

APPENDIX C
FEDERAL WAGE RATES

General Decision Number: MA180003 04/06/2018 MA3

Superseded General Decision Number: MA20170003

State: Massachusetts

Construction Type: Building

Counties: Berkshire, Franklin, Hampden and Hampshire Counties in Massachusetts.

BUILDING CONSTRUCTION PROJECTS Does not include residential construction consisting of single family homes and apartments up to and including 4 stories)

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Please note that this EO applies to the above-mentioned types of contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but it does not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(2)-(60). Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Modification Number	Publication Date
0	01/05/2018
1	01/12/2018
2	03/09/2018
3	03/23/2018
4	03/30/2018
5	04/06/2018

ASBE0006-011 09/01/2017

	Rates	Fringes
Insulator/asbestos worker (Includes the application of all insulating materials, protective coverings, coatings and finishes to all types of mechanical systems).....	\$ 36.87	27.50

BOIL0029-001 01/01/2017

	Rates	Fringes
BOILERMAKER.....	\$ 42.42	24.92

BRMA0001-001 03/01/2018

SPRINGFIELD/PITTSFIELD CHAPTER FRANKLIN, HAMPDEN, and HAMPSHIRE COUNTIES

	Rates	Fringes
BRICKLAYER		
BRICKLAYERS; CEMENT		
MASONS; PLASTERERS; STONE		
MASONS; MARBLE, TILE &		
TERRAZZO WORKERS.....	\$ 40.56	30.47

BRMA0001-003 03/01/2018

SPRINGFIELD/PITTSFIELD
BERKSHIRE

	Rates	Fringes
BRICKLAYER		
BRICKLAYERS; CEMENT		
MASONS; PLASTERERS; STONE		
MASONS; MARBLE, TILE &		
TERRAZZO WORKERS.....	\$ 40.56	30.47

CARP0056-014 08/01/2015

	Rates	Fringes
PILEDRIVERMAN.....	\$ 42.04	29.73

CARP0107-009 09/01/2017

Franklin County (Erving, Orange, North Orange and Warwick)

	Rates	Fringes
CARPENTER.....	\$ 39.28	27.90

CARP0108-005 09/04/2017

HAMPDEN; HAMPSHIRE AND FRANKLIN (Remainder)

	Rates	Fringes
Carpenter/Lather/Drywall Applicator.....	\$ 35.56	23.76

CARP0108-011 09/04/2017

BERKSHIRE COUNTY

	Rates	Fringes
CARPENTER.....	\$ 35.56	23.76

CARP1121-001 10/01/2017

	Rates	Fringes
MILLWRIGHT.....	\$ 39.52	30.85

CARP2168-003 03/01/2018

	Rates	Fringes
FLOOR LAYER: Carpet.....	\$ 35.76	24.53

ELEC0007-002 12/31/2017

HAMPDEN (Except Chester & Holyoke); HAMPSHIRE (Belchertown, Ware)

	Rates	Fringes
ELECTRICIAN.....	\$ 40.51	22.02

ELEC0007-003 12/31/2017

BERKSHIRE; FRANKLIN; HAMPDEN (Chester, Holyoke); HAMPSHIRE (Except Belchertown, Ware)

	Rates	Fringes
ELECTRICIAN.....	\$ 40.51	22.02

ELEC0007-006 12/31/2017

	Rates	Fringes
Teledata System Installer.....	\$ 40.51	22.02

ELEC0042-003 09/03/2017

	Rates	Fringes
Line Construction:		
Heavy Equipment Operator....	\$ 42.26	6.5%+19.81
Lineman, Cable Splicer and Dynamite Man.....	\$ 46.96	6.5%+22.00
Material Man, Tractor Trailer Driver, Equipment Operator.....	\$ 39.92	6.5%+19.21

ELEV0041-001 01/01/2018

	Rates	Fringes
ELEVATOR MECHANIC.....	\$ 51.46	32.645+a+b

FOOTNOTE:

- a. Vacation: 6%/under 5 years based on regular hourly rate for all hours worked. 8%/over 5 years based on regular hourly rate for all hours worked.
- b. PAID HOLIDAYS: New Year's Day; Memorial Day; Independence Day; Labor Day; Veterans' Day; Thanksgiving Day; the Friday after Thanksgiving Day; and Christmas Day.

ENGI0098-001 12/01/2016

	Rates	Fringes
Power equipment operators: (BUILDING & RESIDENTIAL)		
Group 1.....	\$ 33.68	23.96+A
Group 2.....	\$ 33.37	23.96+A
Group 3.....	\$ 33.15	23.96+A
Group 4.....	\$ 32.54	23.96+A
Group 5.....	\$ 29.92	23.96+A

Group 6.....	\$ 28.80	23.96+A
Group 7.....	\$ 26.86	23.96+A
Group 8.....	\$ 305.95	23.962+A
Group 9.....	\$ 230.69	23.96+A
Group 10.....	\$ 35.17	23.96+A
Group 11.....	\$ 38.18	23.96+A
Group 12.....	\$ 39.68	23.96+A
Group 13.....	\$ 40.68	23.96+A
Group 14.....	\$ 41.68	23.96+A
Group 15.....	\$ 43.18	23.96+A

HAZARDOUS WASTE PREMIUM \$2.00

FOOTNOTE FOR POWER EQUIPMENT OPERATORS:

Group 8 and Group 9 are per day wages.

A. Paid Holidays: New year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day and Christmas Day

POWER EQUIPMENT OPERATORS CLASSIFICATIONS

Group 1: Shovels; crawlers and truck cranes including all tower; self-propelled hydraulic cranes 10 tons and over; draglines; clam shells; cableways; shaft hoists; mucking machines derricks; backhoes; bulldozers; gradalls; elevating graders; pile drivers; concrete pavers; trenching machines; front end loaders- 5 1/2 cu yds and over; dual drum paver; automatic grader-excavator(C.M.I. or equal); scrapers towing pan or wagon; tandem dozers or push cats(2 units in tandem); shotcrete machine; tunnel boring machine; combination backhoe/loader 3/4 cu yd hoe or over; jet engine dryer; tree shredder; post hole digger; post hole hammer; post extractor; truck mounted concrete pump with boom; roto-mill; Grader; Horizontal Drilling Machine; John Henry Rock Drill and similar equipment.

Group 2: Rotary drill with mounted compressor; compressor house (3 to 6 compressors); rock and earth boring machines (excluding McCarthy and similar drills); front end loaders 4 cu yds to 5 1/2 cu yds); forklifts-7 ft lift and over 3 ton capacity; scraper 21 yds and over (struck load); sonic hammer console; reclaimers road planer/milling machine; cal tracks; ballast regulators; rail anchor machines; switch tampers, asphalt pavers; mechanic; welder and transfer machine.

Group 3: Combination backhoe/loader up to 3/4 cu yd; scrapers up to 21 cu yd (struck load, self propelled or tractor drawn); tireman; front end loaders up to 4 yds; well drillers; engineer or fireman on high pressure boiler; self-loading batch plant; well point operators electric pumps used in well point system; pumps, 16 inches and over (total discharge); compressor, one or two 900 cu ft and over; powered grease truck; tunnel locomotives and dingys; grout pumps; hydraulic jacks; boom truck; hydraulic cranes- up to 10 ton.

Group 4: Asphalt rollers; self-powered rollers and compactors; tractor without blade drawing sheepsfoot roller; rubber tire roller; vibratory roller or other type of compactors including machines for pulverizing and aerating soil; york rake.

Group 5: Hoists; conveyors; power pavement breakers; self-powered concrete pavement finishing machines; two bag mixers with skip; McCarthy and similar drills; batch plants (not self loading); bulk cement plants; self-propelled material spreaders; three or more 10 KW light plants; 30 KW or more generators; power broom.

Group 6: Compressor (one or two) 315 cu ft to 900 cu ft;

pumps 4 inches to 16 inches (total discharge).

Group 7: Compressors up to 315 cu ft; small mixers with skip; pumps up to 4 inches; power heaters; oiler; A-frame trucks; forklifts-up to 7 ft. lift and up to 3 ton capacity; hydro broom; stud welder.

Group 8: Truck crane crews

Group 9: Oiler

Group 10: Master Mechanic

Group 11: Boom lengths over 150 feet including jib

Group 12: Boom lengths over 200 feet including jib

Group 13: Boom lengths over 250 feet including jib

Group 14: Boom lengths over 300 feet including jib

Group 15: Boom lengths over 350 feet including jib

IRON0007-014 09/16/2017

BERKSHIRE (Becket, East Otis, Hinsdale, Monterey, New Marlboro, North Otis, Otis, Peru, Sandisfield, Savoy, Sheffield, Washington, Windsor); FRANKLIN; HAMPDEN; HAMPSHIRE

	Rates	Fringes
IRONWORKER.....	\$ 32.49	28.67

IRON0012-003 05/01/2017

BERKSHIRE (Lee)

	Rates	Fringes
IRONWORKER.....	\$ 30.50	23.84

IRON0012-004 05/01/2017

BERKSHIRE (Remainder of County)

	Rates	Fringes
Ironworkers:		
Sheeter.....	\$ 30.75	23.84
Structural, Ornamental, Reinforcing, Fence Erector, Machinery Mover, Rigger, Rodman, Stone Derrickman.....	\$ 30.50	23.84

LAB00014-004 12/01/2017

BERKSHIRE COUNTY
FRANKLIN COUNTY (the towns of Ashfield, Buckland, Charlemont, Hawley, Heath, and Rowe only) HAMPSHIRE COUNTY (the towns of Chesterfield, Cumington, Goshen, Middlefield, Plainfield, and Worthington only)

	Rates	Fringes
Plasterer tender.....	\$ 26.10	20.90

LAB00014-005 12/01/2017

HAMPDEN COUNTY
HAMPSHIRE COUNTY (with the exception of Chesterfield,

Cumington, Goshen, Middlefield, Plainfield, and Worthington)
FRANKLIN COUNTY (with the exception of Ashfield, Buckland,
Charlemont, Hauley, Heath, Orange, Rowe, and Warwick)

	Rates	Fringes
Plasterer tender.....	\$ 30.60	21.91

LAB0022-002 12/01/2017		

FRANKLIN (Orange, Warwick)

	Rates	Fringes
Laborers:		
GROUP 1.....	\$ 32.83	22.50
GROUP 2.....	\$ 33.08	22.50
GROUP 3.....	\$ 33.58	22.50
GROUP 4.....	\$ 33.83	22.50
GROUP 5.....	\$ 33.58	22.50
GROUP 6.....	\$ 34.83	22.50

LABORERS CLASSIFICATIONS

GROUP 1: Laborers; carpenter tenders; cement finisher
tenders, plasterer tenders

GROUP 2: Asphalt raker; fence and guard rail erector; laser
beam operator; mason tender; pipelayer; pneumatic drill
operator; pneumatic tool operator; wagon drill operator
jackhammer operator, pavement breaker, carbide core
drilling machine, chain saw operator, barco type jumping
tampers, concrete pump, motorized mortar miner, ride-on
motorized buggy

GROUP 3: Air track operator; block paver; rammer; curb
setter, hydraulic and similar self-powered drills

GROUP 4: Blaster; powderman

GROUP 5: Precast floor and roof, plank erector

GROUP 6: Asbestos Abatement, Toxic and Hazardous waste
laborers

LAB00473-001 12/01/2017

BERKSHIRE COUNTY, FRANKLIN COUNTY, (THE TOWNS OF ASHFIELD,
BUCKLAND, CHARLEMONT, HAWLEY, HEATH, AND ROWE ONLY) HAMPSHIRE
COUNTY (THE TOWNS OF CHESTERFIELD, CUMMINGTON, GOSHEN,
MIDDLEFIELD, PLAINFIELD, AND WORTHINGTON ONLY)

	Rates	Fringes
Laborers:.....	\$ 26.00	20.40

LAB00596-001 12/04/2017		

HAMPDEN COUNTY, HAMPSHIRE COUNTY (WITH THE EXCEPTION OF
CHESTERFIELD, CUMMINNGTON, GOSHEN, MIDDLEFIELD, PLAINFIELD, AND
WORTHINGTON) FRANKLIN COUNTY (WITH THE EXCEPTION OF ASHFIELD,
BUCKLAND, CHARLEMONT, HAULY, HEATH, ORANGE, ROWE AND WARWICK)

	Rates	Fringes
Laborers:		
GROUP 1.....	\$ 30.50	21.91
GROUP 2.....	\$ 30.75	21.91
GROUP 3.....	\$ 31.25	21.91
GROUP 4.....	\$ 31.25	21.91
GROUP 5.....	\$ 31.50	21.91

LABORERS CLASSIFICATIONS

GROUP 1: Laborers, carpenter tenders, wrecking laborers

GROUP 2: Asphalt rakers, carbide core driller operators, chain saw operators, pipelayers, jackhammer and paving breaker operators, Barco type jumping tampers, laser beam operators, concrete pump operators, mason tenders, motorized mortar mixers, ride-on motorized buggy operators, wagon drill operators

GROUP 3: precast floor and roof plank erectors, sign erectors, asbestos removal laborers, haz-mat laborers

GROUP 4: Air track operators, block pavers, rammers and curb setters, hydraulic and similar self-powered drills

GROUP 5: Powderman and blaster

 MARB0097-001 03/01/2012

	Rates	Fringes
MARBLE FINISHER.....	\$ 28.43	25.85

 PAIN0011-008 06/01/2017

	Rates	Fringes
GLAZIER.....	\$ 36.28	20.45+A

FOOTNOTE:

A. PAID HOLIDAY: LABOR DAY (provided employee has worked any part of the week prior to Labor Day and any part of the week after Labor Day

 PAIN0035-007 01/01/2017

	Rates	Fringes
Painters:		
NEW CONSTRUCTION:		
Brush, Taper.....	\$ 30.33	24.20
Spray, Sandblast.....	\$ 31.73	24.20
REPAINT:		
Brush, Taper.....	\$ 27.65	24.20
Spray, Sandblast.....	\$ 29.05	24.20

 PLUM0004-003 03/01/2018

FRANKLIN (Orange)

	Rates	Fringes
Plumber and Steamfitter.....	\$ 43.96	25.61

* PLUM0104-004 03/17/2018

BERKSHIRE (Becket, Otis, Sandisfield); FRANKLIN (Except Monroe, Rowe, and the Western part of Charlemont); HAMPDEN; HAMPSHIRE

	Rates	Fringes
Plumbers and Pipefitters.....	\$ 39.51	25.10+a

FOOTNOTE:

A. Two paid holidays, Independence Day and Labor Day, provided the employee has been employed seven days prior to the holiday by the same employer

* PLUM0104-009 03/17/2018

BERKSHIRE (Except Otis, Becket, Sandisfield); FRANKLIN (Monroe, Rowe and the Western part of Charlemont)

	Rates	Fringes
Plumber and Steamfitter.....	\$ 38.58	25.10+a

FOOTNOTE FOR PLUMBERS & STEAMFITTERS:

A. Paid holidays: Independence Day and Labor Day, provided the employee has been employed seven days prior to the holiday by the same employer.

ROOF0248-001 07/16/2017

All tear-off and/or removal (of any types of roofing), and all spudding, sweeping, vacuuming and/or cleanup of any and all areas of any type where a roof is to be relaid.

	Rates	Fringes
Roofers:		
Composition Roofers & Damp		
Waterproofers.....	\$ 31.75	23.66
Pitch, Slate, Tile and		
Precast Concrete.....	\$ 32.25	24.16

SFMA0550-003 03/01/2018

	Rates	Fringes
SPRINKLER FITTER.....	\$ 52.00	28.08+a

a. PAID HOLIDAYS: Memorial Day, July 4th, Labor Day, Thanksgiving Day and Christmas Day, provided the employee has been in the employment of a contractor 20 working days prior to any such paid holidays.

SHEE0063-001 01/01/2016

	Rates	Fringes
Sheet metal worker.....	\$ 31.57	28.12

TEAM0379-001 12/01/2017		

	Rates	Fringes
Truck drivers:		
Group 1.....	\$ 32.48	24.27+A+B
Group 2.....	\$ 32.65	24.27+A+B
Group 3.....	\$ 32.72	24.27+A+B
Group 4.....	\$ 32.84	24.27+A+B
Group 5.....	\$ 32.94	24.27+A+B
Group 6.....	\$ 33.23	24.27+A+B
Group 7.....	\$ 33.52	24.27+A+B

POWER TRUCKS \$.25 DIFFERENTIAL BY AXLE
TUNNEL WORK (UNDERGROUND ONLY) \$.40 DIFFERENTIAL BY AXLE
HAZARDOUS MATERIALS (IN HOT ZONE ONLY) \$2.00 PREMIUM

TRUCK DRIVERS CLASSIFICATIONS

- Group 1: Station wagons; panel trucks; and pickup trucks
- Group 2: Two axle equipment; & forklift operator
- Group 3: Three axle equipment and tireman
- Group 4: Four and Five Axle equipment
- Group 5: Specialized earth moving equipment under 35 tons other than conventional type trucks; low bed; vachual; mechanics, paving restoration equipment
- Group 6: Specialized earth moving equipment over 35 tons
- Group 7: Trailers for earth moving equipment (double hookup)

FOOTNOTES:

A. PAID HOLIDAYS: New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Patriot's Day, Columbus Day, Veteran's Day, Thanksgiving Day and Christmas Day

B. PAID VACATION: Employees with 4 months to 1 year of service receive 1/2 day's pay per month; 1 week vacation for 1 - 5 years of service; 2 weeks vacation for 5 - 10 years of service; and 3 weeks vacation for more than 10 years of service

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this

contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (ii)).

The body of each wage determination lists the classification and wage rates that have been found to be prevailing for the cited type(s) of construction in the area covered by the wage determination. The classifications are listed in alphabetical order of "identifiers" that indicate whether the particular rate is a union rate (current union negotiated rate for local), a survey rate (weighted average rate) or a union average rate (weighted union average rate).

Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than "SU" or "UAVG" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of the union which prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

Survey Rate Identifiers

Classifications listed under the "SU" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of survey on which these classifications and rates are based. The next number, 007

in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

- * an existing published wage determination
- * a survey underlying a wage determination
- * a Wage and Hour Division letter setting forth a position on a wage determination matter
- * a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator
U.S. Department of Labor
200 Constitution Avenue, N.W.

Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

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END OF GENERAL DECISION