection of Wildlife Habitat
g. ☐ Groundwater Supply h. ☒ Storm Damage Prevention i. ☐ Flood Control

2. This Commission hereby finds the project, as proposed, is: (check one of the following boxes)

Approved subject to:

- a. ☒ the following conditions which are necessary in accordance with the performance standards set forth in the wetlands regulations. This Commission orders that all work shall be performed in accordance with the Notice of Intent referenced above, the following General Conditions, and any other special conditions attached to this Order. To the extent that the following conditions modify or differ from the plans, specifications, or other proposals submitted with the Notice of Intent, these conditions shall control.



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B. Findings (cont.)

Denied because:

- b. ☐ the proposed work cannot be conditioned to meet the performance standards set forth in the wetland regulations. Therefore, work on this project may not go forward unless and until a new Notice of Intent is submitted which provides measures which are adequate to protect the interests of the Act, and a final Order of Conditions is issued. **A description of the performance standards which the proposed work cannot meet is attached to this Order.**
- c. ☐ the information submitted by the applicant is not sufficient to describe the site, the work, or the effect of the work on the interests identified in the Wetlands Protection Act. Therefore, work on this project may not go forward unless and until a revised Notice of Intent is submitted which provides sufficient information and includes measures which are adequate to protect the Act's interests, and a final Order of Conditions is issued. **A description of the specific information which is lacking and why it is necessary is attached to this Order as per 310 CMR 10.05(6)(c).**
3. ☐ Buffer Zone Impacts: Shortest distance between limit of project disturbance and the wetland resource area specified in 310 CMR 10.02(1)(a) a. linear feet

Inland Resource Area Impacts: Check all that apply below. (For Approvals Only)

Resource Area	Proposed Alteration	Permitted Alteration	Proposed Replacement	Permitted Replacement
4. <input checked="" type="checkbox"/> Bank	<u>48</u> a. linear feet	<u>48</u> b. linear feet	<u>48</u> c. linear feet	<u>48</u> d. linear feet
5. <input type="checkbox"/> Bordering Vegetated Wetland	<u> </u> a. square feet	<u> </u> b. square feet	<u> </u> c. square feet	<u> </u> d. square feet
6. <input checked="" type="checkbox"/> Land Under Waterbodies and Waterways	<u>48</u> a. square feet	<u>48</u> b. square feet	<u>48</u> c. square feet	<u>48</u> d. square feet
	<u> </u> e. c/y dredged	<u> </u> f. c/y dredged		
7. <input type="checkbox"/> Bordering Land Subject to Flooding	<u> </u> a. square feet	<u> </u> b. square feet	<u> </u> c. square feet	<u> </u> d. square feet
Cubic Feet Flood Storage	<u> </u> e. cubic feet	<u> </u> f. cubic feet	<u> </u> g. cubic feet	<u> </u> h. cubic feet
8. <input type="checkbox"/> Isolated Land Subject to Flooding	<u> </u> a. square feet	<u> </u> b. square feet		
Cubic Feet Flood Storage	<u> </u> c. cubic feet	<u> </u> d. cubic feet	<u> </u> e. cubic feet	<u> </u> f. cubic feet
9. <input type="checkbox"/> Riverfront Area	<u> </u> a. total sq. feet	<u> </u> b. total sq. feet		
Sq ft within 100 ft	<u> </u> c. square feet	<u> </u> d. square feet	<u> </u> e. square feet	<u> </u> f. square feet
Sq ft between 100-200 ft	<u> </u> g. square feet	<u> </u> h. square feet	<u> </u> i. square feet	<u> </u> j. square feet



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B. Findings (cont.)

Coastal Resource Area Impacts: Check all that apply below. (For Approvals Only)

	Proposed Alteration	Permitted Alteration	Proposed Replacement	Permitted Replacement
10. <input type="checkbox"/> Designated Port Areas	Indicate size under Land Under the Ocean, below			
11. <input type="checkbox"/> Land Under the Ocean	a. square feet	b. square feet		
	c. c/y dredged	d. c/y dredged		
12. <input type="checkbox"/> Barrier Beaches	Indicate size under Coastal Beaches and/or Coastal Dunes below			
13. <input type="checkbox"/> Coastal Beaches	a. square feet	b. square feet	c. ^{cu yd} nourishment	d. ^{cu yd} nourishment
14. <input type="checkbox"/> Coastal Dunes	a. square feet	b. square feet	c. ^{cu yd} nourishment	d. ^{cu yd} nourishment
15. <input type="checkbox"/> Coastal Banks	a. linear feet	b. linear feet		
16. <input type="checkbox"/> Rocky Intertidal Shores	a. square feet	b. square feet		
17. <input type="checkbox"/> Salt Marshes	a. square feet	b. square feet	c. square feet	d. square feet
18. <input type="checkbox"/> Land Under Salt Ponds	a. square feet	b. square feet		
	c. c/y dredged	d. c/y dredged		
19. <input type="checkbox"/> Land Containing Shellfish	a. square feet	b. square feet	c. square feet	d. square feet
20. <input type="checkbox"/> Fish Runs	Indicate size under Coastal Banks, Inland Bank, Land Under the Ocean, and/or inland Land Under Waterbodies and Waterways, above			
	a. c/y dredged	b. c/y dredged		
21. <input type="checkbox"/> Land Subject to Coastal Storm Flowage	a. square feet	b. square feet		
22. <input type="checkbox"/> Riverfront Area	a. total sq. feet	b. total sq. feet		
Sq ft within 100 ft	c. square feet	d. square feet	e. square feet	f. square feet
Sq ft between 100-200 ft	g. square feet	h. square feet	i. square feet	j. square feet



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B. Findings (cont.)

* #23. If the project is for the purpose of restoring or enhancing a wetland resource area in addition to the square footage that has been entered in Section B.5.c (BVW) or B.17.c (Salt Marsh) above, please enter the additional amount here.

23. ☐ Restoration/Enhancement *:

a. square feet of BVW

b. square feet of salt marsh

24. ☐ Stream Crossing(s):

a. number of new stream crossings

b. number of replacement stream crossings

C. General Conditions Under Massachusetts Wetlands Protection Act

The following conditions are only applicable to Approved projects.

1. Failure to comply with all conditions stated herein, and with all related statutes and other regulatory measures, shall be deemed cause to revoke or modify this Order.
2. The Order does not grant any property rights or any exclusive privileges; it does not authorize any injury to private property or invasion of private rights.
3. This Order does not relieve the permittee or any other person of the necessity of complying with all other applicable federal, state, or local statutes, ordinances, bylaws, or regulations.
4. The work authorized hereunder shall be completed within three years from the date of this Order unless either of the following apply:
 - a. The work is a maintenance dredging project as provided for in the Act; or
 - b. The time for completion has been extended to a specified date more than three years, but less than five years, from the date of issuance. If this Order is intended to be valid for more than three years, the extension date and the special circumstances warranting the extended time period are set forth as a special condition in this Order.
 - c. If the work is for a Test Project, this Order of Conditions shall be valid for no more than one year.
5. This Order may be extended by the issuing authority for one or more periods of up to three years each upon application to the issuing authority at least 30 days prior to the expiration date of the Order. An Order of Conditions for a Test Project may be extended for one additional year only upon written application by the applicant, subject to the provisions of 310 CMR 10.05(11)(f).
6. If this Order constitutes an Amended Order of Conditions, this Amended Order of Conditions does not extend the issuance date of the original Final Order of Conditions and the Order will expire on _____ unless extended in writing by the Department.
7. Any fill used in connection with this project shall be clean fill. Any fill shall contain no trash, refuse, rubbish, or debris, including but not limited to lumber, bricks, plaster, wire, lath, paper, cardboard, pipe, tires, ashes, refrigerators, motor vehicles, or parts of any of the foregoing.



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C. General Conditions Under Massachusetts Wetlands Protection Act

8. This Order is not final until all administrative appeal periods from this Order have elapsed, or if such an appeal has been taken, until all proceedings before the Department have been completed.
9. No work shall be undertaken until the Order has become final and then has been recorded in the Registry of Deeds or the Land Court for the district in which the land is located, within the chain of title of the affected property. In the case of recorded land, the Final Order shall also be noted in the Registry's Grantor Index under the name of the owner of the land upon which the proposed work is to be done. In the case of the registered land, the Final Order shall also be noted on the Land Court Certificate of Title of the owner of the land upon which the proposed work is done. The recording information shall be submitted to the Conservation Commission on the form at the end of this Order, which form must be stamped by the Registry of Deeds, prior to the commencement of work.
10. A sign shall be displayed at the site not less than two square feet or more than three square feet in size bearing the words,

"Massachusetts Department of Environmental Protection" [or, "MassDEP"]
"File Number 310-0123 "
11. Where the Department of Environmental Protection is requested to issue a Superseding Order, the Conservation Commission shall be a party to all agency proceedings and hearings before MassDEP.
12. Upon completion of the work described herein, the applicant shall submit a Request for Certificate of Compliance (WPA Form 8A) to the Conservation Commission.
13. The work shall conform to the plans and special conditions referenced in this order.
14. Any change to the plans identified in Condition #13 above shall require the applicant to inquire of the Conservation Commission in writing whether the change is significant enough to require the filing of a new Notice of Intent.
15. The Agent or members of the Conservation Commission and the Department of Environmental Protection shall have the right to enter and inspect the area subject to this Order at reasonable hours to evaluate compliance with the conditions stated in this Order, and may require the submittal of any data deemed necessary by the Conservation Commission or Department for that evaluation.
16. This Order of Conditions shall apply to any successor in interest or successor in control of the property subject to this Order and to any contractor or other person performing work conditioned by this Order.



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C. General Conditions Under Massachusetts Wetlands Protection Act (cont.)

17. Prior to the start of work, and if the project involves work adjacent to a Bordering Vegetated Wetland, the boundary of the wetland in the vicinity of the proposed work area shall be marked by wooden stakes or flagging. Once in place, the wetland boundary markers shall be maintained until a Certificate of Compliance has been issued by the Conservation Commission.
18. All sedimentation barriers shall be maintained in good repair until all disturbed areas have been fully stabilized with vegetation or other means. At no time shall sediments be deposited in a wetland or water body. During construction, the applicant or his/her designee shall inspect the erosion controls on a daily basis and shall remove accumulated sediments as needed. The applicant shall immediately control any erosion problems that occur at the site and shall also immediately notify the Conservation Commission, which reserves the right to require additional erosion and/or damage prevention controls it may deem necessary. Sedimentation barriers shall serve as the limit of work unless another limit of work line has been approved by this Order.
19. The work associated with this Order (the "Project")
- (1) ☐ is subject to the Massachusetts Stormwater Standards
- (2) ☒ is NOT subject to the Massachusetts Stormwater Standards

If the work is subject to the Stormwater Standards, then the project is subject to the following conditions:

- a) All work, including site preparation, land disturbance, construction and redevelopment, shall be implemented in accordance with the construction period pollution prevention and erosion and sedimentation control plan and, if applicable, the Stormwater Pollution Prevention Plan required by the National Pollution Discharge Elimination System Construction General Permit as required by Stormwater Condition 8. Construction period erosion, sedimentation and pollution control measures and best management practices (BMPs) shall remain in place until the site is fully stabilized.
- b) No stormwater runoff may be discharged to the post-construction stormwater BMPs unless and until a Registered Professional Engineer provides a Certification that:
- i. all construction period BMPs have been removed or will be removed by a date certain specified in the Certification. For any construction period BMPs intended to be converted to post construction operation for stormwater attenuation, recharge, and/or treatment, the conversion is allowed by the MassDEP Stormwater Handbook BMP specifications and that the BMP has been properly cleaned or prepared for post construction operation, including removal of all construction period sediment trapped in inlet and outlet control structures;
 - ii. as-built final construction BMP plans are included, signed and stamped by a Registered Professional Engineer, certifying the site is fully stabilized;
 - iii. any illicit discharges to the stormwater management system have been removed, as per the requirements of Stormwater Standard 10;



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C. General Conditions Under Massachusetts Wetlands Protection Act (cont.)

iv. all post-construction stormwater BMPs are installed in accordance with the plans (including all planting plans) approved by the issuing authority, and have been inspected to ensure that they are not damaged and that they are in proper working condition;

v. any vegetation associated with post-construction BMPs is suitably established to withstand erosion.

c) The landowner is responsible for BMP maintenance until the issuing authority is notified that another party has legally assumed responsibility for BMP maintenance. Prior to requesting a Certificate of Compliance, or Partial Certificate of Compliance, the responsible party (defined in General Condition 18(e)) shall execute and submit to the issuing authority an Operation and Maintenance Compliance Statement ("O&M Statement") for the Stormwater BMPs identifying the party responsible for implementing the stormwater BMP Operation and Maintenance Plan ("O&M Plan") and certifying the following:

i.) the O&M Plan is complete and will be implemented upon receipt of the Certificate of Compliance, and

ii.) the future responsible parties shall be notified in writing of their ongoing legal responsibility to operate and maintain the stormwater management BMPs and implement the Stormwater Pollution Prevention Plan.

d) Post-construction pollution prevention and source control shall be implemented in accordance with the long-term pollution prevention plan section of the approved Stormwater Report and, if applicable, the Stormwater Pollution Prevention Plan required by the National Pollution Discharge Elimination System Multi-Sector General Permit.

e) Unless and until another party accepts responsibility, the landowner, or owner of any drainage easement, assumes responsibility for maintaining each BMP. To overcome this presumption, the landowner of the property must submit to the issuing authority a legally binding agreement of record, acceptable to the issuing authority, evidencing that another entity has accepted responsibility for maintaining the BMP, and that the proposed responsible party shall be treated as a permittee for purposes of implementing the requirements of Conditions 18(f) through 18(k) with respect to that BMP. Any failure of the proposed responsible party to implement the requirements of Conditions 18(f) through 18(k) with respect to that BMP shall be a violation of the Order of Conditions or Certificate of Compliance. In the case of stormwater BMPs that are serving more than one lot, the legally binding agreement shall also identify the lots that will be serviced by the stormwater BMPs. A plan and easement deed that grants the responsible party access to perform the required operation and maintenance must be submitted along with the legally binding agreement.

f) The responsible party shall operate and maintain all stormwater BMPs in accordance with the design plans, the O&M Plan, and the requirements of the Massachusetts Stormwater Handbook.



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C. General Conditions Under Massachusetts Wetlands Protection Act (cont.)

- g) The responsible party shall:
1. Maintain an operation and maintenance log for the last three (3) consecutive calendar years of inspections, repairs, maintenance and/or replacement of the stormwater management system or any part thereof, and disposal (for disposal the log shall indicate the type of material and the disposal location);
 2. Make the maintenance log available to MassDEP and the Conservation Commission ("Commission") upon request; and
 3. Allow members and agents of the MassDEP and the Commission to enter and inspect the site to evaluate and ensure that the responsible party is in compliance with the requirements for each BMP established in the O&M Plan approved by the issuing authority.
- h) All sediment or other contaminants removed from stormwater BMPs shall be disposed of in accordance with all applicable federal, state, and local laws and regulations.
- i) Illicit discharges to the stormwater management system as defined in 310 CMR 10.04 are prohibited.
- j) The stormwater management system approved in the Order of Conditions shall not be changed without the prior written approval of the issuing authority.
- k) Areas designated as qualifying pervious areas for the purpose of the Low Impact Site Design Credit (as defined in the MassDEP Stormwater Handbook, Volume 3, Chapter 1, Low Impact Development Site Design Credits) shall not be altered without the prior written approval of the issuing authority.
- l) Access for maintenance, repair, and/or replacement of BMPs shall not be withheld. Any fencing constructed around stormwater BMPs shall include access gates and shall be at least six inches above grade to allow for wildlife passage.

Special Conditions (if you need more space for additional conditions, please attach a text document):

The bottom of the Culvert shall be lined with 4-6" "rip-rap".

20. For Test Projects subject to 310 CMR 10.05(11), the applicant shall also implement the monitoring plan and the restoration plan submitted with the Notice of Intent. If the conservation commission or Department determines that the Test Project threatens the public health, safety or the environment, the applicant shall implement the removal plan submitted with the Notice of Intent or modify the project as directed by the conservation commission or the Department.



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D. Findings Under Municipal Wetlands Bylaw or Ordinance

1. Is a municipal wetlands bylaw or ordinance applicable? ☐ Yes ☐ No
2. The _____ hereby finds (check one that applies):

Conservation Commission

- a. ☐ that the proposed work cannot be conditioned to meet the standards set forth in a municipal ordinance or bylaw, specifically:

1. Municipal Ordinance or Bylaw

2. Citation

Therefore, work on this project may not go forward unless and until a revised Notice of Intent is submitted which provides measures which are adequate to meet these standards, and a final Order of Conditions is issued.

- b. ☐ that the following additional conditions are necessary to comply with a municipal ordinance or bylaw:

1. Municipal Ordinance or Bylaw

2. Citation

3. The Commission orders that all work shall be performed in accordance with the following conditions and with the Notice of Intent referenced above. To the extent that the following conditions modify or differ from the plans, specifications, or other proposals submitted with the Notice of Intent, the conditions shall control.

The special conditions relating to municipal ordinance or bylaw are as follows (if you need more space for additional conditions, attach a text document):



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E. Signatures

This Order is valid for three years, unless otherwise specified as a special condition pursuant to General Conditions #4, from the date of issuance.

1. Date of Issuance

Please indicate the number of members who will sign this form.

This Order must be signed by a majority of the Conservation Commission.

2. Number of Signers

The Order must be mailed by certified mail (return receipt requested) or hand delivered to the applicant. A copy also must be mailed or hand delivered at the same time to the appropriate Department of Environmental Protection Regional Office, if not filing electronically, and the property owner, if different from applicant.

Signatures:

Matthew Puntin

Mark Curtin

Barbara Palmer

Matthew Puntin
Mark J. Curtin
Barbara Palmer

☒ by hand delivery on

5/15/2017

Date

☐ by certified mail, return receipt requested, on

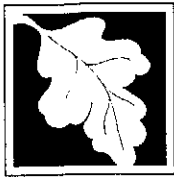
Date

F. Appeals

The applicant, the owner, any person aggrieved by this Order, any owner of land abutting the land subject to this Order, or any ten residents of the city or town in which such land is located, are hereby notified of their right to request the appropriate MassDEP Regional Office to issue a Superseding Order of Conditions. The request must be made by certified mail or hand delivery to the Department, with the appropriate filing fee and a completed Request for Departmental Action Fee Transmittal Form, as provided in 310 CMR 10.03(7) within ten business days from the date of issuance of this Order. A copy of the request shall at the same time be sent by certified mail or hand delivery to the Conservation Commission and to the applicant, if he/she is not the appellant.

Any appellants seeking to appeal the Department's Superseding Order associated with this appeal will be required to demonstrate prior participation in the review of this project. Previous participation in the permit proceeding means the submission of written information to the Conservation Commission prior to the close of the public hearing, requesting a Superseding Order, or providing written information to the Department prior to issuance of a Superseding Order.

The request shall state clearly and concisely the objections to the Order which is being appealed and how the Order does not contribute to the protection of the interests identified in the Massachusetts Wetlands Protection Act (M.G.L. c. 131, § 40), and is inconsistent with the wetlands regulations (310 CMR 10.00). To the extent that the Order is based on a municipal ordinance or bylaw, and not on the Massachusetts Wetlands Protection Act or regulations, the Department has no appellate jurisdiction.



Massachusetts Department of Environmental Protection
Bureau of Resource Protection - Wetlands
WPA Form 5 – Order of Conditions
Massachusetts Wetlands Protection Act M.G.L. c. 131, §40

Provided by MassDEP:
310-0123
MassDEP File #
911323
eDEP Transaction #
Tyringham
City/Town

G. Recording Information

Prior to commencement of work, this Order of Conditions must be recorded in the Registry of Deeds or the Land Court for the district in which the land is located, within the chain of title of the affected property. In the case of recorded land, the Final Order shall also be noted in the Registry's Grantor Index under the name of the owner of the land subject to the Order. In the case of registered land, this Order shall also be noted on the Land Court Certificate of Title of the owner of the land subject to the Order of Conditions. The recording information on this page shall be submitted to the Conservation Commission listed below.

Conservation Commission

Detach on dotted line, have stamped by the Registry of Deeds and submit to the Conservation Commission.

To:

Conservation Commission

Please be advised that the Order of Conditions for the Project at:

Project Location

MassDEP File Number

Has been recorded at the Registry of Deeds of:

County

Book

Page

for:

Property Owner

and has been noted in the chain of title of the affected property in:

Book

Page

In accordance with the Order of Conditions issued on:

Date

If recorded land, the instrument number identifying this transaction is:

Instrument Number

If registered land, the document number identifying this transaction is:

Document Number

Signature of Applicant



CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

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

Prevailing Wage Rates

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

ROSALIN ACOSTA
Secretary
WILLIAM D. MCKINNEY
Director

Awarding Authority: Town of Tyringham
Contract Number: **City/Town:** TYRINGHAM
Description of Work: Remove existing 24" steel culvert and replace with 48" CMP elliptical culvert.
Job Location: Main Road, Tyringham, MA

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$32.15	\$10.91	\$10.89	\$0.00	\$53.95
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	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	12/01/2016	\$32.34	\$10.91	\$10.89	\$0.00	\$54.14
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2017	\$92.97	\$9.90	\$21.15	\$0.00	\$124.02
	08/01/2018	\$97.80	\$9.90	\$21.15	\$0.00	\$128.85
	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2017	\$26.75	\$7.70	\$12.00	\$0.00	\$46.45
	06/01/2018	\$27.50	\$7.70	\$12.00	\$0.00	\$47.20
	12/01/2018	\$28.25	\$7.70	\$12.00	\$0.00	\$47.95
	06/01/2019	\$29.00	\$7.70	\$12.00	\$0.00	\$48.70
	12/01/2019	\$29.75	\$7.70	\$12.00	\$0.00	\$49.45
	06/01/2020	\$30.40	\$7.70	\$12.00	\$0.00	\$50.10
	12/01/2020	\$31.05	\$7.70	\$12.00	\$0.00	\$50.75
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2017	\$27.93	\$7.70	\$13.04	\$0.00	\$48.67
	06/01/2018	\$28.68	\$7.70	\$13.04	\$0.00	\$49.42
	12/01/2018	\$29.42	\$7.70	\$13.04	\$0.00	\$50.16
	06/01/2019	\$30.19	\$7.70	\$13.04	\$0.00	\$50.93
	12/01/2019	\$30.96	\$7.70	\$13.04	\$0.00	\$51.70
	06/01/2020	\$31.75	\$7.70	\$13.04	\$0.00	\$52.49
	12/01/2020	\$32.54	\$7.70	\$13.04	\$0.00	\$53.28
	06/01/2021	\$33.36	\$7.70	\$13.04	\$0.00	\$54.10
	12/01/2021	\$34.17	\$7.70	\$13.04	\$0.00	\$54.91
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS WORKER (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)	12/01/2017	\$32.31	\$11.50	\$6.60	\$0.00	\$50.41
	06/01/2018	\$33.21	\$11.50	\$6.60	\$0.00	\$51.31
	12/01/2018	\$34.11	\$11.50	\$6.60	\$0.00	\$52.21
	06/01/2019	\$35.01	\$11.50	\$6.60	\$0.00	\$53.11
	12/01/2019	\$35.91	\$11.50	\$6.60	\$0.00	\$54.01
	06/01/2020	\$36.81	\$11.50	\$6.60	\$0.00	\$54.91
	12/01/2020	\$37.71	\$11.50	\$6.60	\$0.00	\$55.81
ASPHALT RAKER LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2017	\$26.25	\$7.70	\$12.00	\$0.00	\$45.95
	06/01/2018	\$27.00	\$7.70	\$12.00	\$0.00	\$46.70
	12/01/2018	\$27.75	\$7.70	\$12.00	\$0.00	\$47.45
	06/01/2019	\$28.50	\$7.70	\$12.00	\$0.00	\$48.20
	12/01/2019	\$29.25	\$7.70	\$12.00	\$0.00	\$48.95
	06/01/2020	\$29.90	\$7.70	\$12.00	\$0.00	\$49.60
	12/01/2020	\$30.55	\$7.70	\$12.00	\$0.00	\$50.25
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASPHALT RAKER (HEAVY & HIGHWAY) LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2017	\$27.43	\$7.70	\$13.04	\$0.00	\$48.17
	06/01/2018	\$28.18	\$7.70	\$13.04	\$0.00	\$48.92
	12/01/2018	\$28.92	\$7.70	\$13.04	\$0.00	\$49.66
	06/01/2019	\$29.69	\$7.70	\$13.04	\$0.00	\$50.43
	12/01/2019	\$30.46	\$7.70	\$13.04	\$0.00	\$51.20
	06/01/2020	\$31.25	\$7.70	\$13.04	\$0.00	\$51.99
	12/01/2020	\$32.04	\$7.70	\$13.04	\$0.00	\$52.78
	06/01/2021	\$32.86	\$7.70	\$13.04	\$0.00	\$53.60
	12/01/2021	\$33.67	\$7.70	\$13.04	\$0.00	\$54.41
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) OPERATING ENGINEERS LOCAL 98	12/01/2017	\$34.18	\$10.99	\$13.12	\$0.00	\$58.29
	06/01/2018	\$34.79	\$10.99	\$13.39	\$0.00	\$59.17
	12/01/2018	\$35.39	\$10.99	\$13.66	\$0.00	\$60.04
	06/01/2019	\$35.90	\$10.99	\$13.93	\$0.00	\$60.82
	12/01/2019	\$36.50	\$10.99	\$14.20	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATOR OPERATING ENGINEERS LOCAL 98	12/01/2017	\$34.18	\$10.99	\$13.12	\$0.00	\$58.29
	06/01/2018	\$34.79	\$10.99	\$13.39	\$0.00	\$59.17
	12/01/2018	\$35.39	\$10.99	\$13.66	\$0.00	\$60.04
	06/01/2019	\$35.90	\$10.99	\$13.93	\$0.00	\$60.82
	12/01/2019	\$36.50	\$10.99	\$14.20	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2017	\$26.25	\$7.70	\$12.00	\$0.00	\$45.95
	06/01/2018	\$27.00	\$7.70	\$12.00	\$0.00	\$46.70
	12/01/2018	\$27.75	\$7.70	\$12.00	\$0.00	\$47.45
	06/01/2019	\$28.50	\$7.70	\$12.00	\$0.00	\$48.20
	12/01/2019	\$29.25	\$7.70	\$12.00	\$0.00	\$48.95
	06/01/2020	\$29.90	\$7.70	\$12.00	\$0.00	\$49.60
	12/01/2020	\$30.55	\$7.70	\$12.00	\$0.00	\$50.25
For apprentice rates see "Apprentice- LABORER"						
BATCH/CEMENT PLANT - ON SITE OPERATING ENGINEERS LOCAL 98	12/01/2017	\$33.65	\$10.99	\$13.12	\$0.00	\$57.76
	06/01/2018	\$34.26	\$10.99	\$13.39	\$0.00	\$58.64
	12/01/2018	\$34.86	\$10.99	\$13.66	\$0.00	\$59.51
	06/01/2019	\$35.37	\$10.99	\$13.93	\$0.00	\$60.29
	12/01/2019	\$35.97	\$10.99	\$14.20	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BLOCK PAVER, RAMMER / CURB SETTER LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2017	\$26.75	\$7.70	\$12.00	\$0.00	\$46.45
	06/01/2018	\$27.50	\$7.70	\$12.00	\$0.00	\$47.20
	12/01/2018	\$28.25	\$7.70	\$12.00	\$0.00	\$47.95
	06/01/2019	\$29.00	\$7.70	\$12.00	\$0.00	\$48.70
	12/01/2019	\$29.75	\$7.70	\$12.00	\$0.00	\$49.45
	06/01/2020	\$30.40	\$7.70	\$12.00	\$0.00	\$50.10
	12/01/2020	\$31.05	\$7.70	\$12.00	\$0.00	\$50.75
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	12/01/2017	\$27.93	\$7.70	\$13.04	\$0.00	\$48.67
	06/01/2018	\$28.68	\$7.70	\$13.04	\$0.00	\$49.42
	12/01/2018	\$29.42	\$7.70	\$13.04	\$0.00	\$50.16
	06/01/2019	\$30.19	\$7.70	\$13.04	\$0.00	\$50.93
	12/01/2019	\$30.96	\$7.70	\$13.04	\$0.00	\$51.70
	06/01/2020	\$31.75	\$7.70	\$13.04	\$0.00	\$52.49
	12/01/2020	\$32.54	\$7.70	\$13.04	\$0.00	\$53.28
	06/01/2021	\$33.36	\$7.70	\$13.04	\$0.00	\$54.10
	12/01/2021	\$34.17	\$7.70	\$13.04	\$0.00	\$54.91
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2017	\$42.92	\$6.97	\$16.21	\$0.00	\$66.10

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$27.90	\$6.97	\$10.54	\$0.00	\$45.41
2	65	\$27.90	\$6.97	\$10.54	\$0.00	\$45.41
3	70	\$30.04	\$6.97	\$11.35	\$0.00	\$48.36
4	75	\$32.19	\$6.97	\$12.16	\$0.00	\$51.32
5	80	\$34.34	\$6.97	\$12.97	\$0.00	\$54.28
6	85	\$36.48	\$6.97	\$13.78	\$0.00	\$57.23
7	90	\$38.63	\$6.97	\$14.59	\$0.00	\$60.19
8	95	\$40.77	\$6.97	\$15.40	\$0.00	\$63.14

Notes:

Apprentice to Journeyworker Ratio:1:5

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)</i>	03/01/2018	\$40.56	\$10.75	\$18.14	\$0.00	\$69.45
	08/01/2018	\$41.91	\$10.75	\$18.27	\$0.00	\$70.93
	02/01/2019	\$42.46	\$10.75	\$18.27	\$0.00	\$71.48
	08/01/2019	\$43.81	\$10.75	\$18.41	\$0.00	\$72.97
	02/01/2020	\$44.36	\$10.75	\$18.41	\$0.00	\$73.52
	08/01/2020	\$45.71	\$10.75	\$18.56	\$0.00	\$75.02
	02/01/2021	\$46.26	\$10.75	\$18.56	\$0.00	\$75.57
	08/01/2021	\$47.66	\$10.75	\$18.72	\$0.00	\$77.13
	02/01/2022	\$48.19	\$10.75	\$18.72	\$0.00	\$77.66

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Springfield/Pittsfield

Effective Date - 03/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.28	\$10.75	\$18.14	\$0.00	\$49.17
2	60	\$24.34	\$10.75	\$18.14	\$0.00	\$53.23
3	70	\$28.39	\$10.75	\$18.14	\$0.00	\$57.28
4	80	\$32.45	\$10.75	\$18.14	\$0.00	\$61.34
5	90	\$36.50	\$10.75	\$18.14	\$0.00	\$65.39

Effective Date - 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.96	\$10.75	\$18.27	\$0.00	\$49.98
2	60	\$25.15	\$10.75	\$18.27	\$0.00	\$54.17
3	70	\$29.34	\$10.75	\$18.27	\$0.00	\$58.36
4	80	\$33.53	\$10.75	\$18.27	\$0.00	\$62.55
5	90	\$37.72	\$10.75	\$18.27	\$0.00	\$66.74

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/POWER SHOVEL/TREE SHREDDER	12/01/2017	\$34.18	\$10.99	\$13.12	\$0.00	\$58.29
/CLAM SHELL OPERATING	06/01/2018	\$34.79	\$10.99	\$13.39	\$0.00	\$59.17
ENGINEERS LOCAL 98	12/01/2018	\$35.39	\$10.99	\$13.66	\$0.00	\$60.04
	06/01/2019	\$35.90	\$10.99	\$13.93	\$0.00	\$60.82
	12/01/2019	\$36.50	\$10.99	\$14.20	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN	12/01/2017	\$38.60	\$7.70	\$14.95	\$0.00	\$61.25
LABORERS - FOUNDATION AND MARINE	06/01/2018	\$39.55	\$7.70	\$14.95	\$0.00	\$62.20
	12/01/2018	\$40.50	\$7.70	\$14.95	\$0.00	\$63.15
	06/01/2019	\$41.50	\$7.70	\$14.95	\$0.00	\$64.15
	12/01/2019	\$42.50	\$7.70	\$14.95	\$0.00	\$65.15
	06/01/2020	\$43.49	\$7.70	\$14.95	\$0.00	\$66.14
	12/01/2020	\$44.47	\$7.70	\$14.95	\$0.00	\$67.12
	06/01/2021	\$45.49	\$7.70	\$14.95	\$0.00	\$68.14
	12/01/2021	\$46.50	\$7.70	\$14.95	\$0.00	\$69.15

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2017	\$37.45	\$7.70	\$14.95	\$0.00	\$60.10
	06/01/2018	\$38.40	\$7.70	\$14.95	\$0.00	\$61.05
	12/01/2018	\$39.35	\$7.70	\$14.95	\$0.00	\$62.00
	06/01/2019	\$40.35	\$7.70	\$14.95	\$0.00	\$63.00
	12/01/2019	\$41.35	\$7.70	\$14.95	\$0.00	\$64.00
	06/01/2020	\$42.34	\$7.70	\$14.95	\$0.00	\$64.99
	12/01/2020	\$43.32	\$7.70	\$14.95	\$0.00	\$65.97
	06/01/2021	\$44.34	\$7.70	\$14.95	\$0.00	\$66.99
	12/01/2021	\$45.35	\$7.70	\$14.95	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2017	\$37.45	\$7.70	\$14.95	\$0.00	\$60.10
	06/01/2018	\$38.40	\$7.70	\$14.95	\$0.00	\$61.05
	12/01/2018	\$39.35	\$7.70	\$14.95	\$0.00	\$62.00
	06/01/2019	\$40.35	\$7.70	\$14.95	\$0.00	\$63.00
	12/01/2019	\$41.35	\$7.70	\$14.95	\$0.00	\$64.00
	06/01/2020	\$42.34	\$7.70	\$14.95	\$0.00	\$64.99
	12/01/2020	\$43.32	\$7.70	\$14.95	\$0.00	\$65.97
	06/01/2021	\$44.34	\$7.70	\$14.95	\$0.00	\$66.99
	12/01/2021	\$45.35	\$7.70	\$14.95	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	12/01/2017	\$26.25	\$7.70	\$12.00	\$0.00	\$45.95
	06/01/2018	\$27.00	\$7.70	\$12.00	\$0.00	\$46.70
	12/01/2018	\$27.75	\$7.70	\$12.00	\$0.00	\$47.45
	06/01/2019	\$28.50	\$7.70	\$12.00	\$0.00	\$48.20
	12/01/2019	\$29.25	\$7.70	\$12.00	\$0.00	\$48.95
	06/01/2020	\$29.90	\$7.70	\$12.00	\$0.00	\$49.60
	12/01/2020	\$30.55	\$7.70	\$12.00	\$0.00	\$50.25
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS LOCAL 108 - BERKSHIRE COUNTY</i>	03/05/2018	\$36.56	\$8.26	\$15.00	\$0.00	\$59.82
	09/05/2018	\$37.60	\$8.26	\$15.00	\$0.00	\$60.86
	03/04/2019	\$38.64	\$8.26	\$15.00	\$0.00	\$61.90

Classification

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

Apprentice - CARPENTER - Local 108 Berkshire

Effective Date - 03/05/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.28	\$8.26	\$1.22	\$0.00	\$27.76
2	60	\$21.94	\$8.26	\$1.22	\$0.00	\$31.42
3	70	\$25.59	\$8.26	\$11.34	\$0.00	\$45.19
4	75	\$27.42	\$8.26	\$11.34	\$0.00	\$47.02
5	80	\$29.25	\$8.26	\$12.56	\$0.00	\$50.07
6	80	\$29.25	\$8.26	\$12.56	\$0.00	\$50.07
7	90	\$32.90	\$8.26	\$13.78	\$0.00	\$54.94
8	90	\$32.90	\$8.26	\$13.78	\$0.00	\$54.94

Effective Date - 09/05/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.80	\$8.26	\$1.22	\$0.00	\$28.28
2	60	\$22.56	\$8.26	\$1.22	\$0.00	\$32.04
3	70	\$26.32	\$8.26	\$11.34	\$0.00	\$45.92
4	75	\$28.20	\$8.26	\$11.34	\$0.00	\$47.80
5	80	\$30.08	\$8.26	\$12.56	\$0.00	\$50.90
6	80	\$30.08	\$8.26	\$12.56	\$0.00	\$50.90
7	90	\$33.84	\$8.26	\$13.78	\$0.00	\$55.88
8	90	\$33.84	\$8.26	\$13.78	\$0.00	\$55.88

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80

Step 1&2 \$25.93/ 3&4 \$30.77/ 5&6 \$46.41/ 7&8 \$51.29

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME	10/01/2017	\$21.95	\$7.07	\$7.86	\$0.00	\$36.88
CARPENTERS LOCAL 108 - BERKSHIRE COUNTY	04/01/2018	\$22.33	\$7.07	\$7.86	\$0.00	\$37.26
	10/01/2018	\$22.71	\$7.07	\$7.86	\$0.00	\$37.64
	04/01/2019	\$23.10	\$7.07	\$7.86	\$0.00	\$38.03
	10/01/2019	\$23.49	\$7.07	\$7.86	\$0.00	\$38.42

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

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER (Wood Frame) - Local 108 Berkshire
Effective Date - 10/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$13.17	\$7.07	\$0.00	\$0.00	\$20.24
2	60	\$13.17	\$7.07	\$0.00	\$0.00	\$20.24
3	65	\$14.27	\$7.07	\$7.86	\$0.00	\$29.20
4	70	\$15.37	\$7.07	\$7.86	\$0.00	\$30.30
5	75	\$16.46	\$7.07	\$7.86	\$0.00	\$31.39
6	80	\$17.56	\$7.07	\$7.86	\$0.00	\$32.49
7	85	\$18.66	\$7.07	\$7.86	\$0.00	\$33.59
8	90	\$19.76	\$7.07	\$7.86	\$0.00	\$34.69

Effective Date - 04/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$13.40	\$7.07	\$0.00	\$0.00	\$20.47
2	60	\$13.40	\$7.07	\$0.00	\$0.00	\$20.47
3	65	\$14.51	\$7.07	\$7.86	\$0.00	\$29.44
4	70	\$15.63	\$7.07	\$7.86	\$0.00	\$30.56
5	75	\$16.75	\$7.07	\$7.86	\$0.00	\$31.68
6	80	\$17.86	\$7.07	\$7.86	\$0.00	\$32.79
7	85	\$18.98	\$7.07	\$7.86	\$0.00	\$33.91
8	90	\$20.10	\$7.07	\$7.86	\$0.00	\$35.03

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$16.95/ 3&4 \$23.89/ 5&6 \$30.30/ 7&8 \$32.49

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING	01/01/2018	\$39.11	\$12.30	\$17.64	\$0.30	\$69.35
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	07/01/2018	\$40.57	\$12.30	\$17.64	\$0.30	\$70.81
	01/01/2019	\$41.15	\$12.30	\$17.64	\$0.30	\$71.39
	07/01/2019	\$42.62	\$12.30	\$17.64	\$0.30	\$72.86
	01/01/2020	\$43.19	\$12.30	\$17.64	\$0.30	\$73.43

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CEMENT MASONRY/PLASTERING - Springfield/Pittsfield
Effective Date - 01/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.56	\$12.30	\$15.41	\$0.00	\$47.27
2	60	\$23.47	\$12.30	\$17.64	\$0.30	\$53.71
3	65	\$25.42	\$12.30	\$17.64	\$0.30	\$55.66
4	70	\$27.38	\$12.30	\$17.64	\$0.30	\$57.62
5	75	\$29.33	\$12.30	\$17.64	\$0.30	\$59.57
6	80	\$31.29	\$12.30	\$17.64	\$0.30	\$61.53
7	90	\$35.20	\$12.30	\$17.64	\$0.30	\$65.44

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.29	\$12.30	\$15.41	\$0.00	\$48.00
2	60	\$24.34	\$12.30	\$17.64	\$0.30	\$54.58
3	65	\$26.37	\$12.30	\$17.64	\$0.30	\$56.61
4	70	\$28.40	\$12.30	\$17.64	\$0.30	\$58.64
5	75	\$30.43	\$12.30	\$17.64	\$0.30	\$60.67
6	80	\$32.46	\$12.30	\$17.64	\$0.30	\$62.70
7	90	\$36.51	\$12.30	\$17.64	\$0.30	\$66.75

Notes:

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

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR	12/01/2017	\$26.25	\$7.70	\$12.00	\$0.00	\$45.95
<i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2018	\$27.00	\$7.70	\$12.00	\$0.00	\$46.70
	12/01/2018	\$27.75	\$7.70	\$12.00	\$0.00	\$47.45
	06/01/2019	\$28.50	\$7.70	\$12.00	\$0.00	\$48.20
	12/01/2019	\$29.25	\$7.70	\$12.00	\$0.00	\$48.95
	06/01/2020	\$29.90	\$7.70	\$12.00	\$0.00	\$49.60
	12/01/2020	\$30.55	\$7.70	\$12.00	\$0.00	\$50.25
For apprentice rates see "Apprentice- LABORER"						
COMPRESSOR OPERATOR	12/01/2017	\$33.65	\$10.99	\$13.12	\$0.00	\$57.76
<i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2018	\$34.26	\$10.99	\$13.39	\$0.00	\$58.64
	12/01/2018	\$34.86	\$10.99	\$13.66	\$0.00	\$59.51
	06/01/2019	\$35.37	\$10.99	\$13.93	\$0.00	\$60.29
	12/01/2019	\$35.97	\$10.99	\$14.20	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CRANE OPERATOR	12/01/2017	\$37.68	\$10.99	\$13.12	\$0.00	\$61.79
<i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2018	\$38.29	\$10.99	\$13.39	\$0.00	\$62.67
	12/01/2018	\$38.89	\$10.99	\$13.66	\$0.00	\$63.54
	06/01/2019	\$39.40	\$10.99	\$13.93	\$0.00	\$64.32
	12/01/2019	\$40.00	\$10.99	\$14.20	\$0.00	\$65.19
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DELEADER (BRIDGE) PAINTERS LOCAL 35 - ZONE 3	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.71	\$7.85	\$0.00	\$0.00	\$33.56
2	55	\$28.28	\$7.85	\$3.66	\$0.00	\$39.79
3	60	\$30.85	\$7.85	\$3.99	\$0.00	\$42.69
4	65	\$33.42	\$7.85	\$4.32	\$0.00	\$45.59
5	70	\$35.99	\$7.85	\$14.11	\$0.00	\$57.95
6	75	\$38.56	\$7.85	\$14.44	\$0.00	\$60.85
7	80	\$41.13	\$7.85	\$14.77	\$0.00	\$63.75
8	90	\$46.27	\$7.85	\$15.44	\$0.00	\$69.56

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2017	\$37.65	\$7.70	\$14.75	\$0.00	\$60.10
	06/01/2018	\$38.60	\$7.70	\$14.75	\$0.00	\$61.05
	12/01/2018	\$39.55	\$7.70	\$14.75	\$0.00	\$62.00
	06/01/2019	\$40.55	\$7.70	\$14.75	\$0.00	\$63.00
	12/01/2019	\$41.55	\$7.70	\$14.75	\$0.00	\$64.00

For apprentice rates see "Apprentice- LABORER"

DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2017	\$38.65	\$7.70	\$14.75	\$0.00	\$61.10
	06/01/2018	\$39.60	\$7.70	\$14.75	\$0.00	\$62.05
	12/01/2018	\$40.55	\$7.70	\$14.75	\$0.00	\$63.00
	06/01/2019	\$41.55	\$7.70	\$14.75	\$0.00	\$64.00
	12/01/2019	\$42.55	\$7.70	\$14.75	\$0.00	\$65.00

For apprentice rates see "Apprentice- LABORER"

DEMO: BURNERS LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2017	\$38.40	\$7.70	\$14.75	\$0.00	\$60.85
	06/01/2018	\$39.35	\$7.70	\$14.75	\$0.00	\$61.80
	12/01/2018	\$40.30	\$7.70	\$14.75	\$0.00	\$62.75
	06/01/2019	\$41.30	\$7.70	\$14.75	\$0.00	\$63.75
	12/01/2019	\$42.30	\$7.70	\$14.75	\$0.00	\$64.75

For apprentice rates see "Apprentice- LABORER"

DEMO: CONCRETE CUTTER/SAWYER LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2017	\$38.65	\$7.70	\$14.75	\$0.00	\$61.10
	06/01/2018	\$39.60	\$7.70	\$14.75	\$0.00	\$62.05
	12/01/2018	\$40.55	\$7.70	\$14.75	\$0.00	\$63.00
	06/01/2019	\$41.55	\$7.70	\$14.75	\$0.00	\$64.00
	12/01/2019	\$42.55	\$7.70	\$14.75	\$0.00	\$65.00

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: JACKHAMMER OPERATOR LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2017	\$38.40	\$7.70	\$14.75	\$0.00	\$60.85
	06/01/2018	\$39.35	\$7.70	\$14.75	\$0.00	\$61.80
	12/01/2018	\$40.30	\$7.70	\$14.75	\$0.00	\$62.75
	06/01/2019	\$41.30	\$7.70	\$14.75	\$0.00	\$63.75
	12/01/2019	\$42.30	\$7.70	\$14.75	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2017	\$37.65	\$7.70	\$14.75	\$0.00	\$60.10
	06/01/2018	\$38.60	\$7.70	\$14.75	\$0.00	\$61.05
	12/01/2018	\$39.55	\$7.70	\$14.75	\$0.00	\$62.00
	06/01/2019	\$40.55	\$7.70	\$14.75	\$0.00	\$63.00
	12/01/2019	\$41.55	\$7.70	\$14.75	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DIVER PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2017	\$61.98	\$9.90	\$21.15	\$0.00	\$93.03
	08/01/2018	\$65.20	\$9.90	\$21.15	\$0.00	\$96.25
	08/01/2019	\$68.52	\$9.90	\$21.15	\$0.00	\$99.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2017	\$44.27	\$9.90	\$21.15	\$0.00	\$75.32
	08/01/2018	\$46.57	\$9.90	\$21.15	\$0.00	\$77.62
	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2017	\$66.41	\$9.90	\$21.15	\$0.00	\$97.46
	08/01/2018	\$69.86	\$9.90	\$21.15	\$0.00	\$100.91
	08/01/2019	\$73.41	\$9.90	\$21.15	\$0.00	\$104.46
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2017	\$92.97	\$9.90	\$21.15	\$0.00	\$124.02
	08/01/2018	\$97.80	\$9.90	\$21.15	\$0.00	\$128.85
	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
ELECTRICIAN (Including Core Drilling) ELECTRICIANS LOCAL 7	12/31/2017	\$40.51	\$10.00	\$11.42	\$0.00	\$61.93
	07/01/2018	\$41.21	\$10.25	\$11.74	\$0.00	\$63.20
	12/30/2018	\$41.91	\$10.50	\$12.06	\$0.00	\$64.47
	06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00	\$65.74
	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01

Classification

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

Apprentice - ELECTRICIAN - Local 7

Effective Date - 12/31/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$16.20	\$5.40	\$0.49	\$0.00	\$22.09
2	45	\$18.23	\$5.40	\$0.55	\$0.00	\$24.18
3	50	\$20.26	\$10.00	\$6.91	\$0.00	\$37.17
4	55	\$22.28	\$10.00	\$6.97	\$0.00	\$39.25
5	65	\$26.33	\$10.00	\$8.09	\$0.00	\$44.42
6	70	\$28.36	\$10.00	\$9.15	\$0.00	\$47.51

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$16.48	\$5.55	\$0.49	\$0.00	\$22.52
2	45	\$18.54	\$5.55	\$0.56	\$0.00	\$24.65
3	50	\$20.61	\$10.25	\$6.92	\$0.00	\$37.78
4	55	\$22.67	\$10.25	\$6.98	\$0.00	\$39.90
5	65	\$26.79	\$10.25	\$8.10	\$0.00	\$45.14
6	70	\$28.85	\$10.25	\$9.17	\$0.00	\$48.27

Notes:

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

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

ELEVATOR CONSTRUCTOR	01/01/2017	\$49.90	\$15.28	\$15.71	\$0.00	\$80.89
<i>ELEVATOR CONSTRUCTORS LOCAL 41</i>						

Apprentice - ELEVATOR CONSTRUCTOR - Local 41

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.95	\$15.28	\$15.71	\$0.00	\$55.94
2	55	\$27.45	\$15.28	\$15.71	\$0.00	\$58.44
3	65	\$32.44	\$15.28	\$15.71	\$0.00	\$63.43
4	70	\$34.93	\$15.28	\$15.71	\$0.00	\$65.92
5	80	\$39.92	\$15.28	\$15.71	\$0.00	\$70.91

Notes:

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

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER	01/01/2017	\$34.93	\$15.28	\$15.71	\$0.00	\$65.92
<i>ELEVATOR CONSTRUCTORS LOCAL 41</i>						

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FENCE & BEAM RAIL ERECTOR LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2017	\$26.25	\$7.70	\$12.00	\$0.00	\$45.95
	06/01/2018	\$27.00	\$7.70	\$12.00	\$0.00	\$46.70
	12/01/2018	\$27.75	\$7.70	\$12.00	\$0.00	\$47.45
	06/01/2019	\$28.50	\$7.70	\$12.00	\$0.00	\$48.20
	12/01/2019	\$29.25	\$7.70	\$12.00	\$0.00	\$48.95
	06/01/2020	\$29.90	\$7.70	\$12.00	\$0.00	\$49.60
	12/01/2020	\$30.55	\$7.70	\$12.00	\$0.00	\$50.25
For apprentice rates see "Apprentice- LABORER"						
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2017	\$27.43	\$7.70	\$13.04	\$0.00	\$48.17
	06/01/2018	\$28.18	\$7.70	\$13.04	\$0.00	\$48.92
	12/01/2018	\$28.92	\$7.70	\$13.04	\$0.00	\$49.66
	06/01/2019	\$29.69	\$7.70	\$13.04	\$0.00	\$50.43
	12/01/2019	\$30.46	\$7.70	\$13.04	\$0.00	\$51.20
	06/01/2020	\$31.25	\$7.70	\$13.04	\$0.00	\$51.99
	12/01/2020	\$32.04	\$7.70	\$13.04	\$0.00	\$52.78
	06/01/2021	\$32.86	\$7.70	\$13.04	\$0.00	\$53.60
	12/01/2021	\$33.67	\$7.70	\$13.04	\$0.00	\$54.41
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FIELD ENG.INST/ROD-BLDG.SITE,HVY/HWY OPERATING ENGINEERS LOCAL 98	06/01/1999	\$18.84	\$4.80	\$4.10	\$0.00	\$27.74
FIELD ENG.PARTY CHIEF:BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 98	06/01/1999	\$21.33	\$4.80	\$4.10	\$0.00	\$30.23
FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 98	06/01/1999	\$22.33	\$4.80	\$4.10	\$0.00	\$31.23
FIRE ALARM INSTALLER ELECTRICIANS LOCAL 7	12/31/2017	\$40.51	\$10.00	\$11.42	\$0.00	\$61.93
	07/01/2018	\$41.21	\$10.25	\$11.74	\$0.00	\$63.20
	12/30/2018	\$41.91	\$10.50	\$12.06	\$0.00	\$64.47
	06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00	\$65.74
	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONINGELECTRICIANS LOCAL 7	12/31/2017	\$40.51	\$10.00	\$11.42	\$0.00	\$61.93
	07/01/2018	\$41.21	\$10.25	\$11.74	\$0.00	\$63.20
	12/30/2018	\$41.91	\$10.50	\$12.06	\$0.00	\$64.47
	06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00	\$65.74
	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN OPERATING ENGINEERS LOCAL 98	12/01/2017	\$33.65	\$10.99	\$13.12	\$0.00	\$57.76
	06/01/2018	\$34.26	\$10.99	\$13.39	\$0.00	\$58.64
	12/01/2018	\$34.86	\$10.99	\$13.66	\$0.00	\$59.51
	06/01/2019	\$35.37	\$10.99	\$13.93	\$0.00	\$60.29
	12/01/2019	\$35.97	\$10.99	\$14.20	\$0.00	\$61.16

Classification

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

Apprentice - OPERATING ENGINEERS - Local 98 Class 3

Effective Date - 12/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.19	\$10.99	\$13.12	\$0.00	\$44.30
2	70	\$23.56	\$10.99	\$13.12	\$0.00	\$47.67
3	80	\$26.92	\$10.99	\$13.12	\$0.00	\$51.03
4	90	\$30.29	\$10.99	\$13.12	\$0.00	\$54.40

Effective Date - 06/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.56	\$10.99	\$13.39	\$0.00	\$44.94
2	70	\$23.98	\$10.99	\$13.39	\$0.00	\$48.36
3	80	\$27.41	\$10.99	\$13.39	\$0.00	\$51.79
4	90	\$30.83	\$10.99	\$13.39	\$0.00	\$55.21

Notes:

Steps 1-2 are 1000 hrs.; Steps 3-4 are 2000 hrs.

Apprentice to Journeyworker Ratio:1:6

FLAGGER & SIGNALER (HEAVY & HIGHWAY)	12/01/2017	\$21.50	\$7.70	\$13.04	\$0.00	\$42.24
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2018	\$21.50	\$7.70	\$13.04	\$0.00	\$42.24
	12/01/2018	\$22.50	\$7.70	\$13.04	\$0.00	\$43.24
	06/01/2019	\$22.50	\$7.70	\$13.04	\$0.00	\$43.24
	12/01/2019	\$23.50	\$7.70	\$13.04	\$0.00	\$44.24
	06/01/2020	\$23.50	\$7.70	\$13.04	\$0.00	\$44.24
	12/01/2020	\$24.50	\$7.70	\$13.04	\$0.00	\$45.24
	06/01/2021	\$24.50	\$7.70	\$13.04	\$0.00	\$45.24
	12/01/2021	\$24.50	\$7.70	\$13.04	\$0.00	\$45.24

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

FLOORCOVERER	03/01/2016	\$32.60	\$8.55	\$14.42	\$0.00	\$55.57
FLOORCOVERERS LOCAL 2168 ZONE III						

Classification

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

Apprentice - FLOORCOVERER - Local 2168 Zone III
Effective Date - 03/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.30	\$8.55	\$1.20	\$0.00	\$26.05
2	55	\$17.93	\$8.55	\$1.20	\$0.00	\$27.68
3	60	\$19.56	\$8.55	\$10.82	\$0.00	\$38.93
4	65	\$21.19	\$8.55	\$10.82	\$0.00	\$40.56
5	70	\$22.82	\$8.55	\$12.02	\$0.00	\$43.39
6	75	\$24.45	\$8.55	\$12.02	\$0.00	\$45.02
7	80	\$26.08	\$8.55	\$13.22	\$0.00	\$47.85
8	85	\$27.71	\$8.55	\$13.22	\$0.00	\$49.48

Notes: Steps are 750 hrs.
% After 09/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)
Step 1&2 \$24.42/ 3&4 \$28.84/ 5&6 \$43.39/ 7&8 \$47.85
Apprentice to Journeyworker Ratio:1:1

FORK LIFT	12/01/2017	\$33.87	\$10.99	\$13.12	\$0.00	\$57.98
<i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2018	\$34.48	\$10.99	\$13.39	\$0.00	\$58.86
	12/01/2018	\$35.08	\$10.99	\$13.66	\$0.00	\$59.73
	06/01/2019	\$35.59	\$10.99	\$13.93	\$0.00	\$60.51
	12/01/2019	\$36.19	\$10.99	\$14.20	\$0.00	\$61.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATORS/LIGHTING PLANTS	12/01/2017	\$30.42	\$10.99	\$13.12	\$0.00	\$54.53
<i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2018	\$31.03	\$10.99	\$13.39	\$0.00	\$55.41
	12/01/2018	\$31.63	\$10.99	\$13.66	\$0.00	\$56.28
	06/01/2019	\$32.14	\$10.99	\$13.93	\$0.00	\$57.06
	12/01/2019	\$32.74	\$10.99	\$14.20	\$0.00	\$57.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	06/01/2017	\$36.28	\$10.25	\$8.95	\$0.00	\$55.48
<i>GLAZIERS LOCAL 1333</i>	06/01/2018	\$37.18	\$10.40	\$9.35	\$0.00	\$56.93
	06/01/2019	\$38.18	\$10.60	\$9.90	\$0.00	\$58.68
	06/01/2020	\$39.18	\$10.80	\$10.45	\$0.00	\$60.43

Classification

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

Apprentice - GLAZIER - Local 1333

Effective Date - 06/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.14	\$10.25	\$1.45	\$0.00	\$29.84
2	56	\$20.41	\$10.25	\$1.45	\$0.00	\$32.11
3	63	\$22.68	\$10.25	\$1.95	\$0.00	\$34.88
4	69	\$24.94	\$10.25	\$1.95	\$0.00	\$37.14
5	75	\$27.21	\$10.25	\$2.45	\$0.00	\$39.91
6	81	\$29.48	\$10.25	\$2.45	\$0.00	\$42.18
7	88	\$31.75	\$10.25	\$8.95	\$0.00	\$50.95
8	94	\$34.01	\$10.25	\$8.95	\$0.00	\$53.21

Effective Date - 06/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.59	\$10.40	\$1.60	\$0.00	\$30.59
2	56	\$20.91	\$10.40	\$1.60	\$0.00	\$32.91
3	63	\$23.24	\$10.40	\$2.10	\$0.00	\$35.74
4	69	\$25.56	\$10.40	\$2.10	\$0.00	\$38.06
5	75	\$27.89	\$10.40	\$2.60	\$0.00	\$40.89
6	81	\$30.21	\$10.40	\$2.60	\$0.00	\$43.21
7	88	\$32.53	\$10.40	\$9.35	\$0.00	\$52.28
8	94	\$34.86	\$10.40	\$9.35	\$0.00	\$54.61

Notes:

Apprentice to Journeyworker Ratio:1:3

GRADER/TRENCHING MACHINE/DERRICK OPERATING ENGINEERS LOCAL 98	12/01/2017	\$34.18	\$10.99	\$13.12	\$0.00	\$58.29
	06/01/2018	\$34.79	\$10.99	\$13.39	\$0.00	\$59.17
	12/01/2018	\$35.39	\$10.99	\$13.66	\$0.00	\$60.04
	06/01/2019	\$35.90	\$10.99	\$13.93	\$0.00	\$60.82
	12/01/2019	\$36.50	\$10.99	\$14.20	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 63	01/01/2018	\$32.99	\$10.64	\$16.22	\$1.77	\$61.62
	07/01/2018	\$33.74	\$10.64	\$16.22	\$1.77	\$62.37
	01/01/2019	\$34.74	\$10.64	\$16.22	\$1.77	\$63.37
	07/01/2019	\$35.74	\$10.64	\$16.22	\$1.77	\$64.37
	01/01/2020	\$36.99	\$10.64	\$16.22	\$1.77	\$65.62
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 7	12/31/2017	\$40.51	\$10.00	\$11.42	\$0.00	\$61.93
	07/01/2018	\$41.21	\$10.25	\$11.74	\$0.00	\$63.20
	12/30/2018	\$41.91	\$10.50	\$12.06	\$0.00	\$64.47
	06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00	\$65.74
	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01

For apprentice rates see "Apprentice- ELECTRICIAN"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2018	\$32.99	\$10.64	\$16.22	\$1.77	\$61.62
	07/01/2018	\$33.74	\$10.64	\$16.22	\$1.77	\$62.37
	01/01/2019	\$34.74	\$10.64	\$16.22	\$1.77	\$63.37
	07/01/2019	\$35.74	\$10.64	\$16.22	\$1.77	\$64.37
	01/01/2020	\$36.99	\$10.64	\$16.22	\$1.77	\$65.62
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) <i>PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION</i>	09/17/2017	\$38.03	\$8.50	\$15.30	\$0.00	\$61.83
	03/17/2018	\$39.08	\$8.50	\$15.30	\$0.00	\$62.88
	09/17/2018	\$40.33	\$8.50	\$15.30	\$0.00	\$64.13
	03/17/2019	\$41.58	\$8.50	\$15.30	\$0.00	\$65.38
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC <i>PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION</i>	09/17/2017	\$38.03	\$8.50	\$15.30	\$0.00	\$61.83
	03/17/2018	\$39.08	\$8.50	\$15.30	\$0.00	\$62.88
	09/17/2018	\$40.33	\$8.50	\$15.30	\$0.00	\$64.13
	03/17/2019	\$41.58	\$8.50	\$15.30	\$0.00	\$65.38
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	12/01/2017	\$27.93	\$7.70	\$13.04	\$0.00	\$48.67
	06/01/2018	\$28.68	\$7.70	\$13.04	\$0.00	\$49.42
	12/01/2018	\$29.42	\$7.70	\$13.04	\$0.00	\$50.16
	06/01/2019	\$30.19	\$7.70	\$13.04	\$0.00	\$50.93
	12/01/2019	\$30.96	\$7.70	\$13.04	\$0.00	\$51.70
	06/01/2020	\$31.75	\$7.70	\$13.04	\$0.00	\$52.49
	12/01/2020	\$32.54	\$7.70	\$13.04	\$0.00	\$53.28
	06/01/2021	\$33.36	\$7.70	\$13.04	\$0.00	\$54.10
	12/01/2021	\$34.17	\$7.70	\$13.04	\$0.00	\$54.91
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	09/01/2017	\$37.67	\$11.75	\$14.20	\$0.00	\$63.62
	09/01/2018	\$39.47	\$11.75	\$14.20	\$0.00	\$65.42
	09/01/2019	\$41.47	\$11.75	\$14.20	\$0.00	\$67.42

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Springfield
Effective Date - 09/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.84	\$11.75	\$10.45	\$0.00	\$41.04
2	60	\$22.60	\$11.75	\$11.20	\$0.00	\$45.55
3	70	\$26.37	\$11.75	\$11.95	\$0.00	\$50.07
4	80	\$30.14	\$11.75	\$12.70	\$0.00	\$54.59

Effective Date - 09/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.74	\$11.75	\$10.45	\$0.00	\$41.94
2	60	\$23.68	\$11.75	\$11.20	\$0.00	\$46.63
3	70	\$27.63	\$11.75	\$11.95	\$0.00	\$51.33
4	80	\$31.58	\$11.75	\$12.70	\$0.00	\$56.03

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)	03/16/2017	\$32.39	\$7.80	\$19.60	\$0.00	\$59.79
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Apprentice - IRONWORKER - Local 7 Springfield
Effective Date - 03/16/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.43	\$7.80	\$19.60	\$0.00	\$46.83
2	70	\$22.67	\$7.80	\$19.60	\$0.00	\$50.07
3	75	\$24.29	\$7.80	\$19.60	\$0.00	\$51.69
4	80	\$25.91	\$7.80	\$19.60	\$0.00	\$53.31
5	85	\$27.53	\$7.80	\$19.60	\$0.00	\$54.93
6	90	\$29.15	\$7.80	\$19.60	\$0.00	\$56.55

Notes:

Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:

JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2017	\$26.25	\$7.70	\$12.00	\$0.00	\$45.95
	06/01/2018	\$27.00	\$7.70	\$12.00	\$0.00	\$46.70
	12/01/2018	\$27.75	\$7.70	\$12.00	\$0.00	\$47.45
	06/01/2019	\$28.50	\$7.70	\$12.00	\$0.00	\$48.20
	12/01/2019	\$29.25	\$7.70	\$12.00	\$0.00	\$48.95
	06/01/2020	\$29.90	\$7.70	\$12.00	\$0.00	\$49.60
	12/01/2020	\$30.55	\$7.70	\$12.00	\$0.00	\$50.25

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER	12/01/2017	\$26.00	\$7.70	\$12.00	\$0.00	\$45.70
LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2018	\$26.75	\$7.70	\$12.00	\$0.00	\$46.45
	12/01/2018	\$27.50	\$7.70	\$12.00	\$0.00	\$47.20
	06/01/2019	\$28.25	\$7.70	\$12.00	\$0.00	\$47.95
	12/01/2019	\$29.00	\$7.70	\$12.00	\$0.00	\$48.70
	06/01/2020	\$29.65	\$7.70	\$12.00	\$0.00	\$49.35
	12/01/2020	\$30.30	\$7.70	\$12.00	\$0.00	\$50.00

Apprentice - LABORER - Zone 4 Building and Site

Effective Date - 12/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$15.60	\$7.70	\$12.00	\$0.00	\$35.30
2	70	\$18.20	\$7.70	\$12.00	\$0.00	\$37.90
3	80	\$20.80	\$7.70	\$12.00	\$0.00	\$40.50
4	90	\$23.40	\$7.70	\$12.00	\$0.00	\$43.10

Effective Date - 06/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.05	\$7.70	\$12.00	\$0.00	\$35.75
2	70	\$18.73	\$7.70	\$12.00	\$0.00	\$38.43
3	80	\$21.40	\$7.70	\$12.00	\$0.00	\$41.10
4	90	\$24.08	\$7.70	\$12.00	\$0.00	\$43.78

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY)	12/01/2017	\$27.18	\$7.70	\$13.04	\$0.00	\$47.92
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2018	\$27.93	\$7.70	\$13.04	\$0.00	\$48.67
	12/01/2018	\$28.67	\$7.70	\$13.04	\$0.00	\$49.41
	06/01/2019	\$29.44	\$7.70	\$13.04	\$0.00	\$50.18
	12/01/2019	\$30.21	\$7.70	\$13.04	\$0.00	\$50.95
	06/01/2020	\$31.00	\$7.70	\$13.04	\$0.00	\$51.74
	12/01/2020	\$31.79	\$7.70	\$13.04	\$0.00	\$52.53
	06/01/2021	\$32.61	\$7.70	\$13.04	\$0.00	\$53.35
	12/01/2021	\$33.42	\$7.70	\$13.04	\$0.00	\$54.16

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LABORER (Heavy and Highway) - Zone 4

Effective Date - 12/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.31	\$7.70	\$13.04	\$0.00	\$37.05
2	70	\$19.03	\$7.70	\$13.04	\$0.00	\$39.77
3	80	\$21.74	\$7.70	\$13.04	\$0.00	\$42.48
4	90	\$24.46	\$7.70	\$13.04	\$0.00	\$45.20

Effective Date - 06/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.76	\$7.70	\$13.04	\$0.00	\$37.50
2	70	\$19.55	\$7.70	\$13.04	\$0.00	\$40.29
3	80	\$22.34	\$7.70	\$13.04	\$0.00	\$43.08
4	90	\$25.14	\$7.70	\$13.04	\$0.00	\$45.88

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER	12/01/2017	\$26.00	\$7.70	\$12.00	\$0.00	\$45.70
<i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2018	\$26.75	\$7.70	\$12.00	\$0.00	\$46.45
	12/01/2018	\$27.50	\$7.70	\$12.00	\$0.00	\$47.20
	06/01/2019	\$28.25	\$7.70	\$12.00	\$0.00	\$47.95
	12/01/2019	\$29.00	\$7.70	\$12.00	\$0.00	\$48.70
	06/01/2020	\$29.65	\$7.70	\$12.00	\$0.00	\$49.35
	12/01/2020	\$30.30	\$7.70	\$12.00	\$0.00	\$50.00

For apprentice rates see "Apprentice- LABORER"

LABORER: CEMENT FINISHER TENDER	12/01/2017	\$26.00	\$7.70	\$12.00	\$0.00	\$45.70
<i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2018	\$26.75	\$7.70	\$12.00	\$0.00	\$46.45
	12/01/2018	\$27.50	\$7.70	\$12.00	\$0.00	\$47.20
	06/01/2019	\$28.25	\$7.70	\$12.00	\$0.00	\$47.95
	12/01/2019	\$29.00	\$7.70	\$12.00	\$0.00	\$48.70
	06/01/2020	\$29.65	\$7.70	\$12.00	\$0.00	\$49.35
	12/01/2020	\$30.30	\$7.70	\$12.00	\$0.00	\$50.00

For apprentice rates see "Apprentice- LABORER"

LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER	12/01/2017	\$26.10	\$7.70	\$12.00	\$0.00	\$45.80
<i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2018	\$26.85	\$7.70	\$12.00	\$0.00	\$46.55
	12/01/2018	\$27.60	\$7.70	\$12.00	\$0.00	\$47.30
	06/01/2019	\$28.35	\$7.70	\$12.00	\$0.00	\$48.05
	12/01/2019	\$29.10	\$7.70	\$12.00	\$0.00	\$48.80

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MASON TENDER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	12/01/2017	\$28.00	\$7.70	\$12.00	\$0.00	\$47.70
	06/01/2018	\$28.75	\$7.70	\$12.00	\$0.00	\$48.45
	12/01/2018	\$29.50	\$7.70	\$12.00	\$0.00	\$49.20
	06/01/2019	\$30.25	\$7.70	\$12.00	\$0.00	\$49.95
	12/01/2019	\$31.00	\$7.70	\$12.00	\$0.00	\$50.70
	06/01/2020	\$31.65	\$7.70	\$12.00	\$0.00	\$51.35
	12/01/2020	\$32.30	\$7.70	\$12.00	\$0.00	\$52.00
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	12/01/2017	\$27.43	\$7.70	\$13.04	\$0.00	\$48.17
	06/01/2018	\$28.18	\$7.70	\$13.04	\$0.00	\$48.92
	12/01/2018	\$28.92	\$7.70	\$13.04	\$0.00	\$49.66
	06/01/2019	\$29.69	\$7.70	\$13.04	\$0.00	\$50.43
	12/01/2019	\$30.46	\$7.70	\$13.04	\$0.00	\$51.20
	06/01/2020	\$31.25	\$7.70	\$13.04	\$0.00	\$51.99
	12/01/2020	\$32.04	\$7.70	\$13.04	\$0.00	\$52.78
	06/01/2021	\$32.86	\$7.70	\$13.04	\$0.00	\$53.60
	12/01/2021	\$33.67	\$7.70	\$13.04	\$0.00	\$54.41
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	12/01/2017	\$26.00	\$7.70	\$12.00	\$0.00	\$45.70
	06/01/2018	\$26.75	\$7.70	\$12.00	\$0.00	\$46.45
	12/01/2018	\$27.50	\$7.70	\$12.00	\$0.00	\$47.20
	06/01/2019	\$28.25	\$7.70	\$12.00	\$0.00	\$47.95
	12/01/2019	\$29.00	\$7.70	\$12.00	\$0.00	\$48.70
	06/01/2020	\$29.65	\$7.70	\$12.00	\$0.00	\$49.35
	12/01/2020	\$30.30	\$7.70	\$12.00	\$0.00	\$50.00
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	12/01/2017	\$26.00	\$7.70	\$12.00	\$0.00	\$45.70
	06/01/2018	\$26.75	\$7.70	\$12.00	\$0.00	\$46.45
	12/01/2018	\$27.50	\$7.70	\$12.00	\$0.00	\$47.20
	06/01/2019	\$28.25	\$7.70	\$12.00	\$0.00	\$47.95
	12/01/2019	\$29.00	\$7.70	\$12.00	\$0.00	\$48.70
	06/01/2020	\$29.65	\$7.70	\$12.00	\$0.00	\$49.35
	12/01/2020	\$30.30	\$7.70	\$12.00	\$0.00	\$50.00
This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	12/01/2017	\$26.25	\$7.70	\$12.00	\$0.00	\$45.95
	06/01/2018	\$27.00	\$7.70	\$12.00	\$0.00	\$46.70
	12/01/2018	\$27.75	\$7.70	\$12.00	\$0.00	\$47.45
	06/01/2019	\$28.50	\$7.70	\$12.00	\$0.00	\$48.20
	12/01/2019	\$29.25	\$7.70	\$12.00	\$0.00	\$48.95
	06/01/2020	\$29.90	\$7.70	\$12.00	\$0.00	\$49.60
	12/01/2020	\$30.55	\$7.70	\$12.00	\$0.00	\$50.25
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LASER BEAM OPERATOR (HEAVY & HIGHWAY)	12/01/2017	\$27.43	\$7.70	\$13.04	\$0.00	\$48.17
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2018	\$28.18	\$7.70	\$13.04	\$0.00	\$48.92
	12/01/2018	\$28.92	\$7.70	\$13.04	\$0.00	\$49.66
	06/01/2019	\$29.69	\$7.70	\$13.04	\$0.00	\$50.43
	12/01/2019	\$30.46	\$7.70	\$13.04	\$0.00	\$51.20
	06/01/2020	\$31.25	\$7.70	\$13.04	\$0.00	\$51.99
	12/01/2020	\$32.04	\$7.70	\$13.04	\$0.00	\$52.78
	06/01/2021	\$32.86	\$7.70	\$13.04	\$0.00	\$53.60
	12/01/2021	\$33.67	\$7.70	\$13.04	\$0.00	\$54.41

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

MARBLE & TILE FINISHERS	03/01/2018	\$33.67	\$10.75	\$17.65	\$0.00	\$62.07
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	08/01/2018	\$34.67	\$10.75	\$17.76	\$0.00	\$63.18
	02/01/2019	\$35.17	\$10.75	\$17.76	\$0.00	\$63.68
	08/01/2019	\$36.17	\$10.75	\$17.87	\$0.00	\$64.79
	02/01/2020	\$36.67	\$10.75	\$17.87	\$0.00	\$65.29
	08/01/2020	\$37.67	\$10.75	\$17.99	\$0.00	\$66.41
	02/01/2021	\$38.17	\$10.75	\$17.99	\$0.00	\$66.91
	08/01/2021	\$39.17	\$10.75	\$18.12	\$0.00	\$68.04
	02/01/2022	\$39.62	\$10.75	\$18.12	\$0.00	\$68.49

Apprentice - MARBLE-TILE FINISHER-Local 3 Marble/Tile (Spr/Pitt)

Effective Date - 03/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.84	\$10.75	\$17.65	\$0.00	\$45.24
2	60	\$20.20	\$10.75	\$17.65	\$0.00	\$48.60
3	70	\$23.57	\$10.75	\$17.65	\$0.00	\$51.97
4	80	\$26.94	\$10.75	\$17.65	\$0.00	\$55.34
5	90	\$30.30	\$10.75	\$17.65	\$0.00	\$58.70

Notes:

Apprentice to Journeyworker Ratio:1:5

MARBLE MASONS, TILELAYERS & TERRAZZO MECH	02/01/2018	\$52.10	\$10.75	\$20.03	\$0.00	\$82.88
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	08/01/2018	\$53.45	\$10.75	\$20.16	\$0.00	\$84.36
	02/01/2019	\$54.07	\$10.75	\$20.16	\$0.00	\$84.98
	08/01/2019	\$55.42	\$10.75	\$20.30	\$0.00	\$86.47
	02/01/2020	\$56.05	\$10.75	\$20.30	\$0.00	\$87.10
	08/01/2020	\$57.40	\$10.75	\$20.45	\$0.00	\$88.60
	02/01/2021	\$58.04	\$10.75	\$20.45	\$0.00	\$89.24
	08/01/2021	\$59.44	\$10.75	\$20.61	\$0.00	\$90.80
	02/01/2022	\$60.01	\$10.75	\$20.61	\$0.00	\$91.37

Classification

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

Apprentice - MARBLE-TILE-TERRAZZO MECH - Local 3 Marble/Tile (Spr/Pitt)

Effective Date - 02/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.05	\$10.75	\$20.03	\$0.00	\$56.83
2	60	\$31.26	\$10.75	\$20.03	\$0.00	\$62.04
3	70	\$36.47	\$10.75	\$20.03	\$0.00	\$67.25
4	80	\$41.68	\$10.75	\$20.03	\$0.00	\$72.46
5	90	\$46.89	\$10.75	\$20.03	\$0.00	\$77.67

Effective Date - 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.73	\$10.75	\$20.16	\$0.00	\$57.64
2	60	\$32.07	\$10.75	\$20.16	\$0.00	\$62.98
3	70	\$37.42	\$10.75	\$20.16	\$0.00	\$68.33
4	80	\$42.76	\$10.75	\$20.16	\$0.00	\$73.67
5	90	\$48.11	\$10.75	\$20.16	\$0.00	\$79.02

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES)	12/01/2017	\$34.18	\$10.99	\$13.12	\$0.00	\$58.29
OPERATING ENGINEERS LOCAL 98	06/01/2018	\$34.79	\$10.99	\$13.39	\$0.00	\$59.17
	12/01/2018	\$35.39	\$10.99	\$13.66	\$0.00	\$60.04
	06/01/2019	\$35.90	\$10.99	\$13.93	\$0.00	\$60.82
	12/01/2019	\$36.50	\$10.99	\$14.20	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANIC/WELDER/BOOM TRUCK	12/01/2017	\$33.65	\$10.99	\$13.12	\$0.00	\$57.76
OPERATING ENGINEERS LOCAL 98	06/01/2018	\$34.26	\$10.99	\$13.39	\$0.00	\$58.64
	12/01/2018	\$34.86	\$10.99	\$13.66	\$0.00	\$59.51
	06/01/2019	\$35.37	\$10.99	\$13.93	\$0.00	\$60.29
	12/01/2019	\$35.97	\$10.99	\$14.20	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 3)	10/01/2017	\$34.64	\$9.90	\$18.50	\$0.00	\$63.04
MILLWRIGHTS LOCAL 1121 - Zone 3	04/01/2018	\$35.46	\$9.90	\$18.50	\$0.00	\$63.86
	10/01/2018	\$36.29	\$9.90	\$18.50	\$0.00	\$64.69
	04/01/2019	\$37.11	\$9.90	\$18.50	\$0.00	\$65.51

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - MILLWRIGHT - Local 1121 Zone 3
Effective Date - 10/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$19.05	\$9.90	\$5.31	\$0.00	\$34.26
2	65	\$22.52	\$9.90	\$15.13	\$0.00	\$47.55
3	75	\$25.98	\$9.90	\$16.10	\$0.00	\$51.98
4	85	\$29.44	\$9.90	\$17.06	\$0.00	\$56.40

Effective Date - 04/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$19.50	\$9.90	\$5.31	\$0.00	\$34.71
2	65	\$23.05	\$9.90	\$15.13	\$0.00	\$48.08
3	75	\$26.60	\$9.90	\$16.10	\$0.00	\$52.60
4	85	\$30.14	\$9.90	\$17.06	\$0.00	\$57.10

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER	12/01/2017	\$26.25	\$7.70	\$12.00	\$0.00	\$45.95
<i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2018	\$27.00	\$7.70	\$12.00	\$0.00	\$46.70
	12/01/2018	\$27.75	\$7.70	\$12.00	\$0.00	\$47.45
	06/01/2019	\$28.50	\$7.70	\$12.00	\$0.00	\$48.20
	12/01/2019	\$29.25	\$7.70	\$12.00	\$0.00	\$48.95
	06/01/2020	\$29.90	\$7.70	\$12.00	\$0.00	\$49.60
	12/01/2020	\$30.55	\$7.70	\$12.00	\$0.00	\$50.25
For apprentice rates see "Apprentice- LABORER"						
OILER	12/01/2017	\$29.34	\$10.99	\$13.12	\$0.00	\$53.45
<i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2018	\$29.95	\$10.99	\$13.39	\$0.00	\$54.33
	12/01/2018	\$30.55	\$10.99	\$13.66	\$0.00	\$55.20
	06/01/2019	\$31.06	\$10.99	\$13.93	\$0.00	\$55.98
	12/01/2019	\$31.66	\$10.99	\$14.20	\$0.00	\$56.85
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS VI	12/01/2017	\$27.36	\$10.99	\$13.12	\$0.00	\$51.47
<i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2018	\$27.97	\$10.99	\$13.39	\$0.00	\$52.35
	12/01/2018	\$28.57	\$10.99	\$13.66	\$0.00	\$53.22
	06/01/2019	\$29.08	\$10.99	\$13.93	\$0.00	\$54.00
	12/01/2019	\$29.68	\$10.99	\$14.20	\$0.00	\$54.87
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS)	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36
<i>PAINTERS LOCAL 35 - ZONE 3</i>						

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.71	\$7.85	\$0.00	\$0.00	\$33.56
2	55	\$28.28	\$7.85	\$3.66	\$0.00	\$39.79
3	60	\$30.85	\$7.85	\$3.99	\$0.00	\$42.69
4	65	\$33.42	\$7.85	\$4.32	\$0.00	\$45.59
5	70	\$35.99	\$7.85	\$14.11	\$0.00	\$57.95
6	75	\$38.56	\$7.85	\$14.44	\$0.00	\$60.85
7	80	\$41.13	\$7.85	\$14.77	\$0.00	\$63.75
8	90	\$46.27	\$7.85	\$15.44	\$0.00	\$69.56

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) * 01/01/2017 \$34.68 \$7.85 \$12.30 \$0.00 \$54.83

* If 30% or more of surfaces to be painted are new construction,

NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3

Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - New

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.34	\$7.85	\$0.00	\$0.00	\$25.19
2	55	\$19.07	\$7.85	\$1.57	\$0.00	\$28.49
3	60	\$20.81	\$7.85	\$1.71	\$0.00	\$30.37
4	65	\$22.54	\$7.85	\$1.85	\$0.00	\$32.24
5	70	\$24.28	\$7.85	\$11.45	\$0.00	\$43.58
6	75	\$26.01	\$7.85	\$11.59	\$0.00	\$45.45
7	80	\$27.74	\$7.85	\$11.73	\$0.00	\$47.32
8	90	\$31.21	\$7.85	\$12.02	\$0.00	\$51.08

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT) 01/01/2017 \$32.00 \$7.85 \$12.30 \$0.00 \$52.15

PAINTERS LOCAL 35 - ZONE 3

Classification

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

Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - Repaint

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.00	\$7.85	\$0.00	\$0.00	\$23.85
2	55	\$17.60	\$7.85	\$1.57	\$0.00	\$27.02
3	60	\$19.20	\$7.85	\$1.71	\$0.00	\$28.76
4	65	\$20.80	\$7.85	\$1.85	\$0.00	\$30.50
5	70	\$22.40	\$7.85	\$11.45	\$0.00	\$41.70
6	75	\$24.00	\$7.85	\$11.59	\$0.00	\$43.44
7	80	\$25.60	\$7.85	\$11.73	\$0.00	\$45.18
8	90	\$28.80	\$7.85	\$12.02	\$0.00	\$48.67

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) * 01/01/2017 \$33.28 \$7.85 \$12.30 \$0.00 \$53.43

* If 30% or more of surfaces to be painted are new construction,

NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3

Apprentice - PAINTER - Local 35 Zone 3 - BRUSH NEW

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.64	\$7.85	\$0.00	\$0.00	\$24.49
2	55	\$18.30	\$7.85	\$1.57	\$0.00	\$27.72
3	60	\$19.97	\$7.85	\$1.71	\$0.00	\$29.53
4	65	\$21.63	\$7.85	\$1.85	\$0.00	\$31.33
5	70	\$23.30	\$7.85	\$11.45	\$0.00	\$42.60
6	75	\$24.96	\$7.85	\$11.59	\$0.00	\$44.40
7	80	\$26.62	\$7.85	\$11.73	\$0.00	\$46.20
8	90	\$29.95	\$7.85	\$12.02	\$0.00	\$49.82

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT) 01/01/2017 \$30.60 \$7.85 \$12.30 \$0.00 \$50.75

PAINTERS LOCAL 35 - ZONE 3

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 3 - BRUSH REPAINT

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.30	\$7.85	\$0.00	\$0.00	\$23.15
2	55	\$16.83	\$7.85	\$1.57	\$0.00	\$26.25
3	60	\$18.36	\$7.85	\$1.71	\$0.00	\$27.92
4	65	\$19.89	\$7.85	\$1.85	\$0.00	\$29.59
5	70	\$21.42	\$7.85	\$11.45	\$0.00	\$40.72
6	75	\$22.95	\$7.85	\$11.59	\$0.00	\$42.39
7	80	\$24.48	\$7.85	\$11.73	\$0.00	\$44.06
8	90	\$27.54	\$7.85	\$12.02	\$0.00	\$47.41

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	12/01/2017	\$27.18	\$7.70	\$13.04	\$0.00	\$47.92
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2018	\$27.93	\$7.70	\$13.04	\$0.00	\$48.67
	12/01/2018	\$28.67	\$7.70	\$13.04	\$0.00	\$49.41
	06/01/2019	\$29.44	\$7.70	\$13.04	\$0.00	\$50.18
	12/01/2019	\$30.21	\$7.70	\$13.04	\$0.00	\$50.95
	06/01/2020	\$31.00	\$7.70	\$13.04	\$0.00	\$51.74
	12/01/2020	\$31.79	\$7.70	\$13.04	\$0.00	\$52.53
	06/01/2021	\$32.61	\$7.70	\$13.04	\$0.00	\$53.35
	12/01/2021	\$33.42	\$7.70	\$13.04	\$0.00	\$54.16

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

PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2012	\$30.28	\$9.07	\$8.00	\$0.00	\$47.35
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PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2017	\$39.42	\$9.90	\$21.15	\$0.00	\$70.47
	08/01/2018	\$41.57	\$9.90	\$21.15	\$0.00	\$72.62
	08/01/2019	\$43.79	\$9.90	\$21.15	\$0.00	\$74.84

For apprentice rates see "Apprentice- PILE DRIVER"

PILE DRIVER PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2017	\$39.42	\$9.90	\$21.15	\$0.00	\$70.47
	08/01/2018	\$41.57	\$9.90	\$21.15	\$0.00	\$72.62
	08/01/2019	\$43.79	\$9.90	\$21.15	\$0.00	\$74.84

Apprentice - PILE DRIVER - Local 56 Zone 3

Effective Date - 08/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Notes: Apprentice wages shall be no less than the following Steps;

(Same as set in Zone 1)

1\$53.19/2\$57.61/3\$62.04/4\$64.25/5\$66.47/6\$66.47/7\$70.89/8\$70.89

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIPELAYER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	12/01/2017	\$26.25	\$7.70	\$12.00	\$0.00	\$45.95
	06/01/2018	\$27.00	\$7.70	\$12.00	\$0.00	\$46.70
	12/01/2018	\$27.75	\$7.70	\$12.00	\$0.00	\$47.45
	06/01/2019	\$28.50	\$7.70	\$12.00	\$0.00	\$48.20
	12/01/2019	\$29.25	\$7.70	\$12.00	\$0.00	\$48.95
	06/01/2020	\$29.90	\$7.70	\$12.00	\$0.00	\$49.60
	12/01/2020	\$30.55	\$7.70	\$12.00	\$0.00	\$50.25
For apprentice rates see "Apprentice- LABORER"						
PIPELAYER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	12/01/2017	\$27.43	\$7.70	\$13.04	\$0.00	\$48.17
	06/01/2018	\$28.18	\$7.70	\$13.04	\$0.00	\$48.92
	12/01/2018	\$28.92	\$7.70	\$13.04	\$0.00	\$49.66
	06/01/2019	\$29.69	\$7.70	\$13.04	\$0.00	\$50.43
	12/01/2019	\$30.46	\$7.70	\$13.04	\$0.00	\$51.20
	06/01/2020	\$31.25	\$7.70	\$13.04	\$0.00	\$51.99
	12/01/2020	\$32.04	\$7.70	\$13.04	\$0.00	\$52.78
	06/01/2021	\$32.86	\$7.70	\$13.04	\$0.00	\$53.60
	12/01/2021	\$33.67	\$7.70	\$13.04	\$0.00	\$54.41
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
PLUMBER & PIPEFITTER <i>PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION</i>	09/17/2017	\$38.03	\$8.50	\$15.30	\$0.00	\$61.83
	03/17/2018	\$39.08	\$8.50	\$15.30	\$0.00	\$62.88
	09/17/2018	\$40.33	\$8.50	\$15.30	\$0.00	\$64.13
	03/17/2019	\$41.58	\$8.50	\$15.30	\$0.00	\$65.38

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - PLUMBER/PIPEFITTER - Local 104 Western

Effective Date - 09/17/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$17.11	\$8.50	\$9.05	\$0.00	\$34.66
2	50	\$19.02	\$8.50	\$9.05	\$0.00	\$36.57
3	55	\$20.92	\$8.50	\$9.05	\$0.00	\$38.47
4	60	\$22.82	\$8.50	\$9.05	\$0.00	\$40.37
5	65	\$24.72	\$8.50	\$9.05	\$0.00	\$42.27
6	70	\$26.62	\$8.50	\$9.05	\$0.00	\$44.17
7	75	\$28.52	\$8.50	\$9.05	\$0.00	\$46.07
8	80	\$30.42	\$8.50	\$9.05	\$0.00	\$47.97
9	80	\$30.42	\$8.50	\$15.30	\$0.00	\$54.22
10	80	\$30.42	\$8.50	\$15.30	\$0.00	\$54.22

Effective Date - 03/17/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$17.59	\$8.50	\$9.05	\$0.00	\$35.14
2	50	\$19.54	\$8.50	\$9.05	\$0.00	\$37.09
3	55	\$21.49	\$8.50	\$9.05	\$0.00	\$39.04
4	60	\$23.45	\$8.50	\$9.05	\$0.00	\$41.00
5	65	\$25.40	\$8.50	\$9.05	\$0.00	\$42.95
6	70	\$27.36	\$8.50	\$9.05	\$0.00	\$44.91
7	75	\$29.31	\$8.50	\$9.05	\$0.00	\$46.86
8	80	\$31.26	\$8.50	\$9.05	\$0.00	\$48.81
9	80	\$31.26	\$8.50	\$15.30	\$0.00	\$55.06
10	80	\$31.26	\$8.50	\$15.30	\$0.00	\$55.06

Notes: **1;1,2;5,3;9,4;12

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.)	09/17/2017	\$38.03	\$8.50	\$15.30	\$0.00	\$61.83
PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION	03/17/2018	\$39.08	\$8.50	\$15.30	\$0.00	\$62.88
	09/17/2018	\$40.33	\$8.50	\$15.30	\$0.00	\$64.13
	03/17/2019	\$41.58	\$8.50	\$15.30	\$0.00	\$65.38
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)	12/01/2017	\$27.43	\$7.70	\$13.04	\$0.00	\$48.17
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2018	\$28.18	\$7.70	\$13.04	\$0.00	\$48.92
	12/01/2018	\$28.92	\$7.70	\$13.04	\$0.00	\$49.66
	06/01/2019	\$29.69	\$7.70	\$13.04	\$0.00	\$50.43
	12/01/2019	\$30.46	\$7.70	\$13.04	\$0.00	\$51.20
	06/01/2020	\$31.25	\$7.70	\$13.04	\$0.00	\$51.99
	12/01/2020	\$32.04	\$7.70	\$13.04	\$0.00	\$52.78
	06/01/2021	\$32.86	\$7.70	\$13.04	\$0.00	\$53.60
	12/01/2021	\$33.67	\$7.70	\$13.04	\$0.00	\$54.41

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
POWDERMAN & BLASTER LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2017	\$27.00	\$7.70	\$12.00	\$0.00	\$46.70
	06/01/2018	\$27.75	\$7.70	\$12.00	\$0.00	\$47.45
	12/01/2018	\$28.50	\$7.70	\$12.00	\$0.00	\$48.20
	06/01/2019	\$29.25	\$7.70	\$12.00	\$0.00	\$48.95
	12/01/2019	\$30.00	\$7.70	\$12.00	\$0.00	\$49.70
	06/01/2020	\$30.65	\$7.70	\$12.00	\$0.00	\$50.35
	12/01/2020	\$31.30	\$7.70	\$12.00	\$0.00	\$51.00
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY) LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2017	\$28.18	\$7.70	\$13.14	\$0.00	\$49.02
	06/01/2018	\$28.93	\$7.70	\$13.14	\$0.00	\$49.77
	12/01/2018	\$29.67	\$7.70	\$13.14	\$0.00	\$50.51
	06/01/2019	\$30.44	\$7.70	\$13.14	\$0.00	\$51.28
	12/01/2019	\$31.21	\$7.70	\$13.14	\$0.00	\$52.05
	06/01/2020	\$32.00	\$7.70	\$13.14	\$0.00	\$52.84
	12/01/2020	\$32.79	\$7.70	\$13.14	\$0.00	\$53.63
	06/01/2021	\$33.61	\$7.70	\$13.14	\$0.00	\$54.45
	12/01/2021	\$34.42	\$7.70	\$13.14	\$0.00	\$55.26
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 98	12/01/2017	\$34.18	\$10.99	\$13.12	\$0.00	\$58.29
	06/01/2018	\$34.79	\$10.99	\$13.39	\$0.00	\$59.17
	12/01/2018	\$35.39	\$10.99	\$13.66	\$0.00	\$60.04
	06/01/2019	\$35.90	\$10.99	\$13.93	\$0.00	\$60.82
	12/01/2019	\$36.50	\$10.99	\$14.20	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 98	12/01/2017	\$33.65	\$10.99	\$13.12	\$0.00	\$57.76
	06/01/2018	\$34.26	\$10.99	\$13.39	\$0.00	\$58.64
	12/01/2018	\$34.86	\$10.99	\$13.66	\$0.00	\$59.51
	06/01/2019	\$35.37	\$10.99	\$13.93	\$0.00	\$60.29
	12/01/2019	\$35.97	\$10.99	\$14.20	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER TEAMSTERS LOCAL 404	05/01/2016	\$21.01	\$10.23	\$9.40	\$0.00	\$40.64
RIDE-ON MOTORIZED BUGGY OPERATOR LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2017	\$26.25	\$7.70	\$12.00	\$0.00	\$45.95
	06/01/2018	\$27.00	\$7.70	\$12.00	\$0.00	\$46.70
	12/01/2018	\$27.75	\$7.70	\$12.00	\$0.00	\$47.45
	06/01/2019	\$28.50	\$7.70	\$12.00	\$0.00	\$48.20
	12/01/2019	\$29.25	\$7.70	\$12.00	\$0.00	\$48.95
	06/01/2020	\$29.90	\$7.70	\$12.00	\$0.00	\$49.60
	12/01/2020	\$30.55	\$7.70	\$12.00	\$0.00	\$50.25
For apprentice rates see "Apprentice- LABORER"						
ROLLER OPERATOR OPERATING ENGINEERS LOCAL 98	12/01/2017	\$33.04	\$10.99	\$13.12	\$0.00	\$57.15
	06/01/2018	\$33.65	\$10.99	\$13.39	\$0.00	\$58.03
	12/01/2018	\$34.25	\$10.99	\$13.66	\$0.00	\$58.90
	06/01/2019	\$34.76	\$10.99	\$13.93	\$0.00	\$59.68
	12/01/2019	\$35.36	\$10.99	\$14.20	\$0.00	\$60.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ROOFER (Coal tar pitch) ROOFERS LOCAL 248	07/16/2017	\$32.25	\$10.00	\$13.91	\$0.00	\$56.16
	07/16/2018	\$33.65	\$10.00	\$14.01	\$0.00	\$57.66
	07/16/2019	\$35.30	\$10.00	\$14.11	\$0.00	\$59.41
For apprentice rates see "Apprentice- ROOFER"						
ROOFER (Inc.Roof Waterprooffng &Roof Damproofg) ROOFERS LOCAL 248	07/16/2017	\$31.75	\$10.00	\$13.41	\$0.00	\$55.16
	07/16/2018	\$33.15	\$10.00	\$13.51	\$0.00	\$56.66
	07/16/2019	\$34.80	\$10.00	\$13.61	\$0.00	\$58.41

Apprentice - ROOFER - Local 248

Effective Date - 07/16/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.05	\$10.00	\$0.00	\$0.00	\$29.05
2	65	\$20.64	\$10.00	\$13.41	\$0.00	\$44.05
3	70	\$22.23	\$10.00	\$13.41	\$0.00	\$45.64
4	75	\$23.81	\$10.00	\$13.41	\$0.00	\$47.22
5	80	\$25.40	\$10.00	\$13.41	\$0.00	\$48.81
6	85	\$26.99	\$10.00	\$13.41	\$0.00	\$50.40
7	90	\$28.58	\$10.00	\$13.41	\$0.00	\$51.99
8	95	\$30.16	\$10.00	\$13.41	\$0.00	\$53.57

Effective Date - 07/16/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.89	\$10.00	\$0.00	\$0.00	\$29.89
2	65	\$21.55	\$10.00	\$13.51	\$0.00	\$45.06
3	70	\$23.21	\$10.00	\$13.51	\$0.00	\$46.72
4	75	\$24.86	\$10.00	\$13.51	\$0.00	\$48.37
5	80	\$26.52	\$10.00	\$13.51	\$0.00	\$50.03
6	85	\$28.18	\$10.00	\$13.51	\$0.00	\$51.69
7	90	\$29.84	\$10.00	\$13.51	\$0.00	\$53.35
8	95	\$31.49	\$10.00	\$13.51	\$0.00	\$55.00

Notes:

Steps are 750 hrs.Roof(Tear Off)1:1; Same as above

Apprentice to Journeyworker Ratio:1:3

ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 248	07/16/2017	\$32.25	\$10.00	\$13.91	\$0.00	\$56.16
	07/16/2018	\$33.65	\$10.00	\$14.01	\$0.00	\$57.66
	07/16/2019	\$35.30	\$10.00	\$14.11	\$0.00	\$59.41
For apprentice rates see "Apprentice- ROOFER"						
SCRAPER OPERATING ENGINEERS LOCAL 98	12/01/2017	\$33.65	\$10.99	\$13.12	\$0.00	\$57.76
	06/01/2018	\$34.26	\$10.99	\$13.39	\$0.00	\$58.64
	12/01/2018	\$34.86	\$10.99	\$13.66	\$0.00	\$59.51
	06/01/2019	\$35.37	\$10.99	\$13.93	\$0.00	\$60.29
	12/01/2019	\$35.97	\$10.99	\$14.20	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2017	\$33.04	\$10.99	\$13.12	\$0.00	\$57.15
	06/01/2018	\$33.65	\$10.99	\$13.39	\$0.00	\$58.03
	12/01/2018	\$34.25	\$10.99	\$13.66	\$0.00	\$58.90
	06/01/2019	\$34.76	\$10.99	\$13.93	\$0.00	\$59.68
	12/01/2019	\$35.36	\$10.99	\$14.20	\$0.00	\$60.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-PROPELLED POWER BROOM <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2017	\$30.42	\$10.99	\$13.12	\$0.00	\$54.53
	06/01/2018	\$31.03	\$10.99	\$13.39	\$0.00	\$55.41
	12/01/2018	\$31.63	\$10.99	\$13.66	\$0.00	\$56.28
	06/01/2019	\$32.14	\$10.99	\$13.93	\$0.00	\$57.06
	12/01/2019	\$32.74	\$10.99	\$14.20	\$0.00	\$57.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2018	\$32.99	\$10.64	\$16.22	\$1.77	\$61.62
	07/01/2018	\$33.74	\$10.64	\$16.22	\$1.77	\$62.37
	01/01/2019	\$34.74	\$10.64	\$16.22	\$1.77	\$63.37
	07/01/2019	\$35.74	\$10.64	\$16.22	\$1.77	\$64.37
	01/01/2020	\$36.99	\$10.64	\$16.22	\$1.77	\$65.62

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SHEET METAL WORKER - Local 63
Effective Date - 01/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$14.85	\$6.21	\$4.67	\$0.00	\$25.73
2	50	\$16.50	\$6.55	\$5.19	\$0.00	\$28.24
3	55	\$18.14	\$6.88	\$9.33	\$1.03	\$35.38
4	60	\$19.79	\$7.22	\$9.33	\$1.09	\$37.43
5	65	\$21.44	\$7.55	\$9.33	\$1.15	\$39.47
6	70	\$23.09	\$7.88	\$9.33	\$1.21	\$41.51
7	75	\$24.74	\$8.22	\$9.33	\$1.27	\$43.56
8	80	\$26.39	\$9.30	\$15.18	\$1.53	\$52.40
9	85	\$28.04	\$9.64	\$15.18	\$1.59	\$54.45
10	90	\$29.69	\$9.98	\$15.18	\$1.65	\$56.50

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$15.18	\$6.21	\$4.67	\$0.00	\$26.06
2	50	\$16.87	\$6.55	\$5.19	\$0.00	\$28.61
3	55	\$18.56	\$6.88	\$9.33	\$1.04	\$35.81
4	60	\$20.24	\$7.22	\$9.33	\$1.10	\$37.89
5	65	\$21.93	\$7.55	\$9.33	\$1.16	\$39.97
6	70	\$23.62	\$7.88	\$9.33	\$1.22	\$42.05
7	75	\$25.31	\$8.22	\$9.33	\$1.29	\$44.15
8	80	\$26.99	\$9.30	\$15.18	\$1.54	\$53.01
9	85	\$28.68	\$9.64	\$15.18	\$1.61	\$55.11
10	90	\$30.37	\$9.98	\$15.18	\$1.67	\$57.20

Notes:
Apprentice to Journeyworker Ratio:1:3

SIGN ERECTOR	06/01/2013	\$25.81	\$7.07	\$7.05	\$0.00	\$39.93
PAINTERS LOCAL 35 - ZONE 3						

Classification

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

Apprentice - SIGN ERECTOR - Local 35 Zone 3
Effective Date - 06/01/2013

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

Notes:

Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2016	\$32.73	\$10.91	\$10.89	\$0.00	\$54.53
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 669</i>	01/01/2018	\$40.26	\$9.67	\$12.63	\$0.00	\$62.56
	04/01/2018	\$41.51	\$9.67	\$12.88	\$0.00	\$64.06
	01/01/2019	\$41.51	\$10.02	\$13.08	\$0.00	\$64.61

Classification

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

Apprentice - SPRINKLER FITTER - Local 669

Effective Date - 01/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$18.12	\$7.75	\$0.00	\$0.00	\$25.87
2	50	\$20.13	\$7.75	\$0.00	\$0.00	\$27.88
3	55	\$22.14	\$9.67	\$6.80	\$0.00	\$38.61
4	60	\$24.16	\$9.67	\$6.80	\$0.00	\$40.63
5	65	\$26.17	\$9.67	\$7.05	\$0.00	\$42.89
6	70	\$28.18	\$9.67	\$7.05	\$0.00	\$44.90
7	75	\$30.20	\$9.67	\$7.05	\$0.00	\$46.92
8	80	\$32.21	\$9.67	\$7.05	\$0.00	\$48.93
9	85	\$34.22	\$9.67	\$7.05	\$0.00	\$50.94
10	90	\$36.23	\$9.67	\$7.05	\$0.00	\$52.95

Effective Date - 04/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$18.68	\$7.75	\$0.00	\$0.00	\$26.43
2	50	\$20.76	\$7.75	\$0.00	\$0.00	\$28.51
3	55	\$22.83	\$9.67	\$7.05	\$0.00	\$39.55
4	60	\$24.91	\$9.67	\$7.05	\$0.00	\$41.63
5	65	\$26.98	\$9.67	\$7.30	\$0.00	\$43.95
6	70	\$29.06	\$9.67	\$7.30	\$0.00	\$46.03
7	75	\$31.13	\$9.67	\$7.30	\$0.00	\$48.10
8	80	\$33.21	\$9.67	\$7.30	\$0.00	\$50.18
9	85	\$35.28	\$9.67	\$7.30	\$0.00	\$52.25
10	90	\$37.36	\$9.67	\$7.30	\$0.00	\$54.33

Notes:

Apprentice to Journeyworker Ratio:1:1

TELECOMMUNICATION TECHNICIAN	12/31/2017	\$40.51	\$10.00	\$11.42	\$0.00	\$61.93
ELECTRICIANS LOCAL 7	07/01/2018	\$41.21	\$10.25	\$11.74	\$0.00	\$63.20
	12/30/2018	\$41.91	\$10.50	\$12.06	\$0.00	\$64.47
	06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00	\$65.74
	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 7
Effective Date - 12/31/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$16.20	\$5.40	\$0.49	\$0.00	\$22.09
2	45	\$18.23	\$5.40	\$0.55	\$0.00	\$24.18
3	50	\$20.26	\$10.00	\$6.91	\$0.00	\$37.17
4	55	\$22.28	\$10.00	\$6.97	\$0.00	\$39.25
5	65	\$26.33	\$10.00	\$8.09	\$0.00	\$44.42
6	70	\$28.36	\$10.00	\$9.15	\$0.00	\$47.51

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$16.48	\$5.55	\$0.49	\$0.00	\$22.52
2	45	\$18.54	\$5.55	\$0.56	\$0.00	\$24.65
3	50	\$20.61	\$10.25	\$6.92	\$0.00	\$37.78
4	55	\$22.67	\$10.25	\$6.98	\$0.00	\$39.90
5	65	\$26.79	\$10.25	\$8.10	\$0.00	\$45.14
6	70	\$28.85	\$10.25	\$9.17	\$0.00	\$48.27

Notes:

Steps are 800 hours

Apprentice to Journeyworker Ratio:1:1
TERRAZZO FINISHERS
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE

02/01/2018	\$51.00	\$10.75	\$20.03	\$0.00	\$81.78
08/01/2018	\$52.35	\$10.75	\$20.16	\$0.00	\$83.26
02/01/2019	\$52.99	\$10.75	\$20.16	\$0.00	\$83.90
08/01/2019	\$54.34	\$10.75	\$20.30	\$0.00	\$85.39
02/01/2020	\$54.98	\$10.75	\$20.30	\$0.00	\$86.03
08/01/2020	\$56.33	\$10.75	\$20.45	\$0.00	\$87.53
02/01/2021	\$56.97	\$10.75	\$20.45	\$0.00	\$88.17
08/01/2021	\$58.37	\$10.75	\$20.61	\$0.00	\$89.73
02/01/2022	\$58.96	\$10.75	\$20.61	\$0.00	\$90.32

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - TERRAZZO FINISHER-Local 3 Marble/Tile (Spr/Ptt)

Effective Date - 02/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.50	\$10.75	\$20.03	\$0.00	\$56.28
2	60	\$30.60	\$10.75	\$20.03	\$0.00	\$61.38
3	70	\$35.70	\$10.75	\$20.03	\$0.00	\$66.48
4	80	\$40.80	\$10.75	\$20.03	\$0.00	\$71.58
5	90	\$45.90	\$10.75	\$20.03	\$0.00	\$76.68

Effective Date - 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.18	\$10.75	\$20.16	\$0.00	\$57.09
2	60	\$31.41	\$10.75	\$20.16	\$0.00	\$62.32
3	70	\$36.65	\$10.75	\$20.16	\$0.00	\$67.56
4	80	\$41.88	\$10.75	\$20.16	\$0.00	\$72.79
5	90	\$47.12	\$10.75	\$20.16	\$0.00	\$78.03

Notes:

Apprentice to Journeyworker Ratio:1:5

TEST BORING DRILLER	12/01/2017	\$38.85	\$7.70	\$14.95	\$0.00	\$61.50
LABORERS - FOUNDATION AND MARINE	06/01/2018	\$39.80	\$7.70	\$14.95	\$0.00	\$62.45
	12/01/2018	\$40.75	\$7.70	\$14.95	\$0.00	\$63.40
	06/01/2019	\$41.75	\$7.70	\$14.95	\$0.00	\$64.40
	12/01/2019	\$42.75	\$7.70	\$14.95	\$0.00	\$65.40
	06/01/2020	\$43.74	\$7.70	\$14.95	\$0.00	\$66.39
	12/01/2020	\$44.72	\$7.70	\$14.95	\$0.00	\$67.37
	06/01/2021	\$45.74	\$7.70	\$14.95	\$0.00	\$68.39
	12/01/2021	\$46.75	\$7.70	\$14.95	\$0.00	\$69.40

For apprentice rates see "Apprentice- LABORER"

TEST BORING DRILLER HELPER	12/01/2017	\$37.57	\$7.70	\$14.95	\$0.00	\$60.22
LABORERS - FOUNDATION AND MARINE	06/01/2018	\$38.52	\$7.70	\$14.95	\$0.00	\$61.17
	12/01/2018	\$39.47	\$7.70	\$14.95	\$0.00	\$62.12
	06/01/2019	\$40.47	\$7.70	\$14.95	\$0.00	\$63.12
	12/01/2019	\$41.47	\$7.70	\$14.95	\$0.00	\$64.12
	06/01/2020	\$42.46	\$7.70	\$14.95	\$0.00	\$65.11
	12/01/2020	\$43.44	\$7.70	\$14.95	\$0.00	\$66.09
	06/01/2021	\$44.46	\$7.70	\$14.95	\$0.00	\$67.11
	12/01/2021	\$45.47	\$7.70	\$14.95	\$0.00	\$68.12

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2017	\$37.45	\$7.70	\$14.95	\$0.00	\$60.10
	06/01/2018	\$38.40	\$7.70	\$14.95	\$0.00	\$61.05
	12/01/2018	\$39.35	\$7.70	\$14.95	\$0.00	\$62.00
	06/01/2019	\$40.35	\$7.70	\$14.95	\$0.00	\$63.00
	12/01/2019	\$41.35	\$7.70	\$14.95	\$0.00	\$64.00
	06/01/2020	\$42.34	\$7.70	\$14.95	\$0.00	\$64.99
	12/01/2020	\$43.32	\$7.70	\$14.95	\$0.00	\$65.97
	06/01/2021	\$44.34	\$7.70	\$14.95	\$0.00	\$66.99
	12/01/2021	\$45.35	\$7.70	\$14.95	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
TRACTORS <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2017	\$33.04	\$10.99	\$13.12	\$0.00	\$57.15
	06/01/2018	\$33.65	\$10.99	\$13.39	\$0.00	\$58.03
	12/01/2018	\$34.25	\$10.99	\$13.66	\$0.00	\$58.90
	06/01/2019	\$34.76	\$10.99	\$13.93	\$0.00	\$59.68
	12/01/2019	\$35.36	\$10.99	\$14.20	\$0.00	\$60.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2016	\$33.02	\$10.91	\$10.89	\$0.00	\$54.82
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2017	\$49.73	\$7.70	\$15.35	\$0.00	\$72.78
	06/01/2018	\$50.68	\$7.70	\$15.35	\$0.00	\$73.73
	12/01/2018	\$51.63	\$7.70	\$15.35	\$0.00	\$74.68
	06/01/2019	\$52.63	\$7.70	\$15.35	\$0.00	\$75.68
	12/01/2019	\$53.63	\$7.70	\$15.35	\$0.00	\$76.68
	06/01/2020	\$54.62	\$7.70	\$15.35	\$0.00	\$77.67
	12/01/2020	\$55.60	\$7.70	\$15.35	\$0.00	\$78.65
	06/01/2021	\$56.62	\$7.70	\$15.35	\$0.00	\$79.67
	12/01/2021	\$57.63	\$7.70	\$15.35	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2017	\$51.73	\$7.70	\$15.35	\$0.00	\$74.78
	06/01/2018	\$52.68	\$7.70	\$15.35	\$0.00	\$75.73
	12/01/2018	\$53.63	\$7.70	\$15.35	\$0.00	\$76.68
	06/01/2019	\$54.63	\$7.70	\$15.35	\$0.00	\$77.68
	12/01/2019	\$55.63	\$7.70	\$15.35	\$0.00	\$78.68
	06/01/2020	\$56.62	\$7.70	\$15.35	\$0.00	\$79.67
	12/01/2020	\$57.60	\$7.70	\$15.35	\$0.00	\$80.65
	06/01/2021	\$58.62	\$7.70	\$15.35	\$0.00	\$81.67
	12/01/2021	\$59.63	\$7.70	\$15.35	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR LABORERS (FREE AIR TUNNEL)	12/01/2017	\$41.80	\$7.70	\$15.35	\$0.00	\$64.85
	06/01/2018	\$42.75	\$7.70	\$15.35	\$0.00	\$65.80
	12/01/2018	\$43.70	\$7.70	\$15.35	\$0.00	\$66.75
	06/01/2019	\$44.70	\$7.70	\$15.35	\$0.00	\$67.75
	12/01/2019	\$45.70	\$7.70	\$15.35	\$0.00	\$68.75
	06/01/2020	\$46.69	\$7.70	\$15.35	\$0.00	\$69.74
	12/01/2020	\$47.67	\$7.70	\$15.35	\$0.00	\$70.72
	06/01/2021	\$48.69	\$7.70	\$15.35	\$0.00	\$71.74
	12/01/2021	\$49.70	\$7.70	\$15.35	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL)	12/01/2017	\$43.80	\$7.70	\$15.35	\$0.00	\$66.85
	06/01/2018	\$44.75	\$7.70	\$15.35	\$0.00	\$67.80
	12/01/2018	\$45.70	\$7.70	\$15.35	\$0.00	\$68.75
	06/01/2019	\$46.70	\$7.70	\$15.35	\$0.00	\$69.75
	12/01/2019	\$47.70	\$7.70	\$15.35	\$0.00	\$70.75
	06/01/2020	\$48.69	\$7.70	\$15.35	\$0.00	\$71.74
	12/01/2020	\$49.67	\$7.70	\$15.35	\$0.00	\$72.72
	06/01/2021	\$50.69	\$7.70	\$15.35	\$0.00	\$73.74
	12/01/2021	\$51.70	\$7.70	\$15.35	\$0.00	\$74.75
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2017	\$27.43	\$7.70	\$13.04	\$0.00	\$48.17
	06/01/2018	\$28.18	\$7.70	\$13.04	\$0.00	\$48.92
	12/01/2018	\$28.92	\$7.70	\$13.04	\$0.00	\$49.66
	06/01/2019	\$29.69	\$7.70	\$13.04	\$0.00	\$50.43
	12/01/2019	\$30.46	\$7.70	\$13.04	\$0.00	\$51.20
	06/01/2020	\$31.25	\$7.70	\$13.04	\$0.00	\$51.99
	12/01/2020	\$32.04	\$7.70	\$13.04	\$0.00	\$52.78
	06/01/2021	\$32.86	\$7.70	\$13.04	\$0.00	\$53.60
	12/01/2021	\$33.67	\$7.70	\$13.04	\$0.00	\$54.41
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WATER METER INSTALLER PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION	09/17/2017	\$38.03	\$8.50	\$15.30	\$0.00	\$61.83
	03/17/2018	\$39.08	\$8.50	\$15.30	\$0.00	\$62.88
	09/17/2018	\$40.33	\$8.50	\$15.30	\$0.00	\$64.13
	03/17/2019	\$41.58	\$8.50	\$15.30	\$0.00	\$65.38
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

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.