



William F. Martin
Mayor

City known as the Town of
GREENFIELD, MASSACHUSETTS

DEPARTMENT OF PUBLIC WORKS

Town Hall • 14 Court Square • Greenfield, MA 01301
Phone 413-772-1528 • Fax 413-773-9593
DPW@greenfield-ma.gov • www.greenfield-ma.gov

**Request for Proposals
Construction of a new DPW Office Building
209 Wells Street, DPW Facility
Greenfield, Massachusetts**

Pursuant to M.G.L. c. 149, § 44E(4), sealed proposals will be received at the Town Hall, second floor (Room 208), Department of Public Works, 14 Court Square, Greenfield, MA, 01301 until 2:00 p.m., on July 27, 2017, at which time they will be maintained by the DPW. Proposals are confidential until the evaluations are complete. All proposals will remain in effect for a period of sixty (60) calendar days from the deadline for submission, or until a proposal has been accepted and agreement has been signed. These proposals will be subject to funding. Proposals must be submitted in separate sealed envelopes marked “New Modular DPW Office Building – Non-Price Proposal” and “New Modular DPW Office Building – Price Proposal”. See Section IV for details. Late proposals will not be considered. Proposals are to be sent to:

Department of Public Works
Town Hall
14 Court Square
Greenfield, MA 01301

A complete copy of the documents and specifications may be received electronically by contacting the Greenfield DPW at alant@greenfield-ma.gov or DPW@greenfield-ma.gov.

In general the Town of Greenfield is requesting a 28’ x 40’ building placed on a full basement to serve as office space for the town DPW engineer and admin offices. It must meet all building and state codes as outlined in the standard specifications. The building must be ADA compatible and energy-efficient. The ground level floor is intended for office space for the Town’s two admin specialists, the DPW director’s office, town engineer’s office and a meeting space. It will also have two ADA approved bathrooms. The lower area is to be designed as a walkout basement. It is intended to house 3 to 4 engineering technicians and some equipment such as a plotter/scanner.

Proposers may correct, modify or withdraw proposals in writing only, and such writing must be received by the Town not less than 72 hours prior to the proposal opening. Any corrections or modifications must be in a sealed envelope when submitted and clearly identify the proposal being modified.

The Town reserves the right to reject any or all proposals, waive any informalities in the proposals, and to accept the proposal deemed to be in the best interest of the Town. A contract will be awarded, if at all, to the responsive and responsible proposer whose proposal is deemed by the Town to be the most advantageous, taking into consideration price and the evaluation criteria included in Section V of this RFP.

The Contract/Proposal awarding authority is:

Mayor
City of Greenfield
Greenfield, MA

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ATTACHMENTS:

Proposal Form

Price Summary Form

Certificate of Non-Collusion

State Taxes Certification

OSHA Training Certification

Basic Timeline for Project

Prevailing Wage Rates

Locus Map

General Floor Plans

Section I. Overview

The purpose of this Request for Proposals (hereafter the “RFP”) is to solicit proposals for the construction of a modular building at 209 Wells St. to serve as an office building for the DPW engineering and admin departments. This building as currently conceived shall be a 28 x 40’ building with a full basement. The vendor will be responsible for the construction of the basement and for the modular building. The DPW will excavate the foundation hole and provide a minimum of 12 inches of crushed stone. DPW will also provide a water and sewer connection to within 4 feet of the proposed foundation walls. The building must be ADA compatible, built to a commercial grade construction, and being energy-efficient. We are also looking for the building to fit from an architectural standpoint into the neighborhood. The DPW has provided a proposed floor plan for both the basement and the ground floor. These proposed floor plans are to be used as a guide only. The vendor shall propose to the town a cost-effective and functional floor plan for this workspace. The town is planning for construction to happen late summer or early fall with the building being available no later than October 30, 2017

Proposers must meet all minimum evaluation criteria, must satisfy all minimum requirements contained in the RFP, must complete the enclosed proposal form and price summary form, and must include all requested documents. The Town has attempted in this RFP to be as accurate as possible, but is not responsible for any unintentional errors herein.

Preference will be given to the Proposer utilizing maximum creativity to integrate the new proposed facility safely and aesthetically into the site and providing the maximum value to the Town.

Section II. Instructions to Proposers

1. A proposer’s failure to complete the enclosed forms, satisfy minimum requirements, or provide required documentation will render its proposal non-responsive and will result in rejection of the proposal, unless the Town determines that such failure constitutes a minor informality.
2. All requests for clarification and any questions about information contained in this RFP must be submitted in writing and addressed to:

Department of Public Works
Town of Greenfield
Attn: Donald Ouellette
14 Court Square
Greenfield, MA 01301

No requests for clarification or questions will be accepted after **2:00 p.m. on July 24, 2017**. The proposer must include with any request or question the name,

address, telephone number, fax number and Email address of the person to whom a response, if any, should be sent. If the Town determines that an answer or response to a request or question is appropriate, the Town will provide such answer or response in writing to all proposers in the form of an Addendum to this RFP. Proposers are not entitled to rely upon any answers or responses unless the same have been so issued by the Town.

3. One original and four copies of the proposal must be received by the Town at the above address prior to **2:00 p.m., on July 27, 2017**. Proposals must be submitted in separate sealed envelopes marked “New Modular DPW Office Building – Non-Price Proposal” and “New Modular DPW Office Building – Price Proposal”.
4. Proposers may correct, modify or withdraw proposals in writing only, and such writing must be received by the Town not less than 72 hours prior to the proposal opening. Any corrections or modifications must be in a sealed envelope when submitted clearly identifying the proposal to be modified.
5. Each proposal shall remain in effect and be available for acceptance by the Town for a period of sixty (60) calendar days from the deadline for submission, until a proposal is accepted by the Town, or this RFP is cancelled, whichever occurs first.
6. In the case of a discrepancy on the Price Summary Form between written and numerical amounts, the written amount shall prevail.
7. Massachusetts prevailing wage rates apply to all site work and are included in Appendix A.
8. The town requires a 100% performance bond and a 100% payment bond from the selected company.
9. Throughout the term of the contract, the Contractor shall maintain at his sole expense effective insurance covering his activities at the project premises. The Contractor will not be permitted to start any work until he has submitted certificates covering all insurance called for, and has obtained approval in writing of such certificates from the Town.

Before starting, and until completion of the guarantee period, the Contractor shall procure, deposit, and maintain with the Town, insurance satisfactory to the Town 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 Commercial Liability Insurance covering Bodily Injury and Property Damage (Broad Form) as follows:

| | |
|----------------------|-----------------------------|
| Limits of Liability* | \$1,000,000 each occurrence |
| | \$2,000,000 aggregate |

* or \$1,000,000 single limit combined Bodily Injury and Property Damage.

The Comprehensive Commercial 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 | \$500,000 each person |
| | \$1,000,000 each accident |
| Property Damage | \$1,000,000 each accident |

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

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 Town 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 Town 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.

- E. The Contractor shall require each of his sub-contractors to procure and maintain until the completion of that sub-contractor's work, insurance of the types and to the limits specified in paragraphs A to C, inclusive, above. It shall be the responsibility of the Contractor to insure that all his sub-contractors comply with all of the insurance requirements contained herein relating to such sub-contractors.

No insurances required or furnished hereunder shall, in any way, relieve the contractor of, or diminish any of his responsibilities, obligations and liabilities under the Contract.

Section III. General Specifications

The successful proposer will provide a cost-effective, highly energy efficient building that requires minimal operating costs both regard to maintenance and utility costs. It shall be a 28' x 40' single-story structure with conditioned office space in the insulated walk-out basement. The successful proposer will propose proven methods to achieve a highly energy efficient building, which may include double exterior walls, triple glazing and very high insulation levels for all surfaces, as well as air sealing and a target pre-solar HERS rating of 45.

The building will be easily grade accessible, have high efficiency lighting and Energy Star appliances. Both the basement and the main floor will be equipped with very high efficiency VRF/mini-split heating and cooling, as well as any necessary ERV technology for requisite fresh air intake. An electric heat pump hot water heater or equivalent technology will serve the entire building.

Water and sewer will be provided to within 4 feet of the foundation wall by the Town, and overhead electric is available from the utility for this site. Gas service is not planned or relied upon.

The following detailed specifications are offered as a guideline and all equivalent proposals that meet all RFP requirements are allowable.

DPW Office Building Standard Specifications

Ground Level

Floor system:

| | |
|-----------------------|---|
| Floor joist: | 2 X 12 SPF at 16" o.c. |
| Perimeter: | Double 2x12 SPF - trust plates at all seams |
| Perimeter insulation: | Hunter heatshield rigid foam(R21) equivalent or greater |
| Center girder: | Double 2x12 SPF – joist hangers at all floor joists |
| Bridging: | Solid bridging – one row centered per module |
| Deck sheathing: | ¾" tongue and groove plywood – glued and nailed |

Wall system:

| | |
|------------------|---|
| Exterior walls: | 2x10 SPF @ 16" o.c. with ½" CDX plywood (R35). The town is looking for an R35 insulating value for the walls. |
| House wrap: | Typar Standard or equivalent or greater |
| Interior walls: | 2x4 SPF@ 16" o.c. |
| Marriage walls | 2x4 SPF@ 16" o.c. with 3/8" CDX plywood |
| Ceiling heights: | 7'-7 1/2" |
| Drywall: | ½" drywall – taped and painted |
| Insulation: | R21 green fiber dense pack cellulose equivalent or greater |
| Air sealing: | All penetrations through drywall are sealed using expanding foam. Example electrical boxes |

Roof system:

| | |
|--------------------|--|
| Rafters: | Cape style design - 2 x 12 SPF at 24 inches o.c. |
| Roof sheathing: | 5/8" CDX plywood nailed |
| Roof pitch: | 5/12 to 12/12. The town's goal is to make sure snow and ice does not build up on the roof. We are not looking for storage space under the rafters. |
| Overhangs/Rakes | 3" to 12" box or rafter tail per design |
| Ceilings: | 5/8" drywall glued and screwed – taped and painted |
| Roof Underlayment: | Grace ice and water first 60 inches and all valleys. REX Syn felt at the balance of the roof |
| Shingles: | IKO Cambridge (lifetime limited warranty) or equivalent |
| Insulation: | R-50 or greater specify either fixed rafter or attic. |

Exterior finish:

| | |
|------------------|---|
| Windows: | Anderson 400 series wood window with vinyl clad exterior or equivalent. We expect 9 on the first floor and 2 in the basement. All windows 30" by 60". If you have a slightly different size just noted, we are looking for a standard size not a custom design. |
| Sill Pan: | Vycor peel and stick |
| Window flashing: | Protecto Wrap Super Stick |
| Siding: | Georgia Pacific, Vision Pro Vinyl is standard. Equivalent or better |
| Exterior trim | Georgia Pacific, Vision Pro Vinyl is standard. Equivalent or better |
| Soffit: | Georgia Pacific, continuous vented |

Shutters: Final shutters to be provided for the front of the unit only
Exterior door: Thurman – Tru fiberglass doors or equivalent, 36” opening

Flooring:

Wet areas: Armstrong Rockville or Tackett ProLine vinyl floor
Carpet: Mohawk stylish story (100% recycled)-40 ounce w/61b bonded pad or equivalent

Interior finish:

Casings: 1x4 PFJ pine or colonial casings painted
Baseboard: 1x6 PFJ pine or colonial casings painted
Interior doors: Six panels solid core
Locksets: Schlage Plymouth knob brushed chrome surface

Bathrooms:

Vanity: Merillat Classic Valley Oak with a Delta 520 faucet
Medicine cabinet: 30” recessed medical cabinet with sconce plate mirror. Must meet ADA standards.
Shower: 36” one-piece fiberglass
Water closets: American Standard, colonial fit right – one .6 gallons per flush. Must meet ADA standards.
Bath fans: Panasonic whisper light 110 ft.³ per minute bath fans vented to the exterior

Plumbing & heating:

Heat: The heating system shall be either a central or split air source high efficiency heat pump. It must heat both the basement offices and the ground floor offices.
Hot Water: To be proposed by the contractor.
Water lines: Watts WaterPex
Drain/vent lines: Schedule 40 PVC
Sprinkler: No sprinkler system required under 7,500 square feet

Electrical systems:

Service panel: 200 amp service supplied with all breakers for all circuits
Wiring: 12 gauge copper
Smoke detectors: Hard wired with battery backup installed per code
CO detectors: Hardwired with battery backup installed per code
Light fixtures: All LED and energy Star rated. Exterior doorway must be lighted.

Basement Level

General :

This area is intended to be used as an office space for the engineering department. It is intended to have an 8” concrete walls and a 6” concrete floor. We are proposing a walkout basement with double doors and two windows. We are looking for a concrete design that incorporates an R-value of 21 or greater and the structure must be water

proof. The site work will be done by the Greenfield DPW and a minimum of 1 foot $\frac{3}{4}$ " crushed stone will be provided by the Greenfield DPW. The water and sewer services will be provided by the Greenfield DPW up to 4 feet from the foundation wall. The contractor will be responsible for the plumbing at that point into the building.

Wall system:

Exterior walls: 2x6 SPF @ 16" o.c.
Ceiling heights: 7'-7/1/2"
Drywall: 1/2" drywall – taped and painted
Insulation: R21 green fiber dense pack cellulose equivalent or greater
Air sealing: All penetrations through drywall are sealed using expanding foam.
Example electrical boxes

Electrical systems:

Service panel: 200 amp service supplied with all breakers for all circuits
Wiring: 12 gauge copper
Smoke detectors: Hardwired with battery backup installed per code
CO detectors: Hardwired with battery backup installed per code
Light fixtures: All LED and energy Star rated

Warranty

One year limited warranty. All warranties must be identified in the proposal. For example, the warrantee on a roof system may be 20 years, the warrantee on the siding maybe 10 years. All these additional warranties must be identified and the Town of Greenfield identified as the owner.

Code Performance

International residential code
International building code
International plumbing code
National electric code
NFPA 101 life safety code
Massachusetts state building code – current edition
All state energy codes
Building must meet or exceed all state building electrical and plumbing codes.
A third party plant inspections are required in Massachusetts.

A Building Permit will be required to be submitted by the Contractor.

The following information should be provided when applying for a building permit:

1. Construction type classification for building
2. Occupancy use group classification
3. Design occupancy loads
4. Required design ground snow load- 50lb psf
5. Design snow drift snow load

6. Required design wind load – 90mph
7. Floor load design –
 - Required design floor load for offices - 50lb, psf
 - Required design floor load for 1st floor corridors - 100lb psf
 - File & computer rooms should be designed for heavier loads based on anticipated use

Codes applicable to this project

- 780 CMR Massachusetts State Building Code 8th edition and referenced codes
- 2015 International Energy Conservation Code w/Stretch Code requirements
- 2009 International Mechanical Code
- 521 CMR Architectural Access Board Regulations
- 527 CMR 12:00, Massachusetts Electrical Code
- 527 CMR Massachusetts Fire Prevention Code
- 248 CMR Board of State Examiners of Plumbers & Gas Fitters regulations

Section IV. Proposal Submittal Requirements

IN SEALED ENVELOPE #1 – Labeled: New Modular DPW Office Building – Non-Price Proposal

The following documents must accompany the proposal. Failure to provide any of the requested documents may result in the determination that the Proposer is non-responsive.

1. Cover Letter
2. Proposal Form
3. Certificate of Non Collusion
4. Proposers must be DCAMM certified in the category of modular construction/prefabrication or general building construction. Proposers must submit a certificate of eligibility and a completed update statement.
5. An OSHA training certificate form.
6. Statement of Technical Experience and Financial Stability, including a description of Proposer’s business and technical experience with similar projects including other modular office buildings in Massachusetts.
7. Business References
8. State Taxes Certification
9. Basic Timeline for Project

10. The proposal must include all building elevations from all sides, floor plans, and all warranties that apply to the building, equipment and workmanship. Proof of insurance is also required.
11. Acknowledgement of any and all Addenda to the RFP

IN SEALED ENVELOPE #2 – Labeled: New Modular DPW Office Building – Price Proposal

The price proposal shall be a total fixed project price. No escalator clauses allowed.

1. Price Summary Form.

Section V. Evaluation Criteria

The purpose of the information requested in this Section is to assist the Town in evaluating and comparing proposals. Responses should be complete and full so as to allow evaluation of the following criteria.

All proposals will be evaluated by the Selection Team based upon minimum and comparative criteria. The Town will award a contract to the company that submits the most advantageous proposal based on consideration of the specified minimum and comparative criteria as well as price.

All proposals will be reviewed in accordance with M.G.L. c. 149, §44E, by the Town and final selection will be made by the Town based on the results of the Town's evaluation and analysis of the information and materials required under this RFP.

A contract will be awarded, if at all, to a responsive and responsible proposer whose proposal is deemed by the Town to be the most advantageous, taking into consideration price and the evaluation criteria included in this RFP.

A "responsive" proposal is one that includes all documents and information required by, and satisfies all minimum requirements contained in this RFP.

A "responsible" proposer is one who demonstrates through its proposal that it possesses the experience and resources to fulfill the requirements of this RFP.

The "most advantageous" proposal is one that has been determined by the Town to best satisfy the comparative evaluation criteria as stated in this RFP and that offers the lowest price and/or highest benefits to the Town.

The successful Proposer must sign the Contract and provide all of the requested documents such as insurance required in this RFP no later than ten (10) days from the date of its receipt of a notice of award from the Town. If the successful Proposer fails so to execute the contract, the Town may select the next most advantageous offer.

1. Minimum Criteria:

Each proposal must meet all of the following criteria in order to be considered for further evaluation:

- All requirements as outlined in Section IV – Proposal Submittal Requirements.
- Company must have at least five (5) years experience as it relates to projects of similar size and scope.
- Company must provide a list of similar projects completed including names, addresses, their costs, funding sources, and phone number.

2. Comparative Criteria:

The following rating will be used to evaluate those proponents that meet the minimum evaluation criteria above. Those proposals that do not meet the minimum criteria may be reviewed at the Town’s discretion. If a proposal scores *Non Advantageous/Does Not Meet* on any of the following comparative criteria, the Town may consider the proposal unacceptable and not review it any further. The Town will consider the following comparative criterion for award:

| | |
|---------------------------------------|---|
| <i>Highly advantageous</i> | Proposal excels on the specified criterion |
| <i>Advantageous</i> | Proposal meets evaluation standard for the criterion. |
| <i>Not Advantageous/Does Not Meet</i> | Proposal does not fully meet the evaluation criteria, leaves a question or issue not fully addressed or does not address the element. |

The criteria that will be used for comparative purposes are as follows:

a. Proponent’s Work Experience

Highly Advantageous: The proponent has a minimum of fifteen (15) years of work experience as it relates to the construction of modular buildings of similar size and scope.

Advantageous: The proponent has a minimum of ten (10) years of work experience but less than fifteen (15) as it relates to the construction of modular buildings of similar size and scope.

Not advantageous/Unacceptable: The proponent has less than ten (10) years of work experience as it relates to the construction of modular buildings of similar size and scope.

b. Proponent’s References

Highly Advantageous: The proponent provides eight (8) or more relevant references from projects of similar size and scope.

Advantageous: The proponent provides at least five (5) but less than eight (8) relevant references from projects of similar size and scope.

Not advantageous/Unacceptable: The proponent provides less than five (5) relevant references from projects of similar size and scope.

c. **Energy Efficiency of Proposed building**

STANDARD: *Proponent has identified all materials and components of the proposed modular building, all energy efficiency ratings of materials and components, and any specific warranties covered. The proposed modular building has a design that is cost-effective and highly energy efficient while minimizing operating costs for both maintenance and utility costs.*

d. **Quality/Appearance of Proponent's Design**

STANDARD: *Proponent has identified all materials and components of the proposed modular building and any specific warranties covered. The proposed modular building has a design and appearance that integrates safely into the site and fits in with the character of the immediate neighborhood.*

PROPOSAL FORM
Construction of a new DPW Office Building
209 Wells Street, DPW Facility
Greenfield, Massachusetts

TOWN OF GREENFIELD

1. Name of Business Entity Submitting Proposal:

Address:

2. Please check of one of the following:

If a corporation, State of Incorporation:

If a partnership, names of partners:

Individual

Other:

Signature

Name of Person Signing

Title

Federal Identification Number

PRICE SUMMARY FORM
Construction of a new DPW Office Building
209 Wells Street, DPW Facility
Greenfield, Massachusetts

This price summary form must be submitted with the proposal. Failure to adhere to this instruction will result in disqualification of your proposal.

Name of Proposer: _____

Address of Proposer: _____

Phone No. of Proposer: _____

Price: _____

Authorized Signature:

Name:

Position:

CERTIFICATE OF NON-COLLUSION

The undersigned certifies under penalties of perjury that this bid 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, union, committee, club or other organization, entity, or group of individuals.

Applicant: _____

Address: _____

Telephone: _____

Signature: _____

Printed Name: _____

Title: _____

Date: _____

STATE TAXES CERTIFICATION CLAUSE

The undersigned certifies under penalties of perjury that I, or subject business, to the best of my knowledge and belief, have filed all state tax returns and paid all state taxes under law, have addressed any tax liability, and if needed, am in the process of setting up a plan to satisfy any relevant liability.

Applicant: _____

Address: _____

Telephone: _____

Signature: _____

Printed Name: _____

Title: _____

SSN OR TIN*: _____

Date: _____

*Your SSN/TIN will be furnished to the Massachusetts Department of Revenue to determine whether you have met tax filing or tax payment obligations. Providers who fail to correct their non-filing or delinquency will not have a contract or other agreement issued, renewed, or extended. This request is made under the authority of Mass GL 62C §49A.

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)

(Name of business)



**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**

RONALD L. WALKER, II
Secretary

WILLIAM D MCKINNEY
Director

CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

Awarding Authority: Town of Greenfield
Contract Number: _____ **City/Town:** GREENFIELD
Description of Work: Construction of a modular office building with full basement at the DPW Yard.
Job Location: 209 Wells Street

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| Construction | | | | | | |
| (2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 12/01/2016 | \$32.15 | \$10.91 | \$10.89 | \$0.00 | \$53.95 |
| (3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 12/01/2016 | \$32.22 | \$10.91 | \$10.89 | \$0.00 | \$54.02 |
| (4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 12/01/2016 | \$32.34 | \$10.91 | \$10.89 | \$0.00 | \$54.14 |
| ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 3)</i> | 08/01/2015 | \$90.51 | \$9.80 | \$18.17 | \$0.00 | \$118.48 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| AIR TRACK OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/05/2016 | \$30.33 | \$7.60 | \$12.50 | \$0.00 | \$50.43 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i> | 12/01/2016 | \$30.25 | \$7.60 | \$10.62 | \$0.00 | \$48.47 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| ASBESTOS WORKER (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i> | 12/01/2016 | \$30.51 | \$11.50 | \$6.60 | \$0.00 | \$48.61 |
| | 06/01/2017 | \$31.41 | \$11.50 | \$6.60 | \$0.00 | \$49.51 |
| | 12/01/2017 | \$32.31 | \$11.50 | \$6.60 | \$0.00 | \$50.41 |
| | 06/01/2018 | \$33.21 | \$11.50 | \$6.60 | \$0.00 | \$51.31 |
| | 12/01/2018 | \$34.11 | \$11.50 | \$6.60 | \$0.00 | \$52.21 |
| | 06/01/2019 | \$35.01 | \$11.50 | \$6.60 | \$0.00 | \$53.11 |
| | 12/01/2019 | \$35.91 | \$11.50 | \$6.60 | \$0.00 | \$54.01 |
| | 06/01/2020 | \$36.81 | \$11.50 | \$6.60 | \$0.00 | \$54.91 |
| | 12/01/2020 | \$37.71 | \$11.50 | \$6.60 | \$0.00 | \$55.81 |
| ASPHALT RAKER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/05/2016 | \$29.83 | \$7.60 | \$12.50 | \$0.00 | \$49.93 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i> | 12/01/2016 | \$29.75 | \$7.60 | \$10.62 | \$0.00 | \$47.97 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) <i>OPERATING ENGINEERS LOCAL 98</i> | 12/01/2016 | \$33.68 | \$10.58 | \$12.38 | \$0.00 | \$56.64 |
| | 06/01/2017 | \$33.88 | \$10.79 | \$12.75 | \$0.00 | \$57.42 |
| | 12/01/2017 | \$34.48 | \$10.79 | \$13.02 | \$0.00 | \$58.29 |
| | 06/01/2018 | \$35.09 | \$10.79 | \$13.29 | \$0.00 | \$59.17 |
| | 12/01/2018 | \$35.69 | \$10.79 | \$13.56 | \$0.00 | \$60.04 |
| | 06/01/2019 | \$36.20 | \$10.79 | \$13.83 | \$0.00 | \$60.82 |
| | 12/01/2019 | \$36.80 | \$10.79 | \$14.10 | \$0.00 | \$61.69 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| BACKHOE/FRONT-END LOADER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i> | 12/01/2016 | \$33.68 | \$10.58 | \$12.38 | \$0.00 | \$56.64 |
| | 06/01/2017 | \$33.88 | \$10.79 | \$12.75 | \$0.00 | \$57.42 |
| | 12/01/2017 | \$34.48 | \$10.79 | \$13.02 | \$0.00 | \$58.29 |
| | 06/01/2018 | \$35.09 | \$10.79 | \$13.29 | \$0.00 | \$59.17 |
| | 12/01/2018 | \$35.69 | \$10.79 | \$13.56 | \$0.00 | \$60.04 |
| | 06/01/2019 | \$36.20 | \$10.79 | \$13.83 | \$0.00 | \$60.82 |
| | 12/01/2019 | \$36.80 | \$10.79 | \$14.10 | \$0.00 | \$61.69 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/05/2016 | \$29.83 | \$7.60 | \$12.50 | \$0.00 | \$49.93 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| BATCH/CEMENT PLANT - ON SITE <i>OPERATING ENGINEERS LOCAL 98</i> | 12/01/2016 | \$33.15 | \$10.58 | \$12.38 | \$0.00 | \$56.11 |
| | 06/01/2017 | \$33.35 | \$10.79 | \$12.75 | \$0.00 | \$56.89 |
| | 12/01/2017 | \$33.95 | \$10.79 | \$13.02 | \$0.00 | \$57.76 |
| | 06/01/2018 | \$34.56 | \$10.79 | \$13.29 | \$0.00 | \$58.64 |
| | 12/01/2018 | \$35.16 | \$10.79 | \$13.56 | \$0.00 | \$59.51 |
| | 06/01/2019 | \$35.67 | \$10.79 | \$13.83 | \$0.00 | \$60.29 |
| | 12/01/2019 | \$36.27 | \$10.79 | \$14.10 | \$0.00 | \$61.16 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/05/2016 | \$30.33 | \$7.60 | \$12.50 | \$0.00 | \$50.43 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i> | 12/01/2016 | \$30.25 | \$7.60 | \$10.62 | \$0.00 | \$48.47 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| BOILER MAKER <i>BOILERMAKERS LOCAL 29</i> | 01/01/2017 | \$42.92 | \$6.97 | \$16.21 | \$0.00 | \$66.10 |

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2017

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

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)</i> | 02/27/2017 | \$39.26 | \$10.75 | \$17.38 | \$0.00 | \$67.39 |
|---|------------|---------|---------|---------|--------|---------|

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 02/27/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$19.63 | \$10.75 | \$17.38 | \$0.00 | \$47.76 |
| 2 | 60 | \$23.56 | \$10.75 | \$17.38 | \$0.00 | \$51.69 |
| 3 | 70 | \$27.48 | \$10.75 | \$17.38 | \$0.00 | \$55.61 |
| 4 | 80 | \$31.41 | \$10.75 | \$17.38 | \$0.00 | \$59.54 |
| 5 | 90 | \$35.33 | \$10.75 | \$17.38 | \$0.00 | \$63.46 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| BULLDOZER/POWER SHOVEL/TREE SHREDDER /CLAM SHELL OPERATING | 12/01/2016 | \$33.68 | \$10.58 | \$12.38 | \$0.00 | \$56.64 |
| ENGINEERS LOCAL 98 | 06/01/2017 | \$33.88 | \$10.79 | \$12.75 | \$0.00 | \$57.42 |
| | 12/01/2017 | \$34.48 | \$10.79 | \$13.02 | \$0.00 | \$58.29 |
| | 06/01/2018 | \$35.09 | \$10.79 | \$13.29 | \$0.00 | \$59.17 |
| | 12/01/2018 | \$35.69 | \$10.79 | \$13.56 | \$0.00 | \$60.04 |
| | 06/01/2019 | \$36.20 | \$10.79 | \$13.83 | \$0.00 | \$60.82 |
| | 12/01/2019 | \$36.80 | \$10.79 | \$14.10 | \$0.00 | \$61.69 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| CAISSON & UNDERPINNING BOTTOM MAN LABORERS - FOUNDATION AND MARINE | 12/01/2016 | \$37.45 | \$7.60 | \$14.35 | \$0.00 | \$59.40 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| CAISSON & UNDERPINNING LABORER LABORERS - FOUNDATION AND MARINE | 12/01/2016 | \$36.30 | \$7.60 | \$14.35 | \$0.00 | \$58.25 |
|--|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| CAISSON & UNDERPINNING TOP MAN LABORERS - FOUNDATION AND MARINE | 12/01/2016 | \$36.30 | \$7.60 | \$14.35 | \$0.00 | \$58.25 |
|--|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| CARBIDE CORE DRILL OPERATOR LABORERS - ZONE 3 (BUILDING & SITE) | 12/05/2016 | \$29.83 | \$7.60 | \$12.50 | \$0.00 | \$49.93 |
|--|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| CARPENTER CARPENTERS LOCAL 108 - HAMPDEN HAMPSHIRE FRANKLIN | 02/27/2017 | \$34.56 | \$8.26 | \$15.00 | \$0.00 | \$57.82 |
| | 09/04/2017 | \$35.56 | \$8.26 | \$15.00 | \$0.00 | \$58.82 |
| | 03/05/2018 | \$36.56 | \$8.26 | \$15.00 | \$0.00 | \$59.82 |
| | 09/05/2018 | \$37.60 | \$8.26 | \$15.00 | \$0.00 | \$60.86 |
| | 03/04/2019 | \$38.64 | \$8.26 | \$15.00 | \$0.00 | \$61.90 |

Apprentice - CARPENTER - Local 108 Hampden Hampshire Franklin

Effective Date - 02/27/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$17.28 | \$8.26 | \$1.22 | \$0.00 | \$26.76 |
| 2 | 60 | \$20.74 | \$8.26 | \$1.22 | \$0.00 | \$30.22 |
| 3 | 70 | \$24.19 | \$8.26 | \$11.34 | \$0.00 | \$43.79 |
| 4 | 75 | \$25.92 | \$8.26 | \$11.34 | \$0.00 | \$45.52 |
| 5 | 80 | \$27.65 | \$8.26 | \$12.56 | \$0.00 | \$48.47 |
| 6 | 80 | \$27.65 | \$8.26 | \$12.56 | \$0.00 | \$48.47 |
| 7 | 90 | \$31.10 | \$8.26 | \$13.78 | \$0.00 | \$53.14 |
| 8 | 90 | \$31.10 | \$8.26 | \$13.78 | \$0.00 | \$53.14 |

Effective Date - 09/04/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$17.78 | \$8.26 | \$1.22 | \$0.00 | \$27.26 |
| 2 | 60 | \$21.34 | \$8.26 | \$1.22 | \$0.00 | \$30.82 |
| 3 | 70 | \$24.89 | \$8.26 | \$11.34 | \$0.00 | \$44.49 |
| 4 | 75 | \$26.67 | \$8.26 | \$11.34 | \$0.00 | \$46.27 |
| 5 | 80 | \$28.45 | \$8.26 | \$12.56 | \$0.00 | \$49.27 |
| 6 | 80 | \$28.45 | \$8.26 | \$12.56 | \$0.00 | \$49.27 |
| 7 | 90 | \$32.00 | \$8.26 | \$13.78 | \$0.00 | \$54.04 |
| 8 | 90 | \$32.00 | \$8.26 | \$13.78 | \$0.00 | \$54.04 |

Notes:

** 1: 1-5/2: 6-8/3:9-11/Steps: 6 mos (600 hrs)/rates by step

Apprentice to Journeyworker Ratio:**

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| CEMENT MASONRY/PLASTERING | 01/01/2017 | \$38.72 | \$12.15 | \$14.56 | \$1.30 | \$66.73 |
| BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD) | 07/01/2017 | \$39.31 | \$12.15 | \$14.56 | \$1.30 | \$67.32 |
| | 01/01/2018 | \$39.34 | \$12.15 | \$14.56 | \$1.30 | \$67.35 |
| | 07/01/2018 | \$39.37 | \$12.15 | \$14.56 | \$1.30 | \$67.38 |
| | 01/01/2019 | \$39.41 | \$12.15 | \$14.56 | \$1.30 | \$67.42 |
| | 07/01/2019 | \$39.44 | \$12.15 | \$14.56 | \$1.30 | \$67.45 |
| | 01/01/2020 | \$39.48 | \$12.15 | \$14.56 | \$1.30 | \$67.49 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CEMENT MASONRY/PLASTERING - Springfield/Pittsfield

Effective Date - 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$19.36 | \$12.15 | \$12.33 | \$0.00 | \$43.84 |
| 2 | 60 | \$23.23 | \$12.15 | \$14.56 | \$1.30 | \$51.24 |
| 3 | 65 | \$25.17 | \$12.15 | \$14.56 | \$1.30 | \$53.18 |
| 4 | 70 | \$27.10 | \$12.15 | \$14.56 | \$1.30 | \$55.11 |
| 5 | 75 | \$29.04 | \$12.15 | \$14.56 | \$1.30 | \$57.05 |
| 6 | 80 | \$30.98 | \$12.15 | \$14.56 | \$1.30 | \$58.99 |
| 7 | 90 | \$34.85 | \$12.15 | \$14.56 | \$1.30 | \$62.86 |

Effective Date - 07/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$19.66 | \$12.15 | \$12.33 | \$0.00 | \$44.14 |
| 2 | 60 | \$23.59 | \$12.15 | \$14.56 | \$1.30 | \$51.60 |
| 3 | 65 | \$25.55 | \$12.15 | \$14.56 | \$1.30 | \$53.56 |
| 4 | 70 | \$27.52 | \$12.15 | \$14.56 | \$1.30 | \$55.53 |
| 5 | 75 | \$29.48 | \$12.15 | \$14.56 | \$1.30 | \$57.49 |
| 6 | 80 | \$31.45 | \$12.15 | \$14.56 | \$1.30 | \$59.46 |
| 7 | 90 | \$35.38 | \$12.15 | \$14.56 | \$1.30 | \$63.39 |

Notes:

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

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| CHAIN SAW OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/05/2016 | \$29.83 | \$7.60 | \$12.50 | \$0.00 | \$49.93 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i> | 12/01/2016 | \$33.15 | \$10.58 | \$12.38 | \$0.00 | \$56.11 |
| | 06/01/2017 | \$33.35 | \$10.79 | \$12.75 | \$0.00 | \$56.89 |
| | 12/01/2017 | \$33.95 | \$10.79 | \$13.02 | \$0.00 | \$57.76 |
| | 06/01/2018 | \$34.56 | \$10.79 | \$13.29 | \$0.00 | \$58.64 |
| | 12/01/2018 | \$35.16 | \$10.79 | \$13.56 | \$0.00 | \$59.51 |
| | 06/01/2019 | \$35.67 | \$10.79 | \$13.83 | \$0.00 | \$60.29 |
| | 12/01/2019 | \$36.27 | \$10.79 | \$14.10 | \$0.00 | \$61.16 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| CRANE OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i> | 12/01/2016 | \$37.18 | \$10.58 | \$12.38 | \$0.00 | \$60.14 |
| | 06/01/2017 | \$37.38 | \$10.79 | \$12.75 | \$0.00 | \$60.92 |
| | 12/01/2017 | \$37.98 | \$10.79 | \$13.02 | \$0.00 | \$61.79 |
| | 06/01/2018 | \$38.59 | \$10.79 | \$13.29 | \$0.00 | \$62.67 |
| | 12/01/2018 | \$39.19 | \$10.79 | \$13.56 | \$0.00 | \$63.54 |
| | 06/01/2019 | \$39.70 | \$10.79 | \$13.83 | \$0.00 | \$64.32 |
| | 12/01/2019 | \$40.30 | \$10.79 | \$14.10 | \$0.00 | \$65.19 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 3</i> | 01/01/2017 | \$51.41 | \$7.85 | \$16.10 | \$0.00 | \$75.36 |
|---|------------|---------|--------|---------|--------|---------|

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2017

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| DEMO: ADZEMAN <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/01/2016 | \$36.50 | \$7.60 | \$14.15 | \$0.00 | \$58.25 |
| | 06/01/2017 | \$37.50 | \$7.60 | \$14.15 | \$0.00 | \$59.25 |
| | 12/01/2017 | \$38.35 | \$7.60 | \$14.15 | \$0.00 | \$60.10 |
| | 06/01/2018 | \$39.30 | \$7.60 | \$14.15 | \$0.00 | \$61.05 |
| | 12/01/2018 | \$40.25 | \$7.60 | \$14.15 | \$0.00 | \$62.00 |
| | 06/01/2019 | \$41.25 | \$7.60 | \$14.15 | \$0.00 | \$63.00 |
| | 12/01/2019 | \$42.25 | \$7.60 | \$14.15 | \$0.00 | \$64.00 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| DEMO: BACKHOE/LOADER/HAMMER OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/01/2016 | \$37.50 | \$7.60 | \$14.15 | \$0.00 | \$59.25 |
| | 06/01/2017 | \$38.50 | \$7.60 | \$14.15 | \$0.00 | \$60.25 |
| | 12/01/2017 | \$39.35 | \$7.60 | \$14.15 | \$0.00 | \$61.10 |
| | 06/01/2018 | \$40.30 | \$7.60 | \$14.15 | \$0.00 | \$62.05 |
| | 12/01/2018 | \$41.25 | \$7.60 | \$14.15 | \$0.00 | \$63.00 |
| | 06/01/2019 | \$42.25 | \$7.60 | \$14.15 | \$0.00 | \$64.00 |
| | 12/01/2019 | \$43.25 | \$7.60 | \$14.15 | \$0.00 | \$65.00 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| DEMO: BURNERS <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/01/2016 | \$37.25 | \$7.60 | \$14.15 | \$0.00 | \$59.00 |
| | 06/01/2017 | \$38.25 | \$7.60 | \$14.15 | \$0.00 | \$60.00 |
| | 12/01/2017 | \$39.10 | \$7.60 | \$14.15 | \$0.00 | \$60.85 |
| | 06/01/2018 | \$40.05 | \$7.60 | \$14.15 | \$0.00 | \$61.80 |
| | 12/01/2018 | \$41.00 | \$7.60 | \$14.15 | \$0.00 | \$62.75 |
| | 06/01/2019 | \$42.00 | \$7.60 | \$14.15 | \$0.00 | \$63.75 |
| | 12/01/2019 | \$43.00 | \$7.60 | \$14.15 | \$0.00 | \$64.75 |

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|-----------------------|------------------|---------------|----------------|--------------------------------------|-------------------|
| DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/01/2016 | \$37.50 | \$7.60 | \$14.15 | \$0.00 | \$59.25 |
| | 06/01/2017 | \$38.50 | \$7.60 | \$14.15 | \$0.00 | \$60.25 |
| | 12/01/2017 | \$39.35 | \$7.60 | \$14.15 | \$0.00 | \$61.10 |
| | 06/01/2018 | \$40.30 | \$7.60 | \$14.15 | \$0.00 | \$62.05 |
| | 12/01/2018 | \$41.25 | \$7.60 | \$14.15 | \$0.00 | \$63.00 |
| | 06/01/2019 | \$42.25 | \$7.60 | \$14.15 | \$0.00 | \$64.00 |
| | 12/01/2019 | \$43.25 | \$7.60 | \$14.15 | \$0.00 | \$65.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/01/2016 | \$37.25 | \$7.60 | \$14.15 | \$0.00 | \$59.00 |
| | 06/01/2017 | \$38.25 | \$7.60 | \$14.15 | \$0.00 | \$60.00 |
| | 12/01/2017 | \$39.10 | \$7.60 | \$14.15 | \$0.00 | \$60.85 |
| | 06/01/2018 | \$40.05 | \$7.60 | \$14.15 | \$0.00 | \$61.80 |
| | 12/01/2018 | \$41.00 | \$7.60 | \$14.15 | \$0.00 | \$62.75 |
| | 06/01/2019 | \$42.00 | \$7.60 | \$14.15 | \$0.00 | \$63.75 |
| | 12/01/2019 | \$43.00 | \$7.60 | \$14.15 | \$0.00 | \$64.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: WRECKING LABORER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/01/2016 | \$36.50 | \$7.60 | \$14.15 | \$0.00 | \$58.25 |
| | 06/01/2017 | \$37.50 | \$7.60 | \$14.15 | \$0.00 | \$59.25 |
| | 12/01/2017 | \$38.35 | \$7.60 | \$14.15 | \$0.00 | \$60.10 |
| | 06/01/2018 | \$39.30 | \$7.60 | \$14.15 | \$0.00 | \$61.05 |
| | 12/01/2018 | \$40.25 | \$7.60 | \$14.15 | \$0.00 | \$62.00 |
| | 06/01/2019 | \$41.25 | \$7.60 | \$14.15 | \$0.00 | \$63.00 |
| | 12/01/2019 | \$42.25 | \$7.60 | \$14.15 | \$0.00 | \$64.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DIVER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i> | 08/01/2015 | \$60.34 | \$9.80 | \$18.17 | \$0.00 | \$88.31 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i> | 08/01/2015 | \$43.10 | \$9.80 | \$18.17 | \$0.00 | \$71.07 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i> | 08/01/2015 | \$64.65 | \$9.80 | \$18.17 | \$0.00 | \$92.62 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i> | 08/01/2015 | \$90.51 | \$9.80 | \$18.17 | \$0.00 | \$118.48 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| ELECTRICIAN (Including Core Drilling) <i>ELECTRICIANS LOCAL 7</i> | 01/01/2017 | \$39.51 | \$9.35 | \$10.84 | \$0.00 | \$59.70 |

Apprentice - ELECTRICIAN - Local 7

Effective Date - 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 40 | \$15.80 | \$5.00 | \$0.47 | \$0.00 | \$21.27 |
| 2 | 45 | \$17.78 | \$5.00 | \$0.53 | \$0.00 | \$23.31 |
| 3 | 50 | \$19.76 | \$9.35 | \$6.54 | \$0.00 | \$35.65 |
| 4 | 55 | \$21.73 | \$9.35 | \$6.60 | \$0.00 | \$37.68 |
| 5 | 65 | \$25.68 | \$9.35 | \$7.72 | \$0.00 | \$42.75 |
| 6 | 70 | \$27.66 | \$9.35 | \$8.78 | \$0.00 | \$45.79 |

Notes: Pre-5/31/11 Begins at Step 3 \$39.72/4\$41.75/5\$46.38/6\$48.60
Steps 1-2 are 1000 hrs; Steps 3-6 are 1500 hrs.

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

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| ELEVATOR CONSTRUCTOR ELEVATOR CONSTRUCTORS LOCAL 41 | 01/01/2017 | \$49.90 | \$15.28 | \$15.71 | \$0.00 | \$80.89 |
|--|------------|---------|---------|---------|--------|---------|

Apprentice - ELEVATOR CONSTRUCTOR - Local 41

Effective Date - 01/01/2017

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

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

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| ELEVATOR CONSTRUCTOR HELPER ELEVATOR CONSTRUCTORS LOCAL 41 | 01/01/2017 | \$34.93 | \$15.28 | \$15.71 | \$0.00 | \$65.92 |
|---|------------|---------|---------|---------|--------|---------|

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY) | 12/01/2016 | \$29.75 | \$7.60 | \$10.62 | \$0.00 | \$47.97 |
|---|------------|---------|--------|---------|--------|---------|

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

| | | | | | | |
|--|------------|---------|--------|--------|--------|---------|
| FIELD ENG.INST/ROD-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 98 | 06/01/1999 | \$18.84 | \$4.80 | \$4.10 | \$0.00 | \$27.74 |
|--|------------|---------|--------|--------|--------|---------|

| | | | | | | |
|---|------------|---------|--------|--------|--------|---------|
| FIELD ENG.PARTY CHIEF:BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 98 | 06/01/1999 | \$21.33 | \$4.80 | \$4.10 | \$0.00 | \$30.23 |
|---|------------|---------|--------|--------|--------|---------|

| | | | | | | |
|--|------------|---------|--------|--------|--------|---------|
| FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 98 | 06/01/1999 | \$22.33 | \$4.80 | \$4.10 | \$0.00 | \$31.23 |
|--|------------|---------|--------|--------|--------|---------|

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| FIRE ALARM INSTALLER ELECTRICIANS LOCAL 7 | 01/01/2017 | \$39.51 | \$9.35 | \$10.84 | \$0.00 | \$59.70 |
|--|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- ELECTRICIAN"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|--------|---------|---------------------------|------------|
| FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS</i> | 01/01/2017 | \$39.51 | \$9.35 | \$10.84 | \$0.00 | \$59.70 |

LOCAL 7
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| FIREMAN <i>OPERATING ENGINEERS LOCAL 98</i> | 12/01/2016 | \$33.15 | \$10.58 | \$12.38 | \$0.00 | \$56.11 |
| | 06/01/2017 | \$33.35 | \$10.79 | \$12.75 | \$0.00 | \$56.89 |
| | 12/01/2017 | \$33.95 | \$10.79 | \$13.02 | \$0.00 | \$57.76 |
| | 06/01/2018 | \$34.56 | \$10.79 | \$13.29 | \$0.00 | \$58.64 |
| | 12/01/2018 | \$35.16 | \$10.79 | \$13.56 | \$0.00 | \$59.51 |
| | 06/01/2019 | \$35.67 | \$10.79 | \$13.83 | \$0.00 | \$60.29 |
| | 12/01/2019 | \$36.27 | \$10.79 | \$14.10 | \$0.00 | \$61.16 |

Apprentice - OPERATING ENGINEERS - Local 98 Class 3

Effective Date - 12/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 60 | \$19.89 | \$10.58 | \$12.38 | \$0.00 | \$42.85 |
| 2 | 70 | \$23.21 | \$10.58 | \$12.38 | \$0.00 | \$46.17 |
| 3 | 80 | \$26.52 | \$10.58 | \$12.38 | \$0.00 | \$49.48 |
| 4 | 90 | \$29.84 | \$10.58 | \$12.38 | \$0.00 | \$52.80 |

Effective Date - 06/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 60 | \$20.01 | \$10.79 | \$12.75 | \$0.00 | \$43.55 |
| 2 | 70 | \$23.35 | \$10.79 | \$12.75 | \$0.00 | \$46.89 |
| 3 | 80 | \$26.68 | \$10.79 | \$12.75 | \$0.00 | \$50.22 |
| 4 | 90 | \$30.02 | \$10.79 | \$12.75 | \$0.00 | \$53.56 |

Notes:

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

Apprentice to Journeyworker Ratio:1:6

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| FLAGGER & SIGNALER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i> | 12/01/2016 | \$20.50 | \$7.60 | \$10.62 | \$0.00 | \$38.72 |
|--|------------|---------|--------|---------|--------|---------|

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

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE III</i> | 03/01/2016 | \$32.60 | \$8.55 | \$14.42 | \$0.00 | \$55.57 |
|--|------------|---------|--------|---------|--------|---------|

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - FLOORCOVERER - Local 2168 Zone III

Effective Date - 03/01/2016

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|-------------------------------------|------------|---------|---------|---------|--------|---------|
| FORK LIFT | 12/01/2016 | \$33.37 | \$10.58 | \$12.38 | \$0.00 | \$56.33 |
| <i>OPERATING ENGINEERS LOCAL 98</i> | 06/01/2017 | \$33.57 | \$10.79 | \$12.75 | \$0.00 | \$57.11 |
| | 12/01/2017 | \$34.17 | \$10.79 | \$13.02 | \$0.00 | \$57.98 |
| | 06/01/2018 | \$34.78 | \$10.79 | \$13.29 | \$0.00 | \$58.86 |
| | 12/01/2018 | \$35.38 | \$10.79 | \$13.56 | \$0.00 | \$59.73 |
| | 06/01/2019 | \$35.89 | \$10.79 | \$13.83 | \$0.00 | \$60.51 |
| | 12/01/2019 | \$36.49 | \$10.79 | \$14.10 | \$0.00 | \$61.38 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|-------------------------------------|------------|---------|---------|---------|--------|---------|
| GENERATORS/LIGHTING PLANTS | 12/01/2016 | \$29.92 | \$10.58 | \$12.38 | \$0.00 | \$52.88 |
| <i>OPERATING ENGINEERS LOCAL 98</i> | 06/01/2017 | \$30.12 | \$10.79 | \$12.75 | \$0.00 | \$53.66 |
| | 12/01/2017 | \$30.72 | \$10.79 | \$13.02 | \$0.00 | \$54.53 |
| | 06/01/2018 | \$31.33 | \$10.79 | \$13.29 | \$0.00 | \$55.41 |
| | 12/01/2018 | \$31.93 | \$10.79 | \$13.56 | \$0.00 | \$56.28 |
| | 06/01/2019 | \$32.44 | \$10.79 | \$13.83 | \$0.00 | \$57.06 |
| | 12/01/2019 | \$33.04 | \$10.79 | \$14.10 | \$0.00 | \$57.93 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|--------|--------|---------|
| GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) | 06/01/2016 | \$35.58 | \$10.70 | \$8.25 | \$0.00 | \$54.53 |
| <i>GLAZIERS LOCAL 1333</i> | | | | | | |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - GLAZIER - Local 1333

Effective Date - 06/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$17.79 | \$10.70 | \$1.00 | \$0.00 | \$29.49 |
| 2 | 56 | \$20.01 | \$10.70 | \$1.00 | \$0.00 | \$31.71 |
| 3 | 63 | \$22.24 | \$10.70 | \$1.50 | \$0.00 | \$34.44 |
| 4 | 69 | \$24.46 | \$10.70 | \$1.50 | \$0.00 | \$36.66 |
| 5 | 75 | \$26.69 | \$10.70 | \$2.00 | \$0.00 | \$39.39 |
| 6 | 81 | \$28.91 | \$10.70 | \$2.00 | \$0.00 | \$41.61 |
| 7 | 88 | \$31.13 | \$10.70 | \$8.00 | \$0.00 | \$49.83 |
| 8 | 94 | \$33.36 | \$10.70 | \$8.00 | \$0.00 | \$52.06 |

Notes:

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| GRADER/TRENCHING MACHINE/DERRICK <i>OPERATING ENGINEERS LOCAL 98</i> | 12/01/2016 | \$33.68 | \$10.58 | \$12.38 | \$0.00 | \$56.64 |
| | 06/01/2017 | \$33.88 | \$10.79 | \$12.75 | \$0.00 | \$57.42 |
| | 12/01/2017 | \$34.48 | \$10.79 | \$13.02 | \$0.00 | \$58.29 |
| | 06/01/2018 | \$35.09 | \$10.79 | \$13.29 | \$0.00 | \$59.17 |
| | 12/01/2018 | \$35.69 | \$10.79 | \$13.56 | \$0.00 | \$60.04 |
| | 06/01/2019 | \$36.20 | \$10.79 | \$13.83 | \$0.00 | \$60.82 |
| | 12/01/2019 | \$36.80 | \$10.79 | \$14.10 | \$0.00 | \$61.69 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| HVAC (DUCTWORK) <i>SHEETMETAL WORKERS LOCAL 63</i> | 01/01/2017 | \$32.24 | \$10.64 | \$15.49 | \$1.75 | \$60.12 |
|---|------------|---------|---------|---------|--------|---------|

For apprentice rates see "Apprentice- SHEET METAL WORKER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| HVAC (ELECTRICAL CONTROLS) <i>ELECTRICIANS LOCAL 7</i> | 01/01/2017 | \$39.51 | \$9.35 | \$10.84 | \$0.00 | \$59.70 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- ELECTRICIAN"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 63</i> | 01/01/2017 | \$32.24 | \$10.64 | \$15.49 | \$1.75 | \$60.12 |
|--|------------|---------|---------|---------|--------|---------|

For apprentice rates see "Apprentice- SHEET METAL WORKER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| HVAC (TESTING AND BALANCING -WATER) <i>PLUMBERS & PIPEFITTERS LOCAL 104</i> | 03/17/2017 | \$39.26 | \$8.50 | \$15.30 | \$0.00 | \$63.06 |
| | 09/17/2017 | \$40.01 | \$8.50 | \$15.30 | \$0.00 | \$63.81 |
| | 03/17/2018 | \$40.76 | \$8.50 | \$15.30 | \$0.00 | \$64.56 |
| | 09/17/2018 | \$41.51 | \$8.50 | \$15.30 | \$0.00 | \$65.31 |
| | 03/17/2019 | \$42.26 | \$8.50 | \$15.30 | \$0.00 | \$66.06 |

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

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| HVAC MECHANIC <i>PLUMBERS & PIPEFITTERS LOCAL 104</i> | 03/17/2017 | \$39.26 | \$8.50 | \$15.30 | \$0.00 | \$63.06 |
| | 09/17/2017 | \$40.01 | \$8.50 | \$15.30 | \$0.00 | \$63.81 |
| | 03/17/2018 | \$40.76 | \$8.50 | \$15.30 | \$0.00 | \$64.56 |
| | 09/17/2018 | \$41.51 | \$8.50 | \$15.30 | \$0.00 | \$65.31 |
| | 03/17/2019 | \$42.26 | \$8.50 | \$15.30 | \$0.00 | \$66.06 |

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

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i> | 12/01/2016 | \$30.25 | \$7.60 | \$10.62 | \$0.00 | \$48.47 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway) | | | | | | |
| INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i> | 09/01/2016 | \$36.07 | \$11.75 | \$14.20 | \$0.00 | \$62.02 |
| | 09/01/2017 | \$37.67 | \$11.75 | \$14.20 | \$0.00 | \$63.62 |
| | 09/01/2018 | \$39.47 | \$11.75 | \$14.20 | \$0.00 | \$65.42 |
| | 09/01/2019 | \$41.47 | \$11.75 | \$14.20 | \$0.00 | \$67.42 |

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

Effective Date - 09/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$18.04 | \$11.75 | \$10.45 | \$0.00 | \$40.24 |
| 2 | 60 | \$21.64 | \$11.75 | \$11.20 | \$0.00 | \$44.59 |
| 3 | 70 | \$25.25 | \$11.75 | \$11.95 | \$0.00 | \$48.95 |
| 4 | 80 | \$28.86 | \$11.75 | \$12.70 | \$0.00 | \$53.31 |

Effective Date - 09/01/2017

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

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)</i> | 03/16/2017 | \$32.39 | \$7.80 | \$19.60 | \$0.00 | \$59.79 |
|--|------------|---------|--------|---------|--------|---------|

Apprentice - IRONWORKER - Local 7 Springfield

Effective Date - 03/16/2017

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

Notes:

Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| JACKHAMMER & PAVING BREAKER OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/05/2016 | \$29.83 | \$7.60 | \$12.50 | \$0.00 | \$49.93 |
|--|------------|---------|--------|---------|--------|---------|

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| LABORER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/05/2016 | \$29.58 | \$7.60 | \$12.50 | \$0.00 | \$49.68 |

For apprentice rates see "Apprentice- LABORER"

Apprentice - LABORER - Zone 3 Building & Site

Effective Date - 12/05/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$17.75 | \$7.60 | \$12.50 | \$0.00 | \$37.85 |
| 2 | 70 | \$20.71 | \$7.60 | \$12.50 | \$0.00 | \$40.81 |
| 3 | 80 | \$23.66 | \$7.60 | \$12.50 | \$0.00 | \$43.76 |
| 4 | 90 | \$26.62 | \$7.60 | \$12.50 | \$0.00 | \$46.72 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| LABORER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i> | 12/01/2016 | \$29.50 | \$7.60 | \$10.62 | \$0.00 | \$47.72 |
|---|------------|---------|--------|---------|--------|---------|

Apprentice - LABORER (Heavy & Highway) - Zone 3

Effective Date - 12/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$17.70 | \$7.60 | \$10.62 | \$0.00 | \$35.92 |
| 2 | 70 | \$20.65 | \$7.60 | \$10.62 | \$0.00 | \$38.87 |
| 3 | 80 | \$23.60 | \$7.60 | \$10.62 | \$0.00 | \$41.82 |
| 4 | 90 | \$26.55 | \$7.60 | \$10.62 | \$0.00 | \$44.77 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| LABORER: CARPENTER TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/05/2016 | \$29.58 | \$7.60 | \$12.50 | \$0.00 | \$49.68 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/05/2016 | \$29.83 | \$7.60 | \$12.50 | \$0.00 | \$49.93 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/05/2015 | \$29.68 | \$7.60 | \$12.50 | \$0.00 | \$49.78 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| LABORER: MASON TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/05/2016 | \$30.58 | \$7.60 | \$12.50 | \$0.00 | \$50.68 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i> | 12/01/2016 | \$29.75 | \$7.60 | \$10.62 | \$0.00 | \$47.97 |
|---|------------|---------|--------|---------|--------|---------|

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

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/05/2016 | \$29.58 | \$7.60 | \$12.50 | \$0.00 | \$49.68 |
|---|------------|---------|--------|---------|--------|---------|

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: TREE REMOVER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/05/2016 | \$29.58 | \$7.60 | \$12.50 | \$0.00 | \$49.68 |
| This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LASER BEAM OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/05/2016 | \$29.83 | \$7.60 | \$12.50 | \$0.00 | \$49.93 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i> | 12/01/2016 | \$29.75 | \$7.60 | \$10.62 | \$0.00 | \$47.97 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE</i> | 02/27/2017 | \$32.67 | \$10.75 | \$17.05 | \$0.00 | \$60.47 |

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

Effective Date - 02/27/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$16.34 | \$10.75 | \$17.05 | \$0.00 | \$44.14 |
| 2 | 60 | \$19.60 | \$10.75 | \$17.05 | \$0.00 | \$47.40 |
| 3 | 70 | \$22.87 | \$10.75 | \$17.05 | \$0.00 | \$50.67 |
| 4 | 80 | \$26.14 | \$10.75 | \$17.05 | \$0.00 | \$53.94 |
| 5 | 90 | \$29.40 | \$10.75 | \$17.05 | \$0.00 | \$57.20 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| MARBLE MASONS, TILELAYERS & TERRAZZO MECH <i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE</i> | 02/27/2017 | \$39.26 | \$10.75 | \$17.38 | \$0.00 | \$67.39 |
|--|------------|---------|---------|---------|--------|---------|

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

Effective Date - 02/27/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$19.63 | \$10.75 | \$17.38 | \$0.00 | \$47.76 |
| 2 | 60 | \$23.56 | \$10.75 | \$17.38 | \$0.00 | \$51.69 |
| 3 | 70 | \$27.48 | \$10.75 | \$17.38 | \$0.00 | \$55.61 |
| 4 | 80 | \$31.41 | \$10.75 | \$17.38 | \$0.00 | \$59.54 |
| 5 | 90 | \$35.33 | \$10.75 | \$17.38 | \$0.00 | \$63.46 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 98</i> | 12/01/2016 | \$33.68 | \$10.58 | \$12.38 | \$0.00 | \$56.64 |
| | 06/01/2017 | \$33.88 | \$10.79 | \$12.75 | \$0.00 | \$57.42 |
| | 12/01/2017 | \$34.48 | \$10.79 | \$13.02 | \$0.00 | \$58.29 |
| | 06/01/2018 | \$35.09 | \$10.79 | \$13.29 | \$0.00 | \$59.17 |
| | 12/01/2018 | \$35.69 | \$10.79 | \$13.56 | \$0.00 | \$60.04 |
| | 06/01/2019 | \$36.20 | \$10.79 | \$13.83 | \$0.00 | \$60.82 |
| | 12/01/2019 | \$36.80 | \$10.79 | \$14.10 | \$0.00 | \$61.69 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| MECHANIC/WELDER/BOOM TRUCK <i>OPERATING ENGINEERS LOCAL 98</i> | 12/01/2016 | \$33.15 | \$10.58 | \$12.38 | \$0.00 | \$56.11 |
| | 06/01/2017 | \$33.35 | \$10.79 | \$12.75 | \$0.00 | \$56.89 |
| | 12/01/2017 | \$33.95 | \$10.79 | \$13.02 | \$0.00 | \$57.76 |
| | 06/01/2018 | \$34.56 | \$10.79 | \$13.29 | \$0.00 | \$58.64 |
| | 12/01/2018 | \$35.16 | \$10.79 | \$13.56 | \$0.00 | \$59.51 |
| | 06/01/2019 | \$35.67 | \$10.79 | \$13.83 | \$0.00 | \$60.29 |
| | 12/01/2019 | \$36.27 | \$10.79 | \$14.10 | \$0.00 | \$61.16 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| MILLWRIGHT (Zone 3) <i>MILLWRIGHTS LOCAL 1121 - Zone 3</i> | 04/01/2017 | \$33.81 | \$9.90 | \$18.50 | \$0.00 | \$62.21 |
| | 10/01/2017 | \$34.64 | \$9.90 | \$18.50 | \$0.00 | \$63.04 |
| | 04/01/2018 | \$35.46 | \$9.90 | \$18.50 | \$0.00 | \$63.86 |
| | 10/01/2018 | \$36.29 | \$9.90 | \$18.50 | \$0.00 | \$64.69 |
| | 04/01/2019 | \$37.11 | \$9.90 | \$18.50 | \$0.00 | \$65.51 |

Apprentice - MILLWRIGHT - Local 1121 Zone 3

Effective Date - 04/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 55 | \$18.60 | \$9.90 | \$5.31 | \$0.00 | \$33.81 |
| 2 | 65 | \$21.98 | \$9.90 | \$15.13 | \$0.00 | \$47.01 |
| 3 | 75 | \$25.36 | \$9.90 | \$16.10 | \$0.00 | \$51.36 |
| 4 | 85 | \$28.74 | \$9.90 | \$17.06 | \$0.00 | \$55.70 |

Effective Date - 10/01/2017

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

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| MORTAR MIXER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/05/2016 | \$29.83 | \$7.60 | \$12.50 | \$0.00 | \$49.93 |
|--|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| OILER <i>OPERATING ENGINEERS LOCAL 98</i> | 12/01/2016 | \$28.84 | \$10.58 | \$12.38 | \$0.00 | \$51.80 |
| | 06/01/2017 | \$29.04 | \$10.79 | \$12.75 | \$0.00 | \$52.58 |
| | 12/01/2017 | \$29.64 | \$10.79 | \$13.02 | \$0.00 | \$53.45 |
| | 06/01/2018 | \$30.25 | \$10.79 | \$13.29 | \$0.00 | \$54.33 |
| | 12/01/2018 | \$30.85 | \$10.79 | \$13.56 | \$0.00 | \$55.20 |
| | 06/01/2019 | \$31.36 | \$10.79 | \$13.83 | \$0.00 | \$55.98 |
| | 12/01/2019 | \$31.96 | \$10.79 | \$14.10 | \$0.00 | \$56.85 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| OTHER POWER DRIVEN EQUIPMENT - CLASS VI <i>OPERATING ENGINEERS LOCAL 98</i> | 12/01/2016 | \$26.86 | \$10.58 | \$12.38 | \$0.00 | \$49.82 |
| | 06/01/2017 | \$27.06 | \$10.79 | \$12.75 | \$0.00 | \$50.60 |
| | 12/01/2017 | \$27.66 | \$10.79 | \$13.02 | \$0.00 | \$51.47 |
| | 06/01/2018 | \$28.27 | \$10.79 | \$13.29 | \$0.00 | \$52.35 |
| | 12/01/2018 | \$28.87 | \$10.79 | \$13.56 | \$0.00 | \$53.22 |
| | 06/01/2019 | \$29.38 | \$10.79 | \$13.83 | \$0.00 | \$54.00 |
| | 12/01/2019 | \$29.98 | \$10.79 | \$14.10 | \$0.00 | \$54.87 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 3</i> | 01/01/2017 | \$51.41 | \$7.85 | \$16.10 | \$0.00 | \$75.36 |

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2017

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

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

* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. *PAINTERS LOCAL 35 - ZONE 3*

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 01/01/2017

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| PAINTER (SPRAY OR SANDBLAST, REPAINT) <i>PAINTERS LOCAL 35 - ZONE 3</i> | 01/01/2017 | \$32.00 | \$7.85 | \$12.30 | \$0.00 | \$52.15 |
|--|------------|---------|--------|---------|--------|---------|

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

Effective Date - 01/01/2017

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

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

* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. *PAINTERS LOCAL 35 - ZONE 3*

Apprentice - PAINTER - Local 35 Zone 3 - BRUSH NEW

Effective Date - 01/01/2017

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

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PAINTER / TAPER (BRUSH, REPAINT) <i>PAINTERS LOCAL 35 - ZONE 3</i> | 01/01/2017 | \$30.60 | \$7.85 | \$12.30 | \$0.00 | \$50.75 |
|---|------------|---------|--------|---------|--------|---------|

Apprentice - PAINTER Local 35 Zone 3 - BRUSH REPAINT

Effective Date - 01/01/2017

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

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i> | 12/01/2016 | \$29.50 | \$7.60 | \$10.62 | \$0.00 | \$47.72 |
|--|------------|---------|--------|---------|--------|---------|

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

| | | | | | | |
|--|------------|---------|--------|--------|--------|---------|
| PANEL & PICKUP TRUCKS DRIVER <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 12/01/2012 | \$30.28 | \$9.07 | \$8.00 | \$0.00 | \$47.35 |
|--|------------|---------|--------|--------|--------|---------|

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i> | 08/31/2015 | \$39.00 | \$9.80 | \$18.17 | \$0.00 | \$66.97 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- PILE DRIVER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PILE DRIVER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i> | 08/31/2015 | \$39.00 | \$9.80 | \$18.17 | \$0.00 | \$66.97 |
|---|------------|---------|--------|---------|--------|---------|

Apprentice - PILE DRIVER - Local 56 Zone 3

Effective Date - 08/31/2015

| 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\$50.05/2\$54.25/3\$58.46/4\$60.56/5\$62.66/6\$62.66/7\$66.87/8\$66.87

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| PIPELAYER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> For apprentice rates see "Apprentice- LABORER" | 12/05/2016 | \$29.83 | \$7.60 | \$12.50 | \$0.00 | \$49.93 |
| PIPELAYER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i> For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | 12/01/2016 | \$29.75 | \$7.60 | \$10.62 | \$0.00 | \$47.97 |
| PLUMBER & PIPEFITTER <i>PLUMBERS & PIPEFITTERS LOCAL 104</i> | 03/17/2017 | \$39.26 | \$8.50 | \$15.30 | \$0.00 | \$63.06 |
| | 09/17/2017 | \$40.01 | \$8.50 | \$15.30 | \$0.00 | \$63.81 |
| | 03/17/2018 | \$40.76 | \$8.50 | \$15.30 | \$0.00 | \$64.56 |
| | 09/17/2018 | \$41.51 | \$8.50 | \$15.30 | \$0.00 | \$65.31 |
| | 03/17/2019 | \$42.26 | \$8.50 | \$15.30 | \$0.00 | \$66.06 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PLUMBER/PIPEFITTER - Local 104

Effective Date - 03/17/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 45 | \$17.67 | \$8.50 | \$9.05 | \$0.00 | \$35.22 |
| 2 | 50 | \$19.63 | \$8.50 | \$9.05 | \$0.00 | \$37.18 |
| 3 | 55 | \$21.59 | \$8.50 | \$9.05 | \$0.00 | \$39.14 |
| 4 | 60 | \$23.56 | \$8.50 | \$9.05 | \$0.00 | \$41.11 |
| 5 | 65 | \$25.52 | \$8.50 | \$9.05 | \$0.00 | \$43.07 |
| 6 | 70 | \$27.48 | \$8.50 | \$9.05 | \$0.00 | \$45.03 |
| 7 | 75 | \$29.45 | \$8.50 | \$9.05 | \$0.00 | \$47.00 |
| 8 | 80 | \$31.41 | \$8.50 | \$9.05 | \$0.00 | \$48.96 |
| 9 | 80 | \$31.41 | \$8.50 | \$15.30 | \$0.00 | \$55.21 |
| 10 | 80 | \$31.41 | \$8.50 | \$15.30 | \$0.00 | \$55.21 |

Effective Date - 09/17/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 45 | \$18.00 | \$8.50 | \$9.05 | \$0.00 | \$35.55 |
| 2 | 50 | \$20.01 | \$8.50 | \$9.05 | \$0.00 | \$37.56 |
| 3 | 55 | \$22.01 | \$8.50 | \$9.05 | \$0.00 | \$39.56 |
| 4 | 60 | \$24.01 | \$8.50 | \$9.05 | \$0.00 | \$41.56 |
| 5 | 65 | \$26.01 | \$8.50 | \$9.05 | \$0.00 | \$43.56 |
| 6 | 70 | \$28.01 | \$8.50 | \$9.05 | \$0.00 | \$45.56 |
| 7 | 75 | \$30.01 | \$8.50 | \$9.05 | \$0.00 | \$47.56 |
| 8 | 80 | \$32.01 | \$8.50 | \$9.05 | \$0.00 | \$49.56 |
| 9 | 80 | \$32.01 | \$8.50 | \$15.30 | \$0.00 | \$55.81 |
| 10 | 80 | \$32.01 | \$8.50 | \$15.30 | \$0.00 | \$55.81 |

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

Apprentice to Journeyworker Ratio:**

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PNEUMATIC CONTROLS (TEMP.) <i>PLUMBERS & PIPEFITTERS LOCAL 104</i> | 03/17/2017 | \$39.26 | \$8.50 | \$15.30 | \$0.00 | \$63.06 |
| | 09/17/2017 | \$40.01 | \$8.50 | \$15.30 | \$0.00 | \$63.81 |
| | 03/17/2018 | \$40.76 | \$8.50 | \$15.30 | \$0.00 | \$64.56 |
| | 09/17/2018 | \$41.51 | \$8.50 | \$15.30 | \$0.00 | \$65.31 |
| | 03/17/2019 | \$42.26 | \$8.50 | \$15.30 | \$0.00 | \$66.06 |

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

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) | 12/01/2016 | \$29.75 | \$7.60 | \$10.62 | \$0.00 | \$47.97 |
|---|------------|---------|--------|---------|--------|---------|

LABORERS - ZONE 3 (HEAVY & HIGHWAY)

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

| | | | | | | |
|---------------------|------------|---------|--------|---------|--------|---------|
| POWDERMAN & BLASTER | 12/05/2016 | \$30.58 | \$7.60 | \$12.50 | \$0.00 | \$50.68 |
|---------------------|------------|---------|--------|---------|--------|---------|

LABORERS - ZONE 3 (BUILDING & SITE)

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---------------------------------------|------------|---------|--------|---------|--------|---------|
| POWDERMAN & BLASTER (HEAVY & HIGHWAY) | 12/01/2016 | \$30.50 | \$7.60 | \$10.62 | \$0.00 | \$48.72 |
|---------------------------------------|------------|---------|--------|---------|--------|---------|

LABORERS - ZONE 3 (HEAVY & HIGHWAY)

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

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 98</i> | 12/01/2016 | \$33.68 | \$10.58 | \$12.38 | \$0.00 | \$56.64 |
| | 06/01/2017 | \$33.88 | \$10.79 | \$12.75 | \$0.00 | \$57.42 |
| | 12/01/2017 | \$34.48 | \$10.79 | \$13.02 | \$0.00 | \$58.29 |
| | 06/01/2018 | \$35.09 | \$10.79 | \$13.29 | \$0.00 | \$59.17 |
| | 12/01/2018 | \$35.69 | \$10.79 | \$13.56 | \$0.00 | \$60.04 |
| | 06/01/2019 | \$36.20 | \$10.79 | \$13.83 | \$0.00 | \$60.82 |
| | 12/01/2019 | \$36.80 | \$10.79 | \$14.10 | \$0.00 | \$61.69 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 98</i> | 12/01/2016 | \$33.15 | \$10.58 | \$12.38 | \$0.00 | \$56.11 |
| | 06/01/2017 | \$33.35 | \$10.79 | \$12.75 | \$0.00 | \$56.89 |
| | 12/01/2017 | \$33.95 | \$10.79 | \$13.02 | \$0.00 | \$57.76 |
| | 06/01/2018 | \$34.56 | \$10.79 | \$13.29 | \$0.00 | \$58.64 |
| | 12/01/2018 | \$35.16 | \$10.79 | \$13.56 | \$0.00 | \$59.51 |
| | 06/01/2019 | \$35.67 | \$10.79 | \$13.83 | \$0.00 | \$60.29 |
| | 12/01/2019 | \$36.27 | \$10.79 | \$14.10 | \$0.00 | \$61.16 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| READY-MIX CONCRETE DRIVER <i>TEAMSTERS LOCAL 404</i> | 05/01/2016 | \$21.01 | \$10.23 | \$9.40 | \$0.00 | \$40.64 |
| RESIDENTIAL WOOD FRAME CARPENTER ** ** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement. <i>CARPENTERS LOCAL 108 - HAMPDEN HAMPSHIRE FRANKLIN</i> | 04/01/2017 | \$22.08 | \$7.07 | \$7.18 | \$0.00 | \$36.33 |
| | 10/01/2017 | \$22.63 | \$7.07 | \$7.18 | \$0.00 | \$36.88 |
| | 04/01/2018 | \$23.01 | \$7.07 | \$7.18 | \$0.00 | \$37.26 |
| | 10/01/2018 | \$23.39 | \$7.07 | \$7.18 | \$0.00 | \$37.64 |
| | 04/01/2019 | \$23.78 | \$7.07 | \$7.18 | \$0.00 | \$38.03 |
| | 10/01/2019 | \$24.17 | \$7.07 | \$7.18 | \$0.00 | \$38.42 |
| As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate. | | | | | | |

Apprentice - ROOFER - Local 248

Effective Date - 10/16/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$19.05 | \$9.41 | \$0.00 | \$0.00 | \$28.46 |
| 2 | 65 | \$20.64 | \$9.41 | \$12.75 | \$0.00 | \$42.80 |
| 3 | 70 | \$22.23 | \$9.41 | \$12.75 | \$0.00 | \$44.39 |
| 4 | 75 | \$23.81 | \$9.41 | \$12.75 | \$0.00 | \$45.97 |
| 5 | 80 | \$25.40 | \$9.41 | \$12.75 | \$0.00 | \$47.56 |
| 6 | 85 | \$26.99 | \$9.41 | \$12.75 | \$0.00 | \$49.15 |
| 7 | 90 | \$28.58 | \$9.41 | \$12.75 | \$0.00 | \$50.74 |
| 8 | 95 | \$30.16 | \$9.41 | \$12.75 | \$0.00 | \$52.32 |

Notes:

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

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 248 | 10/16/2016 | \$32.25 | \$9.41 | \$13.25 | \$0.00 | \$54.91 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- ROOFER"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| SCRAPER OPERATING ENGINEERS LOCAL 98 | 12/01/2016 | \$33.15 | \$10.58 | \$12.38 | \$0.00 | \$56.11 |
| | 06/01/2017 | \$33.35 | \$10.79 | \$12.75 | \$0.00 | \$56.89 |
| | 12/01/2017 | \$33.95 | \$10.79 | \$13.02 | \$0.00 | \$57.76 |
| | 06/01/2018 | \$34.56 | \$10.79 | \$13.29 | \$0.00 | \$58.64 |
| | 12/01/2018 | \$35.16 | \$10.79 | \$13.56 | \$0.00 | \$59.51 |
| | 06/01/2019 | \$35.67 | \$10.79 | \$13.83 | \$0.00 | \$60.29 |
| | 12/01/2019 | \$36.27 | \$10.79 | \$14.10 | \$0.00 | \$61.16 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS) OPERATING ENGINEERS LOCAL 98 | 12/01/2016 | \$32.54 | \$10.58 | \$12.38 | \$0.00 | \$55.50 |
| | 06/01/2017 | \$32.74 | \$10.79 | \$12.75 | \$0.00 | \$56.28 |
| | 12/01/2017 | \$33.34 | \$10.79 | \$13.02 | \$0.00 | \$57.15 |
| | 06/01/2018 | \$33.95 | \$10.79 | \$13.29 | \$0.00 | \$58.03 |
| | 12/01/2018 | \$34.55 | \$10.79 | \$13.56 | \$0.00 | \$58.90 |
| | 06/01/2019 | \$35.06 | \$10.79 | \$13.83 | \$0.00 | \$59.68 |
| | 12/01/2019 | \$35.66 | \$10.79 | \$14.10 | \$0.00 | \$60.55 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| SELF-PROPELLED POWER BROOM OPERATING ENGINEERS LOCAL 98 | 12/01/2016 | \$29.92 | \$10.58 | \$12.38 | \$0.00 | \$52.88 |
| | 06/01/2017 | \$30.12 | \$10.79 | \$12.75 | \$0.00 | \$53.66 |
| | 12/01/2017 | \$30.72 | \$10.79 | \$13.02 | \$0.00 | \$54.53 |
| | 06/01/2018 | \$31.33 | \$10.79 | \$13.29 | \$0.00 | \$55.41 |
| | 12/01/2018 | \$31.93 | \$10.79 | \$13.56 | \$0.00 | \$56.28 |
| | 06/01/2019 | \$32.44 | \$10.79 | \$13.83 | \$0.00 | \$57.06 |
| | 12/01/2019 | \$33.04 | \$10.79 | \$14.10 | \$0.00 | \$57.93 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 63 | 01/01/2017 | \$32.24 | \$10.64 | \$15.49 | \$1.75 | \$60.12 |
|--|------------|---------|---------|---------|--------|---------|

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SHEET METAL WORKER - Local 63

Effective Date - 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 45 | \$14.51 | \$6.21 | \$4.36 | \$0.00 | \$25.08 |
| 2 | 50 | \$16.12 | \$6.55 | \$4.85 | \$0.00 | \$27.52 |
| 3 | 55 | \$17.73 | \$6.88 | \$8.72 | \$0.98 | \$34.31 |
| 4 | 60 | \$19.34 | \$7.22 | \$8.72 | \$1.06 | \$36.34 |
| 5 | 65 | \$20.96 | \$7.55 | \$8.72 | \$1.12 | \$38.35 |
| 6 | 70 | \$22.57 | \$7.88 | \$8.72 | \$1.18 | \$40.35 |
| 7 | 75 | \$24.18 | \$8.22 | \$8.72 | \$1.23 | \$42.35 |
| 8 | 80 | \$25.79 | \$9.30 | \$14.52 | \$1.43 | \$51.04 |
| 9 | 85 | \$27.40 | \$9.64 | \$14.52 | \$1.49 | \$53.05 |
| 10 | 90 | \$29.02 | \$9.98 | \$14.52 | \$1.55 | \$55.07 |

Notes:

Apprentice to Journeyworker Ratio:1:3

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

Apprentice - SIGN ERECTOR - Local 35 Zone 3

Effective Date - 06/01/2013

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

Notes:
Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B | 12/01/2016 | \$32.44 | \$10.91 | \$10.89 | \$0.00 | \$54.24 |
|---|------------|---------|---------|---------|--------|---------|

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B | 12/01/2016 | \$32.73 | \$10.91 | \$10.89 | \$0.00 | \$54.53 |
|---|------------|---------|---------|---------|--------|---------|

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 669</i> | 04/01/2017 | \$40.26 | \$9.17 | \$12.43 | \$0.00 | \$61.86 |
| | 01/01/2018 | \$40.26 | \$9.67 | \$12.63 | \$0.00 | \$62.56 |
| | 04/01/2018 | \$41.51 | \$9.67 | \$12.88 | \$0.00 | \$64.06 |
| | 01/01/2019 | \$41.51 | \$10.02 | \$13.08 | \$0.00 | \$64.61 |

Apprentice - SPRINKLER FITTER - Local 669

Effective Date - 04/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 45 | \$18.12 | \$7.60 | \$0.00 | \$0.00 | \$25.72 |
| 2 | 50 | \$20.13 | \$7.60 | \$0.00 | \$0.00 | \$27.73 |
| 3 | 55 | \$22.14 | \$9.17 | \$6.60 | \$0.00 | \$37.91 |
| 4 | 60 | \$24.16 | \$9.17 | \$6.60 | \$0.00 | \$39.93 |
| 5 | 65 | \$26.17 | \$9.17 | \$6.85 | \$0.00 | \$42.19 |
| 6 | 70 | \$28.18 | \$9.17 | \$6.85 | \$0.00 | \$44.20 |
| 7 | 75 | \$30.20 | \$9.17 | \$6.85 | \$0.00 | \$46.22 |
| 8 | 80 | \$32.21 | \$9.17 | \$6.85 | \$0.00 | \$48.23 |
| 9 | 85 | \$34.22 | \$9.17 | \$6.85 | \$0.00 | \$50.24 |
| 10 | 90 | \$36.23 | \$9.17 | \$6.85 | \$0.00 | \$52.25 |

Effective Date - 01/01/2018

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

Notes:

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 7</i> | 01/01/2017 | \$39.51 | \$9.35 | \$10.84 | \$0.00 | \$59.70 |
|---|------------|---------|--------|---------|--------|---------|

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 7

Effective Date - 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 40 | \$15.80 | \$5.00 | \$0.47 | \$0.00 | \$21.27 |
| 2 | 45 | \$17.78 | \$5.00 | \$0.53 | \$0.00 | \$23.31 |
| 3 | 50 | \$19.76 | \$9.35 | \$6.54 | \$0.00 | \$35.65 |
| 4 | 55 | \$21.73 | \$9.35 | \$6.60 | \$0.00 | \$37.68 |
| 5 | 65 | \$25.68 | \$9.35 | \$7.72 | \$0.00 | \$42.75 |
| 6 | 70 | \$27.66 | \$9.35 | \$8.78 | \$0.00 | \$45.79 |

Notes:

Steps are 800 hours

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| TERRAZZO FINISHERS BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE | 02/27/2017 | \$32.67 | \$10.75 | \$17.05 | \$0.00 | \$60.47 |
|--|------------|---------|---------|---------|--------|---------|

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

Effective Date - 02/27/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$16.34 | \$10.75 | \$17.05 | \$0.00 | \$44.14 |
| 2 | 60 | \$19.60 | \$10.75 | \$17.05 | \$0.00 | \$47.40 |
| 3 | 70 | \$22.87 | \$10.75 | \$17.05 | \$0.00 | \$50.67 |
| 4 | 80 | \$26.14 | \$10.75 | \$17.05 | \$0.00 | \$53.94 |
| 5 | 90 | \$29.40 | \$10.75 | \$17.05 | \$0.00 | \$57.20 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| TEST BORING DRILLER LABORERS - FOUNDATION AND MARINE | 12/01/2016 | \$37.70 | \$7.60 | \$14.35 | \$0.00 | \$59.65 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| TEST BORING DRILLER HELPER LABORERS - FOUNDATION AND MARINE | 12/01/2016 | \$36.42 | \$7.60 | \$14.35 | \$0.00 | \$58.37 |
|--|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| TEST BORING LABORER LABORERS - FOUNDATION AND MARINE | 12/01/2016 | \$36.30 | \$7.60 | \$14.35 | \$0.00 | \$58.25 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| TRACTORS OPERATING ENGINEERS LOCAL 98 | 12/01/2016 | \$32.54 | \$10.58 | \$12.38 | \$0.00 | \$55.50 |
| | 06/01/2017 | \$32.74 | \$10.79 | \$12.75 | \$0.00 | \$56.28 |
| | 12/01/2017 | \$33.34 | \$10.79 | \$13.02 | \$0.00 | \$57.15 |
| | 06/01/2018 | \$33.95 | \$10.79 | \$13.29 | \$0.00 | \$58.03 |
| | 12/01/2018 | \$34.55 | \$10.79 | \$13.56 | \$0.00 | \$58.90 |
| | 06/01/2019 | \$35.06 | \$10.79 | \$13.83 | \$0.00 | \$59.68 |
| | 12/01/2019 | \$35.66 | \$10.79 | \$14.10 | \$0.00 | \$60.55 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|-----------------------|------------------|---------------|----------------|----------------------------------|-------------------|
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 12/01/2016 | \$33.02 | \$10.91 | \$10.89 | \$0.00 | \$54.82 |
| TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i> | 12/01/2016 | \$48.58 | \$7.60 | \$14.75 | \$0.00 | \$70.93 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i> | 12/01/2016 | \$50.58 | \$7.60 | \$14.75 | \$0.00 | \$72.93 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i> | 12/01/2016 | \$40.65 | \$7.60 | \$14.75 | \$0.00 | \$63.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i> | 12/01/2016 | \$42.65 | \$7.60 | \$14.75 | \$0.00 | \$65.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 12/01/2016 | \$32.44 | \$10.91 | \$10.89 | \$0.00 | \$54.24 |
| WAGON DRILL OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/05/2016 | \$29.83 | \$7.60 | \$12.50 | \$0.00 | \$49.93 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i> | 12/01/2016 | \$29.75 | \$7.60 | \$10.62 | \$0.00 | \$47.97 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| WATER METER INSTALLER <i>PLUMBERS & PIPEFITTERS LOCAL 104</i> | 03/17/2017 | \$39.26 | \$8.50 | \$15.30 | \$0.00 | \$63.06 |
| | 09/17/2017 | \$40.01 | \$8.50 | \$15.30 | \$0.00 | \$63.81 |
| | 03/17/2018 | \$40.76 | \$8.50 | \$15.30 | \$0.00 | \$64.56 |
| | 09/17/2018 | \$41.51 | \$8.50 | \$15.30 | \$0.00 | \$65.31 |
| | 03/17/2019 | \$42.26 | \$8.50 | \$15.30 | \$0.00 | \$66.06 |
| For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER" | | | | | | |
| Outside Electrical - West | | | | | | |
| EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i> | 08/30/2015 | \$42.16 | \$8.20 | \$9.26 | \$0.00 | \$59.62 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i> | 08/30/2015 | \$28.87 | \$8.20 | \$8.87 | \$0.00 | \$45.94 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| GROUNDMAN / TRUCK DRIVER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i> | 08/30/2015 | \$37.73 | \$8.20 | \$9.13 | \$0.00 | \$55.06 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| HEAVY EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i> | 08/30/2015 | \$44.37 | \$8.20 | \$9.33 | \$0.00 | \$61.90 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i> | 08/30/2015 | \$48.80 | \$8.20 | \$9.46 | \$0.00 | \$66.46 |

Apprentice - LINEMAN (Outside Electrical) - West Local 42

Effective Date - 08/30/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$29.28 | \$8.20 | \$0.88 | \$0.00 | \$38.36 |
| 2 | 65 | \$31.72 | \$8.20 | \$0.95 | \$0.00 | \$40.87 |
| 3 | 70 | \$34.16 | \$8.20 | \$9.02 | \$0.00 | \$51.38 |
| 4 | 75 | \$36.60 | \$8.20 | \$9.10 | \$0.00 | \$53.90 |
| 5 | 80 | \$39.04 | \$8.20 | \$9.17 | \$0.00 | \$56.41 |
| 6 | 85 | \$41.48 | \$8.20 | \$9.24 | \$0.00 | \$58.92 |
| 7 | 90 | \$43.92 | \$8.20 | \$9.32 | \$0.00 | \$61.44 |

Notes:

Apprentice to Journeyworker Ratio:1:2

| | | | | | | |
|--|------------|---------|--------|--------|--------|---------|
| TELEDATA CABLE SPLICER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i> | 01/01/2016 | \$28.98 | \$4.25 | \$3.12 | \$0.00 | \$36.35 |
| TELEDATA LINEMAN/EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i> | 01/01/2016 | \$27.31 | \$4.25 | \$3.07 | \$0.00 | \$34.63 |
| TELEDATA WIREMAN/INSTALLER/TECHNICIAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i> | 01/01/2016 | \$27.31 | \$4.25 | \$3.07 | \$0.00 | \$34.63 |
| TRACTOR-TRAILER DRIVER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i> | 08/30/2015 | \$42.16 | \$8.20 | \$9.26 | \$0.00 | \$59.62 |
| TREE TRIMMER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i> | 01/31/2016 | \$18.51 | \$3.55 | \$0.00 | \$0.00 | \$22.06 |
| TREE TRIMMER GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i> | 01/31/2016 | \$16.32 | \$3.55 | \$0.00 | \$0.00 | \$19.87 |

This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is not on the ground. This classification does not apply to wholesale tree removal.

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Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

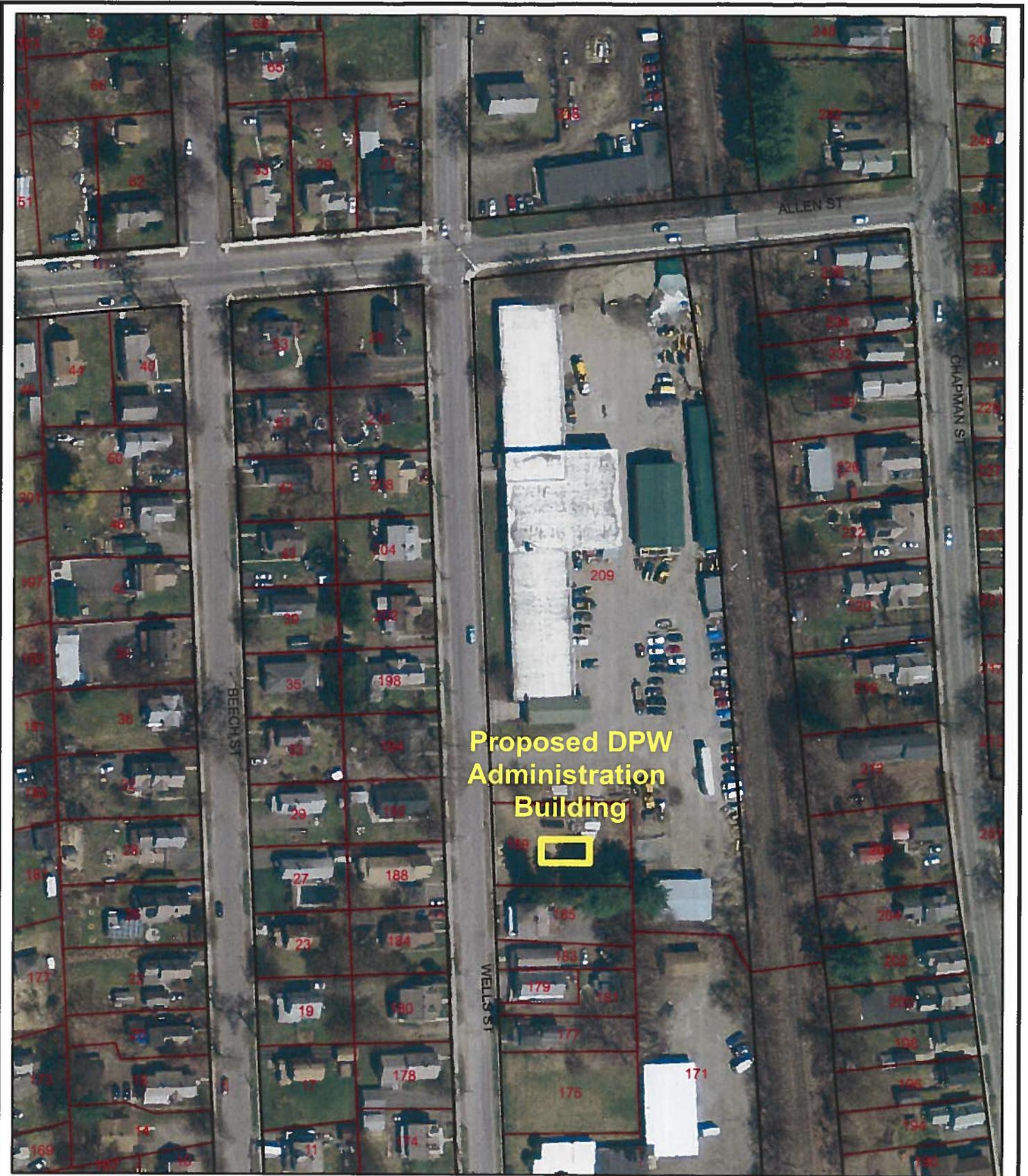
All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

** Multiple ratios are listed in the comment field.

*** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

**** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.



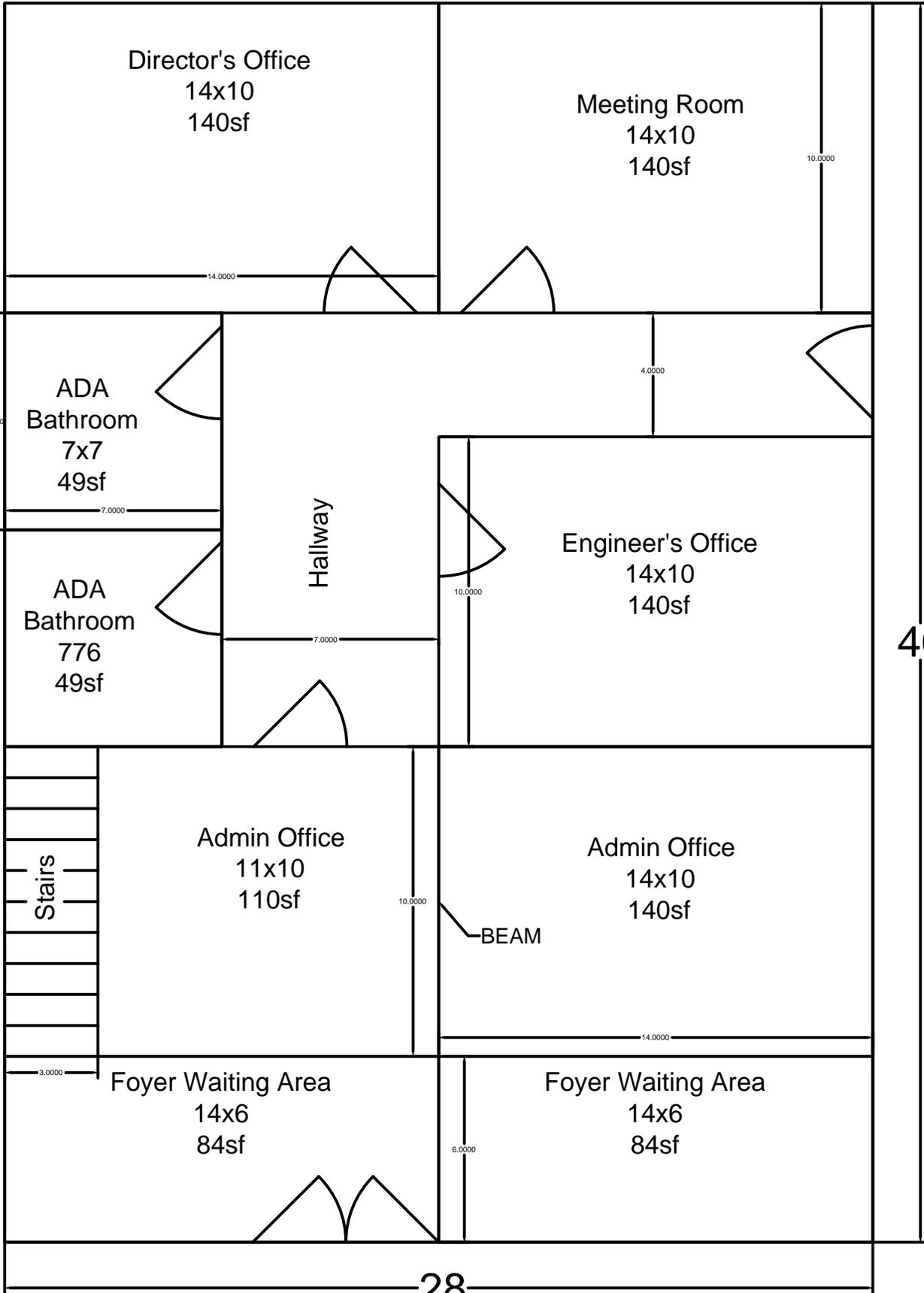
**Proposed DPW
Administration
Building**



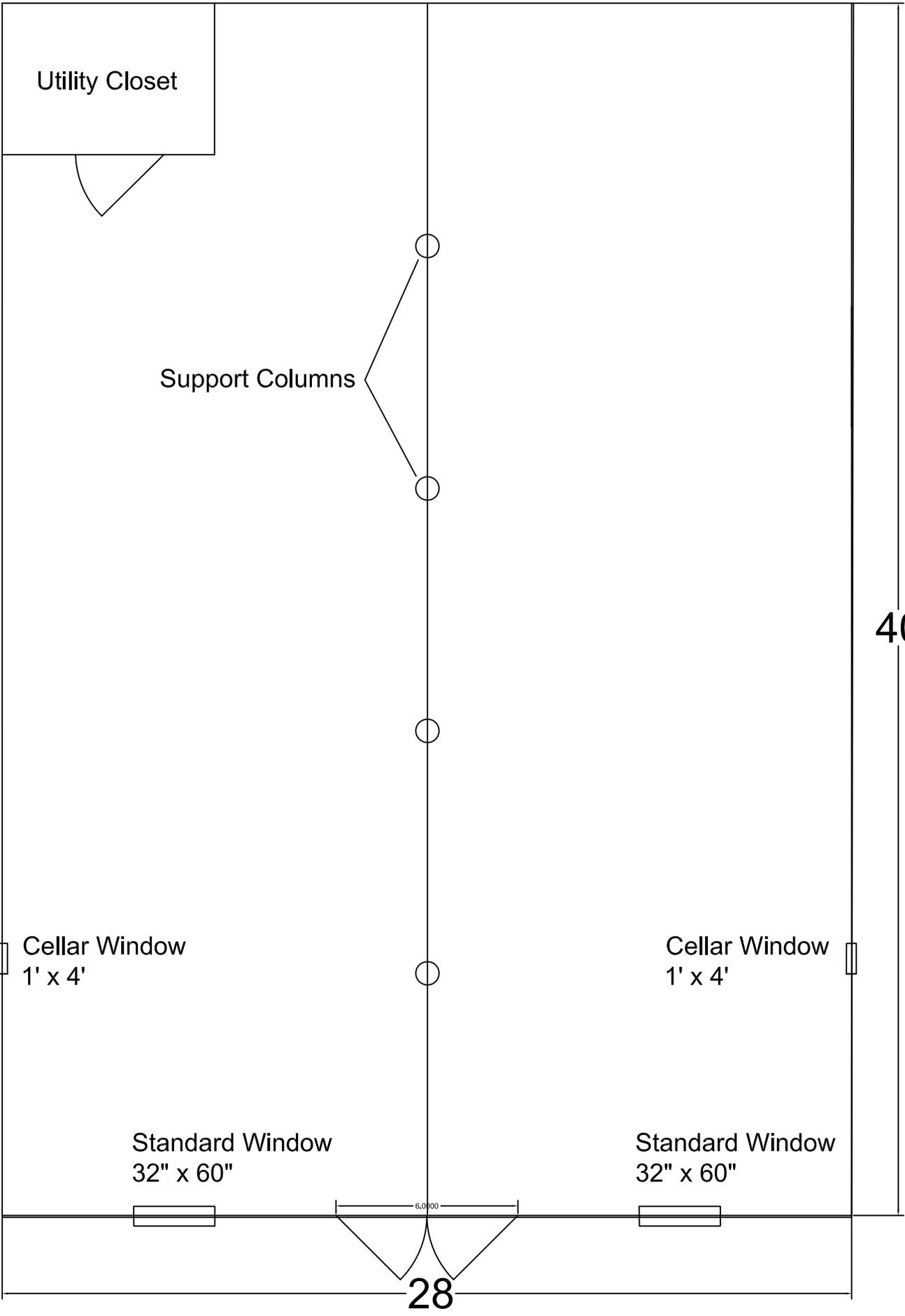
Greenfield, MA - 209 Wells St
Department of Public Works
New Admin Building
Locus Map

Prepared by: Alan Twarog
Dept. of Public Works, Engineering
Data Sources: Town of Greenfield & MassGIS
July 11, 2017





First Floor - Proposed DPW Administration Office 2017



Basement - Proposed DPW Administration Office 2017