



**REQUEST FOR PROPOSAL FOR
REMOVAL and INSTALLATION
OF FILTER MEDIA and FILTER NO.2 REHABILITATION
WHITING WATER TREATMENT FACILITY**

TOWN OF NORTH ATTLEBOROUGH, MASSACHUSETTS

**REQUEST FOR PROPOSAL for the REMOVAL and
INSTALLATION OF FILTER MEDIA and FILTER 2
REHABILITATION / INTERIOR RECOATING**
WHITING WATER TREATMENT FACILITY

The Town of North Attleborough, acting through the Water Division, is receiving sealed bids and proposals for the ***Removal and Installation of Filter Media & Filter2 Rehabilitation***, Massachusetts 02760, up to 11:00 a.m. on **September 24, 2020** at which date, time and place the bids will be publicly opened and read aloud at the Public Works Administration Building Public Meeting Room.

1. **INSTRUCTIONS TO BIDDERS**

1. On **September 7, 2020** the RFB documents will be available to interested parties who request a copy from the Town at the address listed below. The RFB will be made available for pick-up upon the receipt of any properly submitted request, provided, however, that they will not be made available or mailed until **September 7, 2020**. Beginning on this date, a copy of the RFB will also be available for inspection at the Department of Public Works (Town) offices at 49 Whiting Street, North Attleborough, MA 02760, **between the hours of 8:00 AM and 4:00 PM**. This RFB and any Addenda will be available on the Town's website. Please be sure to email: <mailto:kbillingkoff@nattleboro.com> with your name, address, telephone, fax, and email information, to receive notice of addenda.
 - a. Interested parties may email ***William Wanberg, Water Superintendent*** <mailto:wwanberg@nattleboro.com> with any questions or requests for clarifications. All requests for additional information must be submitted in writing.
2. All responses to this RFB must be in writing (faxed or emailed proposals shall not be accepted) and in the form set forth in this RFB and delivered in sealed envelopes to:

**Town of North Attleborough
Department of Public Works (DPW) – Water Division
49 Whiting Street
North Attleborough, MA 02760
RE: Filter 2 Media and Rehabilitation Project – Whiting Street Treatment Facility**

Office: 508/695-7790

Fax: 508/643-0568 (for asking questions/clarifications only)

All Bids must be submitted in accordance with Mass General Laws Chapter 30 39M no later than 11:00 a.m. on **September 24, 2020** at which time the bids will be opened and read aloud.

3. Determination of Lowest Responsive Bidder will be made within 60 days of closing date of the RFB. Unless the deadline is so extended, the failure of the Town to designate a Bid as lowest bidder by this date will constitute rejection of all Bids.

4. The Town reserves the right to waive any informality, cancel, or reject in whole the RFB, if it is in the public's interest to do so.
5. The Town is a tax exempt purchaser under Massachusetts Laws. A tax exemption number will be provided to the awarded contractor.
6. Award will be made to the bidder with the lowest Total, based on individual unit prices, that's deemed responsive and responsible. **Bidders must bid all line items on the Item Sheet and place the Total in the Bid Form.** Any bidder not providing a unit price for each line item may be deemed non-responsive.
7. The PERFORMANCE SCHEDULE will be on an as needed basis. Contract prices shall remain fixed upon award through the Contract period, unless stated otherwise within the bid.
8. The right is reserved by the Town of North Attleborough, to reject any or all bids and to waive any informality in any or all bids if it is in the public interest so to do.
9. All prices shall include any incidental labor, materials and equipment not specified, but considered by the Town to be fundamental to complete the work.
10. **BID DEPOSIT:** Bid Bond of 5% of the total bid price shall be required at time of bid.
11. **SURETY BONDS:**
 - a. Performance Bond – 100% of Contract price.
 - b. Labor & Materials Payment Bond – 50% of Contract price.
12. **BID FORM:** The bidder shall submit his/her proposal upon the bid form supplied within these specifications. The bidder shall specify the unit price as requested for each item bid.

2. **MANDATORY ATTENDANCE TO PREBID**

- a. A Prebid Conference will be held on **Monday, September 21** at 11:00 AM. This will be a virtual Meeting. The information regarding the meeting is below and will be posted on the DPW webpage under Bids, RFP and RFQ.

Whiting Street Filter Media Pre-Bid Conference
Mon, Sep 21, 2020 11:00 AM - 12:00 PM (EDT)

<https://global.gotomeeting.com/join/707353013>

You can also dial in using your phone.

United States (Toll Free): [1 866 899 4679](tel:18668994679)

Access Code: 707-353-013

<https://global.gotomeeting.com/install/707353013>

b. A site visit prior to bidding is mandatory for the contractor to be qualified to bid on the project. The site visit may be conducted by the Contractor at its convenience prior to the preparation of its bid. Please email William Wanberg, Water Superintendent **September 14, 2020** through **September 21, 2020** between the hours of 8AM to 2PM. Please email William Wanberg at wwanberg@nattleboro.com for an appointment. Masks must be worn at all time while in the treatment facility.

3. GENERAL TERMS AND CONDITIONS

- a. The right is reserved to reject any and all bids, to waive informalities, and to make award as may be determined to be in the best interest of the Town.
- b. Prices quoted must include labor, materials, equipment, and mobilization to the Town, as specified on the Contract.
- c. No charges will be allowed unless specifically stated and included in the bid, except by approved change order.
- d. The award to the successful bidder may be canceled if successful bidder shall fail to prosecute the work with promptness and diligence.
- e. The successful bidder shall replace, repair or make good, without cost to the Town, any defects or faults arising within one (1) year after date of acceptance of services furnished hereunder (acceptance not to be unreasonably delayed) resulting from imperfect or defective work done or materials furnished by the Vendor.
- f. The Vendor shall indemnify and save harmless the Town and all persons acting for on behalf of it from all suits and claims against them, or any of them, arising from or occasioned by the use of any material, equipment or apparatus, or any part thereof, which infringes or is alleged to infringe on any patent rights. In case such material, equipment or apparatus, or any part thereof, in any such suit is held to constitute infringement, the Vendor, within a reasonable time, will at its expense, and as the Town may elect, replace such material, equipment or apparatus with non-infringing material, equipment or apparatus, or remove the material, equipment or apparatus, and refund the sums paid therefore.
- g. The successful bidder shall comply with all applicable Federal State and Local laws and regulations.
- h. Purchases made by the Town are exempt from Federal excise taxes and bid prices must exclude any such taxes. Tax exemption certificates will be furnished upon request.
- i. If so stated in the Invitation to Bid the successful bidder will be required to furnish a performance and/or a labor and material payment bond, in an amount, in a form and with a surety satisfactory to the Town. The bidder shall be responsible for the cost of the bond(s). If the Invitation for Bids requires bid surety, this surety shall be in the form of a cash, bid bond, cashier's check, treasurer's check, or certified check on a responsible bank, payable to the Town, and must be filed with the original bid in the Office of the Public Works. Failure to do so may lead to rejection of the bid. The bid surety will be returned to the successful bidder within seven (7) days from the execution of award, and approval by the Town of performance and/or payment bond(s). In case of default, the bid surety shall be forfeited to the Town.
- j. Verbal orders are not binding on the Town and deliveries made or work done without formal Work Order or Contract are at the risk of the Vendor or Contractor and may

result in an unenforceable claim.

- k. The Vendor shall agree to indemnify, defend and hold the Town harmless from any and all claims arising out of the performance of this contract.
 - l. Equality - The name and identification of all materials other than the one specifically named shall be submitted to the Town in writing for approval, prior to purchase, use or fabrication of such items. Subject to the provisions of M.G.L., Ch. 30, Sec. 39J, approval shall be at the sole discretion of the Town, shall be in writing to be effective, and the decision of the Town shall be final. The Town may require tests of all materials so submitted to establish quality standards at the Vendor's expense. All directions, specifications and recommendations by manufacturers for installation, handling, storing, adjustment and operation of their equipment shall be complied with; responsibility for proper performance shall continue to rest with the Vendor. For the use of material other than the one specified, the Vendor shall assume the cost of and responsibility for satisfactorily accomplishing all changes in the work as shown. If no manufacturer is named, the Vendor shall submit a material cut-sheet of the product he intends to use, subject to approval of the Town.
 - m. Right To Know: Any vendor who receives an order or orders resulting from this invitation agrees to submit a Material Safety Data Sheet (MSDS) for each toxic or hazardous substance or mixture containing such substance, pursuant to M.G.L., Ch. 111F, SS8, 9 and 10 and the regulations contained in 441 CMR SS 21.06 when deliveries are made. The vendor agrees to deliver all containers properly labeled pursuant to M.G.L. Ch. 111F, SS 7 and the regulations contained in 441 CMR SS 21.05. Failure to submit an MSDS and/or label on each container will place the vendor in noncompliance with the purchase order. Failure to furnish MSDSs and/or labels on each container may result in civil or criminal penalties, including bid debarment and action to prevent the vendor from selling said substances or mixtures containing said substances within the Commonwealth. All vendors furnishing substances or mixtures subject to Chapter 111F of the M.G.L. are cautioned to obtain and read the law and rules and regulations referred to above. Copies can be obtained from the State House Book Store, Secretary of State, State House, Room 117, Boston, MA 02133, (617-727-2834) for \$2.00 plus \$.65 postage.
 - n. Time for Completion and Liquidated Damages: All work shall be substantially completed within 75 days of Notice to Proceed or November 1, 2020, whichever is later. The contractor agrees to pay the owner \$200 per day as liquidated damages to cover losses, expenses and damages of the owner for each and every day which the contractor fails to achieve completion of the project."
4. PREVAILING MASS WAGE RATES: Massachusetts Laws regarding Minimum Wage Rates and Employment conditions apply. In accordance with State mandates, the Awarding Authority requires certified payrolls BEFORE payments are made for work performed. Prevailing Mass Wage Rates are included in the Bid Documents as applicable.
5. INSURANCE COVERAGE: The Contractor shall, at its own expense, obtain and maintain general liability and motor vehicle liability insurance policies protecting the Town of North Attleborough in connection with any operations included in the Contract, and shall have the Town named as an additional insured on the policies. General liability coverage shall be in the

amount of at least \$1,000,000 per occurrence and \$2,000,000 aggregate for bodily injury liability and \$1,000,000 per occurrence and \$2,000,000 aggregate for property damage liability. Motor vehicle coverage shall include coverage for owned, hired and non-owned vehicles and shall be in the amount of at least \$1,000,000 per person and \$2,000,000 per occurrence for bodily injury liability and \$1,000,000 per occurrence for property damage liability. **The Contractor shall carry Workers Compensation in amounts as required by law.**

- a. All insurance coverage shall be in force from the time of the agreement to the date when all work under the Contract is completed and accepted by the Town. Since this insurance is normally written on a year-to-year basis, the Contractor shall notify the Town should coverage become unavailable or if its policy should change.
- b. The Contractor shall, before commencing performance of this contract, provide by insurance for the payment of compensation and the furnishing of other benefits in accordance with the Massachusetts General Laws (MGL), Chapter 152, as amended, to all employed under the Contract and shall continue such insurance in full force and effect during the term of the Contract.
- c. Certificates and any & all renewals substantiating that required insurance coverage is in effect shall be filed with the Contract. Any cancellation of insurance, whether by the insurers or by the insured, shall not be valid unless written notice thereof is given by the party proposing cancellation to the other party and to the Town, at least 15 days prior to the intended effective date thereof, which date should be expressed in said notice.
- d. The contractor shall indemnify, defend, and save harmless the Town, and all of its officers, agents, and employees against all suits, claims of liability of every name and nature, for or on account of any injuries to persons or damage to property arising out of the negligence of the Contractor in the performance of the work covered by this Contract and/or failure to comply with the terms and conditions of the Contract, whether by himself or his employees or sub-contractors.

6. PROJECT DESCRIPTION

- a. The Work covered by this Contract consists of removal of existing spent media, transport and disposal of media, replacement of filter internals as needed, welded pit filling, epoxy pit filling, seam welding, and recoating the filter interior and installation of new filter media in one (1) greensand filtration vessel. All filter media shall be supplied by the Owner. Due to system operations, no field work shall begin prior to November 1, 2020.
- b. Drawings are included and considered part of the bid package.
- c. The Work is located at the Whiting Water Treatment Facility located at 49 Whiting Street in the Town of North Attleborough. All work will be conducted during regular hours of operation, Monday through Thursday 7:00 AM through 4PM and Friday 7:00AM through 12:00PM.

7. PERMITS AND SAFETY

- a. Permit Required Confined Space Entry – The Contractor must submit Their Confined

Space Entry Written Program to the Town in accordance with OSHA Standard Number 1910.146 for Permit-Required Confined Spaces and, Guidance Document, Permit-Required Confined Spaces 3138 01R included in the bid package.

1. The Contractor shall provide all required permits and safety equipment required for Permit-Required for Confined Space Entry.
2. The Contractor must provide Confined Space Certification from an OSHA approved training course.

- b. Welding Permit – The Contractor is responsible for obtaining the necessary permits from the North Attleboro Fire Department. All welding operations are to be in accordance with the provisions of M.G.L. Chapter 148 and / or 527 CMR.

8. REMOVAL OF MEDIA, GRAVEL AND RETAINING SCREENS.

- a. The Contractor shall remove the anthracite and greensand from the filter, transport and dispose of it in accordance with waste disposal regulations. Care must be taken when removing the anthracite and greensand as not to damage the nine sample pipes and screens that extend into the media bed. The Contractor will be responsible for any damaged sampling pipes and screens. The Contractor shall be responsible for analyses of spent media for compliance with waste disposal regulations. Equipment used in the transportation of the spent media must take the necessary precautions to prevent any media or residual from spilling while transporting to a disposal location. The gravel bed retaining screens must be carefully removed to prevent damage to the screens. The filter screens needs to remain intact as they will be used for a template for replacement screens if required. Screens damaged during removal will be replaced at the expense of the Contractor. Stainless Steel baffles (Qty. 144) located in the underdrain system are to be manually removed during the gravel removal process. Lost or damaged baffles will be replaced at the expense of the Contractor. The removed gravel will be unloaded on site to an area adjacent to the work site and will be transported by Town personnel.

9. INSPECTION OF FILTER INTERNAL PIPING AND REPLACEMENT

- a. Upon completion of the gravel removal, an inspection of the internal piping will be made by the Water Superintendent to determine if replacement of the overdrain and underdrain laterals is required.

10. INTERNAL REMOVAL AND REPLACEMENT OF UNDERDRAIN PIPING (AS REQUIRED)

- a. Underdrain Piping Removal - The Contractor will remove #48 -2" laterals from the 8" effluent pipe. Any concrete that has encased the 2' pipe will be removed. Channels, approximately 4 ft. (L) x 1.0 ft (W) x 0.25ft. (D) are to be cut in the concrete pad at each lateral as needed to lay level the new 2" laterals. (Attachment 7 for reference only)

b. Underdrain Lateral Assembly

The Contractor will provide all labor, material and equipment needed to fabricate and finish the desired items to the specifications attached herein (Attachment A)

- 1) 44 EA – 41-1/2” long, 2” diameter stainless steel (Sch. 40, Type 304) Laterals with one welded stainless steel (Sch. 40, Type 304) endcap (as shown) on one end and male NPT threads on the other. Each lateral shall be tapped to have four (4) female threaded half- couplings welded as shown on Attachment A-1. Part Items are Attachments A-3 and A4.
- 2) 4 EA -29-1/2” long, 2” diameter stainless steel (Sch. 40, Type 304) Lateral with one end and male NPT threads on the other. Each lateral shall be tapped to have three (3) female threaded half-couplings welded as shown on Attachment A-1. Part Items are described in Attachments A-3 and A-4.
- 3) The Contractor will reinstall the stainless baffles to each new 2-in lateral and install the completed laterals to the 8” effluent main.

11. REMOVAL AND INSTALLATION OF OVERDRAIN PIPING (AS REQUIRED)

- a. Overdrain Piping Removal - The Contractor will remove 24-3” laterals from the 6” influent pipe.

b. Overdrain Lateral Assembly

The Contractor will provide all labor, material and equipment needed to fabricate and finish the desired items to the specifications attached herein (Attachment A5).

- 1) 24 EA – 16” long, 3” diameter stainless steel (Sch. 40, Type 304) Ovedrain with one threaded stainless steel (Sch. 40, Type 304) 90 deg. elbow on one end and male NPT threads on the other (as shown on Attachment A-2). Parts are described in Attachment A-5.
- 2) The Contractor will install the completed 3” laterals to the 6” influent main.

12 FILTER INTERIOR SURFACE PREPARATION & REPAIR

- a. Work shall consist welded pit filling, epoxy pit filling and seam welding as needed.
- b. All interior surfaces shall be completely abrasive blast cleaned of all ferrous metal internal surfaces (inclusive of the L-angle grating supports) to an SSPC-SP #10 Near-White metal grade. The outer 2” of the concrete floor shall also be brush blasted to remove any surface contamination and loose material in order to provide a suitable surface in which the epoxy coatings can overlap onto in order to effectively seal the junction between the concrete and shell surfaces.
- c. Extreme care and precautions must be taken by the Contractor that the dust in the air resulting from the abrasive blasting of interior areas will not damage surrounding property or cause adverse dust problems to others. The Contractor shall synchronize his work with

the Owner. Containment equipment shall efficiently entrain contaminants resulting from the abrasive blasting operation so that they will not be discharged into the ground or travel beyond the immediate tank site area and will remain within the allowable limits.

- d. Under no circumstances will any abrasive blasting or painting operation be conducted when the relative humidity is 85% or above, when the temperature is within 5 degrees of the dew point, or when the surface of the steel is wet. No work is to be done during damp, foggy weather or when it is raining. All painting work should be suspended when it is anticipated the air temperature will drop below 40°.

13. FILTER INTERIOR COATING APPLICATION

- a. All work and material shall be the best of its kind and shall conform to AWWA D102-78 "Painting Steel Water-Storage Tanks" and ANSI A159.1-1972, Section II, "Surface Preparation Specifications" as approved by the Steel Structures Painting Council.
- b. Following accepted blast cleaning of each tank, all internal surfaces shall be coated according to the interior tank paint specifications, and manufacturer's recommendations.
- c. Apply a prime coat of Tnemec Series 94 H2O Zinc to a 2.5 mil DFT.
- d. Apply Tnemec Series 215 surfacer to all pits with up to 30 % metal loss, pit weld any areas with greater than 30% metal loss.
- e. Apply a stripe coat of Tnemec Series 140 Pota Pox to all seams, angles and leading edges to a 5 mil DFT.
- f. Apply one full finish coat of Tnemec Series FC22 to a 25 – 30 mil DFT
- g. Disinfect filter after coatings have fully cured.
- h. Upon completion of the coating application and sufficient cure time, the coatings shall be tested for holidays using either low or high voltage holiday testing depending upon the coating system applied or the final dry film thickness achieved.
- i. The Contractor is to be aware that all cleaning operations are to conform to all Federal, State and Local regulations. Failure to comply with the regulations stated herein shall be cause to suspend the Contractor's work at no further cost to the Owner, until the containment operation functions within the stipulated requirements.
- j. The Contractor shall tool, spot prime and paint any area on the external wall of the filter vessel marred from welding. The repair shall be considered included in the bid price for the Pit Welding in the Bid Form.

14. GRAVEL AND UNDERDRAIN /OVERDRAIN LATERAL INSTALLATION

- a. The interior of the tank must be thoroughly cleaned by vacuuming any dirt and debris; rinsing all interior surfaces and wiping dry prior to placement of the gravel and underdrain system. Before placing any gravel, the top elevation of each layer of material shall be indicated by placing a level line around the inside of the tank wall.
- b. When placing material smaller than 1/2", workers shall not stand directly on the material. boards or plywood shall be used that will support their weight without displacement of filter media. It is important that all indentations or footprints are removed and the proper depth is

met before loading the next gravel layer. Extreme care must be taken to prevent gravel from damaging the underdrain system during placement.

- c. The 2-in laterals will be reinstalled to the 6" drain. Baffles will be cleaned prior to threading on to the laterals. Gravel will be placed under laterals as needed to provide support.
- d. Prior to loading Greensand Plus and anthracite, the gravel bed will be backwashed by Town personnel. Water will slowly enter the tank through the underdrain system. Once the tank is completely full of water, the backwash flow shall be increased to a flow rate and time per manufacturer's recommendations. The tank shall be drained and inspected for debris on the gravel surface. The Contractor will assist draining the filter with a Contractor provided submersible pump. The Contractor will remove any debris accumulated on the surface of the gravel.
- e. The Owner shall reinstall the nine gravel screens (3 screens per cell) that were removed and place in the same position prior to removal. Installation of screens shall be considered included in the bid price for Installation of Media.
- f. After the new has been backwashed, the Contractor shall thoroughly clean and disinfect each filter in conformance with ANSI/AWWA C653 before filter material is placed in the filter. The filter shall be kept clean throughout the installation of materials.

15. GREENSAND INSTALLATION

All work involving filling and backwashing of the filter required for the media installation of anthracite and greensand will be performed by Town personnel. The Contractor is responsible for opening and securing the filter hatch covers as needed.

- a. Under no circumstances shall bags or any portion of the shipping containers enter the tank, as this could cause excessive pressure loss and/or channeling of water during the service run. The Contractor shall not stand or walk directly on the filter media. The contractor shall walk on boards that sustain their weight without displacing the material.
- b. The Contractor shall load the greensand into a water cushion of approximately 12" to 18" to reduce dust and helps distribute the greensand evenly across the filter.
- c. Materials shall not be removed from bags before they are to be placed in the filter. Greensand is placed in the filter tank by manually pouring individual bags through the upper three (3) manholes in the filter vessel until the required cubic feet is loaded. A slow rate backwash may be used to help level the greensand and anthracite. The filter media shall be deposited in a uniform thickness with the top surface brought to true level plane. The depth of the greensand will be measured in each filter cell.
- d. After the required amount of Greensand has been placed in the tank, the filter must be refilled and soaked for a minimum of twelve (12) hours. Following the soaking of the Greensand, the Owner shall completely fill the vessel and perform an initial backwash at a rate designated by the manufacturer. Backwashing will level the greensand and allow fines to be backwashed out

of the vessel or to gather on the surface. After backwashing, the vessel shall be drained completely. Inspection of the greensand surface will show a thin layer of fines that must be removed by undercutting. The Contractor shall undercut the top of the media to remove fines with a flat shovel. Do not rake or drag fines. After removing the fines from the media bed surface, the filter shall be slowly refilled with water and the filter shall again be backwashed at the appropriate flow rate. The undercutting operation shall be repeated by the Contractor to remove all material passing a No. 50 sieve and to remove flat particles. The filter shall be backwashed a minimum of three (3) times between scrapings as required to concentrate fine materials in the top layer. The Contractor is responsible for the disposal of fines that have been undercut. The depth of media will be measured in each cell after the undercutting procedure.

16. Filter Conditioning

- a. The Contractor shall condition the greensand after the undercutting operation by pouring or pumping approximately 33 gallons of 15% sodium hypochlorite into each manway opening. The tank will be filled with water until the water level is 4-5 inches below the inlet distributor or manway. The greensand will be allowed to soak for a minimum of twelve hours. If no chlorine residual is present appears in the waste water after the chlorine has all been drained through the media bed, the conditioning process will be repeated using one-half of the chlorine originally called for.

17. Anthracite Installation

- a. Anthracite will be loaded in the same manner as the greensand. Anthracite is placed in the filter tank by manually pouring individual bags through the upper three (3) manholes in the filter vessel until the required cubic feet is loaded. A slow rate backwash may be used to help level the greensand and anthracite. The filter media shall be deposited in a uniform thickness with the top surface brought to true level plane. Manway hatches are to be closed by the Contractor for a slow rate backwash. The hatches will be reopened and the filter drained to inspect the anthracite depth measurement of the entire media bed.

18. Filter Startup

- a. Startup of the filter and blending of the water with the remaining filters will be the responsibility of the Town.

END

WHITING ST FILTER MEDIA AND FILTER 2 REHABILITATION BID FORM

Item No.	Item Description and Unit Price	Units	Quantity	Price per Unit	Extended Total
1	Mobilization & Demobilization	LS	1	\$ _____	\$ _____
2	Media Removal	LS	1	\$ _____	\$ _____
3	Disposal of Spent Media	LS	1	\$ _____	\$ _____
4	Seam Welding	LF	10	\$ _____	\$ _____
5	Welded Pit Filling	EA	150	\$ _____	\$ _____
6	Epoxy Pit Filling	GAL	30	\$ _____	\$ _____
7	Installation of Media	LS	1	\$ _____	\$ _____
8	15% Sodium Hypochlorite	GAL	100	\$ _____	\$ _____
9	Manway Gaskets 14" X 18"	EA	3	\$ _____	\$ _____
10	Sandblasting of the Filter Interior	LS	1	\$ _____	\$ _____
11	Filter Interior Coating	LS	1	\$ _____	\$ _____
12	Filter Media Lab Analyses	LS	1	\$ _____	\$ _____
13	Concrete Removal 4 ft. (L) x 1.0 ft (W) x 0.25ft. (D),	EA	44	\$ _____	\$ _____
14	2" Underdrain Removal & Install	LS	1	\$ _____	\$ _____
15	Underdrain 2"X 41 ½ SS Sched 40 Type 304	EA	44	\$ _____	\$ _____
16	Underdrain 2"X 29 ½ SS Sched 40 Type 304	EA	4	\$ _____	\$ _____
17.	3" Overdrain removal &Install	LS	1	\$ _____	\$ _____
18.	Overdrain 3"X 16" SS Sched 40 Type 304	EA	24	\$ _____	\$ _____
19	Sample Ports - ¾" X 12" SS Sched 40 Type 304	EA	9	\$ _____	\$ _____
	Repair Allowance – Allowance per direction of the Town			\$10,000	\$10,000
	TOTAL:			\$ _____	
	TOTAL IN WORDS				

WHITING ST FILTER MEDIA AND FILTER 2 REHABILITATION BID FORM
(Continued)

Signature of Authorized Representative

Name of Firm (Please Print)

Address

Telephone Number

Fax Number



ATTESTATION OF PAYMENT OF TAXES

Pursuant to Section 49A of Chapter 62C of the Massachusetts General Laws, I certify under the penalties of perjury that X _____, to the best of my knowledge and belief, and
(Name of Company)
based on company records, have filed all State tax returns and paid all state taxes required under law.

MGL Chapter 62C, Section 49A reads as follows:

Any person applying to any department, board, commission, division, authority, district, or other agency of the Commonwealth or any subdivision of the Commonwealth, including a city, town or district, for a right or license to conduct a profession, trade or business, or for the renewal of such right or license, shall certify upon such application, under the penalties of perjury, that he has complied with all laws of the Commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support. Such right or license shall not be issued or renewed unless such certification is made.

NON-COLLUSION STATEMENT

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

Social Security # or Federal ID # _____

COMPANY X _____

DATE X _____

SIGNATURE X _____

TITLE X _____

ADDRESS X _____

PHONE X _____

CORPORATE CERTIFICATE OF AUTHORITY

I, _____,
(Clerk or Secretary as the case may be)

of the _____ hereby certify

that a meeting of the Board of Directors of said Corporation was duly held on

the _____ day of _____, 20____ at which a quorum was
present and voting and that the following vote was adopted:

"VOTED: that _____,
(Officer Authorized) (Title of Officer)

be and he is authorized for and on behalf of the Corporation to approve, sign, affix the Corporate Seal and deliver to the Town of North Attleborough a bond in the sum of the full amount of the Proposal, with a surety company satisfactory to the Owner, as surety will be required for the faithful performance of the Contract; and he is also hereby authorized for and on behalf of the Corporation to approve, sign, affix the Corporate Seal and deliver to the Town of North Attleborough the Contract presented to the meeting for the furnishing of the materials, supplies and services called for therein; the execution, affixing the Corporate Seal and delivery of said Contract and bond by the within named officer shall be deemed to be the document to be approved, signed, the Corporate Seal affixed and delivered as herein authorized."

I further certify that _____ was duly elected
(Officer named in vote)

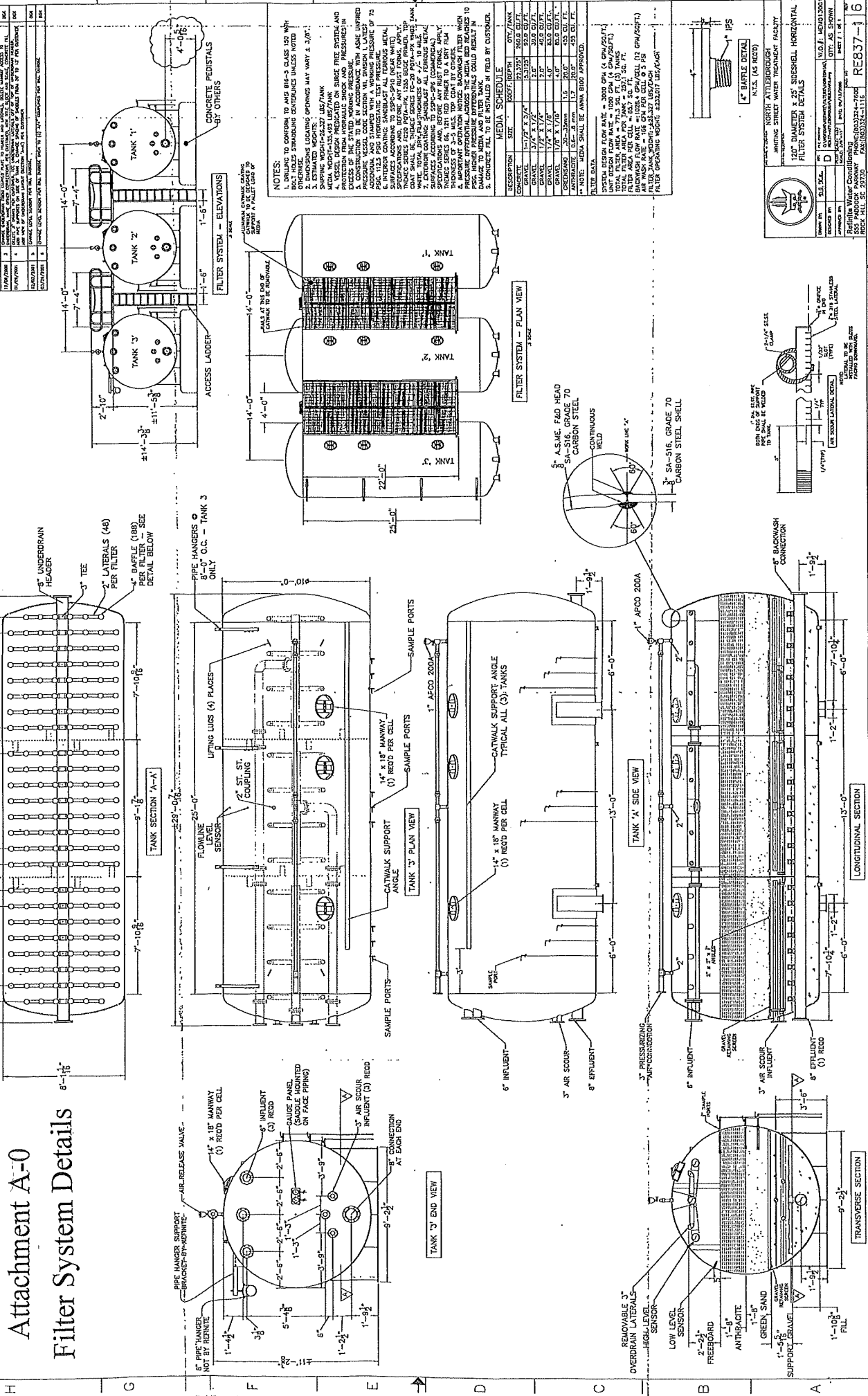
_____ of said Corporation and that such election and the
(Title of Officer in vote)

foregoing vote remain in full force and effect this _____

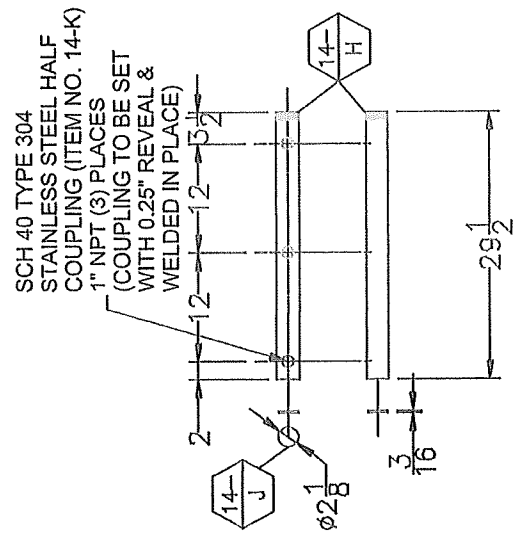
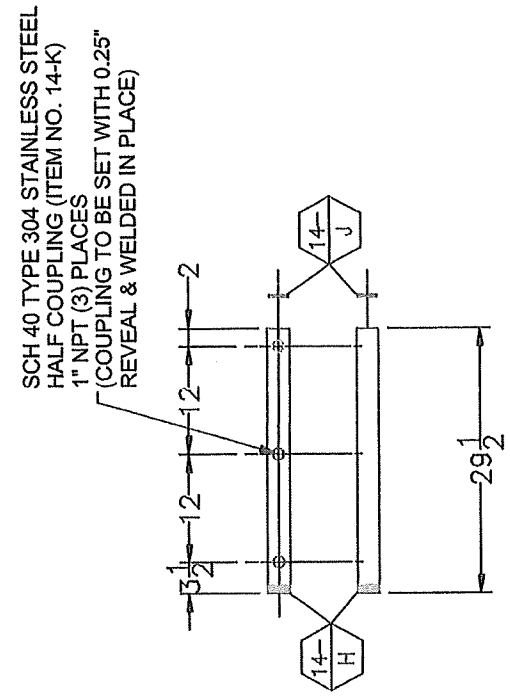
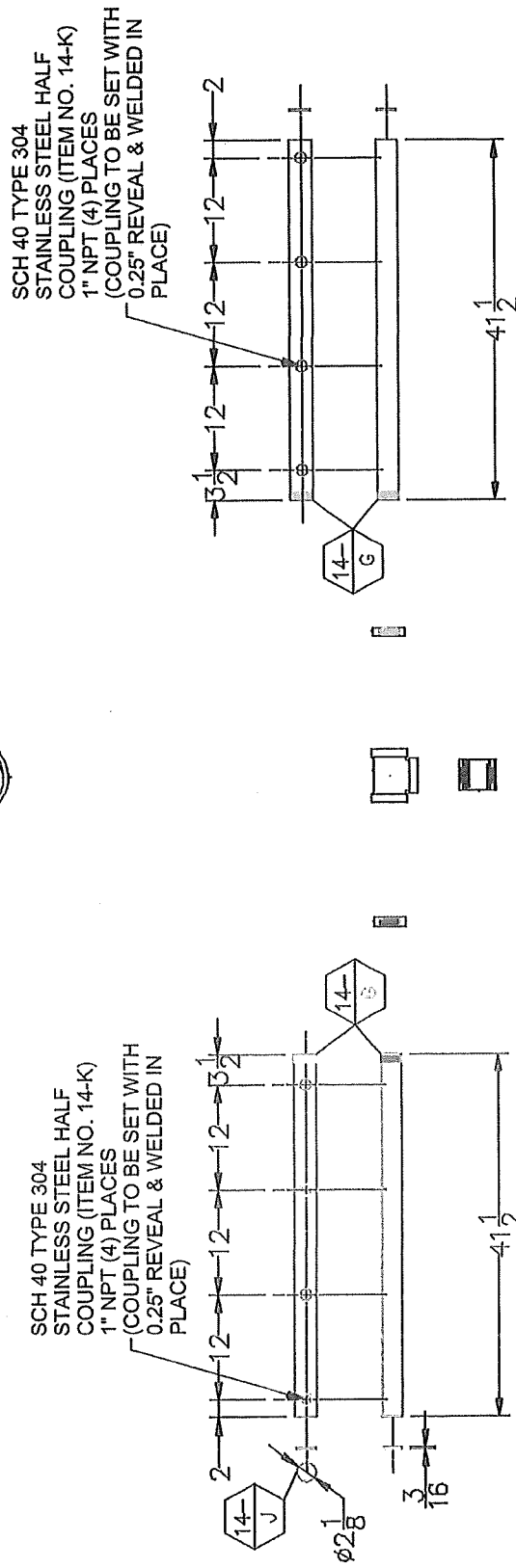
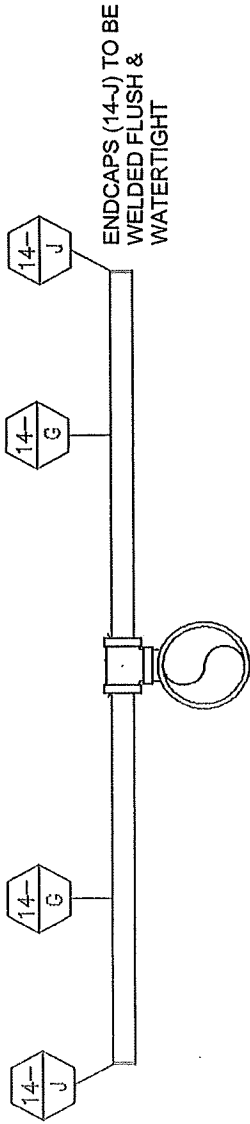
day of _____, 20_____.

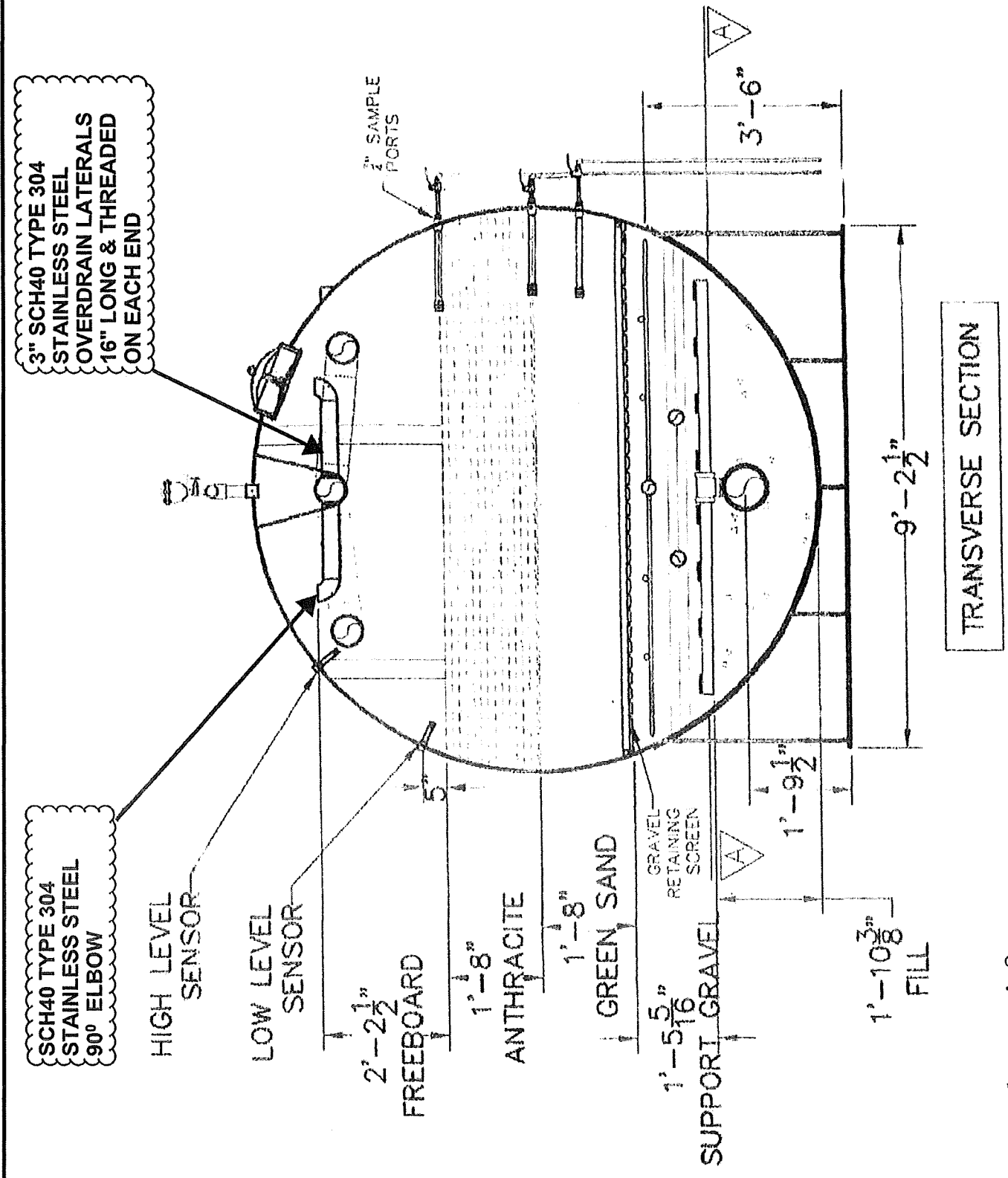
(Clerk or Secretary as the case may be)

Filter System Details



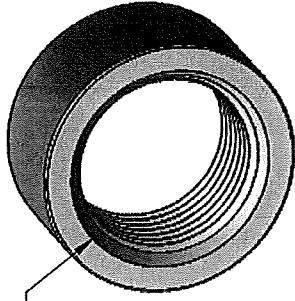
Attachment A-1



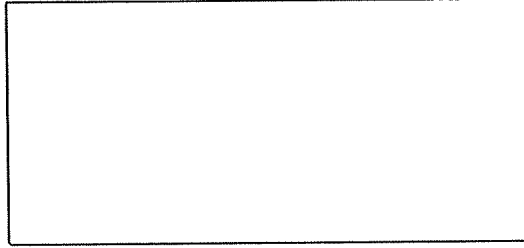


Attachment A-2

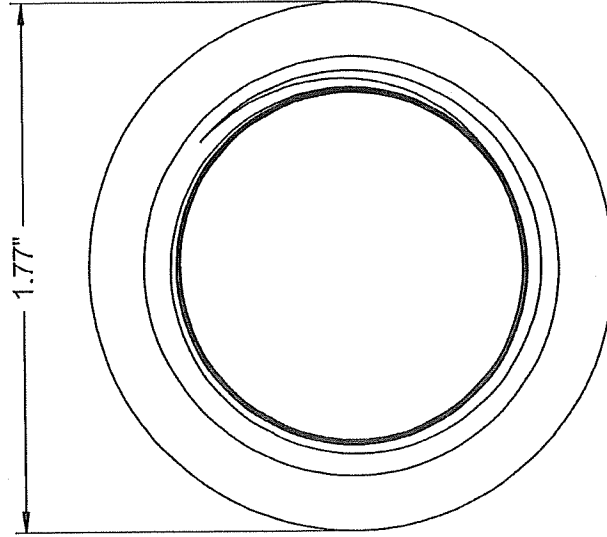
1 NPT Pipe Size, 11 1/2 Threads Per Inch,
0.68" Thread Engagement




0.81"



1.77"



Attachment A-3

McMASTER-CARR  **PART NUMBER 4464K475**

<http://www.mcmaster.com>
© 2012 McMaster-Carr Supply Company
Type 304 Stainless Steel
Half Coupling

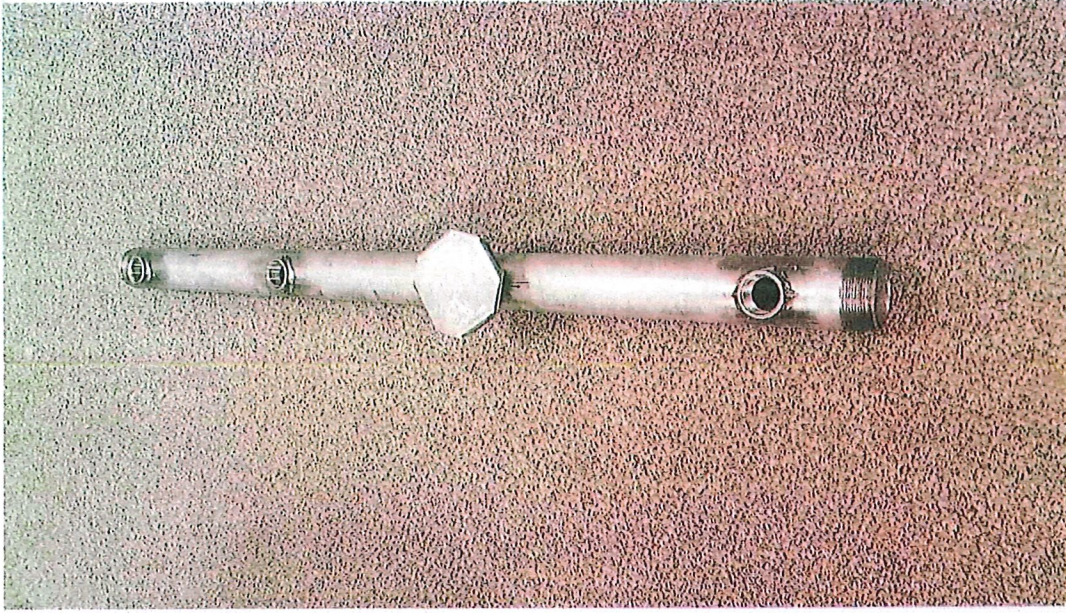
Information in this drawing is provided for reference only.

Attachment A-4

LATERAL PARTS LIST		
ITEM	QTY	SIZE AND DESCRIPTION
14 - G	44	LATERAL, 2" X 41-1/2" LG STAINLESS STEEL SCH. 40 TYPE 304
14 - H	4	LATERAL, 2" X 29-1/2" LG STAINLESS STEEL SCH. 40 TYPE 304
14 - J	48	ENDCAP, STAINLESS STEEL SCH. 40 TYPE 304
14 - K	188	1" NPT THREADED FEMALE HALF COUPLING, STAINLESS STEEL SCH. 40 TYPE 304 (McMASTER - CARR PART NO. 4464K475 OR APPROVED EQUAL)

Attachment A-5

OVERDRAIN PARTS LIST		
ITEM	QTY	SIZE AND DESCRIPTION
	24	OVERDRAIN, 3" X 16" LG STAINLESS STEEL SCH. 40 TYPE 304
	24	90 DEG. ELBOW, FEMALE THREADED STAINLESS STEEL SCH. 40 TYPE 304



Attachment A-6
Completed Lateral Assembly (for reference only)

Attachment A-7 (Example)
Channels Cut in Filter Concrete





CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

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

Prevailing Wage Rates

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

ROSALIN ACOSTA
Secretary
MICHAEL FLANAGAN
Director

Awarding Authority: North Attleborough Town Manager
Contract Number: 21-450-034 **City/Town:** NORTH ATTLEBOROUGH
Description of Work: FY21- Water Division- Removal and Installation of Filter Media and Filter No. 2 Rehabilitation/Interior Recoating
Job Location: Whiting Water Treatment Facility

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2020	\$35.15	\$12.91	\$13.72	\$0.00	\$61.78
	12/01/2020	\$35.15	\$12.91	\$14.82	\$0.00	\$62.88
	06/01/2021	\$35.95	\$12.91	\$14.82	\$0.00	\$63.68
	08/01/2021	\$35.95	\$13.41	\$14.82	\$0.00	\$64.18
	12/01/2021	\$35.95	\$13.41	\$16.01	\$0.00	\$65.37
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2020	\$35.22	\$12.91	\$13.72	\$0.00	\$61.85
	12/01/2020	\$35.22	\$12.91	\$14.82	\$0.00	\$62.95
	06/01/2021	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	08/01/2021	\$36.02	\$13.41	\$14.82	\$0.00	\$64.25
	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2020	\$35.34	\$12.91	\$13.72	\$0.00	\$61.97
	12/01/2020	\$35.34	\$12.91	\$14.82	\$0.00	\$63.07
	06/01/2021	\$36.14	\$12.91	\$14.82	\$0.00	\$63.87
	08/01/2021	\$36.14	\$13.41	\$14.82	\$0.00	\$64.37
	12/01/2021	\$36.14	\$13.41	\$16.01	\$0.00	\$65.56
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.81	\$8.60	\$15.77	\$0.00	\$59.18
	12/01/2020	\$35.70	\$8.60	\$15.77	\$0.00	\$60.07
	06/01/2021	\$36.62	\$8.60	\$15.77	\$0.00	\$60.99
	12/01/2021	\$37.53	\$8.60	\$15.77	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER"						
ASBESTOS WORKER (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SOUTHERN MASS)</i>	06/01/2020	\$38.00	\$12.50	\$8.85	\$0.00	\$59.35
	12/01/2020	\$39.00	\$12.50	\$8.85	\$0.00	\$60.35
ASPHALT RAKER <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.58	\$13.00	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.73	\$13.00	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.58	\$13.00	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.73	\$13.00	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.81	\$8.60	\$15.77	\$0.00	\$59.18
	12/01/2020	\$35.70	\$8.60	\$15.77	\$0.00	\$60.07
	06/01/2021	\$36.62	\$8.60	\$15.77	\$0.00	\$60.99
	12/01/2021	\$37.53	\$8.60	\$15.77	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2020

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

Notes:

Apprentice to Journeyworker Ratio:1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (FOXBORO)</i>	08/01/2020	\$53.61	\$10.75	\$21.45	\$0.00	\$85.81
	02/01/2021	\$54.21	\$10.75	\$21.45	\$0.00	\$86.41
	08/01/2021	\$55.61	\$10.75	\$21.61	\$0.00	\$87.97
	02/01/2022	\$56.19	\$10.75	\$21.61	\$0.00	\$88.55

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Foxboro

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.81	\$10.75	\$21.45	\$0.00	\$59.01
2	60	\$32.17	\$10.75	\$21.45	\$0.00	\$64.37
3	70	\$37.53	\$10.75	\$21.45	\$0.00	\$69.73
4	80	\$42.89	\$10.75	\$21.45	\$0.00	\$75.09
5	90	\$48.25	\$10.75	\$21.45	\$0.00	\$80.45

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.11	\$10.75	\$21.45	\$0.00	\$59.31
2	60	\$32.53	\$10.75	\$21.45	\$0.00	\$64.73
3	70	\$37.95	\$10.75	\$21.45	\$0.00	\$70.15
4	80	\$43.37	\$10.75	\$21.45	\$0.00	\$75.57
5	90	\$48.79	\$10.75	\$21.45	\$0.00	\$80.99

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN	06/01/2020	\$40.30	\$8.60	\$17.24	\$0.00	\$66.14
LABORERS - FOUNDATION AND MARINE	12/01/2020	\$41.28	\$8.60	\$17.24	\$0.00	\$67.12
	06/01/2021	\$42.30	\$8.60	\$17.24	\$0.00	\$68.14
	12/01/2021	\$43.31	\$8.60	\$17.24	\$0.00	\$69.15
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER	06/01/2020	\$39.15	\$8.60	\$17.24	\$0.00	\$64.99
LABORERS - FOUNDATION AND MARINE	12/01/2020	\$40.13	\$8.60	\$17.24	\$0.00	\$65.97
	06/01/2021	\$41.15	\$8.60	\$17.24	\$0.00	\$66.99
	12/01/2021	\$42.16	\$8.60	\$17.24	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN	06/01/2020	\$39.15	\$8.60	\$17.24	\$0.00	\$64.99
LABORERS - FOUNDATION AND MARINE	12/01/2020	\$40.13	\$8.60	\$17.24	\$0.00	\$65.97
	06/01/2021	\$41.15	\$8.60	\$17.24	\$0.00	\$66.99
	12/01/2021	\$42.16	\$8.60	\$17.24	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
LABORERS - ZONE 2	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARPENTER	03/01/2020	\$42.50	\$9.40	\$18.95	\$0.00	\$70.85
CARPENTERS -ZONE 2 (Eastern Massachusetts)	09/01/2020	\$43.15	\$9.40	\$18.95	\$0.00	\$71.50
	03/01/2021	\$43.75	\$9.40	\$18.95	\$0.00	\$72.10
	09/01/2021	\$44.40	\$9.40	\$18.95	\$0.00	\$72.75
	03/01/2022	\$45.00	\$9.40	\$18.95	\$0.00	\$73.35
	09/01/2022	\$45.65	\$9.40	\$18.95	\$0.00	\$74.00
	03/01/2023	\$46.25	\$9.40	\$18.95	\$0.00	\$74.60

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.25	\$9.40	\$1.73	\$0.00	\$32.38
2	60	\$25.50	\$9.40	\$1.73	\$0.00	\$36.63
3	70	\$29.75	\$9.40	\$13.76	\$0.00	\$52.91
4	75	\$31.88	\$9.40	\$13.76	\$0.00	\$55.04
5	80	\$34.00	\$9.40	\$15.49	\$0.00	\$58.89
6	80	\$34.00	\$9.40	\$15.49	\$0.00	\$58.89
7	90	\$38.25	\$9.40	\$17.22	\$0.00	\$64.87
8	90	\$38.25	\$9.40	\$17.22	\$0.00	\$64.87

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.58	\$9.40	\$1.73	\$0.00	\$32.71
2	60	\$25.89	\$9.40	\$1.73	\$0.00	\$37.02
3	70	\$30.21	\$9.40	\$13.76	\$0.00	\$53.37
4	75	\$32.36	\$9.40	\$13.76	\$0.00	\$55.52
5	80	\$34.52	\$9.40	\$15.49	\$0.00	\$59.41
6	80	\$34.52	\$9.40	\$15.49	\$0.00	\$59.41
7	90	\$38.84	\$9.40	\$17.22	\$0.00	\$65.46
8	90	\$38.84	\$9.40	\$17.22	\$0.00	\$65.46

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$30.26/ 3&4 \$36.18/ 5&6 \$54.64/ 7&8 \$60.62

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME	04/01/2020	\$22.66	\$7.21	\$4.80	\$0.00	\$34.67
CARPENTERS-ZONE 3 (Wood Frame)	04/01/2021	\$23.16	\$7.21	\$4.80	\$0.00	\$35.17
	04/01/2022	\$23.66	\$7.21	\$4.80	\$0.00	\$35.67
	04/01/2023	\$24.16	\$7.21	\$4.80	\$0.00	\$36.17

All Aspects of New Wood Frame Work

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - CARPENTER (Wood Frame) - Zone 3
Effective Date - 04/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$13.60	\$7.21	\$0.00	\$0.00	\$20.81
2	60	\$13.60	\$7.21	\$0.00	\$0.00	\$20.81
3	65	\$14.73	\$7.21	\$0.00	\$0.00	\$21.94
4	70	\$15.86	\$7.21	\$0.00	\$0.00	\$23.07
5	75	\$17.00	\$7.21	\$3.80	\$0.00	\$28.01
6	80	\$18.13	\$7.21	\$3.80	\$0.00	\$29.14
7	85	\$19.26	\$7.21	\$3.80	\$0.00	\$30.27
8	90	\$20.39	\$7.21	\$3.80	\$0.00	\$31.40

Effective Date - 04/01/2021

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

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$17.41/ 3&4 \$19.67/ 5&6 \$26.87/ 7&8 \$29.14

Apprentice to Journeyworker Ratio:1:5
CEMENT MASONRY/PLASTERING
01/01/2020
\$44.67
\$12.75
\$22.41
\$0.62
\$80.45
BRICKLAYERS LOCAL 3 (FOXBORO)
Apprentice - CEMENT MASONRY/PLASTERING - Foxboro
Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.34	\$12.75	\$15.41	\$0.00	\$50.50
2	60	\$26.80	\$12.75	\$17.41	\$0.62	\$57.58
3	65	\$29.04	\$12.75	\$18.41	\$0.62	\$60.82
4	70	\$31.27	\$12.75	\$19.41	\$0.62	\$64.05
5	75	\$33.50	\$12.75	\$20.41	\$0.62	\$67.28
6	80	\$35.74	\$12.75	\$21.41	\$0.62	\$70.52
7	90	\$40.20	\$12.75	\$22.41	\$0.62	\$75.98

Notes:

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

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$50.33	\$13.00	\$15.70	\$0.00	\$79.03
	12/01/2020	\$51.48	\$13.00	\$15.70	\$0.00	\$80.18
	06/01/2021	\$52.58	\$13.00	\$15.70	\$0.00	\$81.28
	12/01/2021	\$53.73	\$13.00	\$15.70	\$0.00	\$82.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$32.72	\$13.00	\$15.70	\$0.00	\$61.42
	12/01/2020	\$33.50	\$13.00	\$15.70	\$0.00	\$62.20
	06/01/2021	\$34.25	\$13.00	\$15.70	\$0.00	\$62.95
	12/01/2021	\$35.04	\$13.00	\$15.70	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 2</i>	07/01/2020	\$51.51	\$8.25	\$22.40	\$0.00	\$82.16
	01/01/2021	\$52.06	\$8.25	\$22.75	\$0.00	\$83.06

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.76	\$8.25	\$0.00	\$0.00	\$34.01
2	55	\$28.33	\$8.25	\$6.05	\$0.00	\$42.63
3	60	\$30.91	\$8.25	\$6.60	\$0.00	\$45.76
4	65	\$33.48	\$8.25	\$7.15	\$0.00	\$48.88
5	70	\$36.06	\$8.25	\$19.10	\$0.00	\$63.41
6	75	\$38.63	\$8.25	\$19.65	\$0.00	\$66.53
7	80	\$41.21	\$8.25	\$20.20	\$0.00	\$69.66
8	90	\$46.36	\$8.25	\$21.30	\$0.00	\$75.91

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.03	\$8.25	\$0.00	\$0.00	\$34.28
2	55	\$28.63	\$8.25	\$6.16	\$0.00	\$43.04
3	60	\$31.24	\$8.25	\$6.72	\$0.00	\$46.21
4	65	\$33.84	\$8.25	\$7.28	\$0.00	\$49.37
5	70	\$36.44	\$8.25	\$19.39	\$0.00	\$64.08
6	75	\$39.05	\$8.25	\$19.95	\$0.00	\$67.25
7	80	\$41.65	\$8.25	\$20.51	\$0.00	\$70.41
8	90	\$46.85	\$8.25	\$21.63	\$0.00	\$76.73

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: ADZEMAN <i>LABORERS - ZONE 2</i>	12/01/2019	\$39.30	\$8.10	\$16.60	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2019	\$40.30	\$8.10	\$16.60	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS <i>LABORERS - ZONE 2</i>	12/01/2019	\$40.05	\$8.10	\$16.60	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 2</i>	12/01/2019	\$40.30	\$8.10	\$16.60	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2019	\$40.05	\$8.10	\$16.60	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 2</i>	12/01/2019	\$39.30	\$8.10	\$16.60	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2019	\$68.52	\$9.90	\$21.15	\$0.00	\$99.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2019	\$73.41	\$9.90	\$21.15	\$0.00	\$104.46
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) <i>DRAWBRIDGE - SEIU LOCAL 888</i>	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN <i>ELECTRICIANS LOCAL 99</i>	06/01/2019	\$40.40	\$10.87	\$11.22	\$0.00	\$62.49

Apprentice - ELECTRICIAN - Local 99**Effective Date - 06/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$16.97	\$4.56	\$0.51	\$0.00	\$22.04
2	47	\$18.99	\$5.11	\$0.57	\$0.00	\$24.67
3	52	\$21.01	\$5.65	\$5.84	\$0.00	\$32.50
4	55	\$22.22	\$5.98	\$6.17	\$0.00	\$34.37
5	58	\$23.43	\$6.30	\$6.50	\$0.00	\$36.23
6	60	\$24.24	\$6.52	\$6.74	\$0.00	\$37.50
7	65	\$26.26	\$7.06	\$7.30	\$0.00	\$40.62
8	70	\$28.28	\$7.61	\$7.85	\$0.00	\$43.74
9	75	\$30.30	\$8.15	\$8.42	\$0.00	\$46.87
10	75	\$30.30	\$8.15	\$8.42	\$0.00	\$46.87

Notes:

Steps 1-2 are 1000 hrs.; Steps 3-10 are 6 mos (750 hrs.)

Apprentice to Journeyworker Ratio:2:3***ELEVATOR CONSTRUCTOR
ELEVATOR CONSTRUCTORS LOCAL 4

01/01/2020	\$61.42	\$15.73	\$18.41	\$0.00	\$95.56
01/01/2021	\$63.47	\$15.88	\$19.31	\$0.00	\$98.66
01/01/2022	\$65.62	\$16.03	\$20.21	\$0.00	\$101.86

Apprentice - ELEVATOR CONSTRUCTOR - Local 4**Effective Date - 01/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.71	\$15.73	\$0.00	\$0.00	\$46.44
2	55	\$33.78	\$15.73	\$18.41	\$0.00	\$67.92
3	65	\$39.92	\$15.73	\$18.41	\$0.00	\$74.06
4	70	\$42.99	\$15.73	\$18.41	\$0.00	\$77.13
5	80	\$49.14	\$15.73	\$18.41	\$0.00	\$83.28

Effective Date - 01/01/2021

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

Notes:

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

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ELEVATOR CONSTRUCTOR HELPER <i>ELEVATOR CONSTRUCTORS LOCAL 4</i>	01/01/2020	\$42.99	\$15.73	\$18.41	\$0.00	\$77.13
	01/01/2021	\$44.43	\$15.88	\$19.31	\$0.00	\$79.62
	01/01/2022	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2020	\$44.73	\$12.50	\$15.70	\$0.00	\$72.93
	11/01/2020	\$45.73	\$12.50	\$15.70	\$0.00	\$73.93
	05/01/2021	\$46.88	\$12.50	\$15.70	\$0.00	\$75.08
	11/01/2021	\$47.88	\$12.50	\$15.70	\$0.00	\$76.08
	05/01/2022	\$49.03	\$12.50	\$15.70	\$0.00	\$77.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2020	\$46.23	\$12.50	\$15.70	\$0.00	\$74.43
	11/01/2020	\$47.24	\$12.50	\$15.70	\$0.00	\$75.44
	05/01/2021	\$48.40	\$12.50	\$15.70	\$0.00	\$76.60
	11/01/2021	\$49.41	\$12.50	\$15.70	\$0.00	\$77.61
	05/01/2022	\$50.57	\$12.50	\$15.70	\$0.00	\$78.77
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2020	\$22.64	\$12.50	\$15.70	\$0.00	\$50.84
	11/01/2020	\$23.23	\$12.50	\$15.70	\$0.00	\$51.43
	05/01/2021	\$23.91	\$12.50	\$15.70	\$0.00	\$52.11
	11/01/2021	\$24.51	\$12.50	\$15.70	\$0.00	\$52.71
	05/01/2022	\$25.18	\$12.50	\$15.70	\$0.00	\$53.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 99</i>	06/01/2019	\$40.40	\$10.87	\$11.22	\$0.00	\$62.49
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS LOCAL 99</i>	06/01/2019	\$30.30	\$10.87	\$6.63	\$0.00	\$47.80
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$40.30	\$13.00	\$15.70	\$0.00	\$69.00
	12/01/2020	\$41.25	\$13.00	\$15.70	\$0.00	\$69.95
	06/01/2021	\$42.16	\$13.00	\$15.70	\$0.00	\$70.86
	12/01/2021	\$43.11	\$13.00	\$15.70	\$0.00	\$71.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER <i>LABORERS - ZONE 2</i>	06/01/2020	\$23.50	\$8.60	\$15.77	\$0.00	\$47.87
	12/01/2020	\$24.50	\$8.60	\$15.77	\$0.00	\$48.87
	06/01/2021	\$24.50	\$8.60	\$15.77	\$0.00	\$48.87
	12/01/2021	\$24.50	\$8.60	\$15.77	\$0.00	\$48.87
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FLOORCOVERER	03/01/2020	\$47.05	\$9.40	\$19.25	\$0.00	\$75.70
<i>FLOORCOVERERS LOCAL 2168 ZONE I</i>	09/01/2020	\$47.85	\$9.40	\$19.25	\$0.00	\$76.50
	03/01/2021	\$48.65	\$9.40	\$19.25	\$0.00	\$77.30
	09/01/2021	\$49.45	\$9.40	\$19.25	\$0.00	\$78.10
	03/01/2022	\$50.25	\$9.40	\$19.25	\$0.00	\$78.90

Apprentice - FLOORCOVERER - Local 2168 Zone I

Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.53	\$9.40	\$1.79	\$0.00	\$34.72
2	55	\$25.88	\$9.40	\$1.79	\$0.00	\$37.07
3	60	\$28.23	\$9.40	\$13.88	\$0.00	\$51.51
4	65	\$30.58	\$9.40	\$13.88	\$0.00	\$53.86
5	70	\$32.94	\$9.40	\$15.67	\$0.00	\$58.01
6	75	\$35.29	\$9.40	\$15.67	\$0.00	\$60.36
7	80	\$37.64	\$9.40	\$17.46	\$0.00	\$64.50
8	85	\$39.99	\$9.40	\$17.46	\$0.00	\$66.85

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.93	\$9.40	\$1.79	\$0.00	\$35.12
2	55	\$26.32	\$9.40	\$1.79	\$0.00	\$37.51
3	60	\$28.71	\$9.40	\$13.88	\$0.00	\$51.99
4	65	\$31.10	\$9.40	\$13.88	\$0.00	\$54.38
5	70	\$33.50	\$9.40	\$15.67	\$0.00	\$58.57
6	75	\$35.89	\$9.40	\$15.67	\$0.00	\$60.96
7	80	\$38.28	\$9.40	\$17.46	\$0.00	\$65.14
8	85	\$40.67	\$9.40	\$17.46	\$0.00	\$67.53

Notes: Steps are 750 hrs.
 % After 09/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)
 Step 1&2 \$32.36/ 3&4 \$38.80/ 5&6 \$58.01/ 7&8 \$64.50

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
<i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.58	\$13.00	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.73	\$13.00	\$15.70	\$0.00	\$81.43

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATOR/LIGHTING PLANT/HEATERS	06/01/2020	\$32.72	\$13.00	\$15.70	\$0.00	\$61.42
<i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2020	\$33.50	\$13.00	\$15.70	\$0.00	\$62.20
	06/01/2021	\$34.25	\$13.00	\$15.70	\$0.00	\$62.95
	12/01/2021	\$35.04	\$13.00	\$15.70	\$0.00	\$63.74

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	06/01/2020	\$39.18	\$10.80	\$10.45	\$0.00	\$60.43
<i>GLAZIERS LOCAL 1333</i>						

Apprentice - GLAZIER - Local 1333

Effective Date - 06/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.59	\$10.80	\$1.80	\$0.00	\$32.19
2	56	\$22.04	\$10.80	\$1.80	\$0.00	\$34.64
3	63	\$24.49	\$10.80	\$2.45	\$0.00	\$37.74
4	69	\$26.94	\$10.80	\$2.45	\$0.00	\$40.19
5	75	\$29.39	\$10.80	\$3.15	\$0.00	\$43.34
6	81	\$31.83	\$10.80	\$3.15	\$0.00	\$45.78
7	88	\$34.28	\$10.80	\$10.45	\$0.00	\$55.53
8	94	\$36.73	\$10.80	\$10.45	\$0.00	\$57.98

Notes:

Apprentice to Journeyworker Ratio:1:3

HOISTING ENGINEER/CRANES/GRADALLS	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.58	\$13.00	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.73	\$13.00	\$15.70	\$0.00	\$81.43

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 06/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$27.13	\$13.00	\$0.00	\$0.00	\$40.13
2	60	\$29.60	\$13.00	\$15.70	\$0.00	\$58.30
3	65	\$32.06	\$13.00	\$15.70	\$0.00	\$60.76
4	70	\$34.53	\$13.00	\$15.70	\$0.00	\$63.23
5	75	\$37.00	\$13.00	\$15.70	\$0.00	\$65.70
6	80	\$39.46	\$13.00	\$15.70	\$0.00	\$68.16
7	85	\$41.93	\$13.00	\$15.70	\$0.00	\$70.63
8	90	\$44.40	\$13.00	\$15.70	\$0.00	\$73.10

Effective Date - 12/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$27.76	\$13.00	\$0.00	\$0.00	\$40.76
2	60	\$30.29	\$13.00	\$15.70	\$0.00	\$58.99
3	65	\$32.81	\$13.00	\$15.70	\$0.00	\$61.51
4	70	\$35.34	\$13.00	\$15.70	\$0.00	\$64.04
5	75	\$37.86	\$13.00	\$15.70	\$0.00	\$66.56
6	80	\$40.38	\$13.00	\$15.70	\$0.00	\$69.08
7	85	\$42.91	\$13.00	\$15.70	\$0.00	\$71.61
8	90	\$45.43	\$13.00	\$15.70	\$0.00	\$74.13

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17 - A	08/01/2020	\$50.67	\$13.50	\$24.12	\$2.65	\$90.94
	02/01/2021	\$52.32	\$13.50	\$24.12	\$2.70	\$92.64
	08/01/2021	\$54.07	\$13.50	\$24.12	\$2.75	\$94.44
	02/01/2022	\$55.82	\$13.50	\$24.12	\$2.80	\$96.24
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 99	06/01/2019	\$40.40	\$10.87	\$11.22	\$0.00	\$62.49
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 17 - A	08/01/2020	\$50.67	\$13.50	\$24.12	\$2.65	\$90.94
	02/01/2021	\$52.32	\$13.50	\$24.12	\$2.70	\$92.64
	08/01/2021	\$54.07	\$13.50	\$24.12	\$2.75	\$94.44
	02/01/2022	\$55.82	\$13.50	\$24.12	\$2.80	\$96.24
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) PLUMBERS & PIPEFITTERS LOCAL 51	03/02/2020	\$43.69	\$10.00	\$18.80	\$0.00	\$72.49
	08/31/2020	\$45.84	\$10.00	\$18.80	\$0.00	\$74.64
	08/30/2021	\$47.84	\$10.00	\$18.80	\$0.00	\$76.64
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC MECHANIC <i>PLUMBERS & PIPEFITTERS LOCAL 51</i>	03/02/2020	\$43.69	\$10.00	\$18.80	\$0.00	\$72.49
	08/31/2020	\$45.84	\$10.00	\$18.80	\$0.00	\$74.64
	08/30/2021	\$47.84	\$10.00	\$18.80	\$0.00	\$76.64
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.81	\$8.60	\$15.77	\$0.00	\$59.18
	12/01/2020	\$35.70	\$8.60	\$15.77	\$0.00	\$60.07
	06/01/2021	\$36.62	\$8.60	\$15.77	\$0.00	\$60.99
	12/01/2021	\$37.53	\$8.60	\$15.77	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER"						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SOUTHERN MASS)</i>	09/01/2019	\$43.60	\$12.80	\$16.40	\$0.00	\$72.80

Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Southern MA

Effective Date - 09/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.80	\$12.80	\$11.90	\$0.00	\$46.50
2	60	\$26.16	\$12.80	\$12.80	\$0.00	\$51.76
3	70	\$30.52	\$12.80	\$13.70	\$0.00	\$57.02
4	80	\$34.88	\$12.80	\$14.60	\$0.00	\$62.28

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 37</i>	03/16/2020	\$40.61	\$7.70	\$17.10	\$0.00	\$65.41
	09/16/2020	\$41.51	\$7.70	\$17.10	\$0.00	\$66.31
	03/16/2021	\$42.46	\$7.70	\$17.10	\$0.00	\$67.26

Classification

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

Apprentice - IRONWORKER - Local 37

Effective Date - 03/16/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	70	\$28.43	\$7.70	\$17.10	\$0.00	\$53.23
2	75	\$30.46	\$7.70	\$17.10	\$0.00	\$55.26
3	80	\$32.49	\$7.70	\$17.10	\$0.00	\$57.29
4	85	\$34.52	\$7.70	\$17.10	\$0.00	\$59.32
5	90	\$36.55	\$7.70	\$17.10	\$0.00	\$61.35
6	95	\$38.58	\$7.70	\$17.10	\$0.00	\$63.38

Effective Date - 09/16/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	70	\$29.06	\$7.70	\$17.10	\$0.00	\$53.86
2	75	\$31.13	\$7.70	\$17.10	\$0.00	\$55.93
3	80	\$33.21	\$7.70	\$17.10	\$0.00	\$58.01
4	85	\$35.28	\$7.70	\$17.10	\$0.00	\$60.08
5	90	\$37.36	\$7.70	\$17.10	\$0.00	\$62.16
6	95	\$39.43	\$7.70	\$17.10	\$0.00	\$64.23

Notes:

Apprentice to Journeyworker Ratio:1:4

JACKHAMMER & PAVING BREAKER OPERATOR	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
LABORERS - ZONE 2	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

LABORER	06/01/2020	\$34.06	\$8.60	\$15.77	\$0.00	\$58.43
LABORERS - ZONE 2	12/01/2020	\$34.95	\$8.60	\$15.77	\$0.00	\$59.32
	06/01/2021	\$35.87	\$8.60	\$15.77	\$0.00	\$60.24
	12/01/2021	\$36.78	\$8.60	\$15.77	\$0.00	\$61.15

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - LABORER - Zone 2

Effective Date - 06/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.44	\$8.60	\$15.77	\$0.00	\$44.81
2	70	\$23.84	\$8.60	\$15.77	\$0.00	\$48.21
3	80	\$27.25	\$8.60	\$15.77	\$0.00	\$51.62
4	90	\$30.65	\$8.60	\$15.77	\$0.00	\$55.02

Effective Date - 12/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.97	\$8.60	\$15.77	\$0.00	\$45.34
2	70	\$24.47	\$8.60	\$15.77	\$0.00	\$48.84
3	80	\$27.96	\$8.60	\$15.77	\$0.00	\$52.33
4	90	\$31.46	\$8.60	\$15.77	\$0.00	\$55.83

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER LABORERS - ZONE 2	06/01/2020	\$34.06	\$8.60	\$15.77	\$0.00	\$58.43
	12/01/2020	\$34.95	\$8.60	\$15.77	\$0.00	\$59.32
	06/01/2021	\$35.87	\$8.60	\$15.77	\$0.00	\$60.24
	12/01/2021	\$36.78	\$8.60	\$15.77	\$0.00	\$61.15
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER LABORERS - ZONE 2	06/01/2020	\$34.06	\$8.60	\$15.77	\$0.00	\$58.43
	12/01/2020	\$34.95	\$8.60	\$15.77	\$0.00	\$59.32
	06/01/2021	\$35.87	\$8.60	\$15.77	\$0.00	\$60.24
	12/01/2021	\$36.78	\$8.60	\$15.77	\$0.00	\$61.15
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS - ZONE 2	06/01/2020	\$34.15	\$8.60	\$15.83	\$0.00	\$58.58
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER LABORERS - ZONE 2	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
LABORER: MULTI-TRADE TENDER LABORERS - ZONE 2	06/01/2020	\$34.06	\$8.60	\$15.77	\$0.00	\$58.43
	12/01/2020	\$34.95	\$8.60	\$15.77	\$0.00	\$59.32
	06/01/2021	\$35.87	\$8.60	\$15.77	\$0.00	\$60.24
	12/01/2021	\$36.78	\$8.60	\$15.77	\$0.00	\$61.15
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER LABORERS - ZONE 2	06/01/2020	\$34.06	\$8.60	\$15.77	\$0.00	\$58.43
	12/01/2020	\$34.95	\$8.60	\$15.77	\$0.00	\$59.32
	06/01/2021	\$35.87	\$8.60	\$15.77	\$0.00	\$60.24
	12/01/2021	\$36.78	\$8.60	\$15.77	\$0.00	\$61.15

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
LABORERS - ZONE 2	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
MARBLE & TILE FINISHERS	08/01/2020	\$42.57	\$10.75	\$20.27	\$0.00	\$73.59
BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2021	\$43.08	\$10.75	\$20.27	\$0.00	\$74.10
	08/01/2021	\$44.20	\$10.75	\$20.43	\$0.00	\$75.38
	02/01/2022	\$44.67	\$10.75	\$20.43	\$0.00	\$75.85
Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile						
Effective Date - 08/01/2020						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.29	\$10.75	\$20.27	\$0.00	\$52.31
2	60	\$25.54	\$10.75	\$20.27	\$0.00	\$56.56
3	70	\$29.80	\$10.75	\$20.27	\$0.00	\$60.82
4	80	\$34.06	\$10.75	\$20.27	\$0.00	\$65.08
5	90	\$38.31	\$10.75	\$20.27	\$0.00	\$69.33
Effective Date - 02/01/2021						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.54	\$10.75	\$20.27	\$0.00	\$52.56
2	60	\$25.85	\$10.75	\$20.27	\$0.00	\$56.87
3	70	\$30.16	\$10.75	\$20.27	\$0.00	\$61.18
4	80	\$34.46	\$10.75	\$20.27	\$0.00	\$65.48
5	90	\$38.77	\$10.75	\$20.27	\$0.00	\$69.79
Notes:						
Apprentice to Journeyworker Ratio:1:3						
MARBLE MASONS,TILELAYERS & TERRAZZO MECH	08/01/2020	\$55.77	\$10.75	\$22.08	\$0.00	\$88.60
BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2021	\$56.41	\$10.75	\$22.08	\$0.00	\$89.24
	08/01/2021	\$57.81	\$10.75	\$22.24	\$0.00	\$90.80
	02/01/2022	\$58.38	\$10.75	\$22.24	\$0.00	\$91.37

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

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.89	\$10.75	\$22.08	\$0.00	\$60.72
2	60	\$33.46	\$10.75	\$22.08	\$0.00	\$66.29
3	70	\$39.04	\$10.75	\$22.08	\$0.00	\$71.87
4	80	\$44.62	\$10.75	\$22.08	\$0.00	\$77.45
5	90	\$50.19	\$10.75	\$22.08	\$0.00	\$83.02

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.21	\$10.75	\$22.08	\$0.00	\$61.04
2	60	\$33.85	\$10.75	\$22.08	\$0.00	\$66.68
3	70	\$39.49	\$10.75	\$22.08	\$0.00	\$72.32
4	80	\$45.13	\$10.75	\$22.08	\$0.00	\$77.96
5	90	\$50.77	\$10.75	\$22.08	\$0.00	\$83.60

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES)	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANICS MAINTENANCE	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 2)	04/01/2019	\$38.87	\$9.90	\$18.50	\$0.00	\$67.27
MILLWRIGHTS LOCAL 1121 - Zone 2						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - MILLWRIGHT - Local 1121 Zone 2						
Effective Date - 04/01/2019						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$21.38	\$9.90	\$5.31	\$0.00	\$36.59
2	65	\$25.27	\$9.90	\$15.13	\$0.00	\$50.30
3	75	\$29.15	\$9.90	\$16.10	\$0.00	\$55.15
4	85	\$33.04	\$9.90	\$17.06	\$0.00	\$60.00
Notes:						
Steps are 2,000 hours						
Apprentice to Journeyworker Ratio:1:5						
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MORTAR MIXER	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
LABORERS - ZONE 2	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
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OILER (OTHER THAN TRUCK CRANES,GRADALLS)	06/01/2020	\$23.13	\$13.00	\$15.70	\$0.00	\$51.83
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$23.70	\$13.00	\$15.70	\$0.00	\$52.40
	06/01/2021	\$24.25	\$13.00	\$15.70	\$0.00	\$52.95
	12/01/2021	\$24.83	\$13.00	\$15.70	\$0.00	\$53.53
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
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OILER (TRUCK CRANES, GRADALLS)	06/01/2020	\$27.79	\$13.00	\$15.70	\$0.00	\$56.49
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$28.47	\$13.00	\$15.70	\$0.00	\$57.17
	06/01/2021	\$29.11	\$13.00	\$15.70	\$0.00	\$57.81
	12/01/2021	\$29.79	\$13.00	\$15.70	\$0.00	\$58.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
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OTHER POWER DRIVEN EQUIPMENT - CLASS II	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
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PAINTER (BRIDGES/TANKS)	07/01/2020	\$51.51	\$8.25	\$22.40	\$0.00	\$82.16
PAINTERS LOCAL 35 - ZONE 2	01/01/2021	\$52.06	\$8.25	\$22.75	\$0.00	\$83.06

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - PAINTER Local 35 - BRIDGES/TANKS
Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.76	\$8.25	\$0.00	\$0.00	\$34.01
2	55	\$28.33	\$8.25	\$6.05	\$0.00	\$42.63
3	60	\$30.91	\$8.25	\$6.60	\$0.00	\$45.76
4	65	\$33.48	\$8.25	\$7.15	\$0.00	\$48.88
5	70	\$36.06	\$8.25	\$19.10	\$0.00	\$63.41
6	75	\$38.63	\$8.25	\$19.65	\$0.00	\$66.53
7	80	\$41.21	\$8.25	\$20.20	\$0.00	\$69.66
8	90	\$46.36	\$8.25	\$21.30	\$0.00	\$75.91

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.03	\$8.25	\$0.00	\$0.00	\$34.28
2	55	\$28.63	\$8.25	\$6.16	\$0.00	\$43.04
3	60	\$31.24	\$8.25	\$6.72	\$0.00	\$46.21
4	65	\$33.84	\$8.25	\$7.28	\$0.00	\$49.37
5	70	\$36.44	\$8.25	\$19.39	\$0.00	\$64.08
6	75	\$39.05	\$8.25	\$19.95	\$0.00	\$67.25
7	80	\$41.65	\$8.25	\$20.51	\$0.00	\$70.41
8	90	\$46.85	\$8.25	\$21.63	\$0.00	\$76.73

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	07/01/2020	\$41.21	\$8.25	\$22.40	\$0.00	\$71.86
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	01/01/2021	\$42.96	\$8.25	\$22.75	\$0.00	\$73.96

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New
Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.61	\$8.25	\$0.00	\$0.00	\$28.86
2	55	\$22.67	\$8.25	\$6.05	\$0.00	\$36.97
3	60	\$24.73	\$8.25	\$6.60	\$0.00	\$39.58
4	65	\$26.79	\$8.25	\$7.15	\$0.00	\$42.19
5	70	\$28.85	\$8.25	\$19.10	\$0.00	\$56.20
6	75	\$30.91	\$8.25	\$19.65	\$0.00	\$58.81
7	80	\$32.97	\$8.25	\$20.20	\$0.00	\$61.42
8	90	\$37.09	\$8.25	\$21.30	\$0.00	\$66.64

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.48	\$8.25	\$0.00	\$0.00	\$29.73
2	55	\$23.63	\$8.25	\$6.16	\$0.00	\$38.04
3	60	\$25.78	\$8.25	\$6.72	\$0.00	\$40.75
4	65	\$27.92	\$8.25	\$7.28	\$0.00	\$43.45
5	70	\$30.07	\$8.25	\$19.39	\$0.00	\$57.71
6	75	\$32.22	\$8.25	\$19.95	\$0.00	\$60.42
7	80	\$34.37	\$8.25	\$20.51	\$0.00	\$63.13
8	90	\$38.66	\$8.25	\$21.63	\$0.00	\$68.54

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	07/01/2020	\$40.47	\$8.25	\$22.40	\$0.00	\$71.12
PAINTERS LOCAL 35 - ZONE 2	01/01/2021	\$41.02	\$8.25	\$22.75	\$0.00	\$72.02

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint
Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.24	\$8.25	\$0.00	\$0.00	\$28.49
2	55	\$22.26	\$8.25	\$6.05	\$0.00	\$36.56
3	60	\$24.28	\$8.25	\$6.60	\$0.00	\$39.13
4	65	\$26.31	\$8.25	\$7.15	\$0.00	\$41.71
5	70	\$28.33	\$8.25	\$19.10	\$0.00	\$55.68
6	75	\$30.35	\$8.25	\$19.65	\$0.00	\$58.25
7	80	\$32.38	\$8.25	\$20.20	\$0.00	\$60.83
8	90	\$36.42	\$8.25	\$21.30	\$0.00	\$65.97

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.51	\$8.25	\$0.00	\$0.00	\$28.76
2	55	\$22.56	\$8.25	\$6.16	\$0.00	\$36.97
3	60	\$24.61	\$8.25	\$6.72	\$0.00	\$39.58
4	65	\$26.66	\$8.25	\$7.28	\$0.00	\$42.19
5	70	\$28.71	\$8.25	\$19.39	\$0.00	\$56.35
6	75	\$30.77	\$8.25	\$19.95	\$0.00	\$58.97
7	80	\$32.82	\$8.25	\$20.51	\$0.00	\$61.58
8	90	\$36.92	\$8.25	\$21.63	\$0.00	\$66.80

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (TRAFFIC MARKINGS)

LABORERS - ZONE 2

06/01/2020	\$34.06	\$8.60	\$15.77	\$0.00	\$58.43
12/01/2020	\$34.95	\$8.60	\$15.77	\$0.00	\$59.32
06/01/2021	\$35.87	\$8.60	\$15.77	\$0.00	\$60.24
12/01/2021	\$36.78	\$8.60	\$15.77	\$0.00	\$61.15

For Apprentice rates see "Apprentice- LABORER"

PAINTER / TAPER (BRUSH, NEW) *

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

NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

07/01/2020	\$41.01	\$8.25	\$22.40	\$0.00	\$71.66
01/01/2021	\$41.56	\$8.25	\$22.75	\$0.00	\$72.56

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW
Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.51	\$8.25	\$0.00	\$0.00	\$28.76
2	55	\$22.56	\$8.25	\$6.05	\$0.00	\$36.86
3	60	\$24.61	\$8.25	\$6.60	\$0.00	\$39.46
4	65	\$26.66	\$8.25	\$7.15	\$0.00	\$42.06
5	70	\$28.71	\$8.25	\$19.10	\$0.00	\$56.06
6	75	\$30.76	\$8.25	\$19.65	\$0.00	\$58.66
7	80	\$32.81	\$8.25	\$20.20	\$0.00	\$61.26
8	90	\$36.91	\$8.25	\$21.30	\$0.00	\$66.46

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.78	\$8.25	\$0.00	\$0.00	\$29.03
2	55	\$22.86	\$8.25	\$6.16	\$0.00	\$37.27
3	60	\$24.94	\$8.25	\$6.72	\$0.00	\$39.91
4	65	\$27.01	\$8.25	\$7.28	\$0.00	\$42.54
5	70	\$29.09	\$8.25	\$19.39	\$0.00	\$56.73
6	75	\$31.17	\$8.25	\$19.95	\$0.00	\$59.37
7	80	\$33.25	\$8.25	\$20.51	\$0.00	\$62.01
8	90	\$37.40	\$8.25	\$21.63	\$0.00	\$67.28

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)	07/01/2020	\$39.07	\$8.25	\$22.40	\$0.00	\$69.72
PAINTERS LOCAL 35 - ZONE 2	01/01/2021	\$39.62	\$8.25	\$22.75	\$0.00	\$70.62

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT
Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.54	\$8.25	\$0.00	\$0.00	\$27.79
2	55	\$21.49	\$8.25	\$6.05	\$0.00	\$35.79
3	60	\$23.44	\$8.25	\$6.60	\$0.00	\$38.29
4	65	\$25.40	\$8.25	\$7.15	\$0.00	\$40.80
5	70	\$27.35	\$8.25	\$19.10	\$0.00	\$54.70
6	75	\$29.30	\$8.25	\$19.65	\$0.00	\$57.20
7	80	\$31.26	\$8.25	\$20.20	\$0.00	\$59.71
8	90	\$35.16	\$8.25	\$21.30	\$0.00	\$64.71

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.81	\$8.25	\$0.00	\$0.00	\$28.06
2	55	\$21.79	\$8.25	\$6.16	\$0.00	\$36.20
3	60	\$23.77	\$8.25	\$6.72	\$0.00	\$38.74
4	65	\$25.75	\$8.25	\$7.28	\$0.00	\$41.28
5	70	\$27.73	\$8.25	\$19.39	\$0.00	\$55.37
6	75	\$29.72	\$8.25	\$19.95	\$0.00	\$57.92
7	80	\$31.70	\$8.25	\$20.51	\$0.00	\$60.46
8	90	\$35.66	\$8.25	\$21.63	\$0.00	\$65.54

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1
PANEL & PICKUP TRUCKS DRIVER
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B

08/01/2020	\$34.98	\$12.91	\$13.72	\$0.00	\$61.61
12/01/2020	\$34.98	\$12.91	\$14.82	\$0.00	\$62.71
06/01/2021	\$35.78	\$12.91	\$14.82	\$0.00	\$63.51
08/01/2021	\$35.78	\$13.41	\$14.82	\$0.00	\$64.01
12/01/2021	\$35.78	\$13.41	\$16.01	\$0.00	\$65.20

PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)
PILE DRIVER LOCAL 56 (ZONE 2)

For apprentice rates see "Apprentice- PILE DRIVER"

08/01/2019	\$44.61	\$9.90	\$21.15	\$0.00	\$75.66
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PILE DRIVER
PILE DRIVER LOCAL 56 (ZONE 2)

08/01/2019	\$44.61	\$9.90	\$21.15	\$0.00	\$75.66
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - PILE DRIVER - Local 56 Zone 2						
Effective Date - 08/01/2019						
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\$54.34/2\$58.99/3\$63.65/4\$65.98/5\$68.31/6\$68.31/7\$72.96/8\$72.96						
Apprentice to Journeyworker Ratio:1:5						
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PIPELAYER		06/01/2020	\$34.31	\$8.60	\$15.77	\$58.68
LABORERS - ZONE 2		12/01/2020	\$35.20	\$8.60	\$15.77	\$59.57
		06/01/2021	\$36.12	\$8.60	\$15.77	\$60.49
		12/01/2021	\$37.03	\$8.60	\$15.77	\$61.40
For apprentice rates see "Apprentice- LABORER"						
<hr/>						
PLUMBER & PIPEFITTER		03/02/2020	\$43.69	\$10.00	\$18.80	\$72.49
PLUMBERS & PIPEFITTERS LOCAL 51		08/31/2020	\$45.84	\$10.00	\$18.80	\$74.64
		08/30/2021	\$47.84	\$10.00	\$18.80	\$76.64
<hr/>						
Apprentice - PLUMBER/PIPEFITTER - Local 51						
Effective Date - 03/02/2020						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.48	\$10.00	\$2.50	\$0.00	\$29.98
2	50	\$21.85	\$10.00	\$2.50	\$0.00	\$34.35
3	60	\$26.21	\$10.00	\$8.48	\$0.00	\$44.69
4	70	\$30.58	\$10.00	\$13.56	\$0.00	\$54.14
5	80	\$34.95	\$10.00	\$16.95	\$0.00	\$61.90
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Effective Date - 08/31/2020						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.34	\$10.00	\$2.50	\$0.00	\$30.84
2	50	\$22.92	\$10.00	\$2.50	\$0.00	\$35.42
3	60	\$27.50	\$10.00	\$8.48	\$0.00	\$45.98
4	70	\$32.09	\$10.00	\$13.56	\$0.00	\$55.65
5	80	\$36.67	\$10.00	\$16.95	\$0.00	\$63.62
Notes: Steps 2000hrs. Prior 9/1/05; 40/40/45/50/55/60/65/75/80/85						
Apprentice to Journeyworker Ratio:1:3						
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PNEUMATIC CONTROLS (TEMP.)		03/02/2020	\$43.69	\$10.00	\$18.80	\$72.49
PLUMBERS & PIPEFITTERS LOCAL 51		08/31/2020	\$45.84	\$10.00	\$18.80	\$74.64
		08/30/2021	\$47.84	\$10.00	\$18.80	\$76.64
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PNEUMATIC DRILL/TOOL OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER <i>LABORERS - ZONE 2</i>	06/01/2020	\$35.06	\$8.60	\$15.77	\$0.00	\$59.43
	12/01/2020	\$35.95	\$8.60	\$15.77	\$0.00	\$60.32
	06/01/2021	\$36.87	\$8.60	\$15.77	\$0.00	\$61.24
	12/01/2021	\$37.78	\$8.60	\$15.77	\$0.00	\$62.15
For apprentice rates see "Apprentice- LABORER"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.58	\$13.00	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.73	\$13.00	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.58	\$13.00	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.73	\$13.00	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$32.72	\$13.00	\$15.70	\$0.00	\$61.42
	12/01/2020	\$33.50	\$13.00	\$15.70	\$0.00	\$62.20
	06/01/2021	\$34.25	\$13.00	\$15.70	\$0.00	\$62.95
	12/01/2021	\$35.04	\$13.00	\$15.70	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS 170 - Dauphinais (Bellingham)</i>	01/01/2020	\$24.00	\$11.01	\$2.50	\$0.00	\$37.51
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofers Waterproofing &Roofers Damproofg) <i>ROOFERS LOCAL 33</i>	08/01/2020	\$46.60	\$11.75	\$16.15	\$0.00	\$74.50
	02/01/2021	\$48.03	\$11.75	\$16.15	\$0.00	\$75.93
	08/01/2021	\$49.46	\$11.75	\$16.15	\$0.00	\$77.36
	02/01/2022	\$50.89	\$11.75	\$16.15	\$0.00	\$78.79

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - ROOFER - Local 33
Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.30	\$11.75	\$3.81	\$0.00	\$38.86
2	60	\$27.96	\$11.75	\$16.15	\$0.00	\$55.86
3	65	\$30.29	\$11.75	\$16.15	\$0.00	\$58.19
4	75	\$34.95	\$11.75	\$16.15	\$0.00	\$62.85
5	85	\$39.61	\$11.75	\$16.15	\$0.00	\$67.51

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.02	\$11.75	\$3.81	\$0.00	\$39.58
2	60	\$28.82	\$11.75	\$16.15	\$0.00	\$56.72
3	65	\$31.22	\$11.75	\$16.15	\$0.00	\$59.12
4	75	\$36.02	\$11.75	\$16.15	\$0.00	\$63.92
5	85	\$40.83	\$11.75	\$16.15	\$0.00	\$68.73

Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1
 Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.
 (Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER)

Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE	08/01/2020	\$46.85	\$11.75	\$16.15	\$0.00	\$74.75
ROOFERS LOCAL 33	02/01/2021	\$48.28	\$11.75	\$16.15	\$0.00	\$76.18
	08/01/2021	\$49.71	\$11.75	\$16.15	\$0.00	\$77.61
	02/01/2022	\$51.14	\$11.75	\$16.15	\$0.00	\$79.04

For apprentice rates see "Apprentice- ROOFER"

SHEETMETAL WORKER	08/01/2020	\$50.67	\$13.50	\$24.12	\$2.65	\$90.94
SHEETMETAL WORKERS LOCAL 17 - A	02/01/2021	\$52.32	\$13.50	\$24.12	\$2.70	\$92.64
	08/01/2021	\$54.07	\$13.50	\$24.12	\$2.75	\$94.44
	02/01/2022	\$55.82	\$13.50	\$24.12	\$2.80	\$96.24

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - SHEET METAL WORKER - Local 17-A
Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$21.28	\$13.50	\$5.89	\$0.00	\$40.67
2	42	\$21.28	\$13.50	\$5.89	\$0.00	\$40.67
3	47	\$23.81	\$13.50	\$11.13	\$1.45	\$49.89
4	47	\$23.81	\$13.50	\$11.13	\$1.45	\$49.89
5	52	\$26.35	\$13.50	\$12.08	\$1.56	\$53.49
6	52	\$26.35	\$13.50	\$12.33	\$1.57	\$53.75
7	60	\$30.40	\$13.50	\$13.70	\$1.73	\$59.33
8	65	\$32.94	\$13.50	\$15.15	\$1.83	\$63.42
9	75	\$38.00	\$13.50	\$16.56	\$2.04	\$70.10
10	85	\$43.07	\$13.50	\$17.96	\$2.24	\$76.77

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$21.97	\$13.50	\$5.89	\$0.00	\$41.36
2	42	\$21.97	\$13.50	\$5.89	\$0.00	\$41.36
3	47	\$24.59	\$13.50	\$11.13	\$1.48	\$50.70
4	47	\$24.59	\$13.50	\$11.13	\$1.48	\$50.70
5	52	\$27.21	\$13.50	\$12.08	\$1.58	\$54.37
6	52	\$27.21	\$13.50	\$12.33	\$1.59	\$54.63
7	60	\$31.39	\$13.50	\$13.70	\$1.76	\$60.35
8	65	\$34.01	\$13.50	\$15.15	\$1.88	\$64.54
9	75	\$39.24	\$13.50	\$16.56	\$2.08	\$71.38
10	85	\$44.47	\$13.50	\$17.96	\$2.28	\$78.21

Notes:

Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	08/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.07
	12/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.17
	06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$63.97
	08/01/2021	\$36.24	\$13.41	\$14.82	\$0.00	\$64.47
	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	08/01/2020	\$35.73	\$12.91	\$13.72	\$0.00	\$62.36
	12/01/2020	\$35.73	\$12.91	\$14.82	\$0.00	\$63.46
	06/01/2021	\$36.53	\$12.91	\$14.82	\$0.00	\$64.26
	08/01/2021	\$36.53	\$13.41	\$14.82	\$0.00	\$64.76
	12/01/2021	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95
SPRINKLER FITTER SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1	03/01/2020	\$60.82	\$9.68	\$20.55	\$0.00	\$91.05
	10/01/2020	\$62.32	\$9.68	\$20.55	\$0.00	\$92.55
	03/01/2021	\$63.82	\$9.68	\$20.55	\$0.00	\$94.05

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1**Effective Date -** 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$21.29	\$9.68	\$11.61	\$0.00	\$42.58
2	40	\$24.33	\$9.68	\$12.30	\$0.00	\$46.31
3	45	\$27.37	\$9.68	\$12.99	\$0.00	\$50.04
4	50	\$30.41	\$9.68	\$13.73	\$0.00	\$53.82
5	55	\$33.45	\$9.68	\$14.36	\$0.00	\$57.49
6	60	\$36.49	\$9.68	\$15.05	\$0.00	\$61.22
7	65	\$39.53	\$9.68	\$15.74	\$0.00	\$64.95
8	70	\$42.57	\$9.68	\$16.43	\$0.00	\$68.68
9	75	\$45.62	\$9.68	\$17.11	\$0.00	\$72.41
10	80	\$48.66	\$9.68	\$17.80	\$0.00	\$76.14

Effective Date - 10/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$21.81	\$9.68	\$11.61	\$0.00	\$43.10
2	40	\$24.93	\$9.68	\$12.30	\$0.00	\$46.91
3	45	\$28.04	\$9.68	\$12.99	\$0.00	\$50.71
4	50	\$31.16	\$9.68	\$13.73	\$0.00	\$54.57
5	55	\$34.28	\$9.68	\$14.36	\$0.00	\$58.32
6	60	\$37.39	\$9.68	\$15.05	\$0.00	\$62.12
7	65	\$40.51	\$9.68	\$15.74	\$0.00	\$65.93
8	70	\$43.62	\$9.68	\$16.43	\$0.00	\$69.73
9	75	\$46.74	\$9.68	\$17.11	\$0.00	\$73.53
10	80	\$49.86	\$9.68	\$17.80	\$0.00	\$77.34

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

Apprentice to Journeyworker Ratio:1:3**STEAM BOILER OPERATOR***OPERATING ENGINEERS LOCAL 4*

06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN*OPERATING ENGINEERS LOCAL 4*

06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TELECOMMUNICATION TECHNICIAN*ELECTRICIANS LOCAL 99*

06/01/2019	\$30.30	\$10.87	\$6.63	\$0.00	\$47.80
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Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 99**Effective Date - 06/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$16.67	\$10.87	\$0.50	\$0.00	\$28.04
2	60	\$18.18	\$10.87	\$0.55	\$0.00	\$29.60
3	65	\$19.70	\$10.87	\$5.59	\$0.00	\$36.16
4	70	\$21.21	\$10.87	\$5.74	\$0.00	\$37.82
5	75	\$22.73	\$10.87	\$5.89	\$0.00	\$39.49
6	80	\$24.24	\$10.87	\$6.04	\$0.00	\$41.15

Notes:

Steps 1-2 are 800 hrs., Steps 3-6 are 6 mos. (800 hrs.)

Apprentice to Journeyworker Ratio:1:1**TERRAZZO FINISHERS***BRICKLAYERS LOCAL 3 - MARBLE & TILE*

08/01/2020	\$54.69	\$10.75	\$22.09	\$0.00	\$87.53
02/01/2021	\$55.33	\$10.75	\$22.09	\$0.00	\$88.17
08/01/2021	\$56.73	\$10.75	\$22.25	\$0.00	\$89.73
02/01/2022	\$57.32	\$10.75	\$22.25	\$0.00	\$90.32

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile**Effective Date - 08/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.35	\$10.75	\$22.09	\$0.00	\$60.19
2	60	\$32.81	\$10.75	\$22.09	\$0.00	\$65.65
3	70	\$38.28	\$10.75	\$22.09	\$0.00	\$71.12
4	80	\$43.75	\$10.75	\$22.09	\$0.00	\$76.59
5	90	\$49.22	\$10.75	\$22.09	\$0.00	\$82.06

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.67	\$10.75	\$22.09	\$0.00	\$60.51
2	60	\$33.20	\$10.75	\$22.09	\$0.00	\$66.04
3	70	\$38.73	\$10.75	\$22.09	\$0.00	\$71.57
4	80	\$44.26	\$10.75	\$22.09	\$0.00	\$77.10
5	90	\$49.80	\$10.75	\$22.09	\$0.00	\$82.64

Notes:**Apprentice to Journeyworker Ratio:1:3****TEST BORING DRILLER***LABORERS - FOUNDATION AND MARINE*

06/01/2020	\$40.55	\$8.60	\$17.24	\$0.00	\$66.39
12/01/2020	\$41.53	\$8.60	\$17.24	\$0.00	\$67.37
06/01/2021	\$42.55	\$8.60	\$17.24	\$0.00	\$68.39
12/01/2021	\$43.56	\$8.60	\$17.24	\$0.00	\$69.40

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2020	\$39.27	\$8.60	\$17.24	\$0.00	\$65.11
	12/01/2020	\$40.25	\$8.60	\$17.24	\$0.00	\$66.09
	06/01/2021	\$41.27	\$8.60	\$17.24	\$0.00	\$67.11
	12/01/2021	\$42.28	\$8.60	\$17.24	\$0.00	\$68.12
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2020	\$39.15	\$8.60	\$17.24	\$0.00	\$64.99
	12/01/2020	\$40.13	\$8.60	\$17.24	\$0.00	\$65.97
	06/01/2021	\$41.15	\$8.60	\$17.24	\$0.00	\$66.99
	12/01/2021	\$42.16	\$8.60	\$17.24	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2020	\$36.02	\$12.91	\$13.72	\$0.00	\$62.65
	12/01/2020	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	06/01/2021	\$36.82	\$12.91	\$14.82	\$0.00	\$64.55
	08/01/2021	\$36.82	\$13.41	\$14.82	\$0.00	\$65.05
	12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	06/01/2020	\$51.38	\$8.60	\$17.69	\$0.00	\$77.67
	12/01/2020	\$52.36	\$8.60	\$17.69	\$0.00	\$78.65
	06/01/2021	\$53.38	\$8.60	\$17.69	\$0.00	\$79.67
	12/01/2021	\$54.39	\$8.60	\$17.69	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	06/01/2020	\$53.38	\$8.60	\$17.69	\$0.00	\$79.67
	12/01/2020	\$54.36	\$8.60	\$17.69	\$0.00	\$80.65
	06/01/2021	\$55.38	\$8.60	\$17.69	\$0.00	\$81.67
	12/01/2021	\$56.39	\$8.60	\$17.69	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2020	\$43.45	\$8.60	\$17.69	\$0.00	\$69.74
	12/01/2020	\$44.43	\$8.60	\$17.69	\$0.00	\$70.72
	06/01/2021	\$45.45	\$8.60	\$17.69	\$0.00	\$71.74
	12/01/2021	\$46.46	\$8.60	\$17.69	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2020	\$45.45	\$8.60	\$17.69	\$0.00	\$71.74
	12/01/2020	\$46.43	\$8.60	\$17.69	\$0.00	\$72.72
	06/01/2021	\$47.45	\$8.60	\$17.69	\$0.00	\$73.74
	12/01/2021	\$48.46	\$8.60	\$17.69	\$0.00	\$74.75
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.07
	12/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.17
	06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$63.97
	08/01/2021	\$36.24	\$13.41	\$14.82	\$0.00	\$64.47
	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WAGON DRILL OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.58	\$13.00	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.73	\$13.00	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER <i>PLUMBERS & PIPEFITTERS LOCAL 51</i>	03/02/2020	\$43.69	\$10.00	\$18.80	\$0.00	\$72.49
	08/31/2020	\$45.84	\$10.00	\$18.80	\$0.00	\$74.64
	08/30/2021	\$47.84	\$10.00	\$18.80	\$0.00	\$76.64
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
Rental of Equipment - East						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2020	\$35.15	\$12.91	\$0.00	\$0.00	\$48.06
	12/01/2020	\$35.15	\$12.91	\$0.00	\$0.00	\$48.06
	06/01/2021	\$35.95	\$12.91	\$0.00	\$0.00	\$48.86
	08/01/2021	\$35.95	\$13.41	\$0.00	\$0.00	\$49.36
	12/01/2021	\$35.95	\$13.41	\$0.00	\$0.00	\$49.36
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2020	\$35.22	\$12.91	\$0.00	\$0.00	\$48.13
	12/01/2020	\$35.22	\$12.91	\$0.00	\$0.00	\$48.13
	06/01/2021	\$36.02	\$12.91	\$0.00	\$0.00	\$48.93
	08/01/2021	\$36.02	\$13.41	\$0.00	\$0.00	\$49.43
	12/01/2021	\$36.02	\$13.41	\$0.00	\$0.00	\$49.43
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2020	\$35.34	\$12.91	\$0.00	\$0.00	\$48.25
	12/01/2020	\$35.34	\$12.91	\$0.00	\$0.00	\$48.25
	06/01/2021	\$36.14	\$12.91	\$0.00	\$0.00	\$49.05
	08/01/2021	\$36.14	\$13.41	\$0.00	\$0.00	\$49.55
	12/01/2021	\$36.14	\$13.41	\$0.00	\$0.00	\$49.55
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2019	\$102.78	\$9.90	\$0.00	\$0.00	\$112.68
For apprentice rates see "Apprentice- PILE DRIVER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$49.33	\$13.00	\$0.00	\$0.00	\$62.33
	12/01/2020	\$50.48	\$13.00	\$0.00	\$0.00	\$63.48
	06/01/2021	\$51.58	\$13.00	\$0.00	\$0.00	\$64.58
	12/01/2021	\$52.73	\$13.00	\$0.00	\$0.00	\$65.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$49.33	\$13.00	\$0.00	\$0.00	\$62.33
	12/01/2020	\$50.48	\$13.00	\$0.00	\$0.00	\$63.48
	06/01/2021	\$51.58	\$13.00	\$0.00	\$0.00	\$64.58
	12/01/2021	\$52.73	\$13.00	\$0.00	\$0.00	\$65.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$48.81	\$13.00	\$0.00	\$0.00	\$61.81
	12/01/2020	\$49.95	\$13.00	\$0.00	\$0.00	\$62.95
	06/01/2021	\$51.04	\$13.00	\$0.00	\$0.00	\$64.04
	12/01/2021	\$52.18	\$13.00	\$0.00	\$0.00	\$65.18

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$50.33	\$13.00	\$0.00	\$0.00	\$63.33
	12/01/2020	\$51.48	\$13.00	\$0.00	\$0.00	\$64.48
	06/01/2021	\$52.58	\$13.00	\$0.00	\$0.00	\$65.58
	12/01/2021	\$53.73	\$13.00	\$0.00	\$0.00	\$66.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$32.72	\$13.00	\$0.00	\$0.00	\$45.72
	12/01/2020	\$33.50	\$13.00	\$0.00	\$0.00	\$46.50
	06/01/2021	\$34.25	\$13.00	\$0.00	\$0.00	\$47.25
	12/01/2021	\$35.04	\$13.00	\$0.00	\$0.00	\$48.04
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2019	\$68.52	\$9.90	\$0.00	\$0.00	\$78.42
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2019	\$48.94	\$9.90	\$0.00	\$0.00	\$58.84
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2019	\$73.41	\$9.90	\$0.00	\$0.00	\$83.31
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2019	\$102.78	\$9.90	\$0.00	\$0.00	\$112.68
For apprentice rates see "Apprentice- PILE DRIVER"						
FLAGGER & SIGNALER <i>LABORERS - ZONE 2</i>	06/01/2020	\$23.50	\$8.60	\$0.00	\$0.00	\$32.10
	12/01/2020	\$24.50	\$8.60	\$0.00	\$0.00	\$33.10
	06/01/2021	\$24.50	\$8.60	\$0.00	\$0.00	\$33.10
	12/01/2021	\$24.50	\$8.60	\$0.00	\$0.00	\$33.10
For apprentice rates see "Apprentice- LABORER"						
FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$49.33	\$13.00	\$0.00	\$0.00	\$62.33
	12/01/2020	\$50.48	\$13.00	\$0.00	\$0.00	\$63.48
	06/01/2021	\$51.58	\$13.00	\$0.00	\$0.00	\$64.58
	12/01/2021	\$52.73	\$13.00	\$0.00	\$0.00	\$65.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$32.72	\$13.00	\$0.00	\$0.00	\$45.72
	12/01/2020	\$33.50	\$13.00	\$0.00	\$0.00	\$46.50
	06/01/2021	\$34.25	\$13.00	\$0.00	\$0.00	\$47.25
	12/01/2021	\$35.04	\$13.00	\$0.00	\$0.00	\$48.04
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HOISTING ENGINEER/CRANES/GRADALLS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$49.33	\$13.00	\$0.00	\$0.00	\$62.33
	12/01/2020	\$50.48	\$13.00	\$0.00	\$0.00	\$63.48
	06/01/2021	\$51.58	\$13.00	\$0.00	\$0.00	\$64.58
	12/01/2021	\$52.73	\$13.00	\$0.00	\$0.00	\$65.73

Classification

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

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 06/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$27.13	\$13.00	\$0.00	\$0.00	\$40.13
2	60	\$29.60	\$13.00	\$0.00	\$0.00	\$42.60
3	65	\$32.06	\$13.00	\$0.00	\$0.00	\$45.06
4	70	\$34.53	\$13.00	\$0.00	\$0.00	\$47.53
5	75	\$37.00	\$13.00	\$0.00	\$0.00	\$50.00
6	80	\$39.46	\$13.00	\$0.00	\$0.00	\$52.46
7	85	\$41.93	\$13.00	\$0.00	\$0.00	\$54.93
8	90	\$44.40	\$13.00	\$0.00	\$0.00	\$57.40

Effective Date - 12/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$27.76	\$13.00	\$0.00	\$0.00	\$40.76
2	60	\$30.29	\$13.00	\$0.00	\$0.00	\$43.29
3	65	\$32.81	\$13.00	\$0.00	\$0.00	\$45.81
4	70	\$35.34	\$13.00	\$0.00	\$0.00	\$48.34
5	75	\$37.86	\$13.00	\$0.00	\$0.00	\$50.86
6	80	\$40.38	\$13.00	\$0.00	\$0.00	\$53.38
7	85	\$42.91	\$13.00	\$0.00	\$0.00	\$55.91
8	90	\$45.43	\$13.00	\$0.00	\$0.00	\$58.43

Notes:

Apprentice to Journeyworker Ratio:1:6

LABORER	06/01/2020	\$34.06	\$8.60	\$0.00	\$0.00	\$42.66
LABORERS - ZONE 2	12/01/2020	\$34.95	\$8.60	\$0.00	\$0.00	\$43.55
	06/01/2021	\$35.87	\$8.60	\$0.00	\$0.00	\$44.47
	12/01/2021	\$36.78	\$8.60	\$0.00	\$0.00	\$45.38

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - LABORER - Zone 2

Effective Date - 06/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.44	\$8.60	\$0.00	\$0.00	\$29.04
2	70	\$23.84	\$8.60	\$0.00	\$0.00	\$32.44
3	80	\$27.25	\$8.60	\$0.00	\$0.00	\$35.85
4	90	\$30.65	\$8.60	\$0.00	\$0.00	\$39.25

Effective Date - 12/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.97	\$8.60	\$0.00	\$0.00	\$29.57
2	70	\$24.47	\$8.60	\$0.00	\$0.00	\$33.07
3	80	\$27.96	\$8.60	\$0.00	\$0.00	\$36.56
4	90	\$31.46	\$8.60	\$0.00	\$0.00	\$40.06

Notes:

Apprentice to Journeyworker Ratio:1:5

OILER (OTHER THAN TRUCK CRANES,GRADALLS) OPERATING ENGINEERS LOCAL 4	06/01/2020	\$23.13	\$13.00	\$0.00	\$0.00	\$36.13
	12/01/2020	\$23.70	\$13.00	\$0.00	\$0.00	\$36.70
	06/01/2021	\$24.25	\$13.00	\$0.00	\$0.00	\$37.25
	12/01/2021	\$24.83	\$13.00	\$0.00	\$0.00	\$37.83
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4	06/01/2020	\$27.79	\$13.00	\$0.00	\$0.00	\$40.79
	12/01/2020	\$28.47	\$13.00	\$0.00	\$0.00	\$41.47
	06/01/2021	\$29.11	\$13.00	\$0.00	\$0.00	\$42.11
	12/01/2021	\$29.79	\$13.00	\$0.00	\$0.00	\$42.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II OPERATING ENGINEERS LOCAL 4	06/01/2020	\$48.81	\$13.00	\$0.00	\$0.00	\$61.81
	12/01/2020	\$49.95	\$13.00	\$0.00	\$0.00	\$62.95
	06/01/2021	\$51.04	\$13.00	\$0.00	\$0.00	\$64.04
	12/01/2021	\$52.18	\$13.00	\$0.00	\$0.00	\$65.18
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	08/01/2020	\$34.98	\$12.91	\$0.00	\$0.00	\$47.89
	12/01/2020	\$34.98	\$12.91	\$0.00	\$0.00	\$47.89
	06/01/2021	\$35.78	\$12.91	\$0.00	\$0.00	\$48.69
	08/01/2021	\$35.78	\$13.41	\$0.00	\$0.00	\$49.19
	12/01/2021	\$35.78	\$13.41	\$0.00	\$0.00	\$49.19
POWER SHOVEL/DERRICK/TRENCHING MACHINE OPERATING ENGINEERS LOCAL 4	06/01/2020	\$49.33	\$13.00	\$0.00	\$0.00	\$62.33
	12/01/2020	\$50.48	\$13.00	\$0.00	\$0.00	\$63.48
	06/01/2021	\$51.58	\$13.00	\$0.00	\$0.00	\$64.58
	12/01/2021	\$52.73	\$13.00	\$0.00	\$0.00	\$65.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$49.33	\$13.00	\$0.00	\$0.00	\$62.33
	12/01/2020	\$50.48	\$13.00	\$0.00	\$0.00	\$63.48
	06/01/2021	\$51.58	\$13.00	\$0.00	\$0.00	\$64.58
	12/01/2021	\$52.73	\$13.00	\$0.00	\$0.00	\$65.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$32.72	\$13.00	\$0.00	\$0.00	\$45.72
	12/01/2020	\$33.50	\$13.00	\$0.00	\$0.00	\$46.50
	06/01/2021	\$34.25	\$13.00	\$0.00	\$0.00	\$47.25
	12/01/2021	\$35.04	\$13.00	\$0.00	\$0.00	\$48.04
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$48.81	\$13.00	\$0.00	\$0.00	\$61.81
	12/01/2020	\$49.95	\$13.00	\$0.00	\$0.00	\$62.95
	06/01/2021	\$51.04	\$13.00	\$0.00	\$0.00	\$64.04
	12/01/2021	\$52.18	\$13.00	\$0.00	\$0.00	\$65.18
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2020	\$35.44	\$12.91	\$0.00	\$0.00	\$48.35
	12/01/2020	\$35.44	\$12.91	\$0.00	\$0.00	\$48.35
	06/01/2021	\$36.24	\$12.91	\$0.00	\$0.00	\$49.15
	08/01/2021	\$36.24	\$13.41	\$0.00	\$0.00	\$49.65
	12/01/2021	\$36.24	\$13.41	\$0.00	\$0.00	\$49.65
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2020	\$35.73	\$12.91	\$0.00	\$0.00	\$48.64
	12/01/2020	\$35.73	\$12.91	\$0.00	\$0.00	\$48.64
	06/01/2021	\$36.53	\$12.91	\$0.00	\$0.00	\$49.44
	08/01/2021	\$36.53	\$13.41	\$0.00	\$0.00	\$49.94
	12/01/2021	\$36.53	\$13.41	\$0.00	\$0.00	\$49.94
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$48.81	\$13.00	\$0.00	\$0.00	\$61.81
	12/01/2020	\$49.95	\$13.00	\$0.00	\$0.00	\$62.95
	06/01/2021	\$51.04	\$13.00	\$0.00	\$0.00	\$64.04
	12/01/2021	\$52.18	\$13.00	\$0.00	\$0.00	\$65.18
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2020	\$36.02	\$12.91	\$0.00	\$0.00	\$48.93
	12/01/2020	\$36.02	\$12.91	\$0.00	\$0.00	\$48.93
	06/01/2021	\$36.82	\$12.91	\$0.00	\$0.00	\$49.73
	08/01/2021	\$36.82	\$13.41	\$0.00	\$0.00	\$50.23
	12/01/2021	\$36.82	\$13.41	\$0.00	\$0.00	\$50.23
VAC-HAUL/CATCH BASIN CLEANING <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2020	\$35.44	\$12.91	\$0.00	\$0.00	\$48.35
	12/01/2020	\$35.44	\$12.91	\$0.00	\$0.00	\$48.35
	06/01/2021	\$36.24	\$12.91	\$0.00	\$0.00	\$49.15
	08/01/2021	\$36.24	\$13.41	\$0.00	\$0.00	\$49.65
	12/01/2021	\$36.24	\$13.41	\$0.00	\$0.00	\$49.65

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Additional Apprentices Information:

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



CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

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

Prevailing Wage Rates

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

ROSALIN ACOSTA
Secretary
MICHAEL FLANAGAN
Director

Awarding Authority: North Attleborough Town Manager
Contract Number: 21-450-034 **City/Town:** NORTH ATTLEBOROUGH
Description of Work: FY21- Water Division- Removal and Installation of Filter Media and Filter No. 2 Rehabilitation/Interior Recoating
Job Location: Whiting Water Treatment Facility

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the “Wage Request Number” on all pages of this schedule.
 - An Awarding Authority must request an updated wage schedule from the Department of Labor Standards (“DLS”) if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
 - The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
 - All apprentices working on the project are required to be registered with the Massachusetts Department of Labor Standards, Division of Apprentice Standards (DLS/DAS). Apprentice must keep his/her apprentice identification card on his/her person during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DLS/DAS regardless of whether or not they are registered with any other federal, state, local, or private agency must be paid the journeyworker's rate for the trade.**
 - The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F “rental of equipment” contracts.
 - Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee’s name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at <http://www.mass.gov/dols/pw>.
 - Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
 - Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
 - Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2020	\$35.15	\$12.91	\$13.72	\$0.00	\$61.78
	12/01/2020	\$35.15	\$12.91	\$14.82	\$0.00	\$62.88
	06/01/2021	\$35.95	\$12.91	\$14.82	\$0.00	\$63.68
	08/01/2021	\$35.95	\$13.41	\$14.82	\$0.00	\$64.18
	12/01/2021	\$35.95	\$13.41	\$16.01	\$0.00	\$65.37
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2020	\$35.22	\$12.91	\$13.72	\$0.00	\$61.85
	12/01/2020	\$35.22	\$12.91	\$14.82	\$0.00	\$62.95
	06/01/2021	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	08/01/2021	\$36.02	\$13.41	\$14.82	\$0.00	\$64.25
	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2020	\$35.34	\$12.91	\$13.72	\$0.00	\$61.97
	12/01/2020	\$35.34	\$12.91	\$14.82	\$0.00	\$63.07
	06/01/2021	\$36.14	\$12.91	\$14.82	\$0.00	\$63.87
	08/01/2021	\$36.14	\$13.41	\$14.82	\$0.00	\$64.37
	12/01/2021	\$36.14	\$13.41	\$16.01	\$0.00	\$65.56
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.81	\$8.60	\$15.77	\$0.00	\$59.18
	12/01/2020	\$35.70	\$8.60	\$15.77	\$0.00	\$60.07
	06/01/2021	\$36.62	\$8.60	\$15.77	\$0.00	\$60.99
	12/01/2021	\$37.53	\$8.60	\$15.77	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER"						
ASBESTOS WORKER (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SOUTHERN MASS)</i>	06/01/2020	\$38.00	\$12.50	\$8.85	\$0.00	\$59.35
	12/01/2020	\$39.00	\$12.50	\$8.85	\$0.00	\$60.35
ASPHALT RAKER <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.58	\$13.00	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.73	\$13.00	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.58	\$13.00	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.73	\$13.00	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.81	\$8.60	\$15.77	\$0.00	\$59.18
	12/01/2020	\$35.70	\$8.60	\$15.77	\$0.00	\$60.07
	06/01/2021	\$36.62	\$8.60	\$15.77	\$0.00	\$60.99
	12/01/2021	\$37.53	\$8.60	\$15.77	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2020

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

Notes:

Apprentice to Journeyworker Ratio:1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (FOXBORO)</i>	08/01/2020	\$53.61	\$10.75	\$21.45	\$0.00	\$85.81
	02/01/2021	\$54.21	\$10.75	\$21.45	\$0.00	\$86.41
	08/01/2021	\$55.61	\$10.75	\$21.61	\$0.00	\$87.97
	02/01/2022	\$56.19	\$10.75	\$21.61	\$0.00	\$88.55

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Foxboro

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.81	\$10.75	\$21.45	\$0.00	\$59.01
2	60	\$32.17	\$10.75	\$21.45	\$0.00	\$64.37
3	70	\$37.53	\$10.75	\$21.45	\$0.00	\$69.73
4	80	\$42.89	\$10.75	\$21.45	\$0.00	\$75.09
5	90	\$48.25	\$10.75	\$21.45	\$0.00	\$80.45

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.11	\$10.75	\$21.45	\$0.00	\$59.31
2	60	\$32.53	\$10.75	\$21.45	\$0.00	\$64.73
3	70	\$37.95	\$10.75	\$21.45	\$0.00	\$70.15
4	80	\$43.37	\$10.75	\$21.45	\$0.00	\$75.57
5	90	\$48.79	\$10.75	\$21.45	\$0.00	\$80.99

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN	06/01/2020	\$40.30	\$8.60	\$17.24	\$0.00	\$66.14
LABORERS - FOUNDATION AND MARINE	12/01/2020	\$41.28	\$8.60	\$17.24	\$0.00	\$67.12
	06/01/2021	\$42.30	\$8.60	\$17.24	\$0.00	\$68.14
	12/01/2021	\$43.31	\$8.60	\$17.24	\$0.00	\$69.15
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER	06/01/2020	\$39.15	\$8.60	\$17.24	\$0.00	\$64.99
LABORERS - FOUNDATION AND MARINE	12/01/2020	\$40.13	\$8.60	\$17.24	\$0.00	\$65.97
	06/01/2021	\$41.15	\$8.60	\$17.24	\$0.00	\$66.99
	12/01/2021	\$42.16	\$8.60	\$17.24	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN	06/01/2020	\$39.15	\$8.60	\$17.24	\$0.00	\$64.99
LABORERS - FOUNDATION AND MARINE	12/01/2020	\$40.13	\$8.60	\$17.24	\$0.00	\$65.97
	06/01/2021	\$41.15	\$8.60	\$17.24	\$0.00	\$66.99
	12/01/2021	\$42.16	\$8.60	\$17.24	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
LABORERS - ZONE 2	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARPENTER	03/01/2020	\$42.50	\$9.40	\$18.95	\$0.00	\$70.85
CARPENTERS -ZONE 2 (Eastern Massachusetts)	09/01/2020	\$43.15	\$9.40	\$18.95	\$0.00	\$71.50
	03/01/2021	\$43.75	\$9.40	\$18.95	\$0.00	\$72.10
	09/01/2021	\$44.40	\$9.40	\$18.95	\$0.00	\$72.75
	03/01/2022	\$45.00	\$9.40	\$18.95	\$0.00	\$73.35
	09/01/2022	\$45.65	\$9.40	\$18.95	\$0.00	\$74.00
	03/01/2023	\$46.25	\$9.40	\$18.95	\$0.00	\$74.60

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.25	\$9.40	\$1.73	\$0.00	\$32.38
2	60	\$25.50	\$9.40	\$1.73	\$0.00	\$36.63
3	70	\$29.75	\$9.40	\$13.76	\$0.00	\$52.91
4	75	\$31.88	\$9.40	\$13.76	\$0.00	\$55.04
5	80	\$34.00	\$9.40	\$15.49	\$0.00	\$58.89
6	80	\$34.00	\$9.40	\$15.49	\$0.00	\$58.89
7	90	\$38.25	\$9.40	\$17.22	\$0.00	\$64.87
8	90	\$38.25	\$9.40	\$17.22	\$0.00	\$64.87

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.58	\$9.40	\$1.73	\$0.00	\$32.71
2	60	\$25.89	\$9.40	\$1.73	\$0.00	\$37.02
3	70	\$30.21	\$9.40	\$13.76	\$0.00	\$53.37
4	75	\$32.36	\$9.40	\$13.76	\$0.00	\$55.52
5	80	\$34.52	\$9.40	\$15.49	\$0.00	\$59.41
6	80	\$34.52	\$9.40	\$15.49	\$0.00	\$59.41
7	90	\$38.84	\$9.40	\$17.22	\$0.00	\$65.46
8	90	\$38.84	\$9.40	\$17.22	\$0.00	\$65.46

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$30.26/ 3&4 \$36.18/ 5&6 \$54.64/ 7&8 \$60.62

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME	04/01/2020	\$22.66	\$7.21	\$4.80	\$0.00	\$34.67
CARPENTERS-ZONE 3 (Wood Frame)	04/01/2021	\$23.16	\$7.21	\$4.80	\$0.00	\$35.17
	04/01/2022	\$23.66	\$7.21	\$4.80	\$0.00	\$35.67
	04/01/2023	\$24.16	\$7.21	\$4.80	\$0.00	\$36.17

All Aspects of New Wood Frame Work

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - CARPENTER (Wood Frame) - Zone 3
Effective Date - 04/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$13.60	\$7.21	\$0.00	\$0.00	\$20.81
2	60	\$13.60	\$7.21	\$0.00	\$0.00	\$20.81
3	65	\$14.73	\$7.21	\$0.00	\$0.00	\$21.94
4	70	\$15.86	\$7.21	\$0.00	\$0.00	\$23.07
5	75	\$17.00	\$7.21	\$3.80	\$0.00	\$28.01
6	80	\$18.13	\$7.21	\$3.80	\$0.00	\$29.14
7	85	\$19.26	\$7.21	\$3.80	\$0.00	\$30.27
8	90	\$20.39	\$7.21	\$3.80	\$0.00	\$31.40

Effective Date - 04/01/2021

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

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$17.41/ 3&4 \$19.67/ 5&6 \$26.87/ 7&8 \$29.14

Apprentice to Journeyworker Ratio:1:5
CEMENT MASONRY/PLASTERING
01/01/2020
\$44.67
\$12.75
\$22.41
\$0.62
\$80.45
BRICKLAYERS LOCAL 3 (FOXBORO)
Apprentice - CEMENT MASONRY/PLASTERING - Foxboro
Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.34	\$12.75	\$15.41	\$0.00	\$50.50
2	60	\$26.80	\$12.75	\$17.41	\$0.62	\$57.58
3	65	\$29.04	\$12.75	\$18.41	\$0.62	\$60.82
4	70	\$31.27	\$12.75	\$19.41	\$0.62	\$64.05
5	75	\$33.50	\$12.75	\$20.41	\$0.62	\$67.28
6	80	\$35.74	\$12.75	\$21.41	\$0.62	\$70.52
7	90	\$40.20	\$12.75	\$22.41	\$0.62	\$75.98

Notes:

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

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$50.33	\$13.00	\$15.70	\$0.00	\$79.03
	12/01/2020	\$51.48	\$13.00	\$15.70	\$0.00	\$80.18
	06/01/2021	\$52.58	\$13.00	\$15.70	\$0.00	\$81.28
	12/01/2021	\$53.73	\$13.00	\$15.70	\$0.00	\$82.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$32.72	\$13.00	\$15.70	\$0.00	\$61.42
	12/01/2020	\$33.50	\$13.00	\$15.70	\$0.00	\$62.20
	06/01/2021	\$34.25	\$13.00	\$15.70	\$0.00	\$62.95
	12/01/2021	\$35.04	\$13.00	\$15.70	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 2</i>	07/01/2020	\$51.51	\$8.25	\$22.40	\$0.00	\$82.16
	01/01/2021	\$52.06	\$8.25	\$22.75	\$0.00	\$83.06

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.76	\$8.25	\$0.00	\$0.00	\$34.01
2	55	\$28.33	\$8.25	\$6.05	\$0.00	\$42.63
3	60	\$30.91	\$8.25	\$6.60	\$0.00	\$45.76
4	65	\$33.48	\$8.25	\$7.15	\$0.00	\$48.88
5	70	\$36.06	\$8.25	\$19.10	\$0.00	\$63.41
6	75	\$38.63	\$8.25	\$19.65	\$0.00	\$66.53
7	80	\$41.21	\$8.25	\$20.20	\$0.00	\$69.66
8	90	\$46.36	\$8.25	\$21.30	\$0.00	\$75.91

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.03	\$8.25	\$0.00	\$0.00	\$34.28
2	55	\$28.63	\$8.25	\$6.16	\$0.00	\$43.04
3	60	\$31.24	\$8.25	\$6.72	\$0.00	\$46.21
4	65	\$33.84	\$8.25	\$7.28	\$0.00	\$49.37
5	70	\$36.44	\$8.25	\$19.39	\$0.00	\$64.08
6	75	\$39.05	\$8.25	\$19.95	\$0.00	\$67.25
7	80	\$41.65	\$8.25	\$20.51	\$0.00	\$70.41
8	90	\$46.85	\$8.25	\$21.63	\$0.00	\$76.73

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: ADZEMAN <i>LABORERS - ZONE 2</i>	12/01/2019	\$39.30	\$8.10	\$16.60	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2019	\$40.30	\$8.10	\$16.60	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS <i>LABORERS - ZONE 2</i>	12/01/2019	\$40.05	\$8.10	\$16.60	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 2</i>	12/01/2019	\$40.30	\$8.10	\$16.60	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2019	\$40.05	\$8.10	\$16.60	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 2</i>	12/01/2019	\$39.30	\$8.10	\$16.60	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2019	\$68.52	\$9.90	\$21.15	\$0.00	\$99.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2019	\$73.41	\$9.90	\$21.15	\$0.00	\$104.46
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) <i>DRAWBRIDGE - SEIU LOCAL 888</i>	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN <i>ELECTRICIANS LOCAL 99</i>	06/01/2019	\$40.40	\$10.87	\$11.22	\$0.00	\$62.49

Apprentice - ELECTRICIAN - Local 99**Effective Date - 06/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$16.97	\$4.56	\$0.51	\$0.00	\$22.04
2	47	\$18.99	\$5.11	\$0.57	\$0.00	\$24.67
3	52	\$21.01	\$5.65	\$5.84	\$0.00	\$32.50
4	55	\$22.22	\$5.98	\$6.17	\$0.00	\$34.37
5	58	\$23.43	\$6.30	\$6.50	\$0.00	\$36.23
6	60	\$24.24	\$6.52	\$6.74	\$0.00	\$37.50
7	65	\$26.26	\$7.06	\$7.30	\$0.00	\$40.62
8	70	\$28.28	\$7.61	\$7.85	\$0.00	\$43.74
9	75	\$30.30	\$8.15	\$8.42	\$0.00	\$46.87
10	75	\$30.30	\$8.15	\$8.42	\$0.00	\$46.87

Notes:

Steps 1-2 are 1000 hrs.; Steps 3-10 are 6 mos (750 hrs.)

Apprentice to Journeyworker Ratio:2:3***ELEVATOR CONSTRUCTOR
ELEVATOR CONSTRUCTORS LOCAL 4

01/01/2020	\$61.42	\$15.73	\$18.41	\$0.00	\$95.56
01/01/2021	\$63.47	\$15.88	\$19.31	\$0.00	\$98.66
01/01/2022	\$65.62	\$16.03	\$20.21	\$0.00	\$101.86

Apprentice - ELEVATOR CONSTRUCTOR - Local 4**Effective Date - 01/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.71	\$15.73	\$0.00	\$0.00	\$46.44
2	55	\$33.78	\$15.73	\$18.41	\$0.00	\$67.92
3	65	\$39.92	\$15.73	\$18.41	\$0.00	\$74.06
4	70	\$42.99	\$15.73	\$18.41	\$0.00	\$77.13
5	80	\$49.14	\$15.73	\$18.41	\$0.00	\$83.28

Effective Date - 01/01/2021

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

Notes:

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

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ELEVATOR CONSTRUCTOR HELPER <i>ELEVATOR CONSTRUCTORS LOCAL 4</i>	01/01/2020	\$42.99	\$15.73	\$18.41	\$0.00	\$77.13
	01/01/2021	\$44.43	\$15.88	\$19.31	\$0.00	\$79.62
	01/01/2022	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2020	\$44.73	\$12.50	\$15.70	\$0.00	\$72.93
	11/01/2020	\$45.73	\$12.50	\$15.70	\$0.00	\$73.93
	05/01/2021	\$46.88	\$12.50	\$15.70	\$0.00	\$75.08
	11/01/2021	\$47.88	\$12.50	\$15.70	\$0.00	\$76.08
	05/01/2022	\$49.03	\$12.50	\$15.70	\$0.00	\$77.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2020	\$46.23	\$12.50	\$15.70	\$0.00	\$74.43
	11/01/2020	\$47.24	\$12.50	\$15.70	\$0.00	\$75.44
	05/01/2021	\$48.40	\$12.50	\$15.70	\$0.00	\$76.60
	11/01/2021	\$49.41	\$12.50	\$15.70	\$0.00	\$77.61
	05/01/2022	\$50.57	\$12.50	\$15.70	\$0.00	\$78.77
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2020	\$22.64	\$12.50	\$15.70	\$0.00	\$50.84
	11/01/2020	\$23.23	\$12.50	\$15.70	\$0.00	\$51.43
	05/01/2021	\$23.91	\$12.50	\$15.70	\$0.00	\$52.11
	11/01/2021	\$24.51	\$12.50	\$15.70	\$0.00	\$52.71
	05/01/2022	\$25.18	\$12.50	\$15.70	\$0.00	\$53.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 99</i>	06/01/2019	\$40.40	\$10.87	\$11.22	\$0.00	\$62.49
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS LOCAL 99</i>	06/01/2019	\$30.30	\$10.87	\$6.63	\$0.00	\$47.80
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$40.30	\$13.00	\$15.70	\$0.00	\$69.00
	12/01/2020	\$41.25	\$13.00	\$15.70	\$0.00	\$69.95
	06/01/2021	\$42.16	\$13.00	\$15.70	\$0.00	\$70.86
	12/01/2021	\$43.11	\$13.00	\$15.70	\$0.00	\$71.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER <i>LABORERS - ZONE 2</i>	06/01/2020	\$23.50	\$8.60	\$15.77	\$0.00	\$47.87
	12/01/2020	\$24.50	\$8.60	\$15.77	\$0.00	\$48.87
	06/01/2021	\$24.50	\$8.60	\$15.77	\$0.00	\$48.87
	12/01/2021	\$24.50	\$8.60	\$15.77	\$0.00	\$48.87
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FLOORCOVERER	03/01/2020	\$47.05	\$9.40	\$19.25	\$0.00	\$75.70
<i>FLOORCOVERERS LOCAL 2168 ZONE I</i>	09/01/2020	\$47.85	\$9.40	\$19.25	\$0.00	\$76.50
	03/01/2021	\$48.65	\$9.40	\$19.25	\$0.00	\$77.30
	09/01/2021	\$49.45	\$9.40	\$19.25	\$0.00	\$78.10
	03/01/2022	\$50.25	\$9.40	\$19.25	\$0.00	\$78.90

Apprentice - FLOORCOVERER - Local 2168 Zone I

Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.53	\$9.40	\$1.79	\$0.00	\$34.72
2	55	\$25.88	\$9.40	\$1.79	\$0.00	\$37.07
3	60	\$28.23	\$9.40	\$13.88	\$0.00	\$51.51
4	65	\$30.58	\$9.40	\$13.88	\$0.00	\$53.86
5	70	\$32.94	\$9.40	\$15.67	\$0.00	\$58.01
6	75	\$35.29	\$9.40	\$15.67	\$0.00	\$60.36
7	80	\$37.64	\$9.40	\$17.46	\$0.00	\$64.50
8	85	\$39.99	\$9.40	\$17.46	\$0.00	\$66.85

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.93	\$9.40	\$1.79	\$0.00	\$35.12
2	55	\$26.32	\$9.40	\$1.79	\$0.00	\$37.51
3	60	\$28.71	\$9.40	\$13.88	\$0.00	\$51.99
4	65	\$31.10	\$9.40	\$13.88	\$0.00	\$54.38
5	70	\$33.50	\$9.40	\$15.67	\$0.00	\$58.57
6	75	\$35.89	\$9.40	\$15.67	\$0.00	\$60.96
7	80	\$38.28	\$9.40	\$17.46	\$0.00	\$65.14
8	85	\$40.67	\$9.40	\$17.46	\$0.00	\$67.53

Notes: Steps are 750 hrs.
 % After 09/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)
 Step 1&2 \$32.36/ 3&4 \$38.80/ 5&6 \$58.01/ 7&8 \$64.50

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
<i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.58	\$13.00	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.73	\$13.00	\$15.70	\$0.00	\$81.43

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATOR/LIGHTING PLANT/HEATERS	06/01/2020	\$32.72	\$13.00	\$15.70	\$0.00	\$61.42
<i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2020	\$33.50	\$13.00	\$15.70	\$0.00	\$62.20
	06/01/2021	\$34.25	\$13.00	\$15.70	\$0.00	\$62.95
	12/01/2021	\$35.04	\$13.00	\$15.70	\$0.00	\$63.74

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	06/01/2020	\$39.18	\$10.80	\$10.45	\$0.00	\$60.43
<i>GLAZIERS LOCAL 1333</i>						

Apprentice - GLAZIER - Local 1333

Effective Date - 06/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.59	\$10.80	\$1.80	\$0.00	\$32.19
2	56	\$22.04	\$10.80	\$1.80	\$0.00	\$34.64
3	63	\$24.49	\$10.80	\$2.45	\$0.00	\$37.74
4	69	\$26.94	\$10.80	\$2.45	\$0.00	\$40.19
5	75	\$29.39	\$10.80	\$3.15	\$0.00	\$43.34
6	81	\$31.83	\$10.80	\$3.15	\$0.00	\$45.78
7	88	\$34.28	\$10.80	\$10.45	\$0.00	\$55.53
8	94	\$36.73	\$10.80	\$10.45	\$0.00	\$57.98

Notes:

Apprentice to Journeyworker Ratio:1:3

HOISTING ENGINEER/CRANES/GRADALLS	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.58	\$13.00	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.73	\$13.00	\$15.70	\$0.00	\$81.43

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 06/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$27.13	\$13.00	\$0.00	\$0.00	\$40.13
2	60	\$29.60	\$13.00	\$15.70	\$0.00	\$58.30
3	65	\$32.06	\$13.00	\$15.70	\$0.00	\$60.76
4	70	\$34.53	\$13.00	\$15.70	\$0.00	\$63.23
5	75	\$37.00	\$13.00	\$15.70	\$0.00	\$65.70
6	80	\$39.46	\$13.00	\$15.70	\$0.00	\$68.16
7	85	\$41.93	\$13.00	\$15.70	\$0.00	\$70.63
8	90	\$44.40	\$13.00	\$15.70	\$0.00	\$73.10

Effective Date - 12/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$27.76	\$13.00	\$0.00	\$0.00	\$40.76
2	60	\$30.29	\$13.00	\$15.70	\$0.00	\$58.99
3	65	\$32.81	\$13.00	\$15.70	\$0.00	\$61.51
4	70	\$35.34	\$13.00	\$15.70	\$0.00	\$64.04
5	75	\$37.86	\$13.00	\$15.70	\$0.00	\$66.56
6	80	\$40.38	\$13.00	\$15.70	\$0.00	\$69.08
7	85	\$42.91	\$13.00	\$15.70	\$0.00	\$71.61
8	90	\$45.43	\$13.00	\$15.70	\$0.00	\$74.13

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK)	08/01/2020	\$50.67	\$13.50	\$24.12	\$2.65	\$90.94
<i>SHEETMETAL WORKERS LOCAL 17 - A</i>	02/01/2021	\$52.32	\$13.50	\$24.12	\$2.70	\$92.64
	08/01/2021	\$54.07	\$13.50	\$24.12	\$2.75	\$94.44
	02/01/2022	\$55.82	\$13.50	\$24.12	\$2.80	\$96.24
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS)	06/01/2019	\$40.40	\$10.87	\$11.22	\$0.00	\$62.49
<i>ELECTRICIANS LOCAL 99</i>						
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR)	08/01/2020	\$50.67	\$13.50	\$24.12	\$2.65	\$90.94
<i>SHEETMETAL WORKERS LOCAL 17 - A</i>	02/01/2021	\$52.32	\$13.50	\$24.12	\$2.70	\$92.64
	08/01/2021	\$54.07	\$13.50	\$24.12	\$2.75	\$94.44
	02/01/2022	\$55.82	\$13.50	\$24.12	\$2.80	\$96.24
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER)	03/02/2020	\$43.69	\$10.00	\$18.80	\$0.00	\$72.49
<i>PLUMBERS & PIPEFITTERS LOCAL 51</i>	08/31/2020	\$45.84	\$10.00	\$18.80	\$0.00	\$74.64
	08/30/2021	\$47.84	\$10.00	\$18.80	\$0.00	\$76.64
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC MECHANIC <i>PLUMBERS & PIPEFITTERS LOCAL 51</i>	03/02/2020	\$43.69	\$10.00	\$18.80	\$0.00	\$72.49
	08/31/2020	\$45.84	\$10.00	\$18.80	\$0.00	\$74.64
	08/30/2021	\$47.84	\$10.00	\$18.80	\$0.00	\$76.64
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.81	\$8.60	\$15.77	\$0.00	\$59.18
	12/01/2020	\$35.70	\$8.60	\$15.77	\$0.00	\$60.07
	06/01/2021	\$36.62	\$8.60	\$15.77	\$0.00	\$60.99
	12/01/2021	\$37.53	\$8.60	\$15.77	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER"						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SOUTHERN MASS)</i>	09/01/2019	\$43.60	\$12.80	\$16.40	\$0.00	\$72.80

Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Southern MA

Effective Date - 09/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.80	\$12.80	\$11.90	\$0.00	\$46.50
2	60	\$26.16	\$12.80	\$12.80	\$0.00	\$51.76
3	70	\$30.52	\$12.80	\$13.70	\$0.00	\$57.02
4	80	\$34.88	\$12.80	\$14.60	\$0.00	\$62.28

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 37</i>	03/16/2020	\$40.61	\$7.70	\$17.10	\$0.00	\$65.41
	09/16/2020	\$41.51	\$7.70	\$17.10	\$0.00	\$66.31
	03/16/2021	\$42.46	\$7.70	\$17.10	\$0.00	\$67.26

Classification

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

Apprentice - IRONWORKER - Local 37

Effective Date - 03/16/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	70	\$28.43	\$7.70	\$17.10	\$0.00	\$53.23
2	75	\$30.46	\$7.70	\$17.10	\$0.00	\$55.26
3	80	\$32.49	\$7.70	\$17.10	\$0.00	\$57.29
4	85	\$34.52	\$7.70	\$17.10	\$0.00	\$59.32
5	90	\$36.55	\$7.70	\$17.10	\$0.00	\$61.35
6	95	\$38.58	\$7.70	\$17.10	\$0.00	\$63.38

Effective Date - 09/16/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	70	\$29.06	\$7.70	\$17.10	\$0.00	\$53.86
2	75	\$31.13	\$7.70	\$17.10	\$0.00	\$55.93
3	80	\$33.21	\$7.70	\$17.10	\$0.00	\$58.01
4	85	\$35.28	\$7.70	\$17.10	\$0.00	\$60.08
5	90	\$37.36	\$7.70	\$17.10	\$0.00	\$62.16
6	95	\$39.43	\$7.70	\$17.10	\$0.00	\$64.23

Notes:

Apprentice to Journeyworker Ratio:1:4

JACKHAMMER & PAVING BREAKER OPERATOR	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
LABORERS - ZONE 2	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40

For apprentice rates see "Apprentice- LABORER"

LABORER	06/01/2020	\$34.06	\$8.60	\$15.77	\$0.00	\$58.43
LABORERS - ZONE 2	12/01/2020	\$34.95	\$8.60	\$15.77	\$0.00	\$59.32
	06/01/2021	\$35.87	\$8.60	\$15.77	\$0.00	\$60.24
	12/01/2021	\$36.78	\$8.60	\$15.77	\$0.00	\$61.15

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - LABORER - Zone 2

Effective Date - 06/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.44	\$8.60	\$15.77	\$0.00	\$44.81
2	70	\$23.84	\$8.60	\$15.77	\$0.00	\$48.21
3	80	\$27.25	\$8.60	\$15.77	\$0.00	\$51.62
4	90	\$30.65	\$8.60	\$15.77	\$0.00	\$55.02

Effective Date - 12/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.97	\$8.60	\$15.77	\$0.00	\$45.34
2	70	\$24.47	\$8.60	\$15.77	\$0.00	\$48.84
3	80	\$27.96	\$8.60	\$15.77	\$0.00	\$52.33
4	90	\$31.46	\$8.60	\$15.77	\$0.00	\$55.83

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER LABORERS - ZONE 2	06/01/2020	\$34.06	\$8.60	\$15.77	\$0.00	\$58.43
	12/01/2020	\$34.95	\$8.60	\$15.77	\$0.00	\$59.32
	06/01/2021	\$35.87	\$8.60	\$15.77	\$0.00	\$60.24
	12/01/2021	\$36.78	\$8.60	\$15.77	\$0.00	\$61.15
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER LABORERS - ZONE 2	06/01/2020	\$34.06	\$8.60	\$15.77	\$0.00	\$58.43
	12/01/2020	\$34.95	\$8.60	\$15.77	\$0.00	\$59.32
	06/01/2021	\$35.87	\$8.60	\$15.77	\$0.00	\$60.24
	12/01/2021	\$36.78	\$8.60	\$15.77	\$0.00	\$61.15
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS - ZONE 2	06/01/2020	\$34.15	\$8.60	\$15.83	\$0.00	\$58.58
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER LABORERS - ZONE 2	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
LABORER: MULTI-TRADE TENDER LABORERS - ZONE 2	06/01/2020	\$34.06	\$8.60	\$15.77	\$0.00	\$58.43
	12/01/2020	\$34.95	\$8.60	\$15.77	\$0.00	\$59.32
	06/01/2021	\$35.87	\$8.60	\$15.77	\$0.00	\$60.24
	12/01/2021	\$36.78	\$8.60	\$15.77	\$0.00	\$61.15
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER LABORERS - ZONE 2	06/01/2020	\$34.06	\$8.60	\$15.77	\$0.00	\$58.43
	12/01/2020	\$34.95	\$8.60	\$15.77	\$0.00	\$59.32
	06/01/2021	\$35.87	\$8.60	\$15.77	\$0.00	\$60.24
	12/01/2021	\$36.78	\$8.60	\$15.77	\$0.00	\$61.15

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
LABORERS - ZONE 2	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
MARBLE & TILE FINISHERS	08/01/2020	\$42.57	\$10.75	\$20.27	\$0.00	\$73.59
BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2021	\$43.08	\$10.75	\$20.27	\$0.00	\$74.10
	08/01/2021	\$44.20	\$10.75	\$20.43	\$0.00	\$75.38
	02/01/2022	\$44.67	\$10.75	\$20.43	\$0.00	\$75.85
Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile						
Effective Date - 08/01/2020						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.29	\$10.75	\$20.27	\$0.00	\$52.31
2	60	\$25.54	\$10.75	\$20.27	\$0.00	\$56.56
3	70	\$29.80	\$10.75	\$20.27	\$0.00	\$60.82
4	80	\$34.06	\$10.75	\$20.27	\$0.00	\$65.08
5	90	\$38.31	\$10.75	\$20.27	\$0.00	\$69.33
Effective Date - 02/01/2021						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.54	\$10.75	\$20.27	\$0.00	\$52.56
2	60	\$25.85	\$10.75	\$20.27	\$0.00	\$56.87
3	70	\$30.16	\$10.75	\$20.27	\$0.00	\$61.18
4	80	\$34.46	\$10.75	\$20.27	\$0.00	\$65.48
5	90	\$38.77	\$10.75	\$20.27	\$0.00	\$69.79
Notes:						
Apprentice to Journeyworker Ratio:1:3						
MARBLE MASONS,TILELAYERS & TERRAZZO MECH	08/01/2020	\$55.77	\$10.75	\$22.08	\$0.00	\$88.60
BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2021	\$56.41	\$10.75	\$22.08	\$0.00	\$89.24
	08/01/2021	\$57.81	\$10.75	\$22.24	\$0.00	\$90.80
	02/01/2022	\$58.38	\$10.75	\$22.24	\$0.00	\$91.37

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.89	\$10.75	\$22.08	\$0.00	\$60.72
2	60	\$33.46	\$10.75	\$22.08	\$0.00	\$66.29
3	70	\$39.04	\$10.75	\$22.08	\$0.00	\$71.87
4	80	\$44.62	\$10.75	\$22.08	\$0.00	\$77.45
5	90	\$50.19	\$10.75	\$22.08	\$0.00	\$83.02

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.21	\$10.75	\$22.08	\$0.00	\$61.04
2	60	\$33.85	\$10.75	\$22.08	\$0.00	\$66.68
3	70	\$39.49	\$10.75	\$22.08	\$0.00	\$72.32
4	80	\$45.13	\$10.75	\$22.08	\$0.00	\$77.96
5	90	\$50.77	\$10.75	\$22.08	\$0.00	\$83.60

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES)	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANICS MAINTENANCE	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 2)	04/01/2019	\$38.87	\$9.90	\$18.50	\$0.00	\$67.27
MILLWRIGHTS LOCAL 1121 - Zone 2						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - MILLWRIGHT - Local 1121 Zone 2						
Effective Date - 04/01/2019						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$21.38	\$9.90	\$5.31	\$0.00	\$36.59
2	65	\$25.27	\$9.90	\$15.13	\$0.00	\$50.30
3	75	\$29.15	\$9.90	\$16.10	\$0.00	\$55.15
4	85	\$33.04	\$9.90	\$17.06	\$0.00	\$60.00
Notes:						
Steps are 2,000 hours						
Apprentice to Journeyworker Ratio:1:5						
MORTAR MIXER	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
LABORERS - ZONE 2	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
OILER (OTHER THAN TRUCK CRANES,GRADALLS)	06/01/2020	\$23.13	\$13.00	\$15.70	\$0.00	\$51.83
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$23.70	\$13.00	\$15.70	\$0.00	\$52.40
	06/01/2021	\$24.25	\$13.00	\$15.70	\$0.00	\$52.95
	12/01/2021	\$24.83	\$13.00	\$15.70	\$0.00	\$53.53
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OILER (TRUCK CRANES, GRADALLS)	06/01/2020	\$27.79	\$13.00	\$15.70	\$0.00	\$56.49
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$28.47	\$13.00	\$15.70	\$0.00	\$57.17
	06/01/2021	\$29.11	\$13.00	\$15.70	\$0.00	\$57.81
	12/01/2021	\$29.79	\$13.00	\$15.70	\$0.00	\$58.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS)	07/01/2020	\$51.51	\$8.25	\$22.40	\$0.00	\$82.16
PAINTERS LOCAL 35 - ZONE 2	01/01/2021	\$52.06	\$8.25	\$22.75	\$0.00	\$83.06

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - PAINTER Local 35 - BRIDGES/TANKS
Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.76	\$8.25	\$0.00	\$0.00	\$34.01
2	55	\$28.33	\$8.25	\$6.05	\$0.00	\$42.63
3	60	\$30.91	\$8.25	\$6.60	\$0.00	\$45.76
4	65	\$33.48	\$8.25	\$7.15	\$0.00	\$48.88
5	70	\$36.06	\$8.25	\$19.10	\$0.00	\$63.41
6	75	\$38.63	\$8.25	\$19.65	\$0.00	\$66.53
7	80	\$41.21	\$8.25	\$20.20	\$0.00	\$69.66
8	90	\$46.36	\$8.25	\$21.30	\$0.00	\$75.91

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.03	\$8.25	\$0.00	\$0.00	\$34.28
2	55	\$28.63	\$8.25	\$6.16	\$0.00	\$43.04
3	60	\$31.24	\$8.25	\$6.72	\$0.00	\$46.21
4	65	\$33.84	\$8.25	\$7.28	\$0.00	\$49.37
5	70	\$36.44	\$8.25	\$19.39	\$0.00	\$64.08
6	75	\$39.05	\$8.25	\$19.95	\$0.00	\$67.25
7	80	\$41.65	\$8.25	\$20.51	\$0.00	\$70.41
8	90	\$46.85	\$8.25	\$21.63	\$0.00	\$76.73

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	07/01/2020	\$41.21	\$8.25	\$22.40	\$0.00	\$71.86
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	01/01/2021	\$42.96	\$8.25	\$22.75	\$0.00	\$73.96

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New
Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.61	\$8.25	\$0.00	\$0.00	\$28.86
2	55	\$22.67	\$8.25	\$6.05	\$0.00	\$36.97
3	60	\$24.73	\$8.25	\$6.60	\$0.00	\$39.58
4	65	\$26.79	\$8.25	\$7.15	\$0.00	\$42.19
5	70	\$28.85	\$8.25	\$19.10	\$0.00	\$56.20
6	75	\$30.91	\$8.25	\$19.65	\$0.00	\$58.81
7	80	\$32.97	\$8.25	\$20.20	\$0.00	\$61.42
8	90	\$37.09	\$8.25	\$21.30	\$0.00	\$66.64

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.48	\$8.25	\$0.00	\$0.00	\$29.73
2	55	\$23.63	\$8.25	\$6.16	\$0.00	\$38.04
3	60	\$25.78	\$8.25	\$6.72	\$0.00	\$40.75
4	65	\$27.92	\$8.25	\$7.28	\$0.00	\$43.45
5	70	\$30.07	\$8.25	\$19.39	\$0.00	\$57.71
6	75	\$32.22	\$8.25	\$19.95	\$0.00	\$60.42
7	80	\$34.37	\$8.25	\$20.51	\$0.00	\$63.13
8	90	\$38.66	\$8.25	\$21.63	\$0.00	\$68.54

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	07/01/2020	\$40.47	\$8.25	\$22.40	\$0.00	\$71.12
PAINTERS LOCAL 35 - ZONE 2	01/01/2021	\$41.02	\$8.25	\$22.75	\$0.00	\$72.02

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint
Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.24	\$8.25	\$0.00	\$0.00	\$28.49
2	55	\$22.26	\$8.25	\$6.05	\$0.00	\$36.56
3	60	\$24.28	\$8.25	\$6.60	\$0.00	\$39.13
4	65	\$26.31	\$8.25	\$7.15	\$0.00	\$41.71
5	70	\$28.33	\$8.25	\$19.10	\$0.00	\$55.68
6	75	\$30.35	\$8.25	\$19.65	\$0.00	\$58.25
7	80	\$32.38	\$8.25	\$20.20	\$0.00	\$60.83
8	90	\$36.42	\$8.25	\$21.30	\$0.00	\$65.97

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.51	\$8.25	\$0.00	\$0.00	\$28.76
2	55	\$22.56	\$8.25	\$6.16	\$0.00	\$36.97
3	60	\$24.61	\$8.25	\$6.72	\$0.00	\$39.58
4	65	\$26.66	\$8.25	\$7.28	\$0.00	\$42.19
5	70	\$28.71	\$8.25	\$19.39	\$0.00	\$56.35
6	75	\$30.77	\$8.25	\$19.95	\$0.00	\$58.97
7	80	\$32.82	\$8.25	\$20.51	\$0.00	\$61.58
8	90	\$36.92	\$8.25	\$21.63	\$0.00	\$66.80

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (TRAFFIC MARKINGS)

LABORERS - ZONE 2

06/01/2020	\$34.06	\$8.60	\$15.77	\$0.00	\$58.43
12/01/2020	\$34.95	\$8.60	\$15.77	\$0.00	\$59.32
06/01/2021	\$35.87	\$8.60	\$15.77	\$0.00	\$60.24
12/01/2021	\$36.78	\$8.60	\$15.77	\$0.00	\$61.15

For Apprentice rates see "Apprentice- LABORER"

PAINTER / TAPER (BRUSH, NEW) *

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

NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

07/01/2020	\$41.01	\$8.25	\$22.40	\$0.00	\$71.66
01/01/2021	\$41.56	\$8.25	\$22.75	\$0.00	\$72.56

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW**Effective Date - 07/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.51	\$8.25	\$0.00	\$0.00	\$28.76
2	55	\$22.56	\$8.25	\$6.05	\$0.00	\$36.86
3	60	\$24.61	\$8.25	\$6.60	\$0.00	\$39.46
4	65	\$26.66	\$8.25	\$7.15	\$0.00	\$42.06
5	70	\$28.71	\$8.25	\$19.10	\$0.00	\$56.06
6	75	\$30.76	\$8.25	\$19.65	\$0.00	\$58.66
7	80	\$32.81	\$8.25	\$20.20	\$0.00	\$61.26
8	90	\$36.91	\$8.25	\$21.30	\$0.00	\$66.46

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.78	\$8.25	\$0.00	\$0.00	\$29.03
2	55	\$22.86	\$8.25	\$6.16	\$0.00	\$37.27
3	60	\$24.94	\$8.25	\$6.72	\$0.00	\$39.91
4	65	\$27.01	\$8.25	\$7.28	\$0.00	\$42.54
5	70	\$29.09	\$8.25	\$19.39	\$0.00	\$56.73
6	75	\$31.17	\$8.25	\$19.95	\$0.00	\$59.37
7	80	\$33.25	\$8.25	\$20.51	\$0.00	\$62.01
8	90	\$37.40	\$8.25	\$21.63	\$0.00	\$67.28

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)

07/01/2020

\$39.07

\$8.25

\$22.40

\$0.00

\$69.72

PAINTERS LOCAL 35 - ZONE 2

01/01/2021

\$39.62

\$8.25

\$22.75

\$0.00

\$70.62

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT
Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.54	\$8.25	\$0.00	\$0.00	\$27.79
2	55	\$21.49	\$8.25	\$6.05	\$0.00	\$35.79
3	60	\$23.44	\$8.25	\$6.60	\$0.00	\$38.29
4	65	\$25.40	\$8.25	\$7.15	\$0.00	\$40.80
5	70	\$27.35	\$8.25	\$19.10	\$0.00	\$54.70
6	75	\$29.30	\$8.25	\$19.65	\$0.00	\$57.20
7	80	\$31.26	\$8.25	\$20.20	\$0.00	\$59.71
8	90	\$35.16	\$8.25	\$21.30	\$0.00	\$64.71

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.81	\$8.25	\$0.00	\$0.00	\$28.06
2	55	\$21.79	\$8.25	\$6.16	\$0.00	\$36.20
3	60	\$23.77	\$8.25	\$6.72	\$0.00	\$38.74
4	65	\$25.75	\$8.25	\$7.28	\$0.00	\$41.28
5	70	\$27.73	\$8.25	\$19.39	\$0.00	\$55.37
6	75	\$29.72	\$8.25	\$19.95	\$0.00	\$57.92
7	80	\$31.70	\$8.25	\$20.51	\$0.00	\$60.46
8	90	\$35.66	\$8.25	\$21.63	\$0.00	\$65.54

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1
PANEL & PICKUP TRUCKS DRIVER

TEAMSTERS JOINT COUNCIL NO. 10 ZONE B

08/01/2020	\$34.98	\$12.91	\$13.72	\$0.00	\$61.61
12/01/2020	\$34.98	\$12.91	\$14.82	\$0.00	\$62.71
06/01/2021	\$35.78	\$12.91	\$14.82	\$0.00	\$63.51
08/01/2021	\$35.78	\$13.41	\$14.82	\$0.00	\$64.01
12/01/2021	\$35.78	\$13.41	\$16.01	\$0.00	\$65.20

PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)

PILE DRIVER LOCAL 56 (ZONE 2)

For apprentice rates see "Apprentice- PILE DRIVER"

08/01/2019	\$44.61	\$9.90	\$21.15	\$0.00	\$75.66
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PILE DRIVER

PILE DRIVER LOCAL 56 (ZONE 2)

08/01/2019	\$44.61	\$9.90	\$21.15	\$0.00	\$75.66
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - PILE DRIVER - Local 56 Zone 2						
Effective Date - 08/01/2019						
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\$54.34/2\$58.99/3\$63.65/4\$65.98/5\$68.31/6\$68.31/7\$72.96/8\$72.96						
Apprentice to Journeyworker Ratio:1:5						
<hr/>						
PIPELAYER		06/01/2020	\$34.31	\$8.60	\$15.77	\$58.68
LABORERS - ZONE 2		12/01/2020	\$35.20	\$8.60	\$15.77	\$59.57
		06/01/2021	\$36.12	\$8.60	\$15.77	\$60.49
		12/01/2021	\$37.03	\$8.60	\$15.77	\$61.40
For apprentice rates see "Apprentice- LABORER"						
<hr/>						
PLUMBER & PIPEFITTER		03/02/2020	\$43.69	\$10.00	\$18.80	\$72.49
PLUMBERS & PIPEFITTERS LOCAL 51		08/31/2020	\$45.84	\$10.00	\$18.80	\$74.64
		08/30/2021	\$47.84	\$10.00	\$18.80	\$76.64
<hr/>						
Apprentice - PLUMBER/PIPEFITTER - Local 51						
Effective Date - 03/02/2020						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.48	\$10.00	\$2.50	\$0.00	\$29.98
2	50	\$21.85	\$10.00	\$2.50	\$0.00	\$34.35
3	60	\$26.21	\$10.00	\$8.48	\$0.00	\$44.69
4	70	\$30.58	\$10.00	\$13.56	\$0.00	\$54.14
5	80	\$34.95	\$10.00	\$16.95	\$0.00	\$61.90
<hr/>						
Effective Date - 08/31/2020						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.34	\$10.00	\$2.50	\$0.00	\$30.84
2	50	\$22.92	\$10.00	\$2.50	\$0.00	\$35.42
3	60	\$27.50	\$10.00	\$8.48	\$0.00	\$45.98
4	70	\$32.09	\$10.00	\$13.56	\$0.00	\$55.65
5	80	\$36.67	\$10.00	\$16.95	\$0.00	\$63.62
Notes: Steps 2000hrs. Prior 9/1/05; 40/40/45/50/55/60/65/75/80/85						
Apprentice to Journeyworker Ratio:1:3						
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PNEUMATIC CONTROLS (TEMP.)		03/02/2020	\$43.69	\$10.00	\$18.80	\$72.49
PLUMBERS & PIPEFITTERS LOCAL 51		08/31/2020	\$45.84	\$10.00	\$18.80	\$74.64
		08/30/2021	\$47.84	\$10.00	\$18.80	\$76.64
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PNEUMATIC DRILL/TOOL OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER <i>LABORERS - ZONE 2</i>	06/01/2020	\$35.06	\$8.60	\$15.77	\$0.00	\$59.43
	12/01/2020	\$35.95	\$8.60	\$15.77	\$0.00	\$60.32
	06/01/2021	\$36.87	\$8.60	\$15.77	\$0.00	\$61.24
	12/01/2021	\$37.78	\$8.60	\$15.77	\$0.00	\$62.15
For apprentice rates see "Apprentice- LABORER"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.58	\$13.00	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.73	\$13.00	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.58	\$13.00	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.73	\$13.00	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$32.72	\$13.00	\$15.70	\$0.00	\$61.42
	12/01/2020	\$33.50	\$13.00	\$15.70	\$0.00	\$62.20
	06/01/2021	\$34.25	\$13.00	\$15.70	\$0.00	\$62.95
	12/01/2021	\$35.04	\$13.00	\$15.70	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS 170 - Dauphinais (Bellingham)</i>	01/01/2020	\$24.00	\$11.01	\$2.50	\$0.00	\$37.51
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roof Waterproofing &Roof Damproofg) <i>ROOFERS LOCAL 33</i>	08/01/2020	\$46.60	\$11.75	\$16.15	\$0.00	\$74.50
	02/01/2021	\$48.03	\$11.75	\$16.15	\$0.00	\$75.93
	08/01/2021	\$49.46	\$11.75	\$16.15	\$0.00	\$77.36
	02/01/2022	\$50.89	\$11.75	\$16.15	\$0.00	\$78.79

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - ROOFER - Local 33
Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.30	\$11.75	\$3.81	\$0.00	\$38.86
2	60	\$27.96	\$11.75	\$16.15	\$0.00	\$55.86
3	65	\$30.29	\$11.75	\$16.15	\$0.00	\$58.19
4	75	\$34.95	\$11.75	\$16.15	\$0.00	\$62.85
5	85	\$39.61	\$11.75	\$16.15	\$0.00	\$67.51

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.02	\$11.75	\$3.81	\$0.00	\$39.58
2	60	\$28.82	\$11.75	\$16.15	\$0.00	\$56.72
3	65	\$31.22	\$11.75	\$16.15	\$0.00	\$59.12
4	75	\$36.02	\$11.75	\$16.15	\$0.00	\$63.92
5	85	\$40.83	\$11.75	\$16.15	\$0.00	\$68.73

Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1
 Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.
 (Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER)

Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE	08/01/2020	\$46.85	\$11.75	\$16.15	\$0.00	\$74.75
ROOFERS LOCAL 33	02/01/2021	\$48.28	\$11.75	\$16.15	\$0.00	\$76.18
	08/01/2021	\$49.71	\$11.75	\$16.15	\$0.00	\$77.61
	02/01/2022	\$51.14	\$11.75	\$16.15	\$0.00	\$79.04

For apprentice rates see "Apprentice- ROOFER"

SHEETMETAL WORKER	08/01/2020	\$50.67	\$13.50	\$24.12	\$2.65	\$90.94
SHEETMETAL WORKERS LOCAL 17 - A	02/01/2021	\$52.32	\$13.50	\$24.12	\$2.70	\$92.64
	08/01/2021	\$54.07	\$13.50	\$24.12	\$2.75	\$94.44
	02/01/2022	\$55.82	\$13.50	\$24.12	\$2.80	\$96.24

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - SHEET METAL WORKER - Local 17-A**Effective Date - 08/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$21.28	\$13.50	\$5.89	\$0.00	\$40.67
2	42	\$21.28	\$13.50	\$5.89	\$0.00	\$40.67
3	47	\$23.81	\$13.50	\$11.13	\$1.45	\$49.89
4	47	\$23.81	\$13.50	\$11.13	\$1.45	\$49.89
5	52	\$26.35	\$13.50	\$12.08	\$1.56	\$53.49
6	52	\$26.35	\$13.50	\$12.33	\$1.57	\$53.75
7	60	\$30.40	\$13.50	\$13.70	\$1.73	\$59.33
8	65	\$32.94	\$13.50	\$15.15	\$1.83	\$63.42
9	75	\$38.00	\$13.50	\$16.56	\$2.04	\$70.10
10	85	\$43.07	\$13.50	\$17.96	\$2.24	\$76.77

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$21.97	\$13.50	\$5.89	\$0.00	\$41.36
2	42	\$21.97	\$13.50	\$5.89	\$0.00	\$41.36
3	47	\$24.59	\$13.50	\$11.13	\$1.48	\$50.70
4	47	\$24.59	\$13.50	\$11.13	\$1.48	\$50.70
5	52	\$27.21	\$13.50	\$12.08	\$1.58	\$54.37
6	52	\$27.21	\$13.50	\$12.33	\$1.59	\$54.63
7	60	\$31.39	\$13.50	\$13.70	\$1.76	\$60.35
8	65	\$34.01	\$13.50	\$15.15	\$1.88	\$64.54
9	75	\$39.24	\$13.50	\$16.56	\$2.08	\$71.38
10	85	\$44.47	\$13.50	\$17.96	\$2.28	\$78.21

Notes:

Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4**SPECIALIZED EARTH MOVING EQUIP < 35 TONS**

TEAMSTERS JOINT COUNCIL NO. 10 ZONE B

08/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.07
12/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.17
06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$63.97
08/01/2021	\$36.24	\$13.41	\$14.82	\$0.00	\$64.47
12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66

SPECIALIZED EARTH MOVING EQUIP > 35 TONS

TEAMSTERS JOINT COUNCIL NO. 10 ZONE B

08/01/2020	\$35.73	\$12.91	\$13.72	\$0.00	\$62.36
12/01/2020	\$35.73	\$12.91	\$14.82	\$0.00	\$63.46
06/01/2021	\$36.53	\$12.91	\$14.82	\$0.00	\$64.26
08/01/2021	\$36.53	\$13.41	\$14.82	\$0.00	\$64.76
12/01/2021	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95

SPRINKLER FITTER

SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1

03/01/2020	\$60.82	\$9.68	\$20.55	\$0.00	\$91.05
10/01/2020	\$62.32	\$9.68	\$20.55	\$0.00	\$92.55
03/01/2021	\$63.82	\$9.68	\$20.55	\$0.00	\$94.05

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1
Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$21.29	\$9.68	\$11.61	\$0.00	\$42.58
2	40	\$24.33	\$9.68	\$12.30	\$0.00	\$46.31
3	45	\$27.37	\$9.68	\$12.99	\$0.00	\$50.04
4	50	\$30.41	\$9.68	\$13.73	\$0.00	\$53.82
5	55	\$33.45	\$9.68	\$14.36	\$0.00	\$57.49
6	60	\$36.49	\$9.68	\$15.05	\$0.00	\$61.22
7	65	\$39.53	\$9.68	\$15.74	\$0.00	\$64.95
8	70	\$42.57	\$9.68	\$16.43	\$0.00	\$68.68
9	75	\$45.62	\$9.68	\$17.11	\$0.00	\$72.41
10	80	\$48.66	\$9.68	\$17.80	\$0.00	\$76.14

Effective Date - 10/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$21.81	\$9.68	\$11.61	\$0.00	\$43.10
2	40	\$24.93	\$9.68	\$12.30	\$0.00	\$46.91
3	45	\$28.04	\$9.68	\$12.99	\$0.00	\$50.71
4	50	\$31.16	\$9.68	\$13.73	\$0.00	\$54.57
5	55	\$34.28	\$9.68	\$14.36	\$0.00	\$58.32
6	60	\$37.39	\$9.68	\$15.05	\$0.00	\$62.12
7	65	\$40.51	\$9.68	\$15.74	\$0.00	\$65.93
8	70	\$43.62	\$9.68	\$16.43	\$0.00	\$69.73
9	75	\$46.74	\$9.68	\$17.11	\$0.00	\$73.53
10	80	\$49.86	\$9.68	\$17.80	\$0.00	\$77.34

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

Apprentice to Journeyworker Ratio:1:3
STEAM BOILER OPERATOR
OPERATING ENGINEERS LOCAL 4

06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN
OPERATING ENGINEERS LOCAL 4

06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TELECOMMUNICATION TECHNICIAN
ELECTRICIANS LOCAL 99

06/01/2019	\$30.30	\$10.87	\$6.63	\$0.00	\$47.80
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Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 99**Effective Date - 06/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$16.67	\$10.87	\$0.50	\$0.00	\$28.04
2	60	\$18.18	\$10.87	\$0.55	\$0.00	\$29.60
3	65	\$19.70	\$10.87	\$5.59	\$0.00	\$36.16
4	70	\$21.21	\$10.87	\$5.74	\$0.00	\$37.82
5	75	\$22.73	\$10.87	\$5.89	\$0.00	\$39.49
6	80	\$24.24	\$10.87	\$6.04	\$0.00	\$41.15

Notes:

Steps 1-2 are 800 hrs., Steps 3-6 are 6 mos. (800 hrs.)

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS	08/01/2020	\$54.69	\$10.75	\$22.09	\$0.00	\$87.53
BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2021	\$55.33	\$10.75	\$22.09	\$0.00	\$88.17
	08/01/2021	\$56.73	\$10.75	\$22.25	\$0.00	\$89.73
	02/01/2022	\$57.32	\$10.75	\$22.25	\$0.00	\$90.32

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile**Effective Date - 08/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.35	\$10.75	\$22.09	\$0.00	\$60.19
2	60	\$32.81	\$10.75	\$22.09	\$0.00	\$65.65
3	70	\$38.28	\$10.75	\$22.09	\$0.00	\$71.12
4	80	\$43.75	\$10.75	\$22.09	\$0.00	\$76.59
5	90	\$49.22	\$10.75	\$22.09	\$0.00	\$82.06

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.67	\$10.75	\$22.09	\$0.00	\$60.51
2	60	\$33.20	\$10.75	\$22.09	\$0.00	\$66.04
3	70	\$38.73	\$10.75	\$22.09	\$0.00	\$71.57
4	80	\$44.26	\$10.75	\$22.09	\$0.00	\$77.10
5	90	\$49.80	\$10.75	\$22.09	\$0.00	\$82.64

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

TEST BORING DRILLER	06/01/2020	\$40.55	\$8.60	\$17.24	\$0.00	\$66.39
LABORERS - FOUNDATION AND MARINE	12/01/2020	\$41.53	\$8.60	\$17.24	\$0.00	\$67.37
	06/01/2021	\$42.55	\$8.60	\$17.24	\$0.00	\$68.39
	12/01/2021	\$43.56	\$8.60	\$17.24	\$0.00	\$69.40

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2020	\$39.27	\$8.60	\$17.24	\$0.00	\$65.11
	12/01/2020	\$40.25	\$8.60	\$17.24	\$0.00	\$66.09
	06/01/2021	\$41.27	\$8.60	\$17.24	\$0.00	\$67.11
	12/01/2021	\$42.28	\$8.60	\$17.24	\$0.00	\$68.12
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2020	\$39.15	\$8.60	\$17.24	\$0.00	\$64.99
	12/01/2020	\$40.13	\$8.60	\$17.24	\$0.00	\$65.97
	06/01/2021	\$41.15	\$8.60	\$17.24	\$0.00	\$66.99
	12/01/2021	\$42.16	\$8.60	\$17.24	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2020	\$36.02	\$12.91	\$13.72	\$0.00	\$62.65
	12/01/2020	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	06/01/2021	\$36.82	\$12.91	\$14.82	\$0.00	\$64.55
	08/01/2021	\$36.82	\$13.41	\$14.82	\$0.00	\$65.05
	12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	06/01/2020	\$51.38	\$8.60	\$17.69	\$0.00	\$77.67
	12/01/2020	\$52.36	\$8.60	\$17.69	\$0.00	\$78.65
	06/01/2021	\$53.38	\$8.60	\$17.69	\$0.00	\$79.67
	12/01/2021	\$54.39	\$8.60	\$17.69	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	06/01/2020	\$53.38	\$8.60	\$17.69	\$0.00	\$79.67
	12/01/2020	\$54.36	\$8.60	\$17.69	\$0.00	\$80.65
	06/01/2021	\$55.38	\$8.60	\$17.69	\$0.00	\$81.67
	12/01/2021	\$56.39	\$8.60	\$17.69	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2020	\$43.45	\$8.60	\$17.69	\$0.00	\$69.74
	12/01/2020	\$44.43	\$8.60	\$17.69	\$0.00	\$70.72
	06/01/2021	\$45.45	\$8.60	\$17.69	\$0.00	\$71.74
	12/01/2021	\$46.46	\$8.60	\$17.69	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2020	\$45.45	\$8.60	\$17.69	\$0.00	\$71.74
	12/01/2020	\$46.43	\$8.60	\$17.69	\$0.00	\$72.72
	06/01/2021	\$47.45	\$8.60	\$17.69	\$0.00	\$73.74
	12/01/2021	\$48.46	\$8.60	\$17.69	\$0.00	\$74.75
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.07
	12/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.17
	06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$63.97
	08/01/2021	\$36.24	\$13.41	\$14.82	\$0.00	\$64.47
	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WAGON DRILL OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.58	\$13.00	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.73	\$13.00	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER <i>PLUMBERS & PIPEFITTERS LOCAL 51</i>	03/02/2020	\$43.69	\$10.00	\$18.80	\$0.00	\$72.49
	08/31/2020	\$45.84	\$10.00	\$18.80	\$0.00	\$74.64
	08/30/2021	\$47.84	\$10.00	\$18.80	\$0.00	\$76.64
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
Rental of Equipment - East						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2020	\$35.15	\$12.91	\$0.00	\$0.00	\$48.06
	12/01/2020	\$35.15	\$12.91	\$0.00	\$0.00	\$48.06
	06/01/2021	\$35.95	\$12.91	\$0.00	\$0.00	\$48.86
	08/01/2021	\$35.95	\$13.41	\$0.00	\$0.00	\$49.36
	12/01/2021	\$35.95	\$13.41	\$0.00	\$0.00	\$49.36
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2020	\$35.22	\$12.91	\$0.00	\$0.00	\$48.13
	12/01/2020	\$35.22	\$12.91	\$0.00	\$0.00	\$48.13
	06/01/2021	\$36.02	\$12.91	\$0.00	\$0.00	\$48.93
	08/01/2021	\$36.02	\$13.41	\$0.00	\$0.00	\$49.43
	12/01/2021	\$36.02	\$13.41	\$0.00	\$0.00	\$49.43
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2020	\$35.34	\$12.91	\$0.00	\$0.00	\$48.25
	12/01/2020	\$35.34	\$12.91	\$0.00	\$0.00	\$48.25
	06/01/2021	\$36.14	\$12.91	\$0.00	\$0.00	\$49.05
	08/01/2021	\$36.14	\$13.41	\$0.00	\$0.00	\$49.55
	12/01/2021	\$36.14	\$13.41	\$0.00	\$0.00	\$49.55
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2019	\$102.78	\$9.90	\$0.00	\$0.00	\$112.68
For apprentice rates see "Apprentice- PILE DRIVER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$49.33	\$13.00	\$0.00	\$0.00	\$62.33
	12/01/2020	\$50.48	\$13.00	\$0.00	\$0.00	\$63.48
	06/01/2021	\$51.58	\$13.00	\$0.00	\$0.00	\$64.58
	12/01/2021	\$52.73	\$13.00	\$0.00	\$0.00	\$65.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$49.33	\$13.00	\$0.00	\$0.00	\$62.33
	12/01/2020	\$50.48	\$13.00	\$0.00	\$0.00	\$63.48
	06/01/2021	\$51.58	\$13.00	\$0.00	\$0.00	\$64.58
	12/01/2021	\$52.73	\$13.00	\$0.00	\$0.00	\$65.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$48.81	\$13.00	\$0.00	\$0.00	\$61.81
	12/01/2020	\$49.95	\$13.00	\$0.00	\$0.00	\$62.95
	06/01/2021	\$51.04	\$13.00	\$0.00	\$0.00	\$64.04
	12/01/2021	\$52.18	\$13.00	\$0.00	\$0.00	\$65.18

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$50.33	\$13.00	\$0.00	\$0.00	\$63.33
	12/01/2020	\$51.48	\$13.00	\$0.00	\$0.00	\$64.48
	06/01/2021	\$52.58	\$13.00	\$0.00	\$0.00	\$65.58
	12/01/2021	\$53.73	\$13.00	\$0.00	\$0.00	\$66.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$32.72	\$13.00	\$0.00	\$0.00	\$45.72
	12/01/2020	\$33.50	\$13.00	\$0.00	\$0.00	\$46.50
	06/01/2021	\$34.25	\$13.00	\$0.00	\$0.00	\$47.25
	12/01/2021	\$35.04	\$13.00	\$0.00	\$0.00	\$48.04
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2019	\$68.52	\$9.90	\$0.00	\$0.00	\$78.42
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2019	\$48.94	\$9.90	\$0.00	\$0.00	\$58.84
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2019	\$73.41	\$9.90	\$0.00	\$0.00	\$83.31
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2019	\$102.78	\$9.90	\$0.00	\$0.00	\$112.68
For apprentice rates see "Apprentice- PILE DRIVER"						
FLAGGER & SIGNALER <i>LABORERS - ZONE 2</i>	06/01/2020	\$23.50	\$8.60	\$0.00	\$0.00	\$32.10
	12/01/2020	\$24.50	\$8.60	\$0.00	\$0.00	\$33.10
	06/01/2021	\$24.50	\$8.60	\$0.00	\$0.00	\$33.10
	12/01/2021	\$24.50	\$8.60	\$0.00	\$0.00	\$33.10
For apprentice rates see "Apprentice- LABORER"						
FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$49.33	\$13.00	\$0.00	\$0.00	\$62.33
	12/01/2020	\$50.48	\$13.00	\$0.00	\$0.00	\$63.48
	06/01/2021	\$51.58	\$13.00	\$0.00	\$0.00	\$64.58
	12/01/2021	\$52.73	\$13.00	\$0.00	\$0.00	\$65.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$32.72	\$13.00	\$0.00	\$0.00	\$45.72
	12/01/2020	\$33.50	\$13.00	\$0.00	\$0.00	\$46.50
	06/01/2021	\$34.25	\$13.00	\$0.00	\$0.00	\$47.25
	12/01/2021	\$35.04	\$13.00	\$0.00	\$0.00	\$48.04
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HOISTING ENGINEER/CRANES/GRADALLS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$49.33	\$13.00	\$0.00	\$0.00	\$62.33
	12/01/2020	\$50.48	\$13.00	\$0.00	\$0.00	\$63.48
	06/01/2021	\$51.58	\$13.00	\$0.00	\$0.00	\$64.58
	12/01/2021	\$52.73	\$13.00	\$0.00	\$0.00	\$65.73

Classification

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

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 06/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$27.13	\$13.00	\$0.00	\$0.00	\$40.13
2	60	\$29.60	\$13.00	\$0.00	\$0.00	\$42.60
3	65	\$32.06	\$13.00	\$0.00	\$0.00	\$45.06
4	70	\$34.53	\$13.00	\$0.00	\$0.00	\$47.53
5	75	\$37.00	\$13.00	\$0.00	\$0.00	\$50.00
6	80	\$39.46	\$13.00	\$0.00	\$0.00	\$52.46
7	85	\$41.93	\$13.00	\$0.00	\$0.00	\$54.93
8	90	\$44.40	\$13.00	\$0.00	\$0.00	\$57.40

Effective Date - 12/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$27.76	\$13.00	\$0.00	\$0.00	\$40.76
2	60	\$30.29	\$13.00	\$0.00	\$0.00	\$43.29
3	65	\$32.81	\$13.00	\$0.00	\$0.00	\$45.81
4	70	\$35.34	\$13.00	\$0.00	\$0.00	\$48.34
5	75	\$37.86	\$13.00	\$0.00	\$0.00	\$50.86
6	80	\$40.38	\$13.00	\$0.00	\$0.00	\$53.38
7	85	\$42.91	\$13.00	\$0.00	\$0.00	\$55.91
8	90	\$45.43	\$13.00	\$0.00	\$0.00	\$58.43

Notes:

Apprentice to Journeyworker Ratio:1:6

LABORER	06/01/2020	\$34.06	\$8.60	\$0.00	\$0.00	\$42.66
LABORERS - ZONE 2	12/01/2020	\$34.95	\$8.60	\$0.00	\$0.00	\$43.55
	06/01/2021	\$35.87	\$8.60	\$0.00	\$0.00	\$44.47
	12/01/2021	\$36.78	\$8.60	\$0.00	\$0.00	\$45.38

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - LABORER - Zone 2

Effective Date - 06/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.44	\$8.60	\$0.00	\$0.00	\$29.04
2	70	\$23.84	\$8.60	\$0.00	\$0.00	\$32.44
3	80	\$27.25	\$8.60	\$0.00	\$0.00	\$35.85
4	90	\$30.65	\$8.60	\$0.00	\$0.00	\$39.25

Effective Date - 12/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.97	\$8.60	\$0.00	\$0.00	\$29.57
2	70	\$24.47	\$8.60	\$0.00	\$0.00	\$33.07
3	80	\$27.96	\$8.60	\$0.00	\$0.00	\$36.56
4	90	\$31.46	\$8.60	\$0.00	\$0.00	\$40.06

Notes:

Apprentice to Journeyworker Ratio:1:5

OILER (OTHER THAN TRUCK CRANES,GRADALLS) OPERATING ENGINEERS LOCAL 4	06/01/2020	\$23.13	\$13.00	\$0.00	\$0.00	\$36.13
	12/01/2020	\$23.70	\$13.00	\$0.00	\$0.00	\$36.70
	06/01/2021	\$24.25	\$13.00	\$0.00	\$0.00	\$37.25
	12/01/2021	\$24.83	\$13.00	\$0.00	\$0.00	\$37.83
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4	06/01/2020	\$27.79	\$13.00	\$0.00	\$0.00	\$40.79
	12/01/2020	\$28.47	\$13.00	\$0.00	\$0.00	\$41.47
	06/01/2021	\$29.11	\$13.00	\$0.00	\$0.00	\$42.11
	12/01/2021	\$29.79	\$13.00	\$0.00	\$0.00	\$42.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II OPERATING ENGINEERS LOCAL 4	06/01/2020	\$48.81	\$13.00	\$0.00	\$0.00	\$61.81
	12/01/2020	\$49.95	\$13.00	\$0.00	\$0.00	\$62.95
	06/01/2021	\$51.04	\$13.00	\$0.00	\$0.00	\$64.04
	12/01/2021	\$52.18	\$13.00	\$0.00	\$0.00	\$65.18
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	08/01/2020	\$34.98	\$12.91	\$0.00	\$0.00	\$47.89
	12/01/2020	\$34.98	\$12.91	\$0.00	\$0.00	\$47.89
	06/01/2021	\$35.78	\$12.91	\$0.00	\$0.00	\$48.69
	08/01/2021	\$35.78	\$13.41	\$0.00	\$0.00	\$49.19
	12/01/2021	\$35.78	\$13.41	\$0.00	\$0.00	\$49.19
POWER SHOVEL/DERRICK/TRENCHING MACHINE OPERATING ENGINEERS LOCAL 4	06/01/2020	\$49.33	\$13.00	\$0.00	\$0.00	\$62.33
	12/01/2020	\$50.48	\$13.00	\$0.00	\$0.00	\$63.48
	06/01/2021	\$51.58	\$13.00	\$0.00	\$0.00	\$64.58
	12/01/2021	\$52.73	\$13.00	\$0.00	\$0.00	\$65.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$49.33	\$13.00	\$0.00	\$0.00	\$62.33
	12/01/2020	\$50.48	\$13.00	\$0.00	\$0.00	\$63.48
	06/01/2021	\$51.58	\$13.00	\$0.00	\$0.00	\$64.58
	12/01/2021	\$52.73	\$13.00	\$0.00	\$0.00	\$65.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$32.72	\$13.00	\$0.00	\$0.00	\$45.72
	12/01/2020	\$33.50	\$13.00	\$0.00	\$0.00	\$46.50
	06/01/2021	\$34.25	\$13.00	\$0.00	\$0.00	\$47.25
	12/01/2021	\$35.04	\$13.00	\$0.00	\$0.00	\$48.04
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$48.81	\$13.00	\$0.00	\$0.00	\$61.81
	12/01/2020	\$49.95	\$13.00	\$0.00	\$0.00	\$62.95
	06/01/2021	\$51.04	\$13.00	\$0.00	\$0.00	\$64.04
	12/01/2021	\$52.18	\$13.00	\$0.00	\$0.00	\$65.18
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2020	\$35.44	\$12.91	\$0.00	\$0.00	\$48.35
	12/01/2020	\$35.44	\$12.91	\$0.00	\$0.00	\$48.35
	06/01/2021	\$36.24	\$12.91	\$0.00	\$0.00	\$49.15
	08/01/2021	\$36.24	\$13.41	\$0.00	\$0.00	\$49.65
	12/01/2021	\$36.24	\$13.41	\$0.00	\$0.00	\$49.65
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2020	\$35.73	\$12.91	\$0.00	\$0.00	\$48.64
	12/01/2020	\$35.73	\$12.91	\$0.00	\$0.00	\$48.64
	06/01/2021	\$36.53	\$12.91	\$0.00	\$0.00	\$49.44
	08/01/2021	\$36.53	\$13.41	\$0.00	\$0.00	\$49.94
	12/01/2021	\$36.53	\$13.41	\$0.00	\$0.00	\$49.94
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$48.81	\$13.00	\$0.00	\$0.00	\$61.81
	12/01/2020	\$49.95	\$13.00	\$0.00	\$0.00	\$62.95
	06/01/2021	\$51.04	\$13.00	\$0.00	\$0.00	\$64.04
	12/01/2021	\$52.18	\$13.00	\$0.00	\$0.00	\$65.18
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2020	\$36.02	\$12.91	\$0.00	\$0.00	\$48.93
	12/01/2020	\$36.02	\$12.91	\$0.00	\$0.00	\$48.93
	06/01/2021	\$36.82	\$12.91	\$0.00	\$0.00	\$49.73
	08/01/2021	\$36.82	\$13.41	\$0.00	\$0.00	\$50.23
	12/01/2021	\$36.82	\$13.41	\$0.00	\$0.00	\$50.23
VAC-HAUL/CATCH BASIN CLEANING <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2020	\$35.44	\$12.91	\$0.00	\$0.00	\$48.35
	12/01/2020	\$35.44	\$12.91	\$0.00	\$0.00	\$48.35
	06/01/2021	\$36.24	\$12.91	\$0.00	\$0.00	\$49.15
	08/01/2021	\$36.24	\$13.41	\$0.00	\$0.00	\$49.65
	12/01/2021	\$36.24	\$13.41	\$0.00	\$0.00	\$49.65

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Additional Apprentices Information:

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