



**Department of Central Maintenance**

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*City of* GREENFIELD, MASSACHUSETTS

*City Hall, 14 Court Square, Greenfield, MA 01301 Phone: 413-772-1560 Fax: 413-772-1519*

**RFQ TITLE: CITY OF GREENFIELD CITY HALL PARAPET WALL  
RECONSTRUCTION**

**RFQ #: 24-18**

**Date of Issuance: 2/14/2024**

**Deadline for Receipt of Bids: 2/29/2024**

**CONTACT AND SUBMITTAL INFORMATION**

Submit questions and proposals to: Glenn Robinson  
Assistant Engineer  
City of Greenfield  
189 Wells Street  
Greenfield, Ma 01301  
Glenn.Robinson@greenfield-ma.gov

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**RFQ NUMBER: 24-18**

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## Advertisement for Bidders

City of Greenfield  
Office of the Mayor  
14 Court Square  
Greenfield, MA 01301

The City of Greenfield is soliciting quotes to reconstruct the parapet wall on the back side of City Hall located at 14 Court Square, Greenfield, MA.

As of 10:0 a.m. on Wednesday, February 14, 2024, copies of this request for quotes may be obtained from the City of Greenfield website at [www.Greenfield-ma.gov](http://www.Greenfield-ma.gov) under “Departments”, “Purchasing”, “Active Bids/RFQ/RFP” or electronically from the Department of Public Works of the City of Greenfield at [Glenn.Robinson@greenfield-ma.gov](mailto:Glenn.Robinson@greenfield-ma.gov).

Written quotes addressed to the Assistant Engineer, 189 Wells Street, Greenfield, MA 01301 and endorsed “#24-18: Greenfield City Hall Parapet Wall Reconstruction Project” will be accepted until 2:00 PM on February 29, 2024, and at that time, publically opened and read aloud in the Administration Building meeting room, 189 Wells Street Greenfield, MA.

A pre-bid site visit is scheduled for Wednesday February 21 at 10:00 AM at the Greenfield City Hall at 14 Court Square in Greenfield. All interested Contractors shall meet behind the City Hall building in the parking lot.

All questions and requests for clarification to this bid spec must be directed in writing or by email to:

Glenn Robinson  
Assistant Engineer  
189 Wells Street  
Greenfield, MA 01301  
[Glenn.Robinson@greenfield-ma.gov](mailto:Glenn.Robinson@greenfield-ma.gov)

## INFORMATION FOR BIDDERS

The City of Greenfield ("Owner", or "City"), is soliciting proposals for the reconstruction of the parapet wall that runs the perimeter of the flat roof behind the Greenfield City Hall located at 14 Court Square, Greenfield, MA. The proposal shall be all inclusive to remove the temporary rubber membrane covering the parapet wall, replace deteriorated brick, and repoint existing brick that is still in satisfactory condition to a distance of 6 feet down from the established wall height. This work is described in more detail in Attachment F, Scope of Work.

### 1.1 PROJECT SITE

All work of this contract is to be carried out at the following location:

- Greenfield City Hall, 14 Court Square, Greenfield, MA 01301

Work on this project must meet the requirements of all applicable city, local, and state codes, laws and ordinances

### 1.2 PERMITS AND INSURANCE

Contractor is responsible for obtaining appropriate permits and must provide proof of insurance as described in Attachment D.

### 1.3 BID DOCUMENTS

The Advertisement for Bidders, SCOPE OF THE WORK, and forms for Bid, may be obtained via the City's website at [www.greenfield-ma.gov](http://www.greenfield-ma.gov); departments; purchasing; active bids or at the Department of Public Works Office, 189 Wells Street Greenfield, MA 01301 or by calling the Department of Public Works at 413-772-1528 x-6105.

### 1.4 QUESTIONS REGARDING DOCUMENTS

In general, no answers will be given to prospective bidders in reply to an oral question if the question involves an interpretation of the intent or meaning of the Contract Documents, or the equality or use of products or methods other than those designated or described in the specifications. Any information given to bidders other than by means of the Contract Documents, including Addenda, as described below, is given informally, for information and the convenience of the bidder only and is not guaranteed. The bidder agrees that such information shall not be used as the basis of nor shall the giving of any such information entitle the bidder to assert any claim or demand against the City or the Engineer on account thereof.

Any questions shall be submitted in writing one of two ways to the City Representative at least 3 days before the established date for receipt of quotes. They may be sent electronically via e-mail and directed to [Glenn.Robinson@greenfield-ma.gov](mailto:Glenn.Robinson@greenfield-ma.gov). In the subject line of the e-mail put "**Question-Greenfield City Hall Parapet Wall Reconstruction Project**". All submissions must contain the name of the person asking the question, company name, address, phone number and email address. Failure to provide the correct information in the email will deem the question unanswerable, and it will not be considered as part of any addenda.

If the question involves the equality or use of products or methods it must be accompanied by specifications or other data in sufficient detail to enable the City to determine the equality or suitability of the product or method. In general, the City will neither approve nor disapprove particular products prior to the bid deadline; such products will be considered when offered by the Contractor for incorporation into the Work.

The Chief Procurement Officer will set forth as Addenda, which shall become a part of the Contract Documents, such questions received as above provided as in his/her sole judgment are appropriate or necessary and his/her decision regarding each. At least three days prior to the receipt of bids, he/she will send a copy of these Addenda to those prospective bidders *known* to have taken out sets of the Contract Documents and will post them on City of Greenfield website at [www.greenfield-ma.gov](http://www.greenfield-ma.gov) under the Purchasing Department.

1.5 **QUOTE SUBMISSION**

Quotes marked “**Greenfield City Hall Parapet Wall Reconstruction Project**” must be submitted to the Department of Public Works Office, 189 Wells Street, Greenfield, Massachusetts by **2:00PM on Thursday, February 29, 2024**. All quotes must be upon the blank form annexed hereto, state the proposed total cost of the work, both in words and in figures, and be signed by the bidder with his business address and place of residence. Quote submissions must also include:

- A Certificate of Non-Collusion signed by the individual submitting the quote (Attachment A)
- A Certificate of Tax Compliance signed by the individual submitting the quote (Attachment B)
- Certificate of Insurance (See Attachment D)
- Certificate of OSHA 10 Training (See Attachment C)
- References\* (Section 2)

**\*Any Contractor who has not performed work for the City of Greenfield of the size and scope as requested in this RFQ within the last 5 years must complete the Reference portion of Section 2.**

1.6 **EXECUTION OF AGREEMENT:**

The bidder whose quote is accepted will be notified by letter and agrees to duly execute the AGREEMENT, after notification, for a period ending as specified on bid proposal forms.

1.7 **TIME FOR COMPLETION:**

Materials for this Contract shall be ordered within ten (10) working days from Notice to Proceed and installation to start within fifteen (15) days of receipt of materials. A final completion date shall be determined once the material delivery schedule is understood, but is generally understood to be 30 days after material delivery. It will be the contractor’s responsibility to have the site ready to begin repairs once material arrives, except as the work may be interrupted by weather or other adverse conditions as mutually agreed to by the City and the Contractor (see paragraph 14 in Attachment G for further clarification).

1.8 **COMPARISON OF QUOTES:**

Quotes will be compared and awarded to the responsible contractor offering the lowest-priced quotation. In the event there is a discrepancy in the bid between the unit prices written in words and figures, the prices written in words shall govern. Contract to be awarded on lowest TOTAL cost of project. The City agrees to examine and consider each quote submitted in consideration of the bidder’s agreements, as hereinabove set forth and as set forth in the quote.

1.09 **DISPUTES:**

In the event of any dispute as to any of the terms and conditions of this Contract, it shall be determined in accord with the laws of the Commonwealth of Massachusetts and the Courts of the Commonwealth of Massachusetts shall have exclusive jurisdiction of the same.

1.10 **PREVAILING WAGE RATES:**

This is a prevailing wage project as required under M.G.L. c.149. The prevailing wage schedule is attached.

1.11 The City reserves the right to revoke this contracted AGREEMENT in writing with two weeks’ notice, if the Contractor is clearly not performing services required in the Contract in a timely or workmanlike manner.

1.12 **PRE-BID SITE VISIT**

A mandatory pre-bid site visit is scheduled for **Wednesday February 21, 2024**. Bidders should be at the Greenfield City Hall at 14 Court Square in Greenfield no later than 9:00 AM. This meeting will take place in the parking lot behind the building.

1.13 **NOTICE TO PROCEED AND PRE-CONSTRUCTION CONFERENCE**

A written Notice to Proceed shall be issued to the Contractor after receipt of proof of required insurance. No work on site shall be performed by the Contractor until they have received the Notice to Proceed.

Prior to the start of construction, the Contractor, all subcontractors, the project manager, and the owner shall attend a pre-construction conference. The conference will serve to acquaint the participants with the general plan of contract administration and requirements under which the construction operation is to proceed.

**SECTION 2**  
**QUOTE SHEET**

\_\_\_\_\_  
Bidder's Name

To the City of Greenfield, Massachusetts, (hereinafter called the "Owner"):

Gentlemen:

The undersigned \_\_\_\_\_, as bidder, declares that the only persons or parties interested in this bid as principals are those named herein; that the bidder has carefully examined the proposed form of Proposal and the Contract Documents (and amendments thereto); and he bids and agrees, if this bid is accepted, that the bidder will furnish all equipment, materials and labor necessary for the completion of the work as specified in the Proposal, in the manner and time therein prescribed and according to the requirements of the Owner as herein set forth.

The bidder will take in full payment, therefore, the following price, to wit:

**CITY OF GREENFIELD PROJECT, GREENFIELD CITY HALL PARAPET WALL  
RECONSTRUCTION PROJECT # 24-18**

**ITEM 1.0: GREENFIELD CITY HALL PARAPET WALL RECONSTRUCTION COMPLETE:**

\_\_\_\_\_ Dollars and \_\_\_\_\_ cents \_\_\_\_\_  
(Write in words and numbers)

The undersigned agrees that for extra work, if any, performed in accordance with the terms and provisions of the annexed form of AGREEMENT, he will accept compensation as stipulated therein in full payment for such extra work.

If this quote is accepted by the City, the undersigned agrees to complete the entire work provided to be done under the Contract within the time stipulated as otherwise expressly provided in the AGREEMENT.

(SEAL)

By: \_\_\_\_\_  
(Signature and title of authorized representative)

\_\_\_\_\_  
(Business Address)

\_\_\_\_\_  
Date

\_\_\_\_\_  
(City, State, Zip)

The bidder is a corporation incorporated in the State (or Commonwealth) of \_\_\_\_\_  
\_\_\_\_\_  
(Bidder must add and delete, as necessary, to make this sentence read correctly).

(Note: If the bidder is a corporation, affix corporate seal and give below the names of its president, treasurer, and general manager, if any; if a partnership, give full names and residential addresses of all partners, and if an individual, give residential address if different from business address.)



**REFERENCES**

**Reference 1:**

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

City/Town: \_\_\_\_\_

Project Description: \_\_\_\_\_

Approximate cost: \$ \_\_\_\_\_

Company contact: \_\_\_\_\_ Contact phone number: \_\_\_\_\_

**Reference 2:**

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

City/Town: \_\_\_\_\_

Project Description: \_\_\_\_\_

Approximate cost: \$ \_\_\_\_\_

Company contact: \_\_\_\_\_ Contact phone number: \_\_\_\_\_

**Reference 3:**

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

City/Town: \_\_\_\_\_

Project Description: \_\_\_\_\_

Approximate cost: \$ \_\_\_\_\_

Company contact: \_\_\_\_\_ Contact phone number: \_\_\_\_\_

**OWNER - CONTRACTOR AGREEMENT**

**THIS AGREEMENT**, made this    day of                   , by and between the **CITY OF GREENFIELD, MA**, hereinafter called the "Owner" or "Town" or "Awarding Authority"

and \_\_\_\_\_

with the address \_\_\_\_\_

a corporation organized and existing under the laws of Massachusetts \_\_\_\_\_

a partnership consisting of \_\_\_\_\_

an individual doing business as \_\_\_\_\_

hereinafter called the "Contractor"

**WITNESSETH**, that the Owner and Contractor, for the consideration hereinafter named, agree as follows :

**Article 1. SCOPE OF THE WORK:** The Contractor shall furnish all of the materials and perform all of the work shown and described in the Contract Documents for the **“RFQ 24-18 Greenfield City Hall Parapet Wall Reconstruction Project”** dated **2/14/2024**, and any addenda issued subsequently, all as prepared by Glenn Robinson and shall do everything required by this Agreement and the Contract Documents.

**Article 2. TIME OF COMPLETION:** Procurement of equipment shall commence no later than 10 days after Notice to Proceed and the Contractor shall bring the Work to substantial completion within 30 days after material delivery.

**Article 3. THE CONTRACT PRICE:** The Owner shall pay the Contractor for the performance of the Work, subject to additions and deductions by Change Order as provided in the Contract Documents, in current funds, the sum of:  
\_\_\_\_\_ dollars

(\$\_\_\_\_\_).

**Article 4. PAYMENTS:** The Owner agrees to pay the Contractor in current funds for the performance of the Contract as provided in the CONTRACT DOCUMENTS, and by Massachusetts statutes.

**Article 5. THE CONTRACT DOCUMENTS:** The following together with this Agreement and Contractor’s Bid dated \_\_\_\_\_, including all documents submitted in the bid package with the Form for General Bid, form the CONTRACT:

The General Documents as listed in the Table of Contents of the Bid dated **7/14/2024**, Contract Forms and Requirements, relating to bidding and contracting requirements which include, but are not limited to:

- The General Conditions, Supplementary General Conditions;
- The Scope of Work as listed in the Table of Contents of the Bid
- Modifications issued after the execution of the Contract.

**Article 6. REOUINED TERMS:** This Contract shall be considered to include all provisions required to be included in it by the Massachusetts General Laws, including Chapters 30 and 149, as amended, and any applicable other laws, as though such terms were set forth herein.

**Article 7. CONDITIONS OF EMPLOYMENT:** The schedule of Minimum Wage Rates and Health and Welfare and Pension Fund Contributions as determined by the Commissioner under the provisions of the Massachusetts General Laws, Chapter 149, Section 26 to 27D, inclusive, as amended, is hereby made part of this Agreement.

The Contractor agrees to pay laborers and tradesmen to be employed on the project wages in an amount no less than the applicable prevailing wage rates established for the project job classifications by the Massachusetts Department of Labor Standards. The Contractor shall indemnify the Awarding Authority for, from, and against any loss, expenses, damages, actions, or claims, including any expense incurred in connection with any delay or stoppage of the project work arising out

of or as a result of (1) the failure of the Contractor's bid to be based upon the payment of the said applicable prevailing wage rate or (2) the failure of the Contractor to pay laborers employed on the project the said applicable prevailing wages.

In Accordance with requirements of G.L. c. 149, Section 27B, the Contractor shall submit, and shall require all of his subcontractors to keep a record of hours and wages paid to laborers employed on the project to the Awarding Authority to submit, on a weekly basis, copies of such records.

**Article 8. INDEMNIFICATION:** The Contractor shall indemnify, defend and save harmless the Owner and all of its officers, agents and employees against all costs, damages, suits and claims of liability of every name and nature arising as a result of the performance or nonperformance of the Work of this Agreement.

IN WITNESS WHEREOF, the parties hereto on the day and year first above written have executed this Agreement under seal in five (5) counterparts, each of which shall, without proof of accounting for the other counterpart, be deemed an original thereof.

**CITY OF GREENFIELD, MA**

\_\_\_\_\_  
By: Mayor Ginny Desorgher

SEAL

**CONTRACTOR**

Address:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

By \_\_\_\_\_

Title \_\_\_\_\_

Note: If the Contractor is a corporation, attach Certificate of Vote by Board of Directors stating that the officer signing the contract has the authority of the Corporation to sign contracts binding on the Corporation.

**AWARDING AUTHORITY APPROVALS**

Approved as to availability of appropriation:

\_\_\_\_\_  
Awarding Authority Accountant

\_\_\_\_\_  
Date

\* Certification that there is an appropriation in the amount of this Agreement and that the Mayor has been authorized to execute the Agreement and to approve all requisitions and change orders.

**END OF OWNER - CONTRACTOR AGREEMENT**

**RFQ 24-18**

**ATTACHMENT A**

**CERTIFICATE OF NON-COLLUSION**

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

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of individual submitting bid or proposal

\_\_\_\_\_  
Printed or typed name of person signing

\_\_\_\_\_  
Company or Corporation Name

**RFQ- 24-18**

**ATTACHMENT B**

**TAX COMPLIANCE CERTIFICATION**

Pursuant to M.G.L. Ch. 62C, Sec. 49A, I certify under the penalties of perjury that I, to the best of my knowledge and belief, am in compliance with all laws of the Commonwealth of Massachusetts relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of individual submitting bid or proposal

\_\_\_\_\_  
Printed or typed name of person signing

\_\_\_\_\_  
Company or Corporation Name

**RFQ:**

**ATTACHMENT C**

**OSHA TRAINING CERTIFICATION**

Pursuant to M.G.L. Ch. 30, Sec. 39S (A), I certify under the penalties of perjury to the following:

- (1) That I am able to furnish labor that can work in harmony with all other elements of labor employed or to be employed at the work;
- (2) That all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee; and
- (3) That all employees to be employed in the work subject to this contract have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration.

\_\_\_\_\_  
(Signature of authorized representative of Bidder)

\_\_\_\_\_  
(Name of authorized representative of Bidder)

# RFQ:

## ATTACHMENT D

### INSURANCE REQUIREMENTS

Before starting, and until completion of the guarantee period, the Contractor shall procure, deposit, and maintain with the City, insurance satisfactory to the City as follows:

- A. Workmen's Compensation and Employer's Liability Insurance as required by the Workmen's Compensation Laws of the Commonwealth of Massachusetts.
- B. Comprehensive General Liability Insurance covering Bodily Injury and Property Damage as follows:

**Limits of Liability:**

Bodily Injury *	\$300,000 each person \$500,000 each occurrence \$500,000 aggregate products
Property Damage *	\$100,000 each occurrence \$100,000 aggregate operations \$100,000 aggregate protective \$100,000 aggregate products \$100,000 aggregate contractual

\* Or \$500,000 single limit combined Bodily Injury and Property Damage.

The Comprehensive General Liability Policy shall provide insurance for the Contractor for Bodily Injury and Property Damage to third persons arising out of:

1. Work performed by the Contractor himself with his own employees, called "premises operations."
  2. Work performed by his subcontractors, called "sublet work" or Independent Contractors (this is referred to as Contractor's Protective Liability).
  3. The Contractor's liability assumed under this contract, called "Hold Harmless" clauses or indemnity agreement. (This is referred to as Contractual Liability Insurance).
  4. Products liability coverage covering the completed building or installation or products furnished. (This is called Products Liability Insurance for the manufacturer and Complete Operations Liability Insurance for the Contractor).
  5. If any work is to be performed below the surface of the ground, the coverage shall be extended to include protection against property damage caused by explosion (including blasting), collapse of structures and damage to underground pipes and utilities. (This is known as "XCU" coverage).
- C. Comprehensive Automobile Liability Insurance covering Bodily Injury and Property Damage, as follows:

Limits of Liability

Bodily Injury	\$300,000 each person
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Property Damage

\$500,000 each accident

\$100,000 each accident

This insurance is to apply with respect to all owned or hired vehicles of the Contractor and non-ownership protection for all employees of the Contractor engaged in the performance of this contract.

- D. All policies shall be so written that the City will be notified of cancellation or restrictive amendment at least 30 days prior to the effective date of such cancellation or amendment. Certificates from the insurance carrier stating the limits of liability and expiration date shall be filed in triplicate with the City before operations are begun. Such certificates not only shall name the types of policy provided, but also shall refer specifically to this Contract\* and article and the above paragraphs in accordance with which insurance is being furnished and shall state that such insurance is as required by such paragraphs of this Contract and shall be sufficiently comprehensive as to permit the owner to determine that the required insurance coverage has been provided without the necessity of examining the individual insurance policies.

If the initial insurance expires prior to completion of the Work, renewal certificates shall be furnished by the date of expiration.

\* If blanket coverage is furnished, this particular Contract need not be referred to.



**ATTACHMENT E**  
**PREVIALING WAGE SCHEDULE**



MAURA HEALEY  
Governor

KIM DRISCOLL  
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

LAUREN JONES  
Secretary

MICHAEL FLANAGAN  
Director

**Awarding Authority:** City of Greenfield  
**Contract Number:** RFQ# 24-18 **City/Town:** GREENFIELD  
**Description of Work:** The City of Greenfield is soliciting quotes to reconstruct the parapet wall on the back side of City Hall located at 14 Court Square Greenfield, MA  
**Job Location:** 14 Court Square Greenfield, Ma 01301

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**Information about Prevailing Wage Schedules for Awarding Authorities and Contractors**

- **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 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, the 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. The annual update requirement is not applicable to 27F "rental of equipment" contracts. The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.**
- 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 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 a sub-contractor.
- Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons 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 DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.**
- Every contractor or subcontractor working on the construction project must 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. For a sample payroll reporting form go to <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.
- Contractors must obtain the wage schedules from awarding authorities. 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.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
<b>Construction</b>						
<b>(2 AXLE) DRIVER - EQUIPMENT</b> <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2024	\$38.95	\$15.07	\$18.67	\$0.00	\$72.69
	06/01/2024	\$39.95	\$15.07	\$18.67	\$0.00	\$73.69
	12/01/2024	\$39.95	\$15.07	\$20.17	\$0.00	\$75.19
	01/01/2025	\$39.95	\$15.57	\$20.17	\$0.00	\$75.69
	06/01/2025	\$40.95	\$15.57	\$20.17	\$0.00	\$76.69
	12/01/2025	\$40.95	\$15.57	\$21.78	\$0.00	\$78.30
	01/01/2026	\$40.95	\$16.17	\$21.78	\$0.00	\$78.90
	06/01/2026	\$41.95	\$16.17	\$21.78	\$0.00	\$79.90
	12/01/2026	\$41.95	\$16.17	\$23.52	\$0.00	\$81.64
	01/01/2027	\$41.95	\$16.77	\$23.52	\$0.00	\$82.24
<b>(3 AXLE) DRIVER - EQUIPMENT</b> <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2024	\$39.02	\$15.07	\$18.67	\$0.00	\$72.76
	06/01/2024	\$40.02	\$15.07	\$18.67	\$0.00	\$73.76
	12/01/2024	\$40.02	\$15.07	\$20.17	\$0.00	\$75.26
	01/01/2025	\$40.02	\$15.57	\$20.17	\$0.00	\$75.76
	06/01/2025	\$41.02	\$15.57	\$20.17	\$0.00	\$76.76
	12/01/2025	\$41.02	\$15.57	\$21.78	\$0.00	\$78.37
	01/01/2026	\$41.02	\$16.17	\$21.78	\$0.00	\$78.97
	06/01/2026	\$42.02	\$16.17	\$21.78	\$0.00	\$79.97
	12/01/2026	\$42.02	\$16.17	\$23.52	\$0.00	\$81.71
	01/01/2027	\$42.02	\$16.77	\$23.52	\$0.00	\$82.31
<b>(4 &amp; 5 AXLE) DRIVER - EQUIPMENT</b> <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2024	\$39.14	\$15.07	\$18.67	\$0.00	\$72.88
	06/01/2024	\$40.14	\$15.07	\$18.67	\$0.00	\$73.88
	12/01/2024	\$40.14	\$15.07	\$20.17	\$0.00	\$75.38
	01/01/2025	\$40.14	\$15.57	\$20.17	\$0.00	\$75.88
	06/01/2025	\$41.14	\$15.57	\$20.17	\$0.00	\$76.88
	12/01/2025	\$41.14	\$15.57	\$21.78	\$0.00	\$78.49
	01/01/2026	\$41.14	\$16.17	\$21.78	\$0.00	\$79.09
	06/01/2026	\$42.14	\$16.17	\$21.78	\$0.00	\$80.09
	12/01/2026	\$42.14	\$16.17	\$23.52	\$0.00	\$81.83
	01/01/2027	\$42.14	\$16.77	\$23.52	\$0.00	\$82.43
<b>ADS/SUBMERSIBLE PILOT</b> <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
<b>AIR TRACK OPERATOR</b> <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/01/2023	\$34.38	\$9.65	\$16.84	\$0.00	\$60.87
For apprentice rates see "Apprentice- LABORER"						
<b>AIR TRACK OPERATOR (HEAVY &amp; HIGHWAY)</b> <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	12/01/2023	\$34.38	\$9.65	\$14.78	\$0.00	\$58.81
	06/01/2024	\$35.58	\$9.65	\$14.78	\$0.00	\$60.01
	12/01/2024	\$36.78	\$9.65	\$14.78	\$0.00	\$61.21
	06/01/2025	\$38.03	\$9.65	\$14.78	\$0.00	\$62.46
	12/01/2025	\$39.27	\$9.65	\$14.78	\$0.00	\$63.70
	06/01/2026	\$40.57	\$9.65	\$14.78	\$0.00	\$65.00
	12/01/2026	\$41.86	\$9.65	\$14.78	\$0.00	\$66.29
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
<b>ASBESTOS WORKER (PIPES &amp; TANKS)</b> <i>HEAT &amp; FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	12/01/2023	\$36.72	\$14.50	\$10.55	\$0.00	\$61.77
	06/01/2024	\$37.62	\$14.50	\$10.55	\$0.00	\$62.67
	12/01/2024	\$38.52	\$14.50	\$10.55	\$0.00	\$63.57
	06/01/2025	\$39.42	\$14.50	\$10.55	\$0.00	\$64.47
	12/01/2025	\$40.32	\$14.50	\$10.55	\$0.00	\$65.37
<b>ASPHALT RAKER</b> <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/01/2023	\$33.88	\$9.65	\$16.84	\$0.00	\$60.37
For apprentice rates see "Apprentice- LABORER"						
<b>ASPHALT RAKER (HEAVY &amp; HIGHWAY)</b> <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	12/01/2023	\$33.88	\$9.65	\$14.78	\$0.00	\$58.31
	06/01/2024	\$35.08	\$9.65	\$14.78	\$0.00	\$59.51
	12/01/2024	\$36.28	\$9.65	\$14.78	\$0.00	\$60.71
	06/01/2025	\$37.53	\$9.65	\$14.78	\$0.00	\$61.96
	12/01/2025	\$38.77	\$9.65	\$14.78	\$0.00	\$63.20
	06/01/2026	\$40.07	\$9.65	\$14.78	\$0.00	\$64.50
	12/01/2026	\$41.36	\$9.65	\$14.78	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
<b>AUTOMATIC GRADER-EXCAVATOR (RECLAIMER)</b> <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.56	\$13.78	\$15.15	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
<b>BACKHOE/FRONT-END LOADER OPERATOR</b> <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.56	\$13.78	\$15.15	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
<b>BARCO-TYPE JUMPING TAMPER</b> <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/01/2023	\$33.88	\$9.65	\$16.84	\$0.00	\$60.37
For apprentice rates see "Apprentice- LABORER"						
<b>BATCH/CEMENT PLANT - ON SITE</b> <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.03	\$13.38	\$15.15	\$0.00	\$67.56
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
<b>BLOCK PAVER, RAMMER / CURB SETTER</b> <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/01/2023	\$34.38	\$9.65	\$16.84	\$0.00	\$60.87
For apprentice rates see "Apprentice- LABORER"						
<b>BLOCK PAVER, RAMMER / CURB SETTER (HEAVY &amp; HIGHWAY)</b> <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	12/01/2023	\$34.38	\$9.65	\$14.78	\$0.00	\$58.81
	06/01/2024	\$35.58	\$9.65	\$14.78	\$0.00	\$60.01
	12/01/2024	\$36.78	\$9.65	\$14.78	\$0.00	\$61.21
	06/01/2025	\$38.03	\$9.65	\$14.78	\$0.00	\$62.46
	12/01/2025	\$39.27	\$9.65	\$14.78	\$0.00	\$63.70
	06/01/2026	\$40.57	\$9.65	\$14.78	\$0.00	\$65.00
	12/01/2026	\$41.86	\$9.65	\$14.78	\$0.00	\$66.29
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
<b>BOILER MAKER</b> <i>BOILERMAKERS LOCAL 29</i>	01/01/2024	\$48.12	\$7.07	\$20.60	\$0.00	\$75.79

**Classification**

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

**Apprentice - BOILERMAKER - Local 29**

**Effective Date - 01/01/2024**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$31.28	\$7.07	\$13.22	\$0.00	\$51.57
2	65	\$31.28	\$7.07	\$13.22	\$0.00	\$51.57
3	70	\$33.68	\$7.07	\$14.23	\$0.00	\$54.98
4	75	\$36.09	\$7.07	\$15.24	\$0.00	\$58.40
5	80	\$38.50	\$7.07	\$16.25	\$0.00	\$61.82
6	85	\$40.90	\$7.07	\$17.28	\$0.00	\$65.25
7	90	\$43.31	\$7.07	\$18.28	\$0.00	\$68.66
8	95	\$45.71	\$7.07	\$19.32	\$0.00	\$72.10

**Notes:**

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

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	08/01/2023	\$50.81	\$11.49	\$20.37	\$0.00	\$82.67
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	02/01/2024	\$52.06	\$11.49	\$20.37	\$0.00	\$83.92
	08/01/2024	\$53.31	\$11.49	\$20.37	\$0.00	\$85.17
	02/01/2025	\$54.61	\$11.49	\$20.37	\$0.00	\$86.47
	08/01/2025	\$56.76	\$11.49	\$20.37	\$0.00	\$88.62
	02/01/2026	\$58.11	\$11.49	\$20.37	\$0.00	\$89.97
	08/01/2026	\$60.31	\$11.49	\$20.37	\$0.00	\$92.17
	02/01/2027	\$61.71	\$11.49	\$20.37	\$0.00	\$93.57

**Classification**

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

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

**Effective Date - 08/01/2023**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.41	\$11.49	\$20.37	\$0.00	\$57.27
2	60	\$30.49	\$11.49	\$20.37	\$0.00	\$62.35
3	70	\$35.57	\$11.49	\$20.37	\$0.00	\$67.43
4	80	\$40.65	\$11.49	\$20.37	\$0.00	\$72.51
5	90	\$45.73	\$11.49	\$20.37	\$0.00	\$77.59

**Effective Date - 02/01/2024**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.03	\$11.49	\$20.37	\$0.00	\$57.89
2	60	\$31.24	\$11.49	\$20.37	\$0.00	\$63.10
3	70	\$36.44	\$11.49	\$20.37	\$0.00	\$68.30
4	80	\$41.65	\$11.49	\$20.37	\$0.00	\$73.51
5	90	\$46.85	\$11.49	\$20.37	\$0.00	\$78.71

**Notes:**

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

<b>BULLDOZER/POWER SHOVEL/TREE SHREDDER</b> <i>/CLAM SHELL OPERATING</i>	12/01/2023	\$39.56	\$13.78	\$15.15	\$0.00	\$68.49
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*ENGINEERS LOCAL 98*

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

<b>CAISSON &amp; UNDERPINNING BOTTOM MAN</b> <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2023	\$45.48	\$9.65	\$18.22	\$0.00	\$73.35
	06/01/2024	\$46.96	\$9.65	\$18.22	\$0.00	\$74.83
	12/01/2024	\$48.43	\$9.65	\$18.22	\$0.00	\$76.30
	06/01/2025	\$49.93	\$9.65	\$18.22	\$0.00	\$77.80
	12/01/2025	\$51.43	\$9.65	\$18.22	\$0.00	\$79.30
	06/01/2026	\$52.98	\$9.65	\$18.22	\$0.00	\$80.85
	12/01/2026	\$54.48	\$9.65	\$18.22	\$0.00	\$82.35

For apprentice rates see "Apprentice- LABORER"

<b>CAISSON &amp; UNDERPINNING LABORER</b> <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2023	\$44.33	\$9.65	\$18.22	\$0.00	\$72.20
	06/01/2024	\$45.81	\$9.65	\$18.22	\$0.00	\$73.68
	12/01/2024	\$47.28	\$9.65	\$18.22	\$0.00	\$75.15
	06/01/2025	\$48.78	\$9.65	\$18.22	\$0.00	\$76.65
	12/01/2025	\$50.28	\$9.65	\$18.22	\$0.00	\$78.15
	06/01/2026	\$51.83	\$9.65	\$18.22	\$0.00	\$79.70
	12/01/2026	\$53.33	\$9.65	\$18.22	\$0.00	\$81.20

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2023	\$44.33	\$9.65	\$18.22	\$0.00	\$72.20
	06/01/2024	\$45.81	\$9.65	\$18.22	\$0.00	\$73.68
	12/01/2024	\$47.28	\$9.65	\$18.22	\$0.00	\$75.15
	06/01/2025	\$48.78	\$9.65	\$18.22	\$0.00	\$76.65
	12/01/2025	\$50.28	\$9.65	\$18.22	\$0.00	\$78.15
	06/01/2026	\$51.83	\$9.65	\$18.22	\$0.00	\$79.70
	12/01/2026	\$53.33	\$9.65	\$18.22	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/01/2023	\$33.88	\$9.65	\$16.84	\$0.00	\$60.37
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS LOCAL 336 - HAMPDEN HAMPSHIRE FRANKLIN</i>	03/01/2023	\$39.76	\$7.71	\$18.15	\$0.00	\$65.62

**Apprentice - CARPENTER - Local 336 Hampden Hampshire Franklin**

**Effective Date - 03/01/2023**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.88	\$7.71	\$1.38	\$0.00	\$28.97
2	60	\$23.86	\$7.71	\$1.38	\$0.00	\$32.95
3	70	\$27.83	\$7.71	\$13.95	\$0.00	\$49.49
4	75	\$29.82	\$7.71	\$13.95	\$0.00	\$51.48
5	80	\$31.81	\$7.71	\$15.35	\$0.00	\$54.87
6	80	\$31.81	\$7.71	\$15.35	\$0.00	\$54.87
7	90	\$35.78	\$7.71	\$16.75	\$0.00	\$60.24
8	90	\$35.78	\$7.71	\$16.75	\$0.00	\$60.24

**Notes:**

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80  
Step 1&2 \$26.46/ 3&4 \$31.82/ 5&6 \$50.38/ 7&8 \$55.77

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

CARPENTER WOOD FRAME <i>CARPENTERS-ZONE 3 (Wood Frame)</i>	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 - 04/01/2023**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.50	\$7.21	\$0.00	\$0.00	\$21.71
2	60	\$14.50	\$7.21	\$0.00	\$0.00	\$21.71
3	65	\$15.70	\$7.21	\$0.00	\$0.00	\$22.91
4	70	\$16.91	\$7.21	\$0.00	\$0.00	\$24.12
5	75	\$18.12	\$7.21	\$3.80	\$0.00	\$29.13
6	80	\$19.33	\$7.21	\$3.80	\$0.00	\$30.34
7	85	\$20.54	\$7.21	\$3.80	\$0.00	\$31.55
8	90	\$21.74	\$7.21	\$3.80	\$0.00	\$32.75

**Notes:**

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80  
 Step 1&2 \$17.86/ 3&4 \$20.22/ 5&6 \$27.57/ 7&8 \$29.94

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

<b>CEMENT MASONRY/PLASTERING</b> <i>BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)</i>	01/01/2024	\$44.68	\$12.90	\$18.66	\$1.25	\$77.49
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**Apprentice - CEMENT MASONRY/PLASTERING - Springfield/Pittsfield**

**Effective Date - 01/01/2024**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.34	\$12.90	\$15.86	\$0.00	\$51.10
2	60	\$26.81	\$12.90	\$18.66	\$1.25	\$59.62
3	65	\$29.04	\$12.90	\$18.66	\$1.25	\$61.85
4	70	\$31.28	\$12.90	\$18.66	\$1.25	\$64.09
5	75	\$33.51	\$12.90	\$18.66	\$1.25	\$66.32
6	80	\$35.74	\$12.90	\$18.66	\$1.25	\$68.55
7	90	\$40.21	\$12.90	\$18.66	\$1.25	\$73.02

**Notes:**

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

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

<b>CHAIN SAW OPERATOR</b> <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/01/2023	\$33.88	\$9.65	\$16.84	\$0.00	\$60.37
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For apprentice rates see "Apprentice- LABORER"

<b>COMPRESSOR OPERATOR</b> <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.03	\$13.38	\$15.15	\$0.00	\$67.56
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

<b>CRANE OPERATOR</b> <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$43.06	\$13.78	\$15.15	\$0.00	\$71.99
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

<b>DELEADER (BRIDGE)</b> <i>PAINTERS LOCAL 35 - ZONE 3</i>	01/01/2024	\$56.06	\$9.95	\$23.95	\$0.00	\$89.96
	07/01/2024	\$57.26	\$9.95	\$23.95	\$0.00	\$91.16
	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36



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

**Effective Date - 01/01/2024**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.03	\$9.95	\$0.00	\$0.00	\$37.98
2	55	\$30.83	\$9.95	\$6.66	\$0.00	\$47.44
3	60	\$33.64	\$9.95	\$7.26	\$0.00	\$50.85
4	65	\$36.44	\$9.95	\$7.87	\$0.00	\$54.26
5	70	\$39.24	\$9.95	\$20.32	\$0.00	\$69.51
6	75	\$42.05	\$9.95	\$20.93	\$0.00	\$72.93
7	80	\$44.85	\$9.95	\$21.53	\$0.00	\$76.33
8	90	\$50.45	\$9.95	\$22.74	\$0.00	\$83.14

**Effective Date - 07/01/2024**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.63	\$9.95	\$0.00	\$0.00	\$38.58
2	55	\$31.49	\$9.95	\$6.66	\$0.00	\$48.10
3	60	\$34.36	\$9.95	\$7.26	\$0.00	\$51.57
4	65	\$37.22	\$9.95	\$7.87	\$0.00	\$55.04
5	70	\$40.08	\$9.95	\$20.32	\$0.00	\$70.35
6	75	\$42.95	\$9.95	\$20.93	\$0.00	\$73.83
7	80	\$45.81	\$9.95	\$21.53	\$0.00	\$77.29
8	90	\$51.53	\$9.95	\$22.74	\$0.00	\$84.22

**Notes:**

Steps are 750 hrs.

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

<b>DEMO: ADZEMAN</b> <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i> For apprentice rates see "Apprentice- LABORER"	12/01/2023	\$44.98	\$9.40	\$17.82	\$0.00	\$72.20
<b>DEMO: BACKHOE/LOADER/HAMMER OPERATOR</b> <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i> For apprentice rates see "Apprentice- LABORER"	12/01/2023	\$45.48	\$9.65	\$18.07	\$0.00	\$73.20
<b>DEMO: BURNERS</b> <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i> For apprentice rates see "Apprentice- LABORER"	12/01/2023	\$45.73	\$9.40	\$17.82	\$0.00	\$72.95
<b>DEMO: CONCRETE CUTTER/SAWYER</b> <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i> For apprentice rates see "Apprentice- LABORER"	12/01/2023	\$45.48	\$9.65	\$18.07	\$0.00	\$73.20
<b>DEMO: JACKHAMMER OPERATOR</b> <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i> For apprentice rates see "Apprentice- LABORER"	12/01/2023	\$45.73	\$9.40	\$17.82	\$0.00	\$72.95
<b>DEMO: WRECKING LABORER</b> <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i> For apprentice rates see "Apprentice- LABORER"	12/01/2023	\$44.98	\$9.40	\$17.82	\$0.00	\$72.20
<b>DIVER</b> <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE - SEIU LOCAL 888	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
For apprentice rates see "Apprentice- PILE DRIVER"						
ELECTRICIAN (Including Core Drilling) ELECTRICIANS LOCAL 7	12/31/2023	\$49.01	\$12.75	\$14.61	\$0.00	\$76.37
	06/30/2024	\$50.01	\$13.00	\$14.86	\$0.00	\$77.87
	12/29/2024	\$51.06	\$13.25	\$15.06	\$0.00	\$79.37
	06/29/2025	\$52.16	\$13.50	\$15.21	\$0.00	\$80.87
	12/28/2025	\$53.26	\$13.75	\$15.36	\$0.00	\$82.37
	06/28/2026	\$54.41	\$14.00	\$15.46	\$0.00	\$83.87
	01/03/2027	\$55.56	\$14.25	\$15.56	\$0.00	\$85.37

**Apprentice - ELECTRICIAN - Local 7**

Effective Date - 12/31/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$19.60	\$7.65	\$0.59	\$0.00	\$27.84
2	45	\$22.05	\$7.65	\$0.66	\$0.00	\$30.36
3	50	\$24.51	\$12.75	\$7.34	\$0.00	\$44.60
4	55	\$26.96	\$12.75	\$7.41	\$0.00	\$47.12
5	65	\$31.86	\$12.75	\$9.52	\$0.00	\$54.13
6	70	\$34.31	\$12.75	\$10.90	\$0.00	\$57.96

Effective Date - 06/30/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$20.00	\$7.80	\$0.60	\$0.00	\$28.40
2	45	\$22.50	\$7.80	\$0.68	\$0.00	\$30.98
3	50	\$25.01	\$13.00	\$7.40	\$0.00	\$45.41
4	55	\$27.51	\$13.00	\$7.48	\$0.00	\$47.99
5	65	\$32.51	\$13.00	\$9.64	\$0.00	\$55.15
6	70	\$35.01	\$13.00	\$11.06	\$0.00	\$59.07

**Notes:**

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

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

ELEVATOR CONSTRUCTOR ELEVATOR CONSTRUCTORS LOCAL 41	01/01/2024	\$61.98	\$16.18	\$20.96	\$0.00	\$99.12
	01/01/2025	\$62.83	\$16.28	\$21.36	\$0.00	\$100.47
	01/01/2026	\$63.68	\$16.38	\$21.76	\$0.00	\$101.82
	01/01/2027	\$64.53	\$16.48	\$22.16	\$0.00	\$103.17

**Apprentice - ELEVATOR CONSTRUCTOR - Local 41**

**Effective Date - 01/01/2024**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.99	\$16.18	\$0.00	\$0.00	\$47.17
2	55	\$34.09	\$16.18	\$20.96	\$0.00	\$71.23
3	65	\$40.29	\$16.18	\$20.96	\$0.00	\$77.43
4	70	\$43.39	\$16.18	\$20.96	\$0.00	\$80.53
5	80	\$49.58	\$16.18	\$20.96	\$0.00	\$86.72

**Effective Date - 01/01/2025**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$31.42	\$16.28	\$0.00	\$0.00	\$47.70
2	55	\$34.56	\$16.28	\$21.36	\$0.00	\$72.20
3	65	\$40.84	\$16.28	\$21.36	\$0.00	\$78.48
4	70	\$43.98	\$16.28	\$21.36	\$0.00	\$81.62
5	80	\$50.26	\$16.28	\$21.36	\$0.00	\$87.90

**Notes:**

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

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

<b>ELEVATOR CONSTRUCTOR HELPER</b> <i>ELEVATOR CONSTRUCTORS LOCAL 41</i>	01/01/2024	\$43.39	\$16.18	\$20.96	\$0.00	\$80.53
	01/01/2025	\$43.98	\$16.28	\$21.36	\$0.00	\$81.62
	01/01/2026	\$44.58	\$16.38	\$21.76	\$0.00	\$82.72
	01/01/2027	\$45.17	\$16.48	\$22.16	\$0.00	\$83.81

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

<b>FENCE &amp; GUARD RAIL ERECTOR (HEAVY &amp; HIGHWAY)</b> <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	12/01/2023	\$33.88	\$9.65	\$14.78	\$0.00	\$58.31
	06/01/2024	\$35.08	\$9.65	\$14.78	\$0.00	\$59.51
	12/01/2024	\$36.28	\$9.65	\$14.78	\$0.00	\$60.71
	06/01/2025	\$37.53	\$9.65	\$14.78	\$0.00	\$61.96
	12/01/2025	\$38.77	\$9.65	\$14.78	\$0.00	\$63.20
	06/01/2026	\$40.07	\$9.65	\$14.78	\$0.00	\$64.50
	12/01/2026	\$41.36	\$9.65	\$14.78	\$0.00	\$65.79

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

<b>FIELD ENG.INST/ROD-BLDG,SITE,HVY/HWY</b> <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$18.84	\$4.80	\$4.10	\$0.00	\$27.74
<b>FIELD ENG.PARTY CHIEF:BLDG,SITE,HVY/HWY</b> <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$21.33	\$4.80	\$4.10	\$0.00	\$30.23
<b>FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY</b> <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$22.33	\$4.80	\$4.10	\$0.00	\$31.23

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM INSTALLER ELECTRICIANS LOCAL 7	12/31/2023	\$49.01	\$12.75	\$14.61	\$0.00	\$76.37
	06/30/2024	\$50.01	\$13.00	\$14.86	\$0.00	\$77.87
	12/29/2024	\$51.06	\$13.25	\$15.06	\$0.00	\$79.37
	06/29/2025	\$52.16	\$13.50	\$15.21	\$0.00	\$80.87
	12/28/2025	\$53.26	\$13.75	\$15.36	\$0.00	\$82.37
	06/28/2026	\$54.41	\$14.00	\$15.46	\$0.00	\$83.87
	01/03/2027	\$55.56	\$14.25	\$15.56	\$0.00	\$85.37
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING ELECTRICIANS LOCAL 7	12/31/2023	\$49.01	\$12.75	\$14.61	\$0.00	\$76.37
	06/30/2024	\$50.01	\$13.00	\$14.86	\$0.00	\$77.87
	12/29/2024	\$51.06	\$13.25	\$15.06	\$0.00	\$79.37
	06/29/2025	\$52.16	\$13.50	\$15.21	\$0.00	\$80.87
	12/28/2025	\$53.26	\$13.75	\$15.36	\$0.00	\$82.37
	06/28/2026	\$54.41	\$14.00	\$15.46	\$0.00	\$83.87
	01/03/2027	\$55.56	\$14.25	\$15.56	\$0.00	\$85.37
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN OPERATING ENGINEERS LOCAL 98	12/01/2023	\$39.03	\$13.38	\$15.15	\$0.00	\$67.56

**Apprentice - OPERATING ENGINEERS - Local 98 Class 3**

Effective Date - 12/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.42	\$13.38	\$15.15	\$0.00	\$51.95
2	70	\$27.32	\$13.38	\$15.15	\$0.00	\$55.85
3	80	\$31.22	\$13.38	\$15.15	\$0.00	\$59.75
4	90	\$35.13	\$13.38	\$15.15	\$0.00	\$63.66

**Notes:**

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

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

FLAGGER & SIGNALER (HEAVY & HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2023	\$25.48	\$9.65	\$14.66	\$0.00	\$49.79
	06/01/2024	\$26.51	\$9.65	\$14.66	\$0.00	\$50.82
	12/01/2024	\$26.51	\$9.65	\$14.66	\$0.00	\$50.82
	06/01/2025	\$27.59	\$9.65	\$14.66	\$0.00	\$51.90
	12/01/2025	\$27.59	\$9.65	\$14.66	\$0.00	\$51.90
	06/01/2026	\$28.71	\$9.65	\$14.66	\$0.00	\$53.02
	12/01/2026	\$28.71	\$9.65	\$14.66	\$0.00	\$53.02
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE III	03/01/2023	\$40.07	\$7.31	\$18.15	\$0.00	\$65.53

**Classification**

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

**Apprentice - FLOORCOVERER - Local 2168 Zone III**

**Effective Date - 03/01/2023**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.04	\$7.31	\$1.38	\$0.00	\$28.73
2	55	\$22.04	\$7.31	\$1.38	\$0.00	\$30.73
3	60	\$24.04	\$7.31	\$2.76	\$0.00	\$34.11
4	65	\$26.05	\$7.31	\$2.76	\$0.00	\$36.12
5	70	\$28.05	\$7.31	\$15.39	\$0.00	\$50.75
6	75	\$30.05	\$7.31	\$15.39	\$0.00	\$52.75
7	80	\$32.06	\$7.31	\$16.77	\$0.00	\$56.14
8	85	\$34.06	\$7.31	\$16.77	\$0.00	\$58.14

**Notes:** Steps are 750 hrs.  
 % After 10/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)  
 Step 1&2 \$26.72.24/ 3&4 \$32.11/ 5&6 \$50.75/ 7&8 \$56.14

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

<b>FORK LIFT</b> <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.25	\$13.78	\$15.15	\$0.00	\$68.18
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

<b>GENERATORS/LIGHTING PLANTS</b> <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$35.80	\$13.78	\$15.15	\$0.00	\$64.73
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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

<b>GRADER/TRENCHING MACHINE/DERRICK</b> <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.56	\$13.78	\$15.15	\$0.00	\$68.49
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (DUCTWORK) <i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2024	\$43.80	\$10.64	\$17.54	\$2.05	\$74.03
	07/01/2024	\$45.05	\$10.64	\$17.54	\$2.05	\$75.28
	01/01/2025	\$46.30	\$10.64	\$17.54	\$2.05	\$76.53
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) <i>ELECTRICIANS LOCAL 7</i>	12/31/2023	\$49.01	\$12.75	\$14.61	\$0.00	\$76.37
	06/30/2024	\$50.01	\$13.00	\$14.86	\$0.00	\$77.87
	12/29/2024	\$51.06	\$13.25	\$15.06	\$0.00	\$79.37
	06/29/2025	\$52.16	\$13.50	\$15.21	\$0.00	\$80.87
	12/28/2025	\$53.26	\$13.75	\$15.36	\$0.00	\$82.37
	06/28/2026	\$54.41	\$14.00	\$15.46	\$0.00	\$83.87
	01/03/2027	\$55.56	\$14.25	\$15.56	\$0.00	\$85.37
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2024	\$43.80	\$10.64	\$17.54	\$2.05	\$74.03
	07/01/2024	\$45.05	\$10.64	\$17.54	\$2.05	\$75.28
	01/01/2025	\$46.30	\$10.64	\$17.54	\$2.05	\$76.53
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING - WATER) <i>PLUMBERS &amp; PIPEFITTERS LOCAL 104</i>	09/17/2023	\$47.96	\$9.55	\$17.10	\$0.00	\$74.61
	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC <i>PLUMBERS &amp; PIPEFITTERS LOCAL 104</i>	09/17/2023	\$47.96	\$9.55	\$17.10	\$0.00	\$74.61
	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	12/01/2023	\$34.38	\$9.65	\$14.78	\$0.00	\$58.81
	06/01/2024	\$35.58	\$9.65	\$14.78	\$0.00	\$60.01
	12/01/2024	\$36.78	\$9.65	\$14.78	\$0.00	\$61.21
	06/01/2025	\$38.03	\$9.65	\$14.78	\$0.00	\$62.46
	12/01/2025	\$39.27	\$9.65	\$14.78	\$0.00	\$63.70
	06/01/2026	\$40.57	\$9.65	\$14.78	\$0.00	\$65.00
12/01/2026	\$41.86	\$9.65	\$14.78	\$0.00	\$66.29	
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
INSULATOR (PIPES & TANKS) <i>HEAT &amp; FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	09/01/2023	\$42.80	\$14.75	\$19.61	\$0.00	\$77.16
	09/01/2024	\$45.54	\$14.75	\$19.61	\$0.00	\$79.90
	09/01/2025	\$48.27	\$14.75	\$19.61	\$0.00	\$82.63
	09/01/2026	\$51.01	\$14.75	\$19.61	\$0.00	\$85.37

**Classification**

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

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

**Effective Date - 09/01/2023**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.40	\$14.75	\$14.32	\$0.00	\$50.47
2	60	\$25.68	\$14.75	\$15.37	\$0.00	\$55.80
3	70	\$29.96	\$14.75	\$16.43	\$0.00	\$61.14
4	80	\$34.24	\$14.75	\$17.49	\$0.00	\$66.48

**Effective Date - 09/01/2024**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.77	\$14.75	\$14.32	\$0.00	\$51.84
2	60	\$27.32	\$14.75	\$15.37	\$0.00	\$57.44
3	70	\$31.88	\$14.75	\$16.43	\$0.00	\$63.06
4	80	\$36.43	\$14.75	\$17.49	\$0.00	\$68.67

**Notes:**  
Steps are 1 year

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

<b>IRONWORKER/WELDER</b>	09/16/2023	\$39.81	\$8.25	\$22.70	\$0.00	\$70.76
<i>IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)</i>	03/16/2024	\$40.66	\$8.25	\$22.70	\$0.00	\$71.61

**Apprentice - IRONWORKER - Local 7 Springfield**

**Effective Date - 09/16/2023**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.89	\$8.25	\$22.70	\$0.00	\$54.84
2	70	\$27.87	\$8.25	\$22.70	\$0.00	\$58.82
3	75	\$29.86	\$8.25	\$22.70	\$0.00	\$60.81
4	80	\$31.85	\$8.25	\$22.70	\$0.00	\$62.80
5	85	\$33.84	\$8.25	\$22.70	\$0.00	\$64.79
6	90	\$35.83	\$8.25	\$22.70	\$0.00	\$66.78

**Effective Date - 03/16/2024**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$24.40	\$8.25	\$22.70	\$0.00	\$55.35
2	70	\$28.46	\$8.25	\$22.70	\$0.00	\$59.41
3	75	\$30.50	\$8.25	\$22.70	\$0.00	\$61.45
4	80	\$32.53	\$8.25	\$22.70	\$0.00	\$63.48
5	85	\$34.56	\$8.25	\$22.70	\$0.00	\$65.51
6	90	\$36.59	\$8.25	\$22.70	\$0.00	\$67.54

**Notes:**

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2023	\$33.88	\$9.65	\$16.84	\$0.00	\$60.37
For apprentice rates see "Apprentice- LABORER"						
LABORER LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2023	\$33.63	\$9.65	\$16.84	\$0.00	\$60.12

**Apprentice - LABORER - Zone 3 Building & Site**

Effective Date - 12/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.18	\$9.40	\$16.59	\$0.00	\$46.17
2	70	\$23.54	\$9.40	\$16.59	\$0.00	\$49.53
3	80	\$26.90	\$9.40	\$16.59	\$0.00	\$52.89
4	90	\$30.27	\$9.40	\$16.59	\$0.00	\$56.26

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2023	\$33.63	\$9.65	\$14.78	\$0.00	\$58.06
	06/01/2024	\$34.83	\$9.65	\$14.78	\$0.00	\$59.26
	12/01/2024	\$36.03	\$9.65	\$14.78	\$0.00	\$60.46
	06/01/2025	\$37.28	\$9.65	\$14.78	\$0.00	\$61.71
	12/01/2025	\$38.52	\$9.65	\$14.78	\$0.00	\$62.95
	06/01/2026	\$39.82	\$9.65	\$14.78	\$0.00	\$64.25
	12/01/2026	\$41.11	\$9.65	\$14.78	\$0.00	\$65.54

**Apprentice - LABORER (Heavy & Highway) - Zone 3**

Effective Date - 12/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.18	\$9.65	\$14.78	\$0.00	\$44.61
2	70	\$23.54	\$9.65	\$14.78	\$0.00	\$47.97
3	80	\$26.90	\$9.65	\$14.78	\$0.00	\$51.33
4	90	\$30.27	\$9.65	\$14.78	\$0.00	\$54.70

Effective Date - 06/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.90	\$9.65	\$14.78	\$0.00	\$45.33
2	70	\$24.38	\$9.65	\$14.78	\$0.00	\$48.81
3	80	\$27.86	\$9.65	\$14.78	\$0.00	\$52.29
4	90	\$31.35	\$9.65	\$14.78	\$0.00	\$55.78

Notes:

Apprentice to Journeyworker Ratio:1:5



Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
<b>LABORER: CARPENTER TENDER</b> <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/01/2023	\$33.63	\$9.65	\$16.84	\$0.00	\$60.12
For apprentice rates see "Apprentice- LABORER"						
<b>LABORER: CEMENT FINISHER TENDER</b> <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/01/2023	\$34.13	\$9.40	\$16.59	\$0.00	\$60.12
For apprentice rates see "Apprentice- LABORER"						
<b>LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER</b> <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/01/2023	\$33.60	\$9.65	\$16.97	\$0.00	\$60.22
For apprentice rates see "Apprentice- LABORER"						
<b>LABORER: MASON TENDER</b> <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/01/2023	\$34.63	\$9.65	\$16.84	\$0.00	\$61.12
For apprentice rates see "Apprentice- LABORER"						
<b>LABORER: MASON TENDER (HEAVY &amp; HIGHWAY)</b> <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	12/01/2023	\$33.88	\$9.65	\$14.78	\$0.00	\$58.31
	06/01/2024	\$35.08	\$9.65	\$14.78	\$0.00	\$59.51
	12/01/2024	\$36.28	\$9.65	\$14.78	\$0.00	\$60.71
	06/01/2025	\$37.53	\$9.65	\$14.78	\$0.00	\$61.96
	12/01/2025	\$38.77	\$9.65	\$14.78	\$0.00	\$63.20
	06/01/2026	\$40.07	\$9.65	\$14.78	\$0.00	\$64.50
	12/01/2026	\$41.36	\$9.65	\$14.78	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
<b>LABORER: MULTI-TRADE TENDER</b> <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/01/2023	\$33.63	\$9.65	\$16.84	\$0.00	\$60.12
For apprentice rates see "Apprentice- LABORER"						
<b>LABORER: TREE REMOVER</b> <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/01/2023	\$33.63	\$9.65	\$16.84	\$0.00	\$60.12
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"						
<b>LASER BEAM OPERATOR</b> <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/01/2023	\$33.88	\$9.65	\$16.84	\$0.00	\$60.37
For apprentice rates see "Apprentice- LABORER"						
<b>LASER BEAM OPERATOR (HEAVY &amp; HIGHWAY)</b> <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	12/01/2023	\$33.88	\$9.65	\$14.78	\$0.00	\$58.31
	06/01/2024	\$35.08	\$9.65	\$14.78	\$0.00	\$59.51
	12/01/2024	\$36.28	\$9.65	\$14.78	\$0.00	\$60.71
	06/01/2025	\$37.53	\$9.65	\$14.78	\$0.00	\$61.96
	12/01/2025	\$38.77	\$9.65	\$14.78	\$0.00	\$63.20
	06/01/2026	\$40.07	\$9.65	\$14.78	\$0.00	\$64.50
	12/01/2026	\$41.36	\$9.65	\$14.78	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
<b>MARBLE &amp; TILE FINISHERS</b> <i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE &amp; TILE</i>	08/01/2023	\$41.37	\$11.49	\$19.53	\$0.00	\$72.39
	02/01/2024	\$42.37	\$11.49	\$19.53	\$0.00	\$73.39
	08/01/2024	\$44.05	\$11.49	\$19.53	\$0.00	\$75.07
	02/01/2025	\$45.90	\$11.49	\$19.53	\$0.00	\$76.92
	08/01/2025	\$46.81	\$11.49	\$19.53	\$0.00	\$77.83
	02/01/2026	\$47.89	\$11.49	\$19.53	\$0.00	\$78.91
	08/01/2026	\$49.65	\$11.49	\$19.53	\$0.00	\$80.67
	02/01/2027	\$50.77	\$11.49	\$19.53	\$0.00	\$81.79

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

**Effective Date - 08/01/2023**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.69	\$11.49	\$19.53	\$0.00	\$51.71
2	60	\$24.82	\$11.49	\$19.53	\$0.00	\$55.84
3	70	\$28.96	\$11.49	\$19.53	\$0.00	\$59.98
4	80	\$33.10	\$11.49	\$19.53	\$0.00	\$64.12
5	90	\$37.23	\$11.49	\$19.53	\$0.00	\$68.25

Notes:

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

MARBLE MASON/TILE LAYER(SP/PT)SeeBrick  
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE

See "BRICK/STONE/ARTIFICIAL MASONRY(INCL.MASONRY WATERPROOFING)

MECH. SWEEPER OPERATOR (ON CONST. SITES) 12/01/2023 \$39.56 \$13.78 \$15.15 \$0.00 \$68.49  
OPERATING ENGINEERS LOCAL 98

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANIC/WELDER/BOOM TRUCK 12/01/2023 \$39.03 \$13.38 \$15.15 \$0.00 \$67.56  
OPERATING ENGINEERS LOCAL 98

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 3) 01/02/2023 \$40.16 \$8.58 \$21.57 \$0.00 \$70.31  
MILLWRIGHTS LOCAL 1121 - Zone 3

**Apprentice - MILLWRIGHT - Local 1121 Zone 3**

**Effective Date - 01/02/2023**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$22.09	\$8.58	\$5.72	\$0.00	\$36.39
2	65	\$26.10	\$8.58	\$17.93	\$0.00	\$52.61
3	75	\$30.12	\$8.58	\$18.98	\$0.00	\$57.68
4	85	\$34.14	\$8.58	\$20.01	\$0.00	\$62.73

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

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

MORTAR MIXER 12/01/2023 \$33.88 \$9.65 \$16.84 \$0.00 \$60.37  
LABORERS - ZONE 3 (BUILDING & SITE)

For apprentice rates see "Apprentice- LABORER"

OILER 12/01/2023 \$35.02 \$13.78 \$15.15 \$0.00 \$63.95  
OPERATING ENGINEERS LOCAL 98

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS VI 12/01/2023 \$32.74 \$13.78 \$15.15 \$0.00 \$61.67  
OPERATING ENGINEERS LOCAL 98

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 3</i>	01/01/2024	\$56.06	\$9.95	\$23.95	\$0.00	\$89.96
	07/01/2024	\$57.26	\$9.95	\$23.95	\$0.00	\$91.16
	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36

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

**Effective Date - 01/01/2024**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.03	\$9.95	\$0.00	\$0.00	\$37.98
2	55	\$30.83	\$9.95	\$6.66	\$0.00	\$47.44
3	60	\$33.64	\$9.95	\$7.26	\$0.00	\$50.85
4	65	\$36.44	\$9.95	\$7.87	\$0.00	\$54.26
5	70	\$39.24	\$9.95	\$20.32	\$0.00	\$69.51
6	75	\$42.05	\$9.95	\$20.93	\$0.00	\$72.93
7	80	\$44.85	\$9.95	\$21.53	\$0.00	\$76.33
8	90	\$50.45	\$9.95	\$22.74	\$0.00	\$83.14

**Effective Date - 07/01/2024**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.63	\$9.95	\$0.00	\$0.00	\$38.58
2	55	\$31.49	\$9.95	\$6.66	\$0.00	\$48.10
3	60	\$34.36	\$9.95	\$7.26	\$0.00	\$51.57
4	65	\$37.22	\$9.95	\$7.87	\$0.00	\$55.04
5	70	\$40.08	\$9.95	\$20.32	\$0.00	\$70.35
6	75	\$42.95	\$9.95	\$20.93	\$0.00	\$73.83
7	80	\$45.81	\$9.95	\$21.53	\$0.00	\$77.29
8	90	\$51.53	\$9.95	\$22.74	\$0.00	\$84.22

**Notes:**

Steps are 750 hrs.

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

PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2024	\$38.83	\$9.65	\$19.90	\$0.00	\$68.38
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 3</i>	07/01/2024	\$40.03	\$9.65	\$19.90	\$0.00	\$69.58
	01/01/2025	\$41.23	\$9.65	\$19.90	\$0.00	\$70.78

**Classification**

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

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

**Effective Date - 01/01/2024**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.42	\$9.95	\$0.00	\$0.00	\$29.37
2	55	\$21.36	\$9.95	\$4.43	\$0.00	\$35.74
3	60	\$23.30	\$9.95	\$4.83	\$0.00	\$38.08
4	65	\$25.24	\$9.95	\$5.23	\$0.00	\$40.42
5	70	\$27.18	\$9.95	\$17.49	\$0.00	\$54.62
6	75	\$29.12	\$9.95	\$17.89	\$0.00	\$56.96
7	80	\$31.06	\$9.95	\$18.29	\$0.00	\$59.30
8	90	\$34.95	\$9.95	\$19.10	\$0.00	\$64.00

**Effective Date - 07/01/2024**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.02	\$9.95	\$0.00	\$0.00	\$29.97
2	55	\$22.02	\$9.95	\$4.43	\$0.00	\$36.40
3	60	\$24.02	\$9.95	\$4.83	\$0.00	\$38.80
4	65	\$26.02	\$9.95	\$5.23	\$0.00	\$41.20
5	70	\$28.02	\$9.95	\$17.49	\$0.00	\$55.46
6	75	\$30.02	\$9.95	\$17.89	\$0.00	\$57.86
7	80	\$32.02	\$9.95	\$18.29	\$0.00	\$60.26
8	90	\$36.03	\$9.95	\$19.10	\$0.00	\$65.08

**Notes:**

Steps are 750 hrs.

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

<b>PAINTER (SPRAY OR SANDBLAST, REPAINT)</b>	01/01/2024	\$36.15	\$9.95	\$19.90	\$0.00	\$66.00
<i>PAINTERS LOCAL 35 - ZONE 3</i>	07/01/2024	\$37.35	\$9.95	\$19.90	\$0.00	\$67.20
	01/01/2025	\$38.55	\$9.95	\$19.90	\$0.00	\$68.40

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

Effective Date - 01/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.08	\$9.95	\$0.00	\$0.00	\$28.03
2	55	\$19.88	\$9.95	\$4.43	\$0.00	\$34.26
3	60	\$21.69	\$9.95	\$4.83	\$0.00	\$36.47
4	65	\$23.50	\$9.95	\$5.23	\$0.00	\$38.68
5	70	\$25.31	\$9.95	\$17.49	\$0.00	\$52.75
6	75	\$27.11	\$9.95	\$17.89	\$0.00	\$54.95
7	80	\$28.92	\$9.95	\$18.29	\$0.00	\$57.16
8	90	\$32.54	\$9.95	\$19.10	\$0.00	\$61.59

Effective Date - 07/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.68	\$9.95	\$0.00	\$0.00	\$28.63
2	55	\$20.54	\$9.95	\$4.43	\$0.00	\$34.92
3	60	\$22.41	\$9.95	\$4.83	\$0.00	\$37.19
4	65	\$24.28	\$9.95	\$5.23	\$0.00	\$39.46
5	70	\$26.15	\$9.95	\$17.49	\$0.00	\$53.59
6	75	\$28.01	\$9.95	\$17.89	\$0.00	\$55.85
7	80	\$29.88	\$9.95	\$18.29	\$0.00	\$58.12
8	90	\$33.62	\$9.95	\$19.10	\$0.00	\$62.67

**Notes:**

Steps are 750 hrs.

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

PAINTER / TAPER (BRUSH, NEW) *	01/01/2024	\$37.43	\$9.95	\$19.90	\$0.00	\$67.28
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3	07/01/2024	\$38.63	\$9.95	\$19.90	\$0.00	\$68.48
	01/01/2025	\$39.83	\$9.95	\$19.90	\$0.00	\$69.68

**Classification**

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

**Apprentice - PAINTER - Local 35 Zone 3 - BRUSH NEW**

**Effective Date - 01/01/2024**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.72	\$9.95	\$0.00	\$0.00	\$28.67
2	55	\$20.59	\$9.95	\$4.43	\$0.00	\$34.97
3	60	\$22.46	\$9.95	\$4.83	\$0.00	\$37.24
4	65	\$24.33	\$9.95	\$5.23	\$0.00	\$39.51
5	70	\$26.20	\$9.95	\$17.49	\$0.00	\$53.64
6	75	\$28.07	\$9.95	\$17.89	\$0.00	\$55.91
7	80	\$29.94	\$9.95	\$18.29	\$0.00	\$58.18
8	90	\$33.69	\$9.95	\$19.10	\$0.00	\$62.74

**Effective Date - 07/01/2024**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.32	\$9.95	\$0.00	\$0.00	\$29.27
2	55	\$21.25	\$9.95	\$4.43	\$0.00	\$35.63
3	60	\$23.18	\$9.95	\$4.83	\$0.00	\$37.96
4	65	\$25.11	\$9.95	\$5.23	\$0.00	\$40.29
5	70	\$27.04	\$9.95	\$17.49	\$0.00	\$54.48
6	75	\$28.97	\$9.95	\$17.89	\$0.00	\$56.81
7	80	\$30.90	\$9.95	\$18.29	\$0.00	\$59.14
8	90	\$34.77	\$9.95	\$19.10	\$0.00	\$63.82

**Notes:**

Steps are 750 hrs.

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

<b>PAINTER / TAPER (BRUSH, REPAINT)</b>	01/01/2024	\$34.75	\$9.95	\$19.90	\$0.00	\$64.60
<i>PAINTERS LOCAL 35 - ZONE 3</i>	07/01/2024	\$35.95	\$9.95	\$19.90	\$0.00	\$65.80
	01/01/2025	\$37.15	\$9.95	\$19.90	\$0.00	\$67.00

**Apprentice - PAINTER Local 35 Zone 3 - BRUSH REPAINT**

Effective Date - 01/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.38	\$9.95	\$0.00	\$0.00	\$27.33
2	55	\$19.11	\$9.95	\$4.43	\$0.00	\$33.49
3	60	\$20.85	\$9.95	\$4.83	\$0.00	\$35.63
4	65	\$22.59	\$9.95	\$5.23	\$0.00	\$37.77
5	70	\$24.33	\$9.95	\$17.49	\$0.00	\$51.77
6	75	\$26.06	\$9.95	\$17.89	\$0.00	\$53.90
7	80	\$27.80	\$9.95	\$18.29	\$0.00	\$56.04
8	90	\$31.28	\$9.95	\$19.10	\$0.00	\$60.33

Effective Date - 07/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.98	\$9.95	\$0.00	\$0.00	\$27.93
2	55	\$19.77	\$9.95	\$4.43	\$0.00	\$34.15
3	60	\$21.57	\$9.95	\$4.83	\$0.00	\$36.35
4	65	\$23.37	\$9.95	\$5.23	\$0.00	\$38.55
5	70	\$25.17	\$9.95	\$17.49	\$0.00	\$52.61
6	75	\$26.96	\$9.95	\$17.89	\$0.00	\$54.80
7	80	\$28.76	\$9.95	\$18.29	\$0.00	\$57.00
8	90	\$32.36	\$9.95	\$19.10	\$0.00	\$61.41

**Notes:**

Steps are 750 hrs.

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

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	12/01/2023	\$33.63	\$9.65	\$14.78	\$0.00	\$58.06
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2024	\$34.83	\$9.65	\$14.78	\$0.00	\$59.26
	12/01/2024	\$36.03	\$9.65	\$14.78	\$0.00	\$60.46
	06/01/2025	\$37.28	\$9.65	\$14.78	\$0.00	\$61.71
	12/01/2025	\$38.52	\$9.65	\$14.78	\$0.00	\$62.95
	06/01/2026	\$39.82	\$9.65	\$14.78	\$0.00	\$64.25
	12/01/2026	\$41.11	\$9.65	\$14.78	\$0.00	\$65.54

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

PANEL & PICKUP TRUCKS DRIVER	01/01/2024	\$38.78	\$15.07	\$18.67	\$0.00	\$72.52
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2024	\$39.78	\$15.07	\$18.67	\$0.00	\$73.52
	12/01/2024	\$39.78	\$15.07	\$20.17	\$0.00	\$75.02
	01/01/2025	\$39.78	\$15.57	\$20.17	\$0.00	\$75.52
	06/01/2025	\$40.78	\$15.57	\$20.17	\$0.00	\$76.52
	12/01/2025	\$40.78	\$15.57	\$21.78	\$0.00	\$78.13
	01/01/2026	\$40.78	\$16.17	\$21.78	\$0.00	\$78.73
	06/01/2026	\$41.78	\$16.17	\$21.78	\$0.00	\$79.73
	12/01/2026	\$41.78	\$16.17	\$23.52	\$0.00	\$81.47
	01/01/2027	\$41.78	\$16.77	\$23.52	\$0.00	\$82.07

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i> For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2020	\$43.53	\$9.40	\$23.12	\$0.00	\$76.05
PILE DRIVER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2020	\$43.53	\$9.40	\$23.12	\$0.00	\$76.05

**Apprentice - PILE DRIVER - Local 56 Zone 3**

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

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\$57.06/2\$61.96/3\$66.87/4\$69.32/5\$71.78/6\$71.78/7\$76.68/8\$76.68

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

PIPELAYER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i> For apprentice rates see "Apprentice- LABORER"	12/01/2023	\$33.88	\$9.65	\$16.84	\$0.00	\$60.37
PIPELAYER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	12/01/2023	\$33.88	\$9.65	\$14.78	\$0.00	\$58.31
	06/01/2024	\$35.08	\$9.65	\$14.78	\$0.00	\$59.51
	12/01/2024	\$36.28	\$9.65	\$14.78	\$0.00	\$60.71
	06/01/2025	\$37.53	\$9.65	\$14.78	\$0.00	\$61.96
	12/01/2025	\$38.77	\$9.65	\$14.78	\$0.00	\$63.20
	06/01/2026	\$40.07	\$9.65	\$14.78	\$0.00	\$64.50
	12/01/2026	\$41.36	\$9.65	\$14.78	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PLUMBER & PIPEFITTER <i>PLUMBERS &amp; PIPEFITTERS LOCAL 104</i>	09/17/2023	\$47.96	\$9.55	\$17.10	\$0.00	\$74.61
	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86



**Classification**

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

**Apprentice - PLUMBER/PIPEFITTER - Local 104**

**Effective Date - 09/17/2023**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$21.58	\$9.55	\$10.10	\$0.00	\$41.23
2	50	\$23.98	\$9.55	\$10.10	\$0.00	\$43.63
3	55	\$26.38	\$9.55	\$10.10	\$0.00	\$46.03
4	60	\$28.78	\$9.55	\$10.10	\$0.00	\$48.43
5	65	\$31.17	\$9.55	\$10.10	\$0.00	\$50.82
6	70	\$33.57	\$9.55	\$10.10	\$0.00	\$53.22
7	75	\$35.97	\$9.55	\$10.10	\$0.00	\$55.62
8	80	\$38.37	\$9.55	\$10.10	\$0.00	\$58.02
9	80	\$38.37	\$9.55	\$17.10	\$0.00	\$65.02
10	80	\$38.37	\$9.55	\$17.10	\$0.00	\$65.02

**Effective Date - 03/17/2024**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$22.14	\$9.55	\$10.10	\$0.00	\$41.79
2	50	\$24.61	\$9.55	\$10.10	\$0.00	\$44.26
3	55	\$27.07	\$9.55	\$10.10	\$0.00	\$46.72
4	60	\$29.53	\$9.55	\$10.10	\$0.00	\$49.18
5	65	\$31.99	\$9.55	\$10.10	\$0.00	\$51.64
6	70	\$34.45	\$9.55	\$10.10	\$0.00	\$54.10
7	75	\$36.91	\$9.55	\$10.10	\$0.00	\$56.56
8	80	\$39.37	\$9.55	\$10.10	\$0.00	\$59.02
9	80	\$39.37	\$9.55	\$17.10	\$0.00	\$66.02
10	80	\$39.37	\$9.55	\$17.10	\$0.00	\$66.02

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

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

PNEUMATIC CONTROLS (TEMP.) PLUMBERS & PIPEFITTERS LOCAL 104	09/17/2023	\$47.96	\$9.55	\$17.10	\$0.00	\$74.61
	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86

For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2023	\$33.88	\$9.65	\$14.78	\$0.00	\$58.31
	06/01/2024	\$35.08	\$9.65	\$14.78	\$0.00	\$59.51
	12/01/2024	\$36.28	\$9.65	\$14.78	\$0.00	\$60.71
	06/01/2025	\$37.53	\$9.65	\$14.78	\$0.00	\$61.96
	12/01/2025	\$38.77	\$9.65	\$14.78	\$0.00	\$63.20
	06/01/2026	\$40.07	\$9.65	\$14.78	\$0.00	\$64.50
	12/01/2026	\$41.36	\$9.65	\$14.78	\$0.00	\$65.79

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

POWDERMAN & BLASTER LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2023	\$35.13	\$9.40	\$16.59	\$0.00	\$61.12
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For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	12/01/2023	\$34.63	\$9.65	\$14.78	\$0.00	\$59.06
	06/01/2024	\$35.83	\$9.65	\$14.78	\$0.00	\$60.26
	12/01/2024	\$37.03	\$9.65	\$14.78	\$0.00	\$61.46
	06/01/2025	\$38.28	\$9.65	\$14.78	\$0.00	\$62.71
	12/01/2025	\$39.52	\$9.65	\$14.78	\$0.00	\$63.95
	06/01/2026	\$40.82	\$9.65	\$14.78	\$0.00	\$65.25
	12/01/2026	\$42.11	\$9.65	\$14.78	\$0.00	\$66.54
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.56	\$13.78	\$15.15	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.03	\$13.38	\$15.15	\$0.00	\$67.56
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS 404 - Construction Service (Northampton)</i>	05/01/2020	\$22.44	\$11.07	\$6.50	\$0.00	\$40.01
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/01/2023	\$33.88	\$9.65	\$16.84	\$0.00	\$60.37
For apprentice rates see "Apprentice- LABORER"						
ROLLER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$38.42	\$13.78	\$15.15	\$0.00	\$67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Coal tar pitch) <i>ROOFERS LOCAL 248</i>	07/16/2023	\$38.91	\$10.35	\$18.00	\$0.00	\$67.26
For apprentice rates see "Apprentice- ROOFER"						
ROOFER (Inc.Roofing Waterproofing &Roofing Damproofg) <i>ROOFERS LOCAL 248</i>	07/16/2023	\$38.41	\$10.35	\$18.00	\$0.00	\$66.76

**Apprentice - ROOFER - Local 248**

**Effective Date - 07/16/2023**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.05	\$10.35	\$0.00	\$0.00	\$33.40
2	65	\$24.97	\$10.35	\$18.00	\$0.00	\$53.32
3	70	\$26.89	\$10.35	\$18.00	\$0.00	\$55.24
4	75	\$28.81	\$10.35	\$18.00	\$0.00	\$57.16
5	80	\$30.73	\$10.35	\$18.00	\$0.00	\$59.08
6	85	\$32.65	\$10.35	\$18.00	\$0.00	\$61.00
7	90	\$34.57	\$10.35	\$18.00	\$0.00	\$62.92
8	95	\$36.49	\$10.35	\$18.00	\$0.00	\$64.84

**Notes:**

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

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

ROOFER SLATE / TILE / PRECAST CONCRETE <i>ROOFERS LOCAL 248</i>	07/16/2023	\$38.91	\$10.35	\$18.00	\$0.00	\$67.26
For apprentice rates see "Apprentice- ROOFER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SCRAPER OPERATING ENGINEERS LOCAL 98	12/01/2023	\$39.03	\$13.38	\$15.15	\$0.00	\$67.56
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS) OPERATING ENGINEERS LOCAL 98	12/01/2023	\$38.42	\$13.78	\$15.15	\$0.00	\$67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-PROPELLED POWER BROOM OPERATING ENGINEERS LOCAL 98	12/01/2023	\$35.80	\$13.78	\$15.15	\$0.00	\$64.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 63	01/01/2024	\$43.80	\$10.64	\$17.54	\$2.05	\$74.03
	07/01/2024	\$45.05	\$10.64	\$17.54	\$2.05	\$75.28
	01/01/2025	\$46.30	\$10.64	\$17.54	\$2.05	\$76.53

**Apprentice - SHEET METAL WORKER - Local 63**

**Effective Date - 01/01/2024**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$19.71	\$4.79	\$4.76	\$0.92	\$30.18
2	50	\$21.90	\$5.32	\$5.29	\$1.03	\$33.54
3	55	\$24.09	\$5.85	\$5.82	\$1.13	\$36.89
4	60	\$26.28	\$6.38	\$6.35	\$1.23	\$40.24
5	65	\$28.47	\$6.92	\$6.88	\$1.33	\$43.60
6	70	\$30.66	\$7.45	\$7.41	\$1.44	\$46.96
7	75	\$32.85	\$7.98	\$7.94	\$1.54	\$50.31
8	80	\$35.04	\$8.51	\$15.42	\$1.64	\$60.61
9	85	\$37.23	\$9.04	\$15.95	\$1.74	\$63.96
10	90	\$39.42	\$9.58	\$16.48	\$1.85	\$67.33

**Effective Date - 07/01/2024**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$20.27	\$4.79	\$4.76	\$0.92	\$30.74
2	50	\$22.53	\$5.32	\$5.29	\$1.03	\$34.17
3	55	\$24.78	\$5.85	\$5.82	\$1.13	\$37.58
4	60	\$27.03	\$6.38	\$6.35	\$1.23	\$40.99
5	65	\$29.28	\$6.92	\$6.88	\$1.33	\$44.41
6	70	\$31.54	\$7.45	\$7.41	\$1.44	\$47.84
7	75	\$33.79	\$7.98	\$7.94	\$1.54	\$51.25
8	80	\$36.04	\$8.51	\$15.42	\$1.64	\$61.61
9	85	\$38.29	\$9.04	\$15.95	\$1.74	\$65.02
10	90	\$40.55	\$9.58	\$16.48	\$1.85	\$68.46

**Notes:**

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2024	\$39.24	\$15.07	\$18.67	\$0.00	\$72.98
	06/01/2024	\$40.24	\$15.07	\$18.67	\$0.00	\$73.98
	12/01/2024	\$40.24	\$15.07	\$20.17	\$0.00	\$75.48
	01/01/2025	\$40.24	\$15.57	\$20.17	\$0.00	\$75.98
	06/01/2025	\$41.24	\$15.57	\$20.17	\$0.00	\$76.98
	12/01/2025	\$41.24	\$15.57	\$21.78	\$0.00	\$78.59
	01/01/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$79.19
	06/01/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$80.19
	12/01/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$81.93
	01/01/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$82.53
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2024	\$39.53	\$15.07	\$18.67	\$0.00	\$73.27
	06/01/2024	\$40.53	\$15.07	\$18.67	\$0.00	\$74.27
	12/01/2024	\$40.53	\$15.07	\$20.17	\$0.00	\$75.77
	01/01/2025	\$40.53	\$15.57	\$20.17	\$0.00	\$76.27
	06/01/2025	\$41.53	\$15.57	\$20.17	\$0.00	\$77.27
	12/01/2025	\$41.53	\$15.57	\$21.78	\$0.00	\$78.88
	01/01/2026	\$41.53	\$16.17	\$21.78	\$0.00	\$79.48
	06/01/2026	\$42.53	\$16.17	\$21.78	\$0.00	\$80.48
	12/01/2026	\$42.53	\$16.17	\$23.52	\$0.00	\$82.22
	01/01/2027	\$42.53	\$16.77	\$23.52	\$0.00	\$82.82
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 669</i>	04/01/2023	\$47.43	\$11.45	\$16.61	\$0.00	\$75.49

**Apprentice - SPRINKLER FITTER - Local 669**

**Effective Date - 04/01/2023**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$21.34	\$8.22	\$0.00	\$0.00	\$29.56
2	50	\$23.72	\$8.22	\$0.00	\$0.00	\$31.94
3	55	\$26.09	\$11.45	\$7.20	\$0.00	\$44.74
4	60	\$28.46	\$11.45	\$8.35	\$0.00	\$48.26
5	65	\$30.83	\$11.45	\$8.35	\$0.00	\$50.63
6	70	\$33.20	\$11.45	\$8.60	\$0.00	\$53.25
7	75	\$35.57	\$11.45	\$8.60	\$0.00	\$55.62
8	80	\$37.94	\$11.45	\$8.60	\$0.00	\$57.99
9	85	\$40.32	\$11.45	\$8.60	\$0.00	\$60.37
10	90	\$42.69	\$11.45	\$8.60	\$0.00	\$62.74

**Notes:**

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TELECOMMUNICATION TECHNICIAN ELECTRICIANS LOCAL 7	12/31/2023	\$49.01	\$12.75	\$14.61	\$0.00	\$76.37
	06/30/2024	\$50.01	\$13.00	\$14.86	\$0.00	\$77.87
	12/29/2024	\$51.06	\$13.25	\$15.06	\$0.00	\$79.37
	06/29/2025	\$52.16	\$13.50	\$15.21	\$0.00	\$80.87
	12/28/2025	\$53.26	\$13.75	\$15.36	\$0.00	\$82.37
	06/28/2026	\$54.41	\$14.00	\$15.46	\$0.00	\$83.87
	01/03/2027	\$55.56	\$14.25	\$15.56	\$0.00	\$85.37

**Apprentice - TELECOMMUNICATION TECHNICIAN - Local 7**

**Effective Date - 12/31/2023**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$19.60	\$7.05	\$0.59	\$0.00	\$27.24
2	45	\$22.05	\$7.05	\$0.66	\$0.00	\$29.76
3	50	\$24.51	\$12.75	\$7.34	\$0.00	\$44.60
4	55	\$26.96	\$12.75	\$7.41	\$0.00	\$47.12
5	65	\$31.86	\$12.75	\$9.52	\$0.00	\$54.13
6	70	\$34.31	\$12.75	\$10.90	\$0.00	\$57.96

**Effective Date - 06/30/2024**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$20.00	\$7.20	\$0.60	\$0.00	\$27.80
2	45	\$22.50	\$7.20	\$0.68	\$0.00	\$30.38
3	50	\$25.01	\$13.00	\$7.40	\$0.00	\$45.41
4	55	\$27.51	\$13.00	\$7.48	\$0.00	\$47.99
5	65	\$32.51	\$13.00	\$9.64	\$0.00	\$55.15
6	70	\$35.01	\$13.00	\$11.06	\$0.00	\$59.07

**Notes:**

Steps are 800 hours

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

TERRAZZO FINISHERS BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	08/01/2023	\$61.34	\$11.49	\$22.34	\$0.00	\$95.17
	02/01/2024	\$62.59	\$11.49	\$22.34	\$0.00	\$96.42
	08/01/2024	\$64.69	\$11.49	\$22.34	\$0.00	\$98.52
	02/01/2025	\$65.99	\$11.49	\$22.34	\$0.00	\$99.82
	08/01/2025	\$68.14	\$11.49	\$22.34	\$0.00	\$101.97
	02/10/2026	\$69.49	\$11.49	\$22.34	\$0.00	\$103.32
	08/01/2026	\$71.69	\$11.49	\$22.34	\$0.00	\$105.52
	02/01/2027	\$73.09	\$11.49	\$22.34	\$0.00	\$106.92

**Classification**

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

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

**Effective Date - 08/01/2023**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.67	\$11.49	\$22.34	\$0.00	\$64.50
2	60	\$36.80	\$11.49	\$22.34	\$0.00	\$70.63
3	70	\$42.94	\$11.49	\$22.34	\$0.00	\$76.77
4	80	\$49.07	\$11.49	\$22.34	\$0.00	\$82.90
5	90	\$55.21	\$11.49	\$22.34	\$0.00	\$89.04

**Notes:**

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

<b>TERRAZZO MECHANIC</b>	08/01/2023	\$62.42	\$11.49	\$22.31	\$0.00	\$96.22
<i>BRICKLAYERS LOCAL 3 (SPRPITT) - MARBLE &amp; TILE</i>	02/01/2024	\$63.67	\$11.49	\$22.31	\$0.00	\$97.47
	08/01/2024	\$65.77	\$11.49	\$22.31	\$0.00	\$99.57
	02/01/2025	\$67.07	\$11.49	\$22.31	\$0.00	\$100.87
	08/01/2025	\$69.22	\$11.49	\$22.31	\$0.00	\$103.02
	02/01/2026	\$70.57	\$11.49	\$22.31	\$0.00	\$104.37
	08/01/2026	\$72.77	\$11.49	\$22.31	\$0.00	\$106.57
	02/01/2027	\$74.17	\$11.49	\$22.31	\$0.00	\$107.97

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

**Effective Date - 08/01/2023**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$31.21	\$11.49	\$22.31	\$0.00	\$65.01
2	60	\$37.45	\$11.49	\$22.31	\$0.00	\$71.25
3	70	\$43.69	\$11.49	\$22.31	\$0.00	\$77.49
4	80	\$49.94	\$11.49	\$22.31	\$0.00	\$83.74
5	90	\$56.18	\$11.49	\$22.31	\$0.00	\$89.98

**Notes:**

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

<b>TEST BORING DRILLER</b>	12/01/2023	\$48.33	\$9.65	\$18.22	\$0.00	\$76.20
<i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2024	\$49.81	\$9.65	\$18.22	\$0.00	\$77.68
	12/01/2024	\$51.28	\$9.65	\$18.22	\$0.00	\$79.15
	06/01/2025	\$52.78	\$9.65	\$18.22	\$0.00	\$80.65
	12/01/2025	\$54.28	\$9.65	\$18.22	\$0.00	\$82.15
	06/01/2026	\$55.83	\$9.65	\$18.22	\$0.00	\$83.70
	12/01/2026	\$57.33	\$9.65	\$18.22	\$0.00	\$85.20

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
<b>TEST BORING DRILLER HELPER</b> <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2023	\$44.45	\$9.65	\$18.22	\$0.00	\$72.32
	06/01/2024	\$45.93	\$9.65	\$18.22	\$0.00	\$73.80
	12/01/2024	\$47.40	\$9.65	\$18.22	\$0.00	\$75.27
	06/01/2025	\$48.90	\$9.65	\$18.22	\$0.00	\$76.77
	12/01/2025	\$50.40	\$9.65	\$18.22	\$0.00	\$78.27
	06/01/2026	\$51.95	\$9.65	\$18.22	\$0.00	\$79.82
	12/01/2026	\$53.45	\$9.65	\$18.22	\$0.00	\$81.32
For apprentice rates see "Apprentice- LABORER"						
<b>TEST BORING LABORER</b> <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2023	\$44.33	\$9.65	\$18.22	\$0.00	\$72.20
	06/01/2024	\$45.81	\$9.65	\$18.22	\$0.00	\$73.68
	12/01/2024	\$47.28	\$9.65	\$18.22	\$0.00	\$75.15
	06/01/2025	\$48.78	\$9.65	\$18.22	\$0.00	\$76.65
	12/01/2025	\$50.28	\$9.65	\$18.22	\$0.00	\$78.15
	06/01/2026	\$51.83	\$9.65	\$18.22	\$0.00	\$79.70
	12/01/2026	\$53.33	\$9.65	\$18.22	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"						
<b>TRACTORS</b> <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$38.42	\$13.78	\$15.15	\$0.00	\$67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
<b>TRAILERS FOR EARTH MOVING EQUIPMENT</b> <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2024	\$39.82	\$15.07	\$18.67	\$0.00	\$73.56
	06/01/2024	\$40.82	\$15.07	\$18.67	\$0.00	\$74.56
	12/01/2024	\$40.82	\$15.07	\$20.17	\$0.00	\$76.06
	01/01/2025	\$40.82	\$15.57	\$20.17	\$0.00	\$76.56
	06/01/2025	\$41.82	\$15.57	\$20.17	\$0.00	\$77.56
	12/01/2025	\$41.82	\$15.57	\$21.78	\$0.00	\$79.17
	01/01/2026	\$41.82	\$16.17	\$21.78	\$0.00	\$79.77
	06/01/2026	\$42.82	\$16.17	\$21.78	\$0.00	\$80.77
	12/01/2026	\$42.82	\$16.17	\$23.52	\$0.00	\$82.51
	01/01/2027	\$42.82	\$16.77	\$23.52	\$0.00	\$83.11
<b>TUNNEL WORK - COMPRESSED AIR</b> <i>LABORERS (COMPRESSED AIR)</i>	12/01/2023	\$56.56	\$9.65	\$18.67	\$0.00	\$84.88
	06/01/2024	\$58.04	\$9.65	\$18.67	\$0.00	\$86.36
	12/01/2024	\$59.51	\$9.65	\$18.67	\$0.00	\$87.83
	06/01/2025	\$61.01	\$9.65	\$18.67	\$0.00	\$89.33
	12/01/2025	\$62.51	\$9.65	\$18.67	\$0.00	\$90.83
	06/01/2026	\$64.06	\$9.65	\$18.67	\$0.00	\$92.38
	12/01/2026	\$65.56	\$9.65	\$18.67	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"						
<b>TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)</b> <i>LABORERS (COMPRESSED AIR)</i>	12/01/2023	\$58.56	\$9.65	\$18.67	\$0.00	\$86.88
	06/01/2024	\$60.04	\$9.65	\$18.67	\$0.00	\$88.36
	12/01/2024	\$61.51	\$9.65	\$18.67	\$0.00	\$89.83
	06/01/2025	\$63.01	\$9.65	\$18.67	\$0.00	\$91.33
	12/01/2025	\$64.51	\$9.65	\$18.67	\$0.00	\$92.83
	06/01/2026	\$66.06	\$9.65	\$18.67	\$0.00	\$94.38
	12/01/2026	\$67.56	\$9.65	\$18.67	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
<b>TUNNEL WORK - FREE AIR</b> <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2023	\$48.63	\$9.65	\$18.67	\$0.00	\$76.95
	06/01/2024	\$50.11	\$9.65	\$18.67	\$0.00	\$78.43
	12/01/2024	\$51.58	\$9.65	\$18.67	\$0.00	\$79.90
	06/01/2025	\$53.08	\$9.65	\$18.67	\$0.00	\$81.40
	12/01/2025	\$54.58	\$9.65	\$18.67	\$0.00	\$82.90
	06/01/2026	\$56.13	\$9.65	\$18.67	\$0.00	\$84.45
	12/01/2026	\$57.63	\$9.65	\$18.67	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"						
<b>TUNNEL WORK - FREE AIR (HAZ. WASTE)</b> <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2023	\$50.63	\$9.65	\$18.67	\$0.00	\$78.95
	06/01/2024	\$52.11	\$9.65	\$18.67	\$0.00	\$80.43
	12/01/2024	\$53.58	\$9.65	\$18.67	\$0.00	\$81.90
	06/01/2025	\$55.08	\$9.65	\$18.67	\$0.00	\$83.40
	12/01/2025	\$56.58	\$9.65	\$18.67	\$0.00	\$84.90
	06/01/2026	\$58.13	\$9.65	\$18.67	\$0.00	\$86.45
	12/01/2026	\$59.63	\$9.65	\$18.67	\$0.00	\$87.95
For apprentice rates see "Apprentice- LABORER"						
<b>VAC-HAUL</b> <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2024	\$39.24	\$15.07	\$18.67	\$0.00	\$72.98
	06/01/2024	\$40.24	\$15.07	\$18.67	\$0.00	\$73.98
	12/01/2024	\$40.24	\$15.07	\$20.17	\$0.00	\$75.48
	01/01/2025	\$40.24	\$15.57	\$20.17	\$0.00	\$75.98
	06/01/2025	\$41.24	\$15.57	\$20.17	\$0.00	\$76.98
	12/01/2025	\$41.24	\$15.57	\$21.78	\$0.00	\$78.59
	01/01/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$79.19
	06/01/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$80.19
	12/01/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$81.93
	01/01/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$82.53
<b>WAGON DRILL OPERATOR</b> <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/01/2023	\$34.38	\$9.40	\$16.59	\$0.00	\$60.37
For apprentice rates see "Apprentice- LABORER"						
<b>WAGON DRILL OPERATOR (HEAVY &amp; HIGHWAY)</b> <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	12/01/2023	\$33.88	\$9.65	\$14.78	\$0.00	\$58.31
	06/01/2024	\$35.08	\$9.65	\$14.78	\$0.00	\$59.51
	12/01/2024	\$36.28	\$9.65	\$14.78	\$0.00	\$60.71
	06/01/2025	\$37.53	\$9.65	\$14.78	\$0.00	\$61.96
	12/01/2025	\$38.77	\$9.65	\$14.78	\$0.00	\$63.20
	06/01/2026	\$40.07	\$9.65	\$14.78	\$0.00	\$64.50
	12/01/2026	\$41.36	\$9.65	\$14.78	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
<b>WATER METER INSTALLER</b> <i>PLUMBERS &amp; PIPEFITTERS LOCAL 104</i>	09/17/2023	\$47.96	\$9.55	\$17.10	\$0.00	\$74.61
	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						



**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.

## **ATTACHMENT F**

### **SCOPE OF WORK**

#### **1.0 GREENFIELD CITY HALL PARAPET WALL RECONSTRUCTION PROJECT**

##### **1.1 FIELD REQUIREMENTS**

The parapet wall that runs the perimeter of the flat roof on the west side of City Hall has become unsafe due to a substantial amount of brick mortar that has washed away from weathering over the years. In order to maintain integrity of the wall and prevent further weathering, a rubber membrane was installed over this wall.

This scope of work includes removal of the membrane and repointing existing brick that is still in good condition and replacing brick that is considered unusable. The total area of concern is 130 linear feet of wall to a depth of 6 feet from the top of the wall down. This represents a total brick area of approximately 780 sq ft.

The Contractor shall be responsible for all rigging and scaffolding. Debris netting shall be used where necessary to maintain public safety and property. The work shall be planned and executed in a manner to minimize interference with normal building operations.

Debris generated during this work shall be controlled during the work and removed daily.

##### **1.2 MASONRY REPOINTING**

###### **1.2.1. SECTION REQUIREMENTS**

###### **A. Submittals:**

1. Manufacturer's data sheets for Portland Cement, and Hydrated Lime.
2. Sample of prepared mortar for color comparison with existing mortar.
3. Mild Cleaning Solution.
4. Evidence of experience and satisfactory completion of similar brick wall repointing projects.

###### **1.2.2 PRODUCT DELIVERY, HANDLING, AND STORAGE.**

- A. Supply Portland Cement and Hydrated Lime in unopened bags.
- B. Store materials off of the ground.
- C. Cover materials to protect from the elements.

###### **1.2.3 JOB CONDITIONS**

###### **A. Protection of Work**

1. Secure waterproof cover over the top of wall at the end of each day and when work is not in progress.

###### **B. Protection of Public**

1. Provide and maintain barriers, covered staging, or other protection to protect the public from falling materials.

###### **C. Protection of Masonry Walls.**

1. Protect walls below the work area from damage and mortar stains.

###### **D. Temperature Requirements – Cold Weather Work.**

1. Ambient temperatures between 32 deg. to 40 deg.
  - a. Heat sand or mixing water to provide mortar temperatures between 40 deg. and 90 deg.
  - b. Alternately, prepare mortar in heated area to maintain mortar temperature above 40 deg.2
2. Ambient temperatures between 25 deg. And 32 deg.
  - a. Heat sand and mixing water to provide mortar temperatures between 40 deg. and 90 deg.
  - b. Alternately, prepare mortar in heated area to maintain mortar temperature above 40 deg.
3. Ambient temperatures between 20 deg. and 25 deg.
  - a. Heat sand and mixing water to provide mortar temperatures between 40 deg. and 90 deg.
  - b. Alternately, prepare mortar in heated area to maintain mortar temperature above 40 deg.
  - c. Use temporary heat and polyethylene enclosure to keep air temperature on work area above freezing.
4. At all times, maintain mortar on mortar boards above freezing temperature.

#### E. Protection Requirements for Finished Work.

1. Protect masonry work from rain, snow, or freezing temperatures for 48 hours after repointing is complete.

### 1.2.4 PRODUCTS

#### A. MORTAR MATERIALS.

1. Portland cement shall conform to ASTM C150, Standard Specification for Portland Cement, Type I.
2. Hydrated lime shall conform to ASTM C207, Standard Specification for Hydrated Lime for Masonry Purposes, Type S.
3. Sand shall conform to ASTM C144.
4. Mortar used in repointing joints shall be Type O Mortar conforming to ASTM C 270 consisting of:
  - a. 1 part Portland Cement
  - b. 2 parts hydrated lime
  - c. 9 parts clean sand

#### B. Mortar Preparation, Pre-hydrated mortar:

1. Mix dry ingredients.
2. Add clean water to produce a damp consistency that will retain its shape when formed into a ball.
3. Let mortar set for 1 to 1 ½ hours.
4. After pre-hydrating, add water to a workable consistency.

#### C. ADDITIVES.

1. No chemical additives, such as anti-freeze, shall be permitted.

#### D. BRICKS.

1. Bricks used to replace broken, cracked, or otherwise damaged bricks shall match existing bricks in color and dimensions.

### 1.2.5 EXECUTION

#### A. GENERAL REPOINTING

1. Using a Pointer's Grinder, grind mortar out of all of the horizontal joints to a uniform depth of 3/4 in. Using a Tooothing Chisel, chisel mortar out of all of the vertical joints to a uniform depth of 3/4 in. Use caution to prevent damage to the existing bricks. Replace any bricks damaged during the joint cleaning process.
2. Remove dust and debris from joints by blowing with compressed air or rinsing with water.
3. Pre-soak wall in preparation for repointing joints.
4. Press pre-hydrated mortar into joints in 1/4 in. layers using a tucking trowel, Compact each layer as it is placed by applying firm pressure with the pointing tool. Wait until the surface is thumbprint hard before applying subsequent layers.
5. Tool joints to match the existing joints when thumbprint hard to provide a uniform overall appearance.

#### B. BRICK REPLACEMENT.

1. Remove damaged bricks.
2. Carefully cut and chisel away remaining pieces of brick and mortar.
3. Remove dust and debris from joints by blowing with compressed air or rinsing with water.
4. Do not allow debris to fall into wall cavities.
5. Dampen area of wall and allow time for all surface moisture to be absorbed prior to laying brick.
6. Butter replacement brick and surrounding surfaces with mortar.
7. Press brick into position.
8. When thumbprint hard, tool joints to match existing wall joints.
9. Clean the wall and remove excess mortar.

#### C. CLEANING BRICKWORK.

1. Clean masonry as work progresses.
  - a. Remove mortar fins and smears before tooling joints.
  - b. Brush excess mortar after tooling and remove large mortar tags using wooden paddles or nonmetallic tools.
2. Final Cleaning: After mortar is thoroughly cured, clean exposed masonry.
  - a. Wet wall surfaces with water and keep wet during the cleaning process.
  - b. Clean masonry with a water and brush.
  - c. Addition of an approved mild masonry cleaning product to the wash water is permitted
  - d. Thoroughly rinse the area with clear water.
  - e. Use a wire brush to remove clumps of mortar where necessary.

END OF SCOPE

## ATTACHMENT G

### GENERAL CONDITIONS

- 1.1 Bidders shall be experienced in the kind of Work to be performed, shall have the necessary equipment, and shall possess sufficient capital to properly execute the Work within the time allowed. Bids received from Bidders who have previously failed to complete Work within the time required, or who have previously performed similar Work in an unsatisfactory manner, may be rejected. A Bid may be rejected if Bidder cannot show that he has the necessary ability, plant and equipment to commence the Work at the time prescribed and thereafter to prosecute and complete the Work at the rate or within the time specified. A Bid may be rejected if Bidder is already obligated for the performance of other Work which would delay the commencement, prosecution or completion of the Work.
- 1.2 All Bidders are required to submit a minimum of three references where the Contractor performed work of similar type and magnitude if Contractor has not performed work of a similar scope and magnitude for the City of Greenfield in the last 5 years. Include names and contact information for each reference.
- 1.3 It is the responsibility of each Bidder before submitting a Bid to:
  - A. visit the Site, become familiar with and satisfy Bidder as to the general, local, and Site conditions that may affect cost, progress, and performance of the Work;
  - B. promptly give City Representative written notice of all conflicts, errors, ambiguities, or discrepancies that Bidder discovers in the Scope of Work and confirm that the written resolution thereof by City Representative is acceptable to Bidder.
- 1.4 The submission of a Bid will constitute an incontrovertible representation by Bidder that Bidder has complied with every requirement of this section, that without exception the Bid is premised upon performing and furnishing the Work required by the Bidding Documents and applying any specific means, methods, techniques, sequences, and procedures of construction that may be shown or indicated or expressly required by the Bidding Documents, that Bidder has given City Representative written notice of all conflicts, errors, ambiguities, and discrepancies that Bidder has discovered in the Bidding Documents and the written resolutions thereof by City Representative are acceptable to Bidder, and that the Bidding Documents are generally sufficient to indicate and convey understanding of all terms and conditions for performing and finishing the Work.
- 1.5 Contractor to identify any subcontractors that may be employed as part of this work.

### AWARD OF CONTRACT

- 2.1 City Representative reserves the right to reject any and all Bids, to waive any and all informalities, and the right to disregard all nonconforming, nonresponsive or conditional Bids.
- 2.2 City Representative reserves the right to reject any Bid if it shows any omissions, alterations of form, additions not called for, conditions or qualifications, or irregularities of any kind.
- 2.3 City Representative reserves the right to reject any Bid that, in his sole discretion, is considered to be unbalanced or unreasonable as to the amount bid for any lump sum or unit price item.
- 2.4 In evaluating Bids, City Representative will consider whether or not the Bids comply with the prescribed requirements, and such alternates, unit prices and other data, as may be requested in the Bid Form or prior to the Notice of Award.
- 2.5 In evaluating Bidders, City Representative will consider the qualifications of Bidders and may consider the qualifications and experience of Subcontractors, Suppliers, and other individuals or entities proposed for those portions of the Work for which the identity of Subcontractors, Suppliers, and other individuals or entities were submitted.
- 2.6 City Representative may conduct such investigations as City Representative deems necessary to establish the responsibility, qualifications, and financial ability of Bidders, proposed Subcontractors, Suppliers, individuals, or entities to perform the Work in accordance with the Bid Documents.
- 2.7 If a contract is to be awarded, it will be awarded to the lowest responsive and responsible Bidder who has neither been disqualified nor rejected pursuant to this section. Contents of the Bid of the Successful Bidder will become part of any contract awarded.

- 2.8 This Request For Quote may be rescinded by the City if lowest acceptable bid exceeds the amount budgeted for this project.
- 2.9 A Notice to Proceed will be issued by the City of Greenfield to the awarded Contractor before any site work may commence.

#### SALES TAXES

- 3.1 The City is exempt from Massachusetts State sales and use taxes on materials and equipment to be incorporated in the Work. Said taxes shall not be included in the Bid. The exemption certificate will be provided to the Successful Bidder.

#### MASSACHUSETTS PREVAILING WAGE RATES

- 4.1 Minimum Wage Rates as determined by the Commissioner of Department of Workforce Development under the provision of the Massachusetts General Laws, Chapter 149, Sections 26 to 27D, as amended, apply to this project.
- 4.2 It is the responsibility of the Bidder before bid deadline to request any additional information on Minimum Wage Rates for those trades people who may be employed for the proposed Work under this Contract.

#### PROTECTION OF CITY REPRESENTATIVE'S OPERATIONS

- 5.1 The Contractor shall erect such barriers, tarpaulins, doors, etc., as may be necessary to protect the City operations while work is in progress. Any such openings that are essential to carrying on the work shall be securely closed by the Contractor when not in use to protect the City operations.

#### PROTECTION OF WORK AND PROPERTY

- 6.1 The Contractor shall maintain adequate protection of all his/her work from damage and shall protect the City and adjacent property from injury or loss arising from this contract. He/she shall provide and maintain at all times any danger signs, guards and/or obstructions necessary to protect the public and his/her workmen from any dangers inherent with or created by the work in progress. He/she shall hold the City harmless from any loss arising due to injury or accident to the public or his/her workmen, or from theft of materials stored at the job site.
- 6.2 Before starting any work, the Contractor shall protect all grounds, copings, paving and exterior of all buildings where work will be performed.
- 6.3 Any areas of the building or grounds which have become stained or damaged in any way shall be repaired or replaced by the Contractor prior to the final inspections. The method of repair used must be acceptable to the City Representative.

#### MATERIAL STORAGE AND CLEAN-UP

- 7.1 The Contractor shall keep the premises free from rubbish at all times and shall arrange his/her material storage so as not to interfere with the City operations. At the completion of the job, all the unused material and rubbish shall be removed from the site. The ground shall be raked clean and sidewalks and pavement shall be broom cleaned. If the Contractor refuses at any time to remove his/her debris from the premises, or to keep the working area clean, such cleaning will be completed by the City Representative and deducted from the balance due the Contractor.

#### MISCELLANEOUS UTILITIES

- 8.1 Electrical power will be furnished by the City Representative for small tools only. All connections to the electrical system will be furnished by the Contractor.
- 8.2 Water for materials, cleaning, washing, and drinking purposes will be furnished by the City. Any connections to the water system shall be completed by the Contractor.

8.3 At the completion of the work, or when the above connections are no longer required, the Contractor shall remove all connections and leave the facilities in a condition at least as satisfactory as prior to the commencement of his/her work.

8.4 Toilet facilities will be provided by the City in the building.

#### CHANGES OR EXTRA WORK

9.1 The City Representative may, without invalidating the original contract, order such changes or additions as may from time to time be deemed desirable. In so doing, the contract price shall be adjusted, as stated below, with all work being done under the conditions of the original contract except for such adjustments in extension of time as may be acceptable to the City Representative. The value of such extra work shall be determined in one of the following ways:

1. By firm adjustment;
2. By cost plus with a guaranteed maximum;
3. By cost with a fixed fee; or
4. By unit cost.

9.2 If agreement is reached that the extra cost shall be handled as per methods 2, 3, or 4, the Contractor shall keep and compile a correct amount of the cost together with such vouchers, etc., as may be necessary to substantiate same for presentation to the City Representative. The City Representative shall have authority to make minor job changes or additions as may be necessary to expedite the job providing such changes do not involve additional material cost. No major change or addition shall be made except upon receipt by the Contractor of a signed order from the City Representative authorizing such a change. No claims for an extra to the contract price shall be valid unless so authorized.

9.3 All work covered by unit prices submitted by the Contractor in his/her proposal must be covered by a written work order. The City Representative will prepare the work order covering the quantity of work and the total cost of the work. The work order which will be written at the end of each day, will be signed by the City Representative and the Contractor's foreman and/or superintendent

#### CORRECTION OF WORK PRIOR TO FINAL PAYMENT

10.1 The Contractor shall promptly remove any work that does not meet the requirements of the work scope or is incorrectly installed or otherwise disapproved by the City Representative as failing to meet the intent of the work scope. The Contractor shall promptly replace any such work without expense to the City.

#### CORRECTION OF WORK AFTER FINAL PAYMENT

11.1 The Contractor shall guarantee all materials and workmanship for one (1) year from date of final commissioning of the equipment. Any defects which may arise during this period shall be promptly repaired by the Contractor including any damage done to the City Representative's property due to such defects.

#### JOB CONDITIONS

12.1 There is NO SMOKING allowed inside any buildings and the Contractor shall be responsible for enforcement of this job rule at all times with his/her personnel.

12.2 Ladders and staging: Any ladders and staging used on this project must be in good condition. Ladders must be secured at the roof line at all times while in use. All ladders and staging must be O.S.H.A. approved.

12.3 No drugs or alcoholic beverages are permitted on the grounds.

12.4 The Contractor shall place necessary barriers and/or protection around or under all work areas where his/her operations involve risk of injury to building, grounds, and public.

12.5 The Contractor will also protect the building structure from damage in the process of the job. In the event that damage does occur to any property or equipment, or the City Representative's work in process, notification must be made within two (2) working days of the incidents to the City Representative.

12.6 During the progress of the job, if waste material and rubbish are found or damage resulting from the Contractor's operations is found, or the Contractor does not comply with the requirement by keeping the premises free of accumulations and correct the damage, it shall be the City Representative's prerogative to hire personnel to do so; and the cost of this work will be deducted from the balance due the Contractor.

12.7 Anyone guilty of willful destruction or unlawful removal of company property will be dismissed from the job and is subject to prosecution by law.

12.8 Any lawns damaged by Contractor vehicles will be restored with a stand of grass at the Contractor's expense. Any damaged pavements will likewise be restored at the Contractor's expense.

## SAFETY

13.1 The Contractor and his crew shall work in a safe manner at all times. Any noticeable unsafe acts will be brought to the Contractor's attention and must be immediately corrected. If unsafe practices continue to be found the City Representative will issue a written notice to cease work. The Contractor will stop work immediately and submit a safety plan addressing such practices within two (2) working days from date of notice. Refusal to submit such plan will immediately terminate the contract and only payment of work and materials will be made up to date of termination.

## START AND COMPLETION DATE

14.1 When the Contract is awarded, the Contractor will contact the City Representative to arrange the work schedule and the hours of the day that the workmen may be on the project. The job is to be bid under the assumption that all work will be performed on a straight time basis.

14.2 As per MGL Ch149 s.27B Contractor shall submit signed Massachusetts Weekly Certified Payroll Sheets directly to City Representative.

14.3 Materials shall be ordered within ten (10) working days from the award of this contract, or as agreed upon by all parties.

14.4 All work as required in these bid documents shall be completed within thirty (30) working days of the start date, or as agreed upon by the parties.

14.5 For contractual purposes, a work day is considered as any day Monday through Friday. Saturday and Sunday are considered non-work days.

14.6 Unless work is hampered by long period of inclement weather, by due proof of material unavailability, or by strike, the City Representative will assess a penalty in the amount of \$100.00 a day for each agreed upon work day beyond the agreed completion date.

14.7 The Contractor is responsible for supplying trained workmen in proper numbers and for scheduling and laying out his/her work, so that it will be started and completed in a professional manner within the time period indicated on his/her Proposal form.

14.8 If the Contractor sets equipment onto the job-site without commencing work immediately, the action will be considered "Spiking the job" which is unacceptable and will be considered a breach of contract by the Contractor; thereby, the contract will be terminated and the Contractor at no cost to the City Representative, must remove his/her equipment and possessions from the job-site upon notification by the City Representative.



## INVOICING AND PAYMENT

15.1 Invoicing for payment covering materials purchased and labor expended may be submitted on a weekly basis, or on a schedule agreed upon between Contractor and City Representative. No down payment or payments in advance for purchase of materials will be made.

15.2 Each invoice shall be accompanied by a detailed estimate of the amounts and values of labor expended and materials purchased up to the last day of the preceding week. A 10% retainage will be held by the City Representative to be paid upon satisfactory completion of the job. Therefore, the amount of the invoice shall not exceed ninety percent (90%) of the labor and material values estimated for the preceding week. All applications for payment shall be submitted on AIA form G702.

15.3 Such payments shall be viewed by both parties as progress payments and shall not in any way relieve the Contractor of performance obligations under this contract, nor shall such payments be viewed as approval or acceptance of work performed under this contract.

15.4 Final retainage shall be withheld until all provisions of the specifications are met, including all necessary clean-up, and the City Representative receives written verification of completion. Final payment will be made within 30 days of the date the following requirements have been satisfied:

1. All contract requested documents completed and signed
2. All punch list items developed between City Representative and Contractor at notice of completion are fully remediated.

## TERMINATION BY THE CITY REPRESENTATIVE FOR CAUSE

16.1 The City Representative may terminate the contract and finish the work by whatever reasonable method he/she deems expedient if the Contractor:

1. Persistently or repeatedly refuses to supply specified materials or to provide enough skilled workers to ensure the project will be completed within the time period indicated on his/her Proposal form;
2. Fails to make payment to sub-contractors and/or suppliers for labor and materials as stipulated in the contract documents; and
3. Is guilty of substantial breach of a provision of the contract documents.

16.2 The Contractor will be allowed to submit a final invoice for materials purchased and labor expended up to the date the contract has been terminated.

## JOB COORDINATION

17.1 Contractor is responsible for policing and protecting areas where work may be taking place overhead in order to insure the protection of City property and public safety.

17.2 Twenty-four hours prior to starting of the project and/or delivery of materials, the Contractor shall notify City Representative.