



# DIVISION OF FISHERIES & WILDLIFE

Jack Buckley, Director

## **RFR DFW-2017-024: Stump Grinding, Grading, and Conversion of Abandoned Fields to Native Warm Season Grasses at the Frances Crane Wildlife Management Area, Falmouth, MA**

### **Introduction**

The Massachusetts Division of Fisheries & Wildlife (MassWildlife) is soliciting bids for two components of work at the Frances A. Crane Wildlife Management Area (WMA) in Falmouth, Massachusetts. Component 1 is to facilitate prescribed burning in open-canopy pitch pine/scrub oak woodlands by treating existing firebreaks along established woods roads (Figs. 1-3). Component 2 is to restore abandoned fields as native warm season grassland habitat (Figs. 4-6). Contractors may bid on either or both components of work (fuel break and woods road work vs. abandoned field work) as outlined in this request for response.

Contract(s) will be awarded to the lowest responsible and eligible bidder(s) for each component as described on the mandatory bid sheet. The term "lowest responsible and eligible bidder(s)" shall mean (1) the Bidder(s) whose Bid is the lowest of those Bidders demonstrably possessing the skill, ability, and integrity necessary for the faithful performance of the work, and who meets the requirements set forth in M.G.L. c.149 sec.44 (2)(B) and not debarred from bidding under M.G.L. c.149 §44C; (2) and who shall certify that they are able to furnish labor that can work in harmony with all other elements of labor employed or to be employed on the work; and (3) who shall certify that all employees to be employed at the worksite 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.

MassWildlife reserves the right to waive any informalities in, or to reject any or all Bids, if it be in the public interest to do so.

### **Addenda**

In order to ensure that all interested parties receive timely notification of addenda that are issued for this project please send an email to [lori.cookman@state.ma.us](mailto:lori.cookman@state.ma.us). Please reference the project number (DFW-2017-024) in the subject line and include the appropriate contact name, address, and email address in the body of the email. You will be added to the list of bidders that have obtained this RFR and will be notified of any and all changes to the bid documents.

### **Timeline, Permitting, Funding, & Bonding**

#### **Timeline**

- Component 1: Stump Grinding and Grading of firebreak and adjacent woods roads  
Completion on or before **April 14, 2017** due to Natural Heritage and Endangered Species restrictions at this site (see Figs. 1-3). Unless, due to unforeseen circumstances (weather, machinery, access issues), MassWildlife agrees in writing that a change of completion date is needed, in which case the project shall be completed no later than June 30, 2017. If an

extension is required and approved, the Contractor shall coordinate with MassWildlife staff who will provide monitoring for state-listed species of concern along firebreaks and woods roads.

- Component 2: Abandoned Field Restoration  
Work shall occur **between June 15, 2017 and June 30, 2017** unless otherwise specified in writing by MassWildlife. Natural Heritage and Endangered Species restrictions apply to certain activities within these abandoned fields which are described in detail in the *treatment specifications* section below. No work will be authorized after June 30, 2017.

### **Permitting**

Approved environmental permits for this work have been secured by MassWildlife.

### **Funding**

Fiscal year 2017 funding has been identified for this project. However, Contractors should be aware that MassWildlife funding is dependent on annual appropriations by the state legislature. If the necessary funds are not available to complete the entire project, MassWildlife reserves the right to discontinue or reduce the scope of work.

### **Bonding**

Contractor shall submit bonds from a surety company qualified to do business under the laws of the Commonwealth. Each bidder shall provide a **bid deposit** in the amount of **5%** of the **total bid price**, to be submitted with the bid.

In addition, the winning bidder(s) shall submit a **performance bond** in the amount of 100% of the contract price prior to the start of work.

Contracts totaling \$25,000 or more will also be required to provide a **payment bond** in the amount of 50% of the contract price.

### **Project Description**

- Component 1: Stump Grinding and Grading of firebreaks and adjacent woods roads  
The Contractor shall grind/mulch >375 stumps within the two units shown in Figures 2A, 2B, 3A, & 3B, and grade 6-12" tall earthen mounds beneath approximately 75 of these stumps. There are approximately 19 acres (3.1 linear miles) of firebreaks in the west unit (Figs. 2A and 2B), plus approximately 17 acres (2.8 linear miles) of firebreaks in the east unit (Figs. 3A & 3B), for a total stump grinding area of about 36 acres. The Contractor shall also grade approximately 1,000 linear feet of existing woods roads adjacent to portions of the firebreaks (Fig. 2B) to facilitate passage of a 4-WD pickup truck.
- Component 2: Abandoned Field Restoration  
The Contractor shall treat 27 abandoned fields totalling approximately 26 acres (Figs. 4-6). There are four units of abandoned field habitat at Frances Crane North totaling 11 acres (Fig. 5) and 23 units of abandoned field habitat at Frances Crane South totaling 15 acres (Fig. 6). The fields are predominately flat with sandy soils. Some of the fields have patches of invasive shrub vegetation which will need to be mowed prior to the harrowing and planting described below, unless otherwise approved by MassWildlife.

The Contractor will brush mow (where needed), harrow, and seed all units. MassWildlife will provide the seed mix which will contain a native warm season grass mix. This seed mix will contain a coated little bluestem seed, an annual oats seed, as well as a smaller percentage of other native grassland species. The seed mix will be able to be planted with a traditional brillon type seeder.

NOTE: All fields will be broadcast treated with herbicide (under a separate contract) two weeks prior to the start of treatments described above.

### **Treatment Specifications**

- **Component 1: Stump Grinding and Grading of firebreaks and adjacent woods roads**  
The selected Contractor shall grind/mulch in place all tree stumps located on level ground within firebreaks in the east and west units to within 1" of the ground. There are >225 stumps to be ground/mulched, and these stumps generally range from 6-24" in diameter, with about 75% of stumps being from oak trees and 25% from pine trees.

All tree stumps within firebreaks in the east and west units **located on earthen mounds** (ranging from 6-12" high) shall be ground/mulched in place to a depth that will allow grading of these mounds to match the surrounding level ground. Earthen mounds shall then be graded to match the surrounding topography. There are >75 stumps on 6-12" high earthen mounds to be ground/mulched, and these stumps generally range from 6-24" in diameter, with about 75% of stumps being from oak trees and 25% from pine trees.

The selected Contractor shall also grade approximately 1,000 linear feet of existing firebreak within the West Unit to accommodate future mowing by a wheeled tractor (see the blue lines labeled "Firebreak Grading" in Fig. 2B) and allow passage of a 4-WD pickup truck.

Contractors MUST describe to MassWildlife on the mandatory bid sheet the type of machinery and methods they will employ to achieve the stump grinding and grading described above.

- **Component 2: Abandoned Field Restoration**  
The selected Contractor should be aware that the 26 acres of abandoned fields will have recently been treated with herbicide and that MassWildlife will not issue a Notice to Proceed with the work outlined below until a **two week residence time after completion of the herbicide application (which will occur in May 2017) has passed.**

In the abandoned field areas, the Contractor shall: **1)** mow any woody stems if present; **2)** harrow a minimum of 2 passes using machinery approved by MassWildlife; and **3)** seed with a seed mix provided by MassWildlife using a conventional seeding type machine, approved by MassWildlife, such as a brillon or a broadcast and drag seeding system. The seed mix provided by MassWildlife will be coated, inoculated little bluestem WSG seed (treated with a polymer coating which helps retain water and doubles the weight of the seed) as well as seed for the additional species (likely to include an annual oats and 2-5 other grassland species). The Contractor will be responsible for planting WSG to ensure good contact with exposed soil and to a planting depth of ¼" and in accordance with the seed mix specifications provided by MassWildlife and the seed supplier. Seeding rate will be determined by the availability of the various species in the seed mix but will likely be about 10 pounds per acre. Seed should be planted between June 15 and June 30, 2017, or an alternative timeframe agreed upon in writing by MassWildlife. All treatment units are old field areas that are either surrounded by existing

grassland, shrubland, or forested areas. **A MassWildlife staff person must be on site during the seeding operation to ensure that the seeding specifications are met. The Contractor shall coordinate the timing of seeding with MassWildlife staff.**

The Contactor **MUST** list all equipment proposed to effectively complete the work described above on the mandatory bid sheet.

**Natural Heritage & Endangered Species Program (NHESP) Timing Restrictions for this Treatment require that turtle sweeps be conducted within 24 hours of any mowing, harrowing, or planting activity carried out with heavy machinery after April 15, 2017. MassWildlife will provide trained staff to conduct sweeps, and the Contractor shall coordinate with MassWildlife staff on a daily basis to insure that sweeps are completed as required by NHESP. All work items will require turtle sweeps. The Contractor shall factor the cost of their time for coordinating with MassWildlife staff for scheduling turtle sweep into their bid (see Mandatory Bid Sheets).**

**For both components 1 and 2, bidders shall note that all acreages were calculated in GIS and are approximate. The selected contractor shall be responsible for treating the entirety of the treatment areas as depicted in the accompanying figures and as marked on the ground, regardless of precise acreages, unless otherwise directed by MassWildlife to treat a smaller area due to unanticipated changes in funding availability. Bidders are responsible for verifying all acreages prior to submitting their bid.**

ALL work described above is scheduled for completion in FY2017 (which ends June 30, 2017), pending availability of adequate funds. If adequate funds are not available, MassWildlife reserves the right to reduce the treatment area. If it is necessary to reduce the treatment area, MassWildlife will rank the areas of highest priority and begin work in those areas first.

Prior to any work beginning on the site, the selected Contractor shall submit a performance bond in the amount of 100% of the contracted price, and for contracts totaling \$25,000.00 or more a payment bond in the amount of 50% of the contract price.

### **Contract Specifications**

#### **1. Operational Requirements**

- a. The Contractor must notify the MassWildlife representative prior to commencement of operations, even if a Notice to Proceed has been issued. Any work that is completed prior to notification is considered unauthorized and will not be paid for
- b. All operations must be performed during normal working hours (Monday – Friday, 7:00 a.m. to 5:00 p.m.) unless other arrangements are made with MassWildlife.
- c. All equipment operators are required to meet with a MassWildlife representative to walk the entire project site prior to beginning work. The cost associated with the operator site walk should be reflected in the Contractor's bid.

- d. Any person employed by the Contractor or by any Subcontractor who, in the opinion of MassWildlife's representative, does not perform his/her work in a proper and skillful manner or is intemperate or disorderly shall, at the written request of MassWildlife's representative, be removed by the Contractor or Subcontractor employing such person, and shall not be employed again in any portion of the project without the approval of MassWildlife.
- e. Should the Contractor fail to remove such person or persons or fail to furnish suitable and sufficient personnel for the proper prosecution of the work, MassWildlife's representative may suspend all work by written notice to the Contractor until compliance with such orders has been met
- f. All equipment which is proposed to be used on the work site shall be of sufficient size and in such mechanical condition as to meet requirements of the project and to produce a satisfactory quality of work. Equipment used on any portion of the project site shall be used in such a way that no injury to previously completed work or adjacent property will result from its use.
- g. **The winning bidder will be required to thoroughly clean the exterior, undercarriage, and tires/tracks of his/her equipment with a high pressure washer at a maintenance facility prior to bringing the equipment on site according to MassWildlife's Best Management Practices.** Cleaning will substantially reduce the chance of spreading invasive exotic plants from a previous work site. Machinery that has not been cleaned in this manner will not be allowed on site.
- h. All mechanized equipment must be free of leaks in fuel and hydraulic lines during the course of work and must be removed from the site at the conclusion of work. Further, all mechanized equipment must carry oil-absorbent pads, quality subject to the approval of MassWildlife, at all times to be used in the event of a fluid spill. Any employee working on a project site must receive instruction on proper response procedures to hazardous materials spills
- i. **All mechanized equipment shall carry a working fire extinguisher at all times to be used in the event of a fire. If conditions become dry and the chance of a fire starting with the machinery is increased, MassWildlife reserves the right to request the Contractor to limit hours, bring additional large capacity water storage on site, or suspend the operation until conditions improve, in which case the remobilization costs described in section 2(h) below shall apply**
- j. Landing locations and temporary access roads to be used by the Contractor **must be approved** by MassWildlife at each site prior to the start of work.
- k. All roads used by the Contractor for access to the fields must be restored to their pre-treatment condition at the conclusion of the seeding operation in coordination with, and to the satisfaction of, MASSWILDLIFE staff. **Any ruts that are made during the treatments must be graded promptly as conditions permit to the satisfaction of MassWildlife staff.** A MassWildlife staff person will be on site for the majority of the operation and communicate daily with the Contractor concerning treatment site conditions. If deep rutting occurs and compacts the soil so that grading will not bring the soil level back to the pre-use condition, MassWildlife may require the Contractor buy and to bring in approved gravel and/or fill material to remediate the access areas. **MassWildlife must approve of any material brought onsite.**

- l. Any accidents or injuries to workers, environmental accidents, or damage to public or private property associated with this project must be reported to MassWildlife within 48 hours of the incident.
- m. Any flagging or other materials used on site during the application must be removed upon project completion (biodegradable flagging can be left in place)
- n. The Contractor shall, to the satisfaction of MassWildlife staff, remove or otherwise dispose of all garbage, trash, litter, discarded equipment or parts, temporary bridges, waste materials or other refuse resulting from the operation. Waste materials such as oil, grease, used oil absorbent pads, and similar materials shall be disposed of in accordance with law, and at a minimum, in a manner that will prevent their entry by spills, drainage, high water or other means into any river, watercourse, lake, reservoir or other body of water.
- o. **STORAGE AND HANDLING OF HAZARDOUS MATERIALS:** All petroleum products, industrial chemicals and similar materials shall be stored in accordance with manufacturer's specifications and applicable law, and at a minimum in durable, sealed containers placed so that any accidental spillage shall not drain into any river, watercourse, lake, or reservoir. No hazardous materials, including but not limited to oils, fuels, and hydraulic fluids may be deposited on Commonwealth lands. All mechanized equipment shall carry oil-absorbent pads at all times, quality subject to the approval of MassWildlife staff, to be used respectively in the event of a fluid spill. In the event that hazardous materials are deposited on Commonwealth lands through accidental spill or otherwise, the Contractor agrees to immediately contain the spill using oil-absorbent pads and to notify MassWildlife staff as soon as possible regarding the type, amount, and location of deposited materials. The Contractor shall be liable for all costs incurred resulting from the cleanup of all spills and leaks, and shall correct the situation to the satisfaction of MassWildlife staff, including but not limited to the removal and appropriate disposal of contaminated soil based on MassWildlife staff determination.
- p. Contractors must submit a document describing their company containment policies and procedures as well as all relevant employee training as it would relate to the Contractor's preparedness to respond to a hazardous materials spill.
- q. **SAFETY AND HEALTH:** The Contractor shall conduct all operations in connection with this contract in compliance with applicable provisions of Federal, State and Local labor safety, health and sanitation laws, codes, and regulations.
- r. **ENVIRONMENTAL CONTROL:** The Contractor shall comply with all applicable state and federal laws pertaining to water quality in connection with any operations under this contract. The Contractor shall undertake every reasonable precaution not to pollute or obstruct the flow of any stream, lake, or reservoir on or adjacent to the sale area. In the event of such pollution or obstruction, the Contractor shall correct the condition to the satisfaction of MassWildlife staff. The Contractor shall undertake every reasonable measure to minimize erosion and soil damage, including but not limited to the grading of ruts and the construction and maintenance of water bars, and shall install all mitigation measures according to the most recent version of the Massachusetts Forestry Best Management Practices Manual. Vendors will be required to bring all roads and areas used in the operation back to their pretreatment conditions which may include grading, seeding, and potentially bringing in approved fill material.
- s. **SPECIAL SITUATIONS:** Should a situation exist that would in the opinion of the MassWildlife staff result in unacceptable environmental damage and the Contractor is either



unwilling or unable to prevent or immediately repair or remove such damage, or to do so in a timely fashion to the satisfaction of MassWildlife staff after being verbally notified of said situation by MassWildlife staff, the Division may undertake corrective measures and deduct the cost of said measures from the performance bond covering this operation (see General Specification 2 (Contract Requirements) g., below), and may pursue its remedies against the Contractor for any loss, claim, damage or charge that arises due to such damage.

t. **HISTORICAL/CULTURAL RESOURCES:** MassWildlife seeks to conserve historical and cultural resources during habitat management operations, including but not limited to stone walls, cellar holes, foundations, and wells associated with abandoned farm sites, as well as historical and cultural resources that may occur within the soil. Contractor shall avoid or otherwise mitigate these resources during the harvesting operation to the satisfaction of MassWildlife staff. Only existing barways (openings) in stone walls may be used to transport wood products by forwarder or skidder, unless MassWildlife staff specifically identifies a new opening to be created. If MassWildlife staff identifies a site as having archaeological sensitivity, Contractor shall avoid rutting, scarifying, and other soil disruption to the site by operating only under dry, frozen, or otherwise stable conditions.

## 2. Contract Requirements

- a. This project is subject to **Massachusetts prevailing wage rates**. Prevailing wage rate schedules are included in this RFR and should be taken into account when submitting the bid. Contractors shall submit all certified payroll sheets for all employees employed at the work site that are performing prevailing wage tasks with their request for payment for work completed.
- b. All persons employed by the Contractor shall have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration (**OSHA**) that is at least 10 hours in duration. Documentation of successful completion of said course shall be submitted with the certified payroll sheets for each employee.
- c. The Contractor shall provide a valid certificate of insurance prior to beginning work. The Contractor indemnifies the Commonwealth from and against any liability for claims arising from the Contractors activities under the contract. The Contractor shall provide a certificate indicating a) comprehensive commercial general liability insurance, with coverage for bodily injury, wrongful death, and property damage in the amount of at least \$1,000,000 naming the Commonwealth as an additional insured regarding the work to be performed under this contract, and b) Workman's Compensation Insurance as required under Massachusetts law for all persons employed by the Contractor. Contractor shall provide Certificates of Insurance for all sub-Contractors evidencing the same coverage required of the Contractor or equivalent proof of self-insurance. Proof of liability insurance coverage shall be attached to the signed contract prior to project commencement.
- d. It is the responsibility of the contractor to make all necessary measurements or assessments before bidding on this job.
- e. The total bid amount should not be limited to the previous description but shall include all materials and labor necessary to produce a completed job equal to or exceeding industry standards. All work shall only occur within applicable time restrictions. The specific timing

of the operation shall be arranged between the Contractor and MassWildlife.

- f. The Contractor shall provide as surety a performance bond **in the amount of 100% of the contract price prior to beginning work**. The performance bond must be furnished to MassWildlife in the form of a surety bond issued by a surety company; a certified, treasurer's or cashier's check drawn on a responsible bank or trust company payable to the awarding authority; or cash.) [M.G.L. c. 149, §44A(2)(C) and M.G.L. c. 30, §39M(a)]. The performance bond shall be forfeited as liquidated damages if all contract provisions covered are not faithfully and fully performed by the Contractor. Should the amount of damages, as determined by MassWildlife, exceed the amount of said bond, the Contractor agrees to pay the excess balance within 90 days. Otherwise, said bond will be returned to the Contractor after all terms of this contract are fulfilled to the satisfaction of MassWildlife.
- g. For any contract totaling \$25,000.00 or more, the Contractor shall provide as surety a payment bond **in the amount of 50% of the contract price prior to beginning work**. The payment bond must be furnished to MassWildlife in the form of a surety bond issued by a surety company; a certified, treasurer's or cashier's check drawn on a responsible bank or trust company payable to the awarding authority; or cash.) [M.G.L. c. 149, §44A(2)(C) and M.G.L. c. 30, §39M(a)]. Said bond will be returned to the Contractor after all terms of this contract are fulfilled to the satisfaction of MassWildlife.
- h. This project shall not commence until all required procurement forms have been submitted to MassWildlife by the Contractor and a "Notice to Proceed" has been received by the Contractor from MassWildlife.
- i. Total payment for this project shall be agreed upon before any work is initiated. The agreed sum shall be stated in the Notice to Proceed. Payment shall be made as a lump sum payment upon determination by MassWildlife of completion of work, or as agreed upon in the scope of services and payment plan, and shall be made by MassWildlife within thirty (30) days of receipt of an invoice. This provision shall not apply if MassWildlife notifies the Contractor of insufficiencies in the work or non-compliance with the contract terms within thirty (30) days of receipt of said invoice. If so notified, the invoice amount will not be remitted and no invoice or demand for payment will be accepted until the contract compliance has been met. Once compliance has been met, payment after resubmission of an invoice will be made within thirty (30) days.
- j. Any additional project costs must be approved by the Division's Chief Financial Officer in writing prior to being incurred.
- k. Remobilization costs will be paid if poor weather and/or ground conditions require shut down of the operation for  $\geq 3$  business days and the machinery has been taken off-site. The Contractor must obtain MassWildlife approval that operation shut down is required. If weather and/or ground conditions improve within 3 business days to allow completion of the project, MassWildlife will not pay remobilization costs.
- l. The Contractor shall be responsible for all damage or injury to property of any character during the prosecution of the work resulting from any act, omission, neglect, or misconduct in his/her manner or method of executing the work, or at any time due to defective work or materials, and said responsibility will not be released until the project shall have been



completed and accepted by MassWildlife, town officials, and other agencies with enforcement jurisdiction.

- m. When or where any direct or indirect damage or injury is done to public or private property by or on account of any act, omission, neglect, or misconduct in the execution of the work, or in consequence of the nonexecution thereof by the Contractor, he/she shall restore, at his/her expense, such property to a condition similar or equal to that existing before such damage or injury was done, by repairing, or otherwise restoring as may be directed, or he/she shall make good such damage or injury in an acceptable manner.
- n. If, during the progress of the work, the contractor or the awarding authority discovers that the actual subsurface or latent physical conditions encountered at the site differ substantially or materially from those shown on the plans or indicated in the contract documents either the contractor or the contracting authority may request an equitable adjustment in the contract price of the contract applying to work affected by the differing site conditions. A request for such an adjustment shall be in writing and shall be delivered by the party making such claim to the other party as soon as possible after such conditions are discovered. Upon receipt of such a claim from a contractor, or upon its own initiative, the contracting authority shall make an investigation of such physical conditions, and, if they differ substantially or materially from those shown on the plans or indicated in the contract documents or from those ordinarily encountered and generally recognized as inherent in work of the character provided for in the plans and contract documents and are of such a nature as to cause an increase or decrease in the cost of performance of the work or a change in the construction methods required for the performance of the work which results in an increase or decrease in the cost of the work, the contracting authority shall make an equitable adjustment in the contract price and the contract shall be modified in writing accordingly.
  - (1) The awarding authority may order the general contractor in writing to suspend, delay, or interrupt all or any part of the work for such period of time as it may determine to be appropriate for the convenience of the awarding authority; provided however, that if there is a suspension, delay or interruption for fifteen days or more or due to a failure of the awarding authority to act within the time specified in this contract, the awarding authority shall make an adjustment in the contract price for any increase in the cost of performance of this contract but shall not include any profit to the general contractor on such increase; and provided further, that the awarding authority shall not make any adjustment in the contract price under this provision for any suspension, delay, interruption or failure to act to the extent that such is due to any cause for which this contract provides for an equitable adjustment of the contract price under any other contract provisions.
  - (2) The general contractor must submit the amount of a claim under provision (a) to the awarding authority in writing as soon as practicable after the end of the suspension, delay, interruption or failure to act and, in any event, not later than the date of final payment under this contract and, except for costs due to a suspension order, the awarding authority shall not approve any costs in the claim incurred more than twenty days before the general contractor notified the awarding authority in writing of the act or failure to act involved in the claim.

### **Required Procurement Forms:**

Projects shall not commence until all required procurement forms have been submitted to MassWildlife by the Contractor. Procurement forms are not required with bid response.

### **The winning Contractor(s) will be required to submit the following items upon award:**

- 1) Construction Contract Form and Scope of Service to be provided by awarding authority
- 2) Commonwealth Terms and Conditions filled out and signed by the respondent
- 3) Contractor Authorized Signatory Listing, completed and signed by the Contractor
- 4) Commonwealth W-9 tax information form filled out and signed by the respondent (If not already on file)
- 5) Proof of liability insurance coverage as outlined in this RFR
- 6) Electronic Funds Transfer form (if not already on file)
- 7) Within 10 days after presentation thereof by the awarding authority, furnish a **labor and materials or payment bond for any contract totaling \$25,000.00 or more**, from a surety company qualified to do business under the laws of the Commonwealth and satisfactory to the awarding authority and in the sum of **50% of the contract price**, payable to the Division of Fisheries and Wildlife, in the form of a surety bond issued by a surety company; a certified, treasurer's or cashier's check drawn on a responsible bank or trust company payable to the awarding authority; or cash. [M.G.L. c. 149, §44A(2)(C) and M.G.L. c. 30, §39M(a)].
- 8) A **performance bond** in the amount of **100% of the contract price**. The performance bond shall be in the form of a surety bond issued by a surety company; a certified, treasurer's or cashier's check drawn on a responsible bank or trust company payable to the awarding authority; or cash.
- 9) Revenue Enforcement and Protection Certification (REAP) in accordance with M.G.L. c. 62C, s49A and certificate of good standing.
- 10) Certificate of Compliance with MA Employment Security Law (M.G.L. c. 151A, s. 19A(b),

### **Questions:**

Contractors may submit questions in writing or by telephone until close of business on Friday, March 17, 2017. MassWildlife will post written responses to all questions on our website at: [www.mass.gov/dfw/contracts](http://www.mass.gov/dfw/contracts).

Submit questions to: [ben.mazzei@state.ma.us](mailto:ben.mazzei@state.ma.us) (preferred)  
(413) 768-9090 (cell)

### **Bidders' Conference:**

It is mandatory for all Contractors to attend a bidders' conference prior to submitting a bid. A bidder's conference is scheduled for **11:00 am on Tuesday, March 14, 2017 (see Appendix I for Directions)**. Contractors who cannot attend the scheduled Bidder's Conference may request an alternate conference date/time but **MUST schedule the alternate conference with MassWildlife PRIOR TO the**

**start of the scheduled Bidder's Conference. MassWildlife shall announce** all prospective bidders at the start of the scheduled conference. Bids will not be accepted from contractors who are not announced at the start of the scheduled Bidder's Conference, and will not accept bids from Contractor's who do not attend a bidder's conference.

**Please contact Ben Mazzei at (413) 768-9090 prior to the scheduled Bidders' Conference to request an alternate date.**

**Bid Due Date:**

Sealed Bids must be received, in writing, no later than **2:00 pm on Thursday, March 23, 2017**, at which time they will be publicly opened and read.

**INSTRUCTIONS FOR SUBMISSION OF RESPONSES:**

- 1) To be eligible to bid all vendors must have attended a bidder's conference.
- 2) Two complete paper copies of your response, including the Mandatory Bid Sheet, must be received, in writing, no later than **2:00 pm on Thursday, March 23, 2017**, at which time bids will be publicly opened and read.

Submit responses to:

Division of Fisheries and Wildlife  
Attn: Lori Cookman  
1 Rabbit Hill Rd  
Westborough, MA 01581

**On the outside of the envelope containing the two complete copies of your bid(s), clearly mark:** Bid Documents Enclosed, DFW-2017-024: Stump Grinding, Grading, and Planting at the Frances Crane WMA.

All responses must include **two copies** of each of the documents listed below. **BE SURE TO INCLUDE ALL ITEMS LISTED HERE OR YOUR RESPONSE MAY BE FOUND TO BE INCOMPLETE AND NON-RESPONSIVE.**

- 1) Completed Mandatory Bid Sheet(s) including description of project logistics and description of company containment policies and procedures as stated above
- 2) Affidavit: Proposal for RFR DFW-2017-024: Stump Grinding, Grading, and Planting at the Frances Crane WMA. **One copy must be notarized original.**
- 3) Bid deposit in the amount of 5% of total bid price, payable to the Division of Fisheries and Wildlife, in the form of a surety bond issued by a surety company; a certified, treasurer's or cashier's check drawn on a responsible bank or trust company payable to the awarding authority; or cash. [M.G.L. c. 149, §44A(2)(C) and M.G.L. c. 30, §39M(a)]
- 4) Business Reference Form outlining the bidders experience for conducting the type of work described in this RFR with references.

## MANDATORY BID SHEET (page 1 of 3)

DFW-2017-024: Stump Grinding, Grading, and Planting at the Frances Crane WMA  
Falmouth, MA

This bid includes addenda no(s). \_\_\_\_\_

### Component 1: Stump Grinding and Grading of firebreak and adjacent woods roads

#### **Project Costs:**

1. Grind/mulch >225 stumps on level ground within approximately 60 acres of firebreaks: \$ \_\_\_\_\_
2. Grind/mulch >75 stumps on 6-12" tall earthen mounds within approximately 60 acres of fuel breaks and grade mounds: \$ \_\_\_\_\_
3. Grade approximately 1,000 linear feet of existing firebreak \$ \_\_\_\_\_
4. Equipment cleaning: \$ \_\_\_\_\_
5. Remobilization Cost (if approved by MassWildlife) \$ \_\_\_\_\_
6. Additional Costs\* \$ \_\_\_\_\_

7. **Total Costs (add items 1-6, above)**

\$

8. Logistics: List the **equipment and methods** proposed to complete the work detailed in the component 1 treatment specifications section of this RFR (use additional sheets if necessary):

**\*Please give a detailed description on a separate sheet of any additional costs associated with this project site that are not included in the Project Costs above, including site access improvements. MassWildlife will only pay additional authorized costs specified in your response to this scope of services.**

## MANDATORY BID SHEET (page 2 of 3)

DFW-2017-024: Stump Grinding, Grading, and Planting at the Frances Crane WMA  
Falmouth, MA

### Component 2: Abandoned Field Restoration

#### **Project Costs:**

#### **Conversion of 26 acres of abandoned field to a warm season grassland.**

9. Mowing, harrowing, and planting of seed mix on 26 acres: \$ \_\_\_\_\_
10. Equipment cleaning: \$ \_\_\_\_\_
11. Additional Costs\*: \$ \_\_\_\_\_

12. Total Costs (add items 9-11, above)

\$
----

13. Logistics: Provide a **detailed** list of the **equipment selected, explain why this equipment was selected, and describe how it will be used to complete mowing, harrowing, and warm season grass seed mix planting. MassWildlife will consider** alternative methods proposed to complete this work.

14. List any previous experience in WSG establishment. Contractors must also submit a document describing their company containment policies and procedures as well as relevant employee training as it would relate to the Contractor's preparedness to respond to a hazardous materials spill (e.g., hydraulic fluid, diesel fuel, engine oil). Use additional sheets as needed.

**\*Please give a detailed description on a separate sheet of any additional costs associated with this project site that are not included in the Project Costs above, including site access improvements. MassWildlife will only pay additional authorized costs specified in your response to this scope of services.**

## MANDATORY BID SHEET (page 3 of 3)

### DFW-2017-024: Stump Grinding, Grading, and Planting at the Frances Crane WMA Falmouth, MA

Bid Deposit Calculation: Multiply the **Total Costs** (from item 7 and/or item 12, above) by 0.05 (5%) to calculate the **Bid Deposit Amount**.

1) **Total Bid Price:** \$ \_\_\_\_\_  
(enter the amount from the highlighted boxes for items 7 and/or 12, above)

2) **5% Bid Deposit Amount:** \$ \_\_\_\_\_  
(multiply the Total Bid Price by 0.05)

**By signing below, the bidder certifies that** he/she is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed in the work and 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.

The undersigned further certifies under the penalties of perjury that this bid is in all respects bona fide, fair and made without collusion or fraud with any other person. As used in this subsection the word "person" shall mean any natural person, joint venture, partnership, corporation or other business or legal entity. The undersigned further certifies under penalty of perjury that the said undersigned is not presently debarred from doing public construction work in the commonwealth under the provisions of section twenty-nine F of chapter twenty-nine, or any other applicable debarment provisions of any other chapter of the General Laws or any rule or regulation promulgated thereunder.

#### **Bidder's Information**

Name (printed)		Signature	
Company		Date	
Street Address		Phone	
City, State, Zip Code		Email	

**Signature conveys approval with all proposed bids and agreement with all terms set out in this request for response.**



**AFFIDAVIT**

State of \_\_\_\_\_  
Date \_\_\_\_\_ 20\_\_\_\_  
County of \_\_\_\_\_

The undersigned being duly sworn, deposes and says that he is the

Sole owner; partner; president; treasurer or  
other duly authorized official of a corporation

of \_\_\_\_\_, for work in \_\_\_\_\_

City/Town	Location
-----------	----------

on \_\_\_\_\_ Date bids were open

and certifies that of his own knowledge, said bidder has not, either directly or indirectly, entered into any agreement, participated in any collusion, or otherwise taken any action in restraint of free competitive bidding in connection with such contract.

Signature and title of person making affidavit

Sworn to before me this

\_\_\_\_\_ day of \_\_\_\_\_ 20\_\_\_\_.

Notary Public

At a duly authorized meeting of the Board of Directors of the

\_\_\_\_\_  
(Name of Corporation)

held on \_\_\_\_\_ at which all the Directors were present or  
(Date)

waived notice, it was VOTED, that \_\_\_\_\_,  
(Name)

\_\_\_\_\_, of this company and he hereby is  
(Officer)

authorized to execute contracts and bonds in the name and behalf of said company, and affix its corporate seal thereto; and such execution of any contract or obligation on this company's name on its behalf by such \_\_\_\_\_  
(Officer)

under seal of the company, shall be valid and binding upon this company.

A true copy,

ATTEST: \_\_\_\_\_

Place of business:

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

Date of the Contract: \_\_\_\_\_

I hereby certify that I am the clerk of the \_\_\_\_\_

that \_\_\_\_\_ is duly elected \_\_\_\_\_

of said company, and that the above vote has not been amended or rescinded

and remains in full force and effect as of the date of this contract.

\_\_\_\_\_ Corporate Seal

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**MASSWILDLIFE**

1 Rabbit Hill Road | Westborough, MA 01581 | [mass.gov/masswildlife](http://mass.gov/masswildlife)

## BUSINESS REFERENCE FORM

**The bidder shall supply the Division as part of their bid package a statement of their qualifications to conduct the type of work required under this RFR. The contractor shall also include a list of the similar jobs they have completed in the past 2 years, including the names, addresses, and contact numbers for each contract manager or owner of the job sites. Attach additional sheets if necessary.**

Bidder: \_\_\_\_\_

RFR Name/Title: \_\_\_\_\_

RFR Number: \_\_\_\_\_

Reference name: \_\_\_\_\_ Contact: \_\_\_\_\_

Address: \_\_\_\_\_ Phone: # (    ) \_\_\_\_\_

Fax/Internet address: \_\_\_\_\_

Description and date(s) of commodities and services provided: \_\_\_\_\_

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

Reference name: \_\_\_\_\_ Contact: \_\_\_\_\_

Address: \_\_\_\_\_ Phone: # (    ) \_\_\_\_\_

Fax/Internet address: \_\_\_\_\_

Description and date(s) of commodities and services provided: \_\_\_\_\_

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

Reference name: \_\_\_\_\_ Contact: \_\_\_\_\_

Address: \_\_\_\_\_ Phone: # (    ) \_\_\_\_\_

Fax/Internet address: \_\_\_\_\_

Description and date(s) of commodities and services provided: \_\_\_\_\_

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

Reference name: \_\_\_\_\_ Contact: \_\_\_\_\_

Address: \_\_\_\_\_ Phone: # (    ) \_\_\_\_\_

Fax/Internet address: \_\_\_\_\_

Description and date(s) of commodities and services provided: \_\_\_\_\_

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

Reference name: \_\_\_\_\_ Contact: \_\_\_\_\_

Address: \_\_\_\_\_ Phone: # (    ) \_\_\_\_\_

Fax/Internet address: \_\_\_\_\_

Description and date(s) of commodities and services provided: \_\_\_\_\_

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

References will be contacted to confirm the bidder's abilities and qualifications as stated in the bidder's response. The Division may deem the bidder's response unresponsive if a reference is not obtainable from a listed reference after reasonable attempts.

Fig. 1 Frances Crane WMA Stump Grinding Locus Map

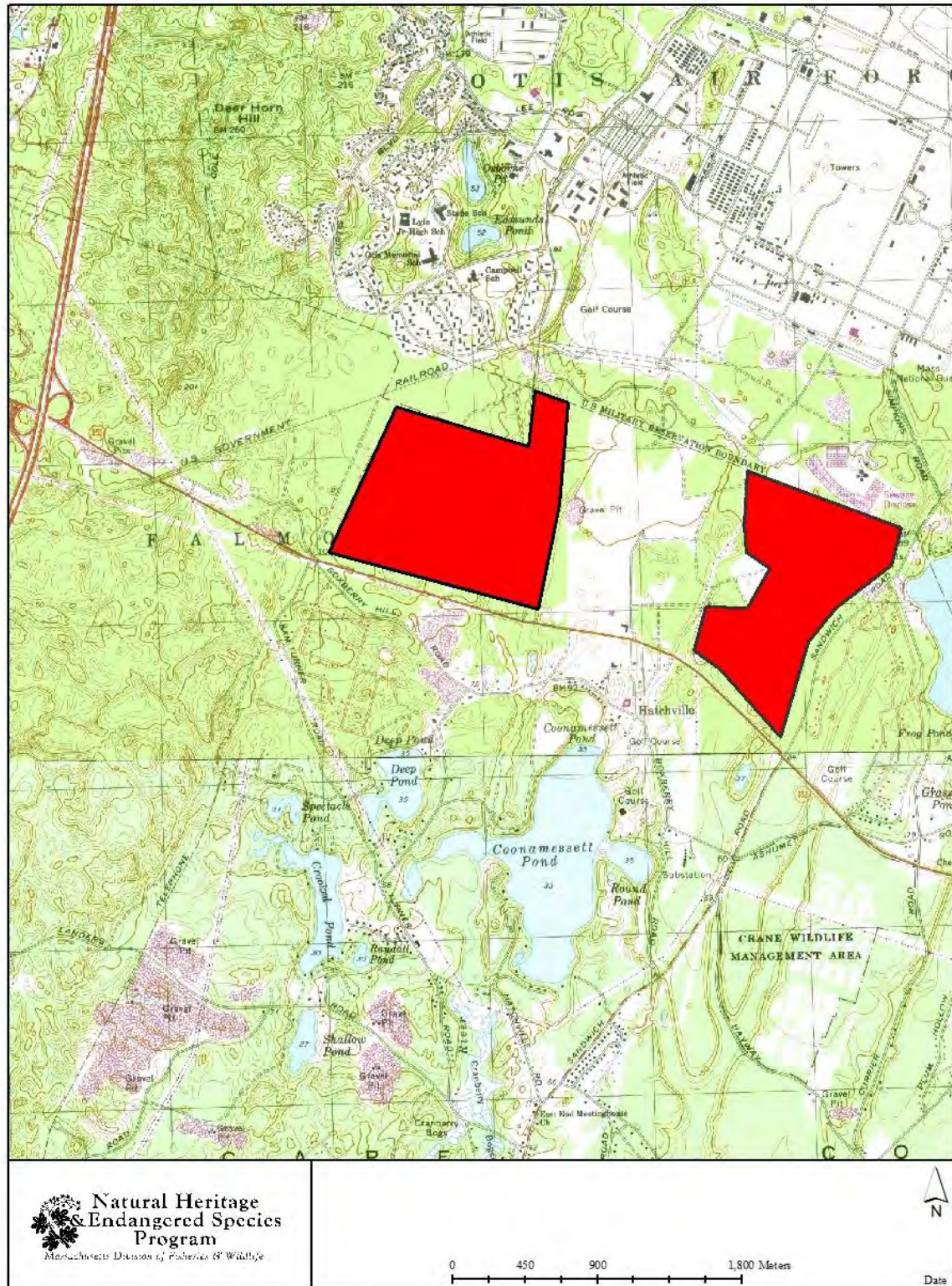




Fig. 2A Frances Crane WMA West Treatment Unit



Firebreaks with stumps  
to be ground West side



### Legend

— Firebreaks with stumps



Fig. 2B Frances Crane WMA West Treatment Unit



## FCN Stumps and Grading West Side



### Legend

- ◆ Stumps
- Firebreak Grading

Fig. 3A Frances Crane WMA East Treatment Unit



Firebreaks with stumps  
to be ground East side



### Legend

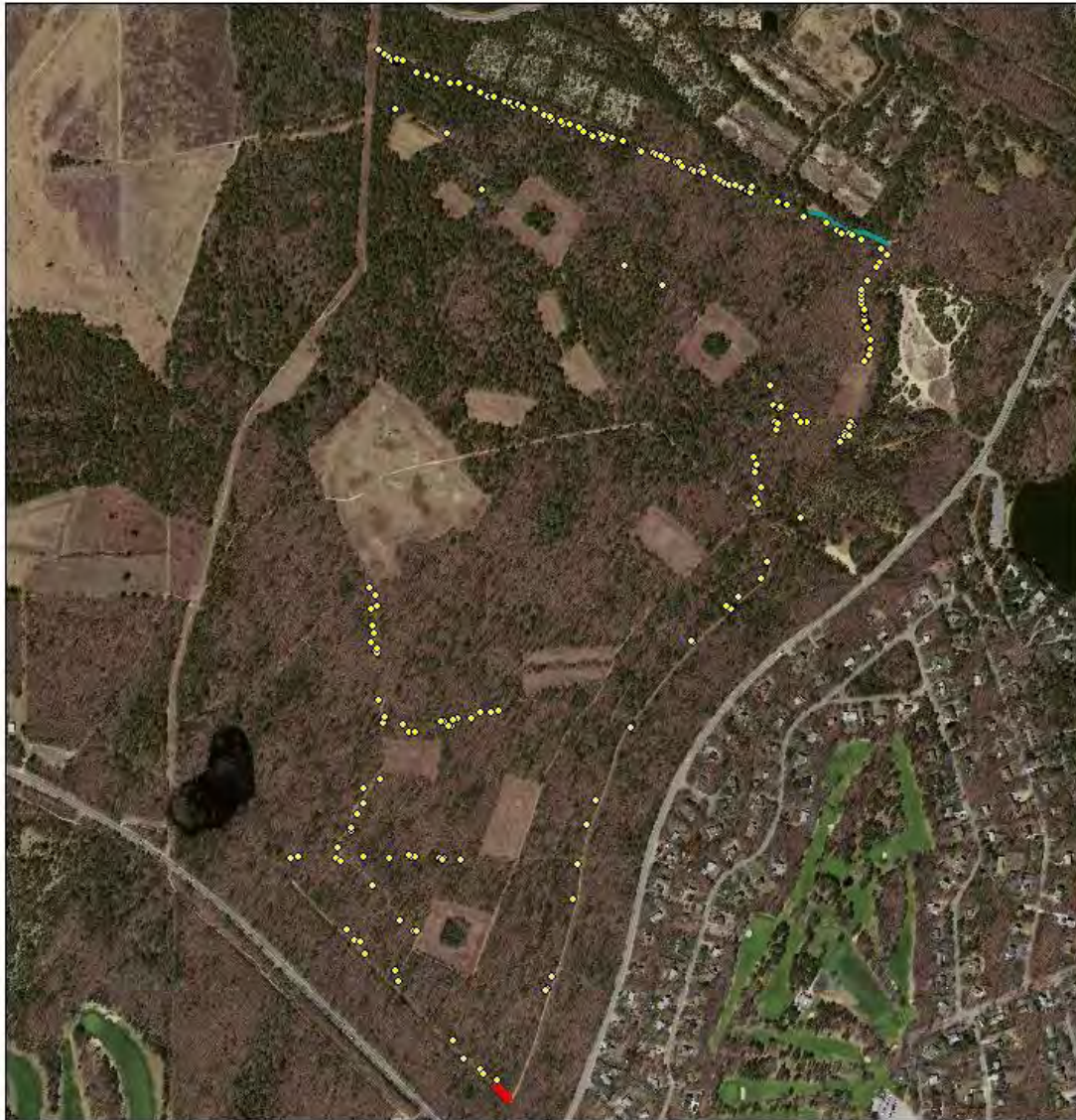
— Firebreaks with stumps



Fig. 3B Frances Crane WMA East Treatment Unit Stumps to be ground



## FCN Stumps East Side



### Legend

- ◆ Stumps
- Firebreak Grading
- John Deere mowing
- Track mowing

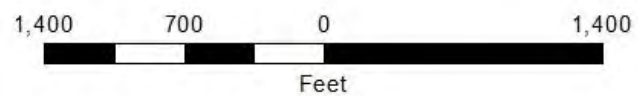


Fig. 4. Frances Crane WMA Abandoned Field Locus Map



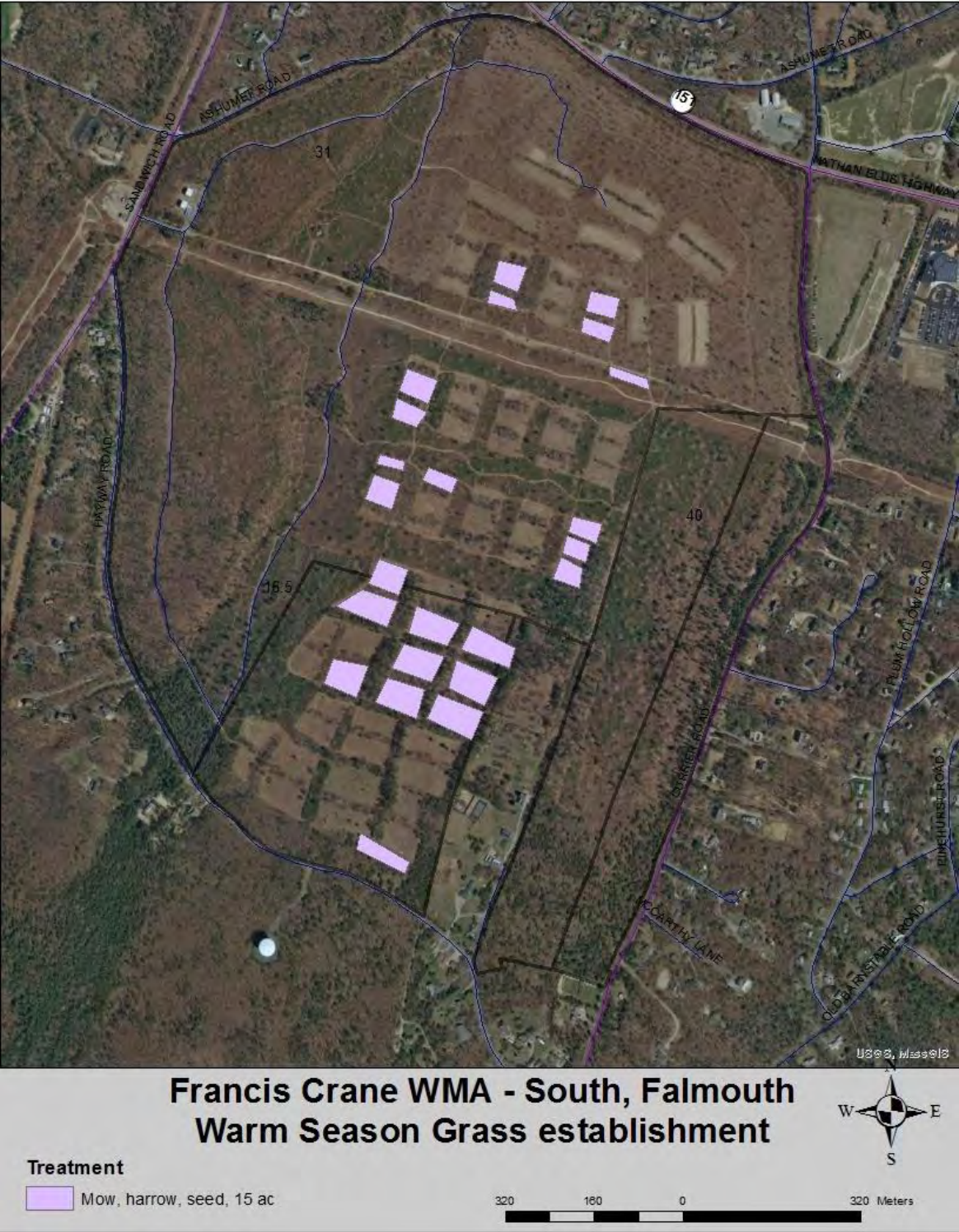


Figure 5: Frances Crane North Abandoned Field Treatment Areas





Figure 6: Frances Crane South Abandoned Field Treatment Areas





## Appendix I:

### Direction to Bidder's Conference meeting location:

**Directions:** Meet at the MassWildlife Field Trial parking area for the Frances Crane WMA on the north side of Rte. 151 in Falmouth, MA (see fig 5).

From the intersection of Route 28 and and Route 151, take Route 151 east towards Mashpee/N. Falmouth for about two miles. Just after you pass Hamilton Tree on your left, turn left into the Field Trial parking area.



CHARLES D. BAKER  
Governor

KARYN E. POLITO  
Lt. Governor

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

Prevailing Wage Rates

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

RONALD L. WALKER, II  
Secretary

WILLIAM D MCKINNEY  
Director

**Awarding Authority:** Division of Fisheries and Wildlife  
**Contract Number:** DFW-2017-024 **City/Town:** FALMOUTH  
**Description of Work:** This contract includes grinding/mulching of >300 stumps on approximately 60 acres of fuel breaks, grading of 6-12" tall earthen mounds, and grading of 1000 LF of woods road at the Crane WMA  
**Job Location:** off rte 151

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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
<b>Construction</b>						
(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 2)</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 2</i>	12/01/2016	\$32.65	\$7.60	\$13.00	\$0.00	\$53.25
	06/01/2017	\$33.65	\$7.60	\$13.00	\$0.00	\$54.25
	12/01/2017	\$34.28	\$7.60	\$13.00	\$0.00	\$54.88
	06/01/2018	\$35.12	\$7.60	\$13.00	\$0.00	\$55.72
	12/01/2018	\$35.96	\$7.60	\$13.00	\$0.00	\$56.56
	06/01/2019	\$36.83	\$7.60	\$13.00	\$0.00	\$57.43
	12/01/2019	\$37.69	\$7.60	\$13.00	\$0.00	\$58.29
For apprentice rates see "Apprentice- LABORER"						
ASBESTOS WORKER (PIPES & TANKS) <i>HEAT &amp; FROST INSULATORS LOCAL 6 (SOUTHERN MASS)</i>	12/01/2016	\$33.90	\$11.50	\$7.10	\$0.00	\$52.50
	06/01/2017	\$34.90	\$11.50	\$7.10	\$0.00	\$53.50
	12/01/2017	\$35.90	\$11.50	\$7.10	\$0.00	\$54.50
	06/01/2018	\$36.90	\$11.50	\$7.10	\$0.00	\$55.50
	12/01/2018	\$37.90	\$11.50	\$7.10	\$0.00	\$56.50
	06/01/2019	\$38.90	\$11.50	\$7.10	\$0.00	\$57.50
	12/01/2019	\$39.90	\$11.50	\$7.10	\$0.00	\$58.50
	06/01/2020	\$40.90	\$11.50	\$7.10	\$0.00	\$59.50
	12/01/2020	\$41.90	\$11.50	\$7.10	\$0.00	\$60.50
ASPHALT RAKER <i>LABORERS - ZONE 2</i>	12/01/2016	\$32.15	\$7.60	\$13.00	\$0.00	\$52.75
	06/01/2017	\$33.15	\$7.60	\$13.00	\$0.00	\$53.75
	12/01/2017	\$33.78	\$7.60	\$13.00	\$0.00	\$54.38
	06/01/2018	\$34.62	\$7.60	\$13.00	\$0.00	\$55.22
	12/01/2018	\$35.46	\$7.60	\$13.00	\$0.00	\$56.06
	06/01/2019	\$36.33	\$7.60	\$13.00	\$0.00	\$56.93
	12/01/2019	\$37.19	\$7.60	\$13.00	\$0.00	\$57.79
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2016	\$45.38	\$10.00	\$15.25	\$0.00	\$70.63
	06/01/2017	\$46.38	\$10.00	\$15.25	\$0.00	\$71.63
	12/01/2017	\$47.38	\$10.00	\$15.25	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2016	\$45.38	\$10.00	\$15.25	\$0.00	\$70.63
	06/01/2017	\$46.38	\$10.00	\$15.25	\$0.00	\$71.63
	12/01/2017	\$47.38	\$10.00	\$15.25	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 2</i>	12/01/2016	\$32.15	\$7.60	\$13.00	\$0.00	\$52.75
	06/01/2017	\$33.15	\$7.60	\$13.00	\$0.00	\$53.75
	12/01/2017	\$33.78	\$7.60	\$13.00	\$0.00	\$54.38
	06/01/2018	\$34.62	\$7.60	\$13.00	\$0.00	\$55.22
	12/01/2018	\$35.46	\$7.60	\$13.00	\$0.00	\$56.06
	06/01/2019	\$36.33	\$7.60	\$13.00	\$0.00	\$56.93
	12/01/2019	\$37.19	\$7.60	\$13.00	\$0.00	\$57.79
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 2</i>	12/01/2016	\$32.65	\$7.60	\$13.00	\$0.00	\$53.25
	06/01/2017	\$33.65	\$7.60	\$13.00	\$0.00	\$54.25
	12/01/2017	\$34.28	\$7.60	\$13.00	\$0.00	\$54.88
	06/01/2018	\$35.12	\$7.60	\$13.00	\$0.00	\$55.72
	12/01/2018	\$35.96	\$7.60	\$13.00	\$0.00	\$56.56
	06/01/2019	\$36.83	\$7.60	\$13.00	\$0.00	\$57.43
	12/01/2019	\$37.69	\$7.60	\$13.00	\$0.00	\$58.29
For apprentice rates see "Apprentice- LABORER"						
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)	02/01/2017	\$50.76	\$10.18	\$19.79	\$0.00	\$80.73
<i>BRICKLAYERS LOCAL 3 (NEW BEDFORD)</i>	03/01/2017	\$50.76	\$10.75	\$19.22	\$0.00	\$80.73

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

**Effective Date - 02/01/2017**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.38	\$10.18	\$19.79	\$0.00	\$55.35
2	60	\$30.46	\$10.18	\$19.79	\$0.00	\$60.43
3	70	\$35.53	\$10.18	\$19.79	\$0.00	\$65.50
4	80	\$40.61	\$10.18	\$19.79	\$0.00	\$70.58
5	90	\$45.68	\$10.18	\$19.79	\$0.00	\$75.65

**Effective Date - 03/01/2017**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.38	\$10.75	\$19.22	\$0.00	\$55.35
2	60	\$30.46	\$10.75	\$19.22	\$0.00	\$60.43
3	70	\$35.53	\$10.75	\$19.22	\$0.00	\$65.50
4	80	\$40.61	\$10.75	\$19.22	\$0.00	\$70.58
5	90	\$45.68	\$10.75	\$19.22	\$0.00	\$75.65

**Notes:**

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

BULLDOZER/GRADER/SCRAPER OPERATING ENGINEERS LOCAL 4	12/01/2016	\$44.94	\$10.00	\$15.25	\$0.00	\$70.19
	06/01/2017	\$45.93	\$10.00	\$15.25	\$0.00	\$71.18
	12/01/2017	\$46.92	\$10.00	\$15.25	\$0.00	\$72.17
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 2	12/01/2016	\$32.15	\$7.60	\$13.00	\$0.00	\$52.75
	06/01/2017	\$33.15	\$7.60	\$13.00	\$0.00	\$53.75
	12/01/2017	\$33.78	\$7.60	\$13.00	\$0.00	\$54.38
	06/01/2018	\$34.62	\$7.60	\$13.00	\$0.00	\$55.22
	12/01/2018	\$35.46	\$7.60	\$13.00	\$0.00	\$56.06
	06/01/2019	\$36.33	\$7.60	\$13.00	\$0.00	\$56.93
	12/01/2019	\$37.19	\$7.60	\$13.00	\$0.00	\$57.79
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARPENTER	09/01/2016	\$37.80	\$9.90	\$17.00	\$0.00	\$64.70
CARPENTERS -ZONE 2 (Eastern Massachusetts)	03/01/2017	\$38.77	\$9.90	\$17.00	\$0.00	\$65.67
	09/01/2017	\$39.78	\$9.90	\$17.00	\$0.00	\$66.68
	03/01/2018	\$40.78	\$9.90	\$17.00	\$0.00	\$67.68
	09/01/2018	\$41.82	\$9.90	\$17.00	\$0.00	\$68.72
	03/01/2019	\$42.85	\$9.90	\$17.00	\$0.00	\$69.75

**Apprentice - CARPENTER - Zone 2 Eastern MA**

**Effective Date - 09/01/2016**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.90	\$9.90	\$1.63	\$0.00	\$30.43
2	60	\$22.68	\$9.90	\$1.63	\$0.00	\$34.21
3	70	\$26.46	\$9.90	\$12.11	\$0.00	\$48.47
4	75	\$28.35	\$9.90	\$12.11	\$0.00	\$50.36
5	80	\$30.24	\$9.90	\$13.74	\$0.00	\$53.88
6	80	\$30.24	\$9.90	\$13.74	\$0.00	\$53.88
7	90	\$34.02	\$9.90	\$15.37	\$0.00	\$59.29
8	90	\$34.02	\$9.90	\$15.37	\$0.00	\$59.29

**Effective Date - 03/01/2017**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.39	\$9.90	\$1.63	\$0.00	\$30.92
2	60	\$23.26	\$9.90	\$1.63	\$0.00	\$34.79
3	70	\$27.14	\$9.90	\$12.11	\$0.00	\$49.15
4	75	\$29.08	\$9.90	\$12.11	\$0.00	\$51.09
5	80	\$31.02	\$9.90	\$13.74	\$0.00	\$54.66
6	80	\$31.02	\$9.90	\$13.74	\$0.00	\$54.66
7	90	\$34.89	\$9.90	\$15.37	\$0.00	\$60.16
8	90	\$34.89	\$9.90	\$15.37	\$0.00	\$60.16

**Notes:**

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

CEMENT MASONRY/PLASTERING	01/01/2017	\$45.67	\$12.20	\$19.41	\$1.30	\$78.58
BRICKLAYERS LOCAL 3 (NEW BEDFORD)	07/01/2017	\$46.30	\$12.20	\$19.41	\$1.30	\$79.21
	01/01/2018	\$46.54	\$12.20	\$19.41	\$1.30	\$79.45
	07/01/2018	\$46.79	\$12.20	\$19.41	\$1.30	\$79.70
	01/01/2019	\$47.03	\$12.20	\$19.41	\$1.30	\$79.94
	07/01/2019	\$47.27	\$12.20	\$19.41	\$1.30	\$80.18
	01/01/2020	\$47.52	\$12.20	\$19.41	\$1.30	\$80.43



Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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**Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (New Bedford)**

**Effective Date -** 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.84	\$12.20	\$12.41	\$0.00	\$47.45
2	60	\$27.40	\$12.20	\$14.41	\$1.30	\$55.31
3	65	\$29.69	\$12.20	\$15.41	\$1.30	\$58.60
4	70	\$31.97	\$12.20	\$16.41	\$1.30	\$61.88
5	75	\$34.25	\$12.20	\$17.41	\$1.30	\$65.16
6	80	\$36.54	\$12.20	\$18.41	\$1.30	\$68.45
7	90	\$41.10	\$12.20	\$19.41	\$1.30	\$74.01

**Effective Date -** 07/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.15	\$12.20	\$12.41	\$0.00	\$47.76
2	60	\$27.78	\$12.20	\$14.41	\$1.30	\$55.69
3	65	\$30.10	\$12.20	\$15.41	\$1.30	\$59.01
4	70	\$32.41	\$12.20	\$16.41	\$1.30	\$62.32
5	75	\$34.73	\$12.20	\$17.41	\$1.30	\$65.64
6	80	\$37.04	\$12.20	\$18.41	\$1.30	\$68.95
7	90	\$41.67	\$12.20	\$19.41	\$1.30	\$74.58

**Notes:**

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

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

CHAIN SAW OPERATOR	12/01/2016	\$32.15	\$7.60	\$13.00	\$0.00	\$52.75
LABORERS - ZONE 2	06/01/2017	\$33.15	\$7.60	\$13.00	\$0.00	\$53.75
	12/01/2017	\$33.78	\$7.60	\$13.00	\$0.00	\$54.38
	06/01/2018	\$34.62	\$7.60	\$13.00	\$0.00	\$55.22
	12/01/2018	\$35.46	\$7.60	\$13.00	\$0.00	\$56.06
	06/01/2019	\$36.33	\$7.60	\$13.00	\$0.00	\$56.93
	12/01/2019	\$37.19	\$7.60	\$13.00	\$0.00	\$57.79
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES	12/01/2016	\$46.38	\$10.00	\$15.25	\$0.00	\$71.63
OPERATING ENGINEERS LOCAL 4	06/01/2017	\$47.38	\$10.00	\$15.25	\$0.00	\$72.63
	12/01/2017	\$48.38	\$10.00	\$15.25	\$0.00	\$73.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR	12/01/2016	\$31.17	\$10.00	\$15.25	\$0.00	\$56.42
OPERATING ENGINEERS LOCAL 4	06/01/2017	\$31.86	\$10.00	\$15.25	\$0.00	\$57.11
	12/01/2017	\$32.55	\$10.00	\$15.25	\$0.00	\$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE)	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36
PAINTERS LOCAL 35 - ZONE 2						

**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	12/01/2016	\$36.50	\$7.60	\$14.15	\$0.00	\$58.25
LABORERS - ZONE 2	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	12/01/2016	\$37.50	\$7.60	\$14.15	\$0.00	\$59.25
LABORERS - ZONE 2	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	12/01/2016	\$37.25	\$7.60	\$14.15	\$0.00	\$59.00
LABORERS - ZONE 2	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 2</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 2</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 2</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"						
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2016	\$44.94	\$10.00	\$15.25	\$0.00	\$70.19
	06/01/2017	\$45.93	\$10.00	\$15.25	\$0.00	\$71.18
	12/01/2017	\$46.92	\$10.00	\$15.25	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 2)</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 2)</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 2)</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 2)</i>	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
For apprentice rates see "Apprentice- PILE DRIVER"						
ELECTRICIAN <i>ELECTRICIANS LOCAL 223</i>	09/01/2016	\$39.21	\$8.90	\$11.51	\$0.00	\$59.62

## Classification

Effective Date

Base Wage

Health

Pension

Supplemental  
Unemployment

Total Rate

**Apprentice - ELECTRICIAN - Local 223****Effective Date - 09/01/2016**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.68	\$0.00	\$0.47	\$0.00	\$16.15
2	42	\$16.47	\$0.00	\$0.49	\$0.00	\$16.96
3	45	\$17.64	\$8.90	\$0.53	\$0.00	\$27.07
4	48	\$18.82	\$8.90	\$3.42	\$0.00	\$31.14
5	50	\$19.61	\$8.90	\$3.55	\$0.00	\$32.06
6	55	\$21.57	\$8.90	\$3.83	\$0.00	\$34.30
7	60	\$23.53	\$8.90	\$4.12	\$0.00	\$36.55
8	65	\$25.49	\$8.90	\$4.39	\$0.00	\$38.78
9	70	\$27.45	\$8.90	\$4.68	\$0.00	\$41.03
10	75	\$29.41	\$8.90	\$4.96	\$0.00	\$43.27

**Notes:**

Steps are 750 hours

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

01/01/2017

\$55.86

\$15.28

\$15.71

\$0.00

\$86.85

**Apprentice - ELEVATOR CONSTRUCTOR - Local 4****Effective Date - 01/01/2017**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.93	\$15.28	\$0.00	\$0.00	\$43.21
2	55	\$30.72	\$15.28	\$15.71	\$0.00	\$61.71
3	65	\$36.31	\$15.28	\$15.71	\$0.00	\$67.30
4	70	\$39.10	\$15.28	\$15.71	\$0.00	\$70.09
5	80	\$44.69	\$15.28	\$15.71	\$0.00	\$75.68

**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 4

01/01/2017

\$39.10

\$15.28

\$15.71

\$0.00

\$70.09

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

FENCE & GUARD RAIL ERECTOR  
LABORERS - ZONE 2

12/01/2016

\$32.15

\$7.60

\$13.00

\$0.00

\$52.75

06/01/2017

\$33.15

\$7.60

\$13.00

\$0.00

\$53.75

12/01/2017

\$33.78

\$7.60

\$13.00

\$0.00

\$54.38

06/01/2018

\$34.62

\$7.60

\$13.00

\$0.00

\$55.22

12/01/2018

\$35.46

\$7.60

\$13.00

\$0.00

\$56.06

06/01/2019

\$36.33

\$7.60

\$13.00

\$0.00

\$56.93

12/01/2019

\$37.19

\$7.60

\$13.00

\$0.00

\$57.79

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	11/01/2016	\$41.37	\$10.00	\$15.15	\$0.00	\$66.52
	05/01/2017	\$42.25	\$10.00	\$15.15	\$0.00	\$67.40
	11/01/2017	\$42.98	\$10.00	\$15.15	\$0.00	\$68.13
	05/01/2018	\$43.69	\$10.00	\$15.15	\$0.00	\$68.84
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	11/01/2016	\$42.82	\$10.00	\$15.15	\$0.00	\$67.97
	05/01/2017	\$43.71	\$10.00	\$15.15	\$0.00	\$68.86
	11/01/2017	\$44.44	\$10.00	\$15.15	\$0.00	\$69.59
	05/01/2018	\$45.16	\$10.00	\$15.15	\$0.00	\$70.31
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	11/01/2016	\$21.98	\$10.00	\$15.15	\$0.00	\$47.13
	05/01/2017	\$22.51	\$10.00	\$15.15	\$0.00	\$47.66
	11/01/2017	\$22.93	\$10.00	\$15.15	\$0.00	\$48.08
	05/01/2018	\$23.36	\$10.00	\$15.15	\$0.00	\$48.51
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 223</i>	09/01/2016	\$39.21	\$8.90	\$11.51	\$0.00	\$59.62
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS LOCAL 223</i>	09/01/2016	\$33.33	\$8.90	\$9.78	\$0.00	\$52.01
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2016	\$37.65	\$10.00	\$15.25	\$0.00	\$62.90
	06/01/2017	\$38.49	\$10.00	\$15.25	\$0.00	\$63.74
	12/01/2017	\$39.32	\$10.00	\$15.25	\$0.00	\$64.57
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER <i>LABORERS - ZONE 2</i>	12/01/2016	\$20.50	\$7.60	\$13.00	\$0.00	\$41.10
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE II</i>	03/01/2016	\$39.82	\$9.80	\$17.62	\$0.00	\$67.24

**Apprentice - FLOORCOVERER - Local 2168 Zone II**

**Effective Date -** 03/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.91	\$9.80	\$1.79	\$0.00	\$31.50
2	55	\$21.90	\$9.80	\$1.79	\$0.00	\$33.49
3	60	\$23.89	\$9.80	\$12.25	\$0.00	\$45.94
4	65	\$25.88	\$9.80	\$12.25	\$0.00	\$47.93
5	70	\$27.87	\$9.80	\$14.04	\$0.00	\$51.71
6	75	\$29.87	\$9.80	\$14.04	\$0.00	\$53.71
7	80	\$31.86	\$9.80	\$15.83	\$0.00	\$57.49
8	85	\$33.85	\$9.80	\$15.83	\$0.00	\$59.48

**Notes:**

Steps are 750 hrs.

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2016	\$45.38	\$10.00	\$15.25	\$0.00	\$70.63
	06/01/2017	\$46.38	\$10.00	\$15.25	\$0.00	\$71.63
	12/01/2017	\$47.38	\$10.00	\$15.25	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2016	\$31.17	\$10.00	\$15.25	\$0.00	\$56.42
	06/01/2017	\$31.86	\$10.00	\$15.25	\$0.00	\$57.11
	12/01/2017	\$32.55	\$10.00	\$15.25	\$0.00	\$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 1333</i>	06/01/2016	\$35.58	\$10.70	\$8.25	\$0.00	\$54.53

**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**

HOISTING ENGINEER/CRANES/GRADALLS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2016	\$45.38	\$10.00	\$15.25	\$0.00	\$70.63
	06/01/2017	\$46.38	\$10.00	\$15.25	\$0.00	\$71.63
	12/01/2017	\$47.38	\$10.00	\$15.25	\$0.00	\$72.63

**Apprentice - OPERATING ENGINEERS - Local 4**

**Effective Date -** 12/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$24.96	\$10.00	\$0.00	\$0.00	\$34.96
2	60	\$27.23	\$10.00	\$15.25	\$0.00	\$52.48
3	65	\$29.50	\$10.00	\$15.25	\$0.00	\$54.75
4	70	\$31.77	\$10.00	\$15.25	\$0.00	\$57.02
5	75	\$34.04	\$10.00	\$15.25	\$0.00	\$59.29
6	80	\$36.30	\$10.00	\$15.25	\$0.00	\$61.55
7	85	\$38.57	\$10.00	\$15.25	\$0.00	\$63.82
8	90	\$40.84	\$10.00	\$15.25	\$0.00	\$66.09

**Effective Date -** 06/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$25.51	\$10.00	\$0.00	\$0.00	\$35.51
2	60	\$27.83	\$10.00	\$15.25	\$0.00	\$53.08
3	65	\$30.15	\$10.00	\$15.25	\$0.00	\$55.40
4	70	\$32.47	\$10.00	\$15.25	\$0.00	\$57.72
5	75	\$34.79	\$10.00	\$15.25	\$0.00	\$60.04
6	80	\$37.10	\$10.00	\$15.25	\$0.00	\$62.35
7	85	\$39.42	\$10.00	\$15.25	\$0.00	\$64.67
8	90	\$41.74	\$10.00	\$15.25	\$0.00	\$66.99

**Notes:**

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

HVAC (DUCTWORK) <i>SHEETMETAL WORKERS LOCAL 17 - B</i>	04/01/2016	\$35.60	\$10.70	\$14.79	\$1.83	\$62.92
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) <i>ELECTRICIANS LOCAL 223</i>	09/01/2016	\$39.21	\$8.90	\$11.51	\$0.00	\$59.62
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 17 - B</i>	04/01/2016	\$35.60	\$10.70	\$14.79	\$1.83	\$62.92
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) <i>PLUMBERS &amp; PIPEFITTERS LOCAL 51</i>	03/01/2016	\$37.38	\$11.00	\$16.10	\$0.00	\$64.48
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC <i>PLUMBERS &amp; PIPEFITTERS LOCAL 51</i>	03/01/2016	\$37.38	\$11.00	\$16.10	\$0.00	\$64.48
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HYDRAULIC DRILLS <i>LABORERS - ZONE 2</i>	12/01/2016	\$32.65	\$7.60	\$13.00	\$0.00	\$53.25
	06/01/2017	\$33.65	\$7.60	\$13.00	\$0.00	\$54.25
	12/01/2017	\$34.28	\$7.60	\$13.00	\$0.00	\$54.88
	06/01/2018	\$35.12	\$7.60	\$13.00	\$0.00	\$55.72
	12/01/2018	\$35.96	\$7.60	\$13.00	\$0.00	\$56.56
	06/01/2019	\$36.83	\$7.60	\$13.00	\$0.00	\$57.43
	12/01/2019	\$37.69	\$7.60	\$13.00	\$0.00	\$58.29

For apprentice rates see "Apprentice- LABORER"

INSULATOR (PIPES & TANKS) <i>HEAT &amp; FROST INSULATORS LOCAL 6 (SOUTHERN MASS)</i>	09/01/2016	\$40.58	\$11.75	\$14.20	\$0.00	\$66.53
	09/01/2017	\$42.38	\$11.75	\$14.20	\$0.00	\$68.33
	09/01/2018	\$44.40	\$11.75	\$14.20	\$0.00	\$70.35
	09/01/2019	\$46.65	\$11.75	\$14.20	\$0.00	\$72.60

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

**Effective Date -** 09/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.29	\$11.75	\$10.45	\$0.00	\$42.49
2	60	\$24.35	\$11.75	\$11.20	\$0.00	\$47.30
3	70	\$28.41	\$11.75	\$11.95	\$0.00	\$52.11
4	80	\$32.46	\$11.75	\$12.70	\$0.00	\$56.91

**Effective Date -** 09/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.19	\$11.75	\$10.45	\$0.00	\$43.39
2	60	\$25.43	\$11.75	\$11.20	\$0.00	\$48.38
3	70	\$29.67	\$11.75	\$11.95	\$0.00	\$53.37
4	80	\$33.90	\$11.75	\$12.70	\$0.00	\$58.35

**Notes:**

Steps are 1 year

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

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 37</i>	03/16/2016	\$34.71	\$7.70	\$16.00	\$0.00	\$58.41
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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**Apprentice - IRONWORKER - Local 37**

**Effective Date - 03/16/2016**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	70	\$24.30	\$7.70	\$16.00	\$0.00	\$48.00
2	75	\$26.03	\$7.70	\$16.00	\$0.00	\$49.73
3	80	\$27.77	\$7.70	\$16.00	\$0.00	\$51.47
4	85	\$29.50	\$7.70	\$16.00	\$0.00	\$53.20
5	90	\$31.24	\$7.70	\$16.00	\$0.00	\$54.94
6	95	\$32.97	\$7.70	\$16.00	\$0.00	\$56.67

**Notes:**

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

JACKHAMMER & PAVING BREAKER OPERATOR	12/01/2016	\$32.15	\$7.60	\$13.00	\$0.00	\$52.75
LABORERS - ZONE 2	06/01/2017	\$33.15	\$7.60	\$13.00	\$0.00	\$53.75
	12/01/2017	\$33.78	\$7.60	\$13.00	\$0.00	\$54.38
	06/01/2018	\$34.62	\$7.60	\$13.00	\$0.00	\$55.22
	12/01/2018	\$35.46	\$7.60	\$13.00	\$0.00	\$56.06
	06/01/2019	\$36.33	\$7.60	\$13.00	\$0.00	\$56.93
	12/01/2019	\$37.19	\$7.60	\$13.00	\$0.00	\$57.79
For apprentice rates see "Apprentice- LABORER"						
LABORER	12/01/2016	\$31.90	\$7.60	\$13.00	\$0.00	\$52.50
LABORERS - ZONE 2	06/01/2017	\$32.90	\$7.60	\$13.00	\$0.00	\$53.50
	12/01/2017	\$33.53	\$7.60	\$13.00	\$0.00	\$54.13
	06/01/2018	\$34.37	\$7.60	\$13.00	\$0.00	\$54.97
	12/01/2018	\$35.21	\$7.60	\$13.00	\$0.00	\$55.81
	06/01/2019	\$36.08	\$7.60	\$13.00	\$0.00	\$56.68
	12/01/2019	\$36.94	\$7.60	\$13.00	\$0.00	\$57.54

**Classification**
**Effective Date**
**Base Wage**
**Health**
**Pension**
**Supplemental  
Unemployment**
**Total Rate**
**Apprentice - LABORER - Zone 2**
**Effective Date - 12/01/2016**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.14	\$7.60	\$13.00	\$0.00	\$39.74
2	70	\$22.33	\$7.60	\$13.00	\$0.00	\$42.93
3	80	\$25.52	\$7.60	\$13.00	\$0.00	\$46.12
4	90	\$28.71	\$7.60	\$13.00	\$0.00	\$49.31

**Effective Date - 06/01/2017**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.74	\$7.60	\$13.00	\$0.00	\$40.34
2	70	\$23.03	\$7.60	\$13.00	\$0.00	\$43.63
3	80	\$26.32	\$7.60	\$13.00	\$0.00	\$46.92
4	90	\$29.61	\$7.60	\$13.00	\$0.00	\$50.21

**Notes:**
**Apprentice to Journeyworker Ratio:1:5**
**LABORER: CARPENTER TENDER**
*LABORERS - ZONE 2*

12/01/2016	\$31.90	\$7.60	\$13.00	\$0.00	\$52.50
06/01/2017	\$32.90	\$7.60	\$13.00	\$0.00	\$53.50
12/01/2017	\$33.53	\$7.60	\$13.00	\$0.00	\$54.13
06/01/2018	\$34.37	\$7.60	\$13.00	\$0.00	\$54.97
12/01/2018	\$35.21	\$7.60	\$13.00	\$0.00	\$55.81
06/01/2019	\$36.08	\$7.60	\$13.00	\$0.00	\$56.68
12/01/2019	\$36.94	\$7.60	\$13.00	\$0.00	\$57.54

For apprentice rates see "Apprentice- LABORER"

**LABORER: CEMENT FINISHER TENDER**
*LABORERS - ZONE 2*

12/01/2016	\$31.90	\$7.60	\$13.00	\$0.00	\$52.50
06/01/2017	\$32.90	\$7.60	\$13.00	\$0.00	\$53.50
12/01/2017	\$33.53	\$7.60	\$13.00	\$0.00	\$54.13
06/01/2018	\$34.37	\$7.60	\$13.00	\$0.00	\$54.97
12/01/2018	\$35.21	\$7.60	\$13.00	\$0.00	\$55.81
06/01/2019	\$36.08	\$7.60	\$13.00	\$0.00	\$56.68
12/01/2019	\$36.94	\$7.60	\$13.00	\$0.00	\$57.54

For apprentice rates see "Apprentice- LABORER"

**LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER**
*LABORERS - ZONE 2*

12/01/2016	\$32.10	\$7.60	\$12.95	\$0.00	\$52.65
06/01/2017	\$33.10	\$7.60	\$12.95	\$0.00	\$53.65
12/01/2017	\$33.73	\$7.60	\$12.95	\$0.00	\$54.28
06/01/2018	\$34.57	\$7.60	\$12.95	\$0.00	\$55.12
12/01/2018	\$35.41	\$7.60	\$12.95	\$0.00	\$55.96
06/01/2019	\$36.28	\$7.60	\$12.95	\$0.00	\$56.83
12/01/2019	\$37.14	\$7.60	\$12.95	\$0.00	\$57.69

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MASON TENDER <i>LABORERS - ZONE 2</i>	12/01/2016	\$32.15	\$7.60	\$13.00	\$0.00	\$52.75
	06/01/2017	\$33.15	\$7.60	\$13.00	\$0.00	\$53.75
	12/01/2017	\$33.78	\$7.60	\$13.00	\$0.00	\$54.38
	06/01/2018	\$34.62	\$7.60	\$13.00	\$0.00	\$55.22
	12/01/2018	\$35.46	\$7.60	\$13.00	\$0.00	\$56.06
	06/01/2019	\$36.33	\$7.60	\$13.00	\$0.00	\$56.93
	12/01/2019	\$37.19	\$7.60	\$13.00	\$0.00	\$57.79
For apprentice rates see "Apprentice- LABORER"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 2</i>	12/01/2016	\$31.90	\$7.60	\$13.00	\$0.00	\$52.50
	06/01/2017	\$32.90	\$7.60	\$13.00	\$0.00	\$53.50
	12/01/2017	\$33.53	\$7.60	\$13.00	\$0.00	\$54.13
	06/01/2018	\$34.37	\$7.60	\$13.00	\$0.00	\$54.97
	12/01/2018	\$35.21	\$7.60	\$13.00	\$0.00	\$55.81
	06/01/2019	\$36.08	\$7.60	\$13.00	\$0.00	\$56.68
	12/01/2019	\$36.94	\$7.60	\$13.00	\$0.00	\$57.54
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 2</i>	12/01/2016	\$31.90	\$7.60	\$13.00	\$0.00	\$52.50
	06/01/2017	\$32.90	\$7.60	\$13.00	\$0.00	\$53.50
	12/01/2017	\$33.53	\$7.60	\$13.00	\$0.00	\$54.13
	06/01/2018	\$34.37	\$7.60	\$13.00	\$0.00	\$54.97
	12/01/2018	\$35.21	\$7.60	\$13.00	\$0.00	\$55.81
	06/01/2019	\$36.08	\$7.60	\$13.00	\$0.00	\$56.68
	12/01/2019	\$36.94	\$7.60	\$13.00	\$0.00	\$57.54
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 2</i>	12/01/2016	\$32.15	\$7.60	\$13.00	\$0.00	\$52.75
	06/01/2017	\$33.15	\$7.60	\$13.00	\$0.00	\$53.75
	12/01/2017	\$33.78	\$7.60	\$13.00	\$0.00	\$54.38
	06/01/2018	\$34.62	\$7.60	\$13.00	\$0.00	\$55.22
	12/01/2018	\$35.46	\$7.60	\$13.00	\$0.00	\$56.06
	06/01/2019	\$36.33	\$7.60	\$13.00	\$0.00	\$56.93
	12/01/2019	\$37.19	\$7.60	\$13.00	\$0.00	\$57.79
For apprentice rates see "Apprentice- LABORER"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE &amp; TILE</i>	02/01/2017	\$38.78	\$10.75	\$17.67	\$0.00	\$67.20

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

**Effective Date -** 02/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.39	\$10.75	\$17.67	\$0.00	\$47.81
2	60	\$23.27	\$10.75	\$17.67	\$0.00	\$51.69
3	70	\$27.15	\$10.75	\$17.67	\$0.00	\$55.57
4	80	\$31.02	\$10.75	\$17.67	\$0.00	\$59.44
5	90	\$34.90	\$10.75	\$17.67	\$0.00	\$63.32

**Notes:**

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

MARBLE MASONS,TILELAYERS & TERRAZZO MECH BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2017	\$50.80	\$10.75	\$19.22	\$0.00	\$80.77
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**Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile**

**Effective Date -** 02/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.40	\$10.75	\$19.22	\$0.00	\$55.37
2	60	\$30.48	\$10.75	\$19.22	\$0.00	\$60.45
3	70	\$35.56	\$10.75	\$19.22	\$0.00	\$65.53
4	80	\$40.64	\$10.75	\$19.22	\$0.00	\$70.61
5	90	\$45.72	\$10.75	\$19.22	\$0.00	\$75.69

**Notes:**

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

MECH. SWEEPER OPERATOR (ON CONST. SITES) OPERATING ENGINEERS LOCAL 4	12/01/2016	\$44.94	\$10.00	\$15.25	\$0.00	\$70.19
	06/01/2017	\$45.93	\$10.00	\$15.25	\$0.00	\$71.18
	12/01/2017	\$46.92	\$10.00	\$15.25	\$0.00	\$72.17

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANICS MAINTENANCE OPERATING ENGINEERS LOCAL 4	12/01/2016	\$44.94	\$10.00	\$15.25	\$0.00	\$70.19
	06/01/2017	\$45.93	\$10.00	\$15.25	\$0.00	\$71.18
	12/01/2017	\$46.92	\$10.00	\$15.25	\$0.00	\$72.17

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 2) MILLWRIGHTS LOCAL 1121 - Zone 2	10/01/2016	\$34.87	\$9.90	\$18.25	\$0.00	\$63.02
	04/01/2017	\$35.72	\$9.90	\$18.25	\$0.00	\$63.87
	10/01/2017	\$36.57	\$9.90	\$18.25	\$0.00	\$64.72
	04/01/2018	\$37.42	\$9.90	\$18.25	\$0.00	\$65.57
	10/01/2018	\$38.27	\$9.90	\$18.25	\$0.00	\$66.42
	04/01/2019	\$39.12	\$9.90	\$18.25	\$0.00	\$67.27

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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**Apprentice - MILLWRIGHT - Local 1121 Zone 2**

**Effective Date -** 10/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$19.18	\$9.90	\$5.17	\$0.00	\$34.25
2	65	\$22.67	\$9.90	\$14.96	\$0.00	\$47.53
3	75	\$26.15	\$9.90	\$15.91	\$0.00	\$51.96
4	85	\$29.64	\$9.90	\$16.84	\$0.00	\$56.38

**Effective Date -** 04/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$19.65	\$9.90	\$5.17	\$0.00	\$34.72
2	65	\$23.22	\$9.90	\$14.96	\$0.00	\$48.08
3	75	\$26.79	\$9.90	\$15.91	\$0.00	\$52.60
4	85	\$30.36	\$9.90	\$16.84	\$0.00	\$57.10

**Notes:**

Steps are 2,000 hours

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

MORTAR MIXER LABORERS - ZONE 2	12/01/2016	\$32.15	\$7.60	\$13.00	\$0.00	\$52.75
	06/01/2017	\$33.15	\$7.60	\$13.00	\$0.00	\$53.75
	12/01/2017	\$33.78	\$7.60	\$13.00	\$0.00	\$54.38
	06/01/2018	\$34.62	\$7.60	\$13.00	\$0.00	\$55.22
	12/01/2018	\$35.46	\$7.60	\$13.00	\$0.00	\$56.06
	06/01/2019	\$36.33	\$7.60	\$13.00	\$0.00	\$56.93
	12/01/2019	\$37.19	\$7.60	\$13.00	\$0.00	\$57.79
For apprentice rates see "Apprentice- LABORER"						
OILER (OTHER THAN TRUCK CRANES,GRADALLS) OPERATING ENGINEERS LOCAL 4	12/01/2016	\$22.96	\$10.00	\$15.25	\$0.00	\$48.21
	06/01/2017	\$23.47	\$10.00	\$15.25	\$0.00	\$48.72
	12/01/2017	\$23.99	\$10.00	\$15.25	\$0.00	\$49.24
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4	12/01/2016	\$26.94	\$10.00	\$15.25	\$0.00	\$52.19
	06/01/2017	\$27.54	\$10.00	\$15.25	\$0.00	\$52.79
	12/01/2017	\$28.15	\$10.00	\$15.25	\$0.00	\$53.40
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II OPERATING ENGINEERS LOCAL 4	12/01/2016	\$44.94	\$10.00	\$15.25	\$0.00	\$70.19
	06/01/2017	\$45.93	\$10.00	\$15.25	\$0.00	\$71.18
	12/01/2017	\$46.92	\$10.00	\$15.25	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 - ZONE 2	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

\$42.31

\$7.85

\$16.10

\$0.00

\$66.26

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

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

**Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New****Effective Date -** 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.16	\$7.85	\$0.00	\$0.00	\$29.01
2	55	\$23.27	\$7.85	\$3.66	\$0.00	\$34.78
3	60	\$25.39	\$7.85	\$3.99	\$0.00	\$37.23
4	65	\$27.50	\$7.85	\$4.32	\$0.00	\$39.67
5	70	\$29.62	\$7.85	\$14.11	\$0.00	\$51.58
6	75	\$31.73	\$7.85	\$14.44	\$0.00	\$54.02
7	80	\$33.85	\$7.85	\$14.77	\$0.00	\$56.47
8	90	\$38.08	\$7.85	\$15.44	\$0.00	\$61.37

**Notes:**

Steps are 750 hrs.

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

PAINTER (SPRAY OR SANDBLAST, REPAINT)

01/01/2017

\$40.37

\$7.85

\$16.10

\$0.00

\$64.32

PAINTERS LOCAL 35 - ZONE 2

**Classification**
**Effective Date**
**Base Wage**
**Health**
**Pension**
**Supplemental  
Unemployment**
**Total Rate**
**Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint**
**Effective Date - 01/01/2017**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.19	\$7.85	\$0.00	\$0.00	\$28.04
2	55	\$22.20	\$7.85	\$3.66	\$0.00	\$33.71
3	60	\$24.22	\$7.85	\$3.99	\$0.00	\$36.06
4	65	\$26.24	\$7.85	\$4.32	\$0.00	\$38.41
5	70	\$28.26	\$7.85	\$14.11	\$0.00	\$50.22
6	75	\$30.28	\$7.85	\$14.44	\$0.00	\$52.57
7	80	\$32.30	\$7.85	\$14.77	\$0.00	\$54.92
8	90	\$36.33	\$7.85	\$15.44	\$0.00	\$59.62

**Notes:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**
**PAINTER (TRAFFIC MARKINGS)**
*LABORERS - ZONE 2*

12/01/2016	\$31.90	\$7.60	\$13.00	\$0.00	\$52.50
06/01/2017	\$32.90	\$7.60	\$13.00	\$0.00	\$53.50
12/01/2017	\$33.53	\$7.60	\$13.00	\$0.00	\$54.13
06/01/2018	\$34.37	\$7.60	\$13.00	\$0.00	\$54.97
12/01/2018	\$35.21	\$7.60	\$13.00	\$0.00	\$55.81
06/01/2019	\$36.08	\$7.60	\$13.00	\$0.00	\$56.68
12/01/2019	\$36.94	\$7.60	\$13.00	\$0.00	\$57.54

For Apprentice rates see "Apprentice- LABORER"

**PAINTER / TAPER (BRUSH, NEW) \***

01/01/2017	\$40.91	\$7.85	\$16.10	\$0.00	\$64.86
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\* If 30% or more of surfaces to be painted are new construction,

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

**Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW**
**Effective Date - 01/01/2017**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.46	\$7.85	\$0.00	\$0.00	\$28.31
2	55	\$22.50	\$7.85	\$3.66	\$0.00	\$34.01
3	60	\$24.55	\$7.85	\$3.99	\$0.00	\$36.39
4	65	\$26.59	\$7.85	\$4.32	\$0.00	\$38.76
5	70	\$28.64	\$7.85	\$14.11	\$0.00	\$50.60
6	75	\$30.68	\$7.85	\$14.44	\$0.00	\$52.97
7	80	\$32.73	\$7.85	\$14.77	\$0.00	\$55.35
8	90	\$36.82	\$7.85	\$15.44	\$0.00	\$60.11

**Notes:**

Steps are 750 hrs.

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



Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PAINTER / TAPER (BRUSH, REPAINT) <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2017	\$38.97	\$7.85	\$16.10	\$0.00	\$62.92

**Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT**

**Effective Date -** 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.49	\$7.85	\$0.00	\$0.00	\$27.34
2	55	\$21.43	\$7.85	\$3.66	\$0.00	\$32.94
3	60	\$23.38	\$7.85	\$3.99	\$0.00	\$35.22
4	65	\$25.33	\$7.85	\$4.32	\$0.00	\$37.50
5	70	\$27.28	\$7.85	\$14.11	\$0.00	\$49.24
6	75	\$29.23	\$7.85	\$14.44	\$0.00	\$51.52
7	80	\$31.18	\$7.85	\$14.77	\$0.00	\$53.80
8	90	\$35.07	\$7.85	\$15.44	\$0.00	\$58.36

**Notes:**

Steps are 750 hrs.

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

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
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PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) <i>PILE DRIVER LOCAL 56 (ZONE 2)</i> For apprentice rates see "Apprentice- PILE DRIVER"	09/01/2013	\$37.01	\$9.80	\$18.17	\$0.00	\$64.98
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PILE DRIVER <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	09/01/2013	\$37.01	\$9.80	\$18.17	\$0.00	\$64.98
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**Apprentice - PILE DRIVER - Local 56 Zone 2**

**Effective Date -** 09/01/2013

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 2</i>	12/01/2016	\$32.15	\$7.60	\$13.00	\$0.00	\$52.75
	06/01/2017	\$33.15	\$7.60	\$13.00	\$0.00	\$53.75
	12/01/2017	\$33.78	\$7.60	\$13.00	\$0.00	\$54.38
	06/01/2018	\$34.62	\$7.60	\$13.00	\$0.00	\$55.22
	12/01/2018	\$35.46	\$7.60	\$13.00	\$0.00	\$56.06
	06/01/2019	\$36.33	\$7.60	\$13.00	\$0.00	\$56.93
	12/01/2019	\$37.19	\$7.60	\$13.00	\$0.00	\$57.79

For apprentice rates see "Apprentice- LABORER"

PLUMBER & PIPEFITTER <i>PLUMBERS &amp; PIPEFITTERS LOCAL 51</i>	03/01/2016	\$37.38	\$11.00	\$16.10	\$0.00	\$64.48
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**Apprentice - PLUMBER/PIPEFITTER - Local 51**

**Effective Date - 03/01/2016**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$14.95	\$11.00	\$1.50	\$0.00	\$27.45
2	50	\$18.69	\$11.00	\$1.50	\$0.00	\$31.19
3	60	\$22.43	\$11.00	\$7.85	\$0.00	\$41.28
4	70	\$26.17	\$11.00	\$11.66	\$0.00	\$48.83
5	80	\$29.90	\$11.00	\$14.20	\$0.00	\$55.10

**Notes:**

Steps 2000hrs. Prior 9/1/05; 40/40/45/50/55/60/65/75/80/85

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

PNEUMATIC CONTROLS (TEMP.) <i>PLUMBERS &amp; PIPEFITTERS LOCAL 51</i>	03/01/2016	\$37.38	\$11.00	\$16.10	\$0.00	\$64.48
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2016	\$32.15	\$7.60	\$13.00	\$0.00	\$52.75
	06/01/2017	\$33.15	\$7.60	\$13.00	\$0.00	\$53.75
	12/01/2017	\$33.78	\$7.60	\$13.00	\$0.00	\$54.38
	06/01/2018	\$34.62	\$7.60	\$13.00	\$0.00	\$55.22
	12/01/2018	\$35.46	\$7.60	\$13.00	\$0.00	\$56.06
	06/01/2019	\$36.33	\$7.60	\$13.00	\$0.00	\$56.93
	12/01/2019	\$37.19	\$7.60	\$13.00	\$0.00	\$57.79
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER <i>LABORERS - ZONE 2</i>	12/01/2016	\$32.90	\$7.60	\$13.00	\$0.00	\$53.50
	06/01/2017	\$33.90	\$7.60	\$13.00	\$0.00	\$54.50
	12/01/2017	\$34.53	\$7.60	\$13.00	\$0.00	\$55.13
	06/01/2018	\$35.37	\$7.60	\$13.00	\$0.00	\$55.97
	12/01/2018	\$36.21	\$7.60	\$13.00	\$0.00	\$56.81
	06/01/2019	\$37.08	\$7.60	\$13.00	\$0.00	\$57.68
	12/01/2019	\$37.94	\$7.60	\$13.00	\$0.00	\$58.54
For apprentice rates see "Apprentice- LABORER"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2016	\$45.38	\$10.00	\$15.25	\$0.00	\$70.63
	06/01/2017	\$46.38	\$10.00	\$15.25	\$0.00	\$71.63
	12/01/2017	\$47.38	\$10.00	\$15.25	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2016	\$45.38	\$10.00	\$15.25	\$0.00	\$70.63
	06/01/2017	\$46.38	\$10.00	\$15.25	\$0.00	\$71.63
	12/01/2017	\$47.38	\$10.00	\$15.25	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2016	\$31.17	\$10.00	\$15.25	\$0.00	\$56.42
	06/01/2017	\$31.86	\$10.00	\$15.25	\$0.00	\$57.11
	12/01/2017	\$32.55	\$10.00	\$15.25	\$0.00	\$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS LOCAL 59</i>	06/01/2008	\$19.00	\$5.10	\$4.21	\$0.00	\$28.31

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
RECLAIMERS	12/01/2016	\$44.94	\$10.00	\$15.25	\$0.00	\$70.19
OPERATING ENGINEERS LOCAL 4	06/01/2017	\$45.93	\$10.00	\$15.25	\$0.00	\$71.18
	12/01/2017	\$46.92	\$10.00	\$15.25	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RESIDENTIAL WOOD FRAME (All Other Work)	06/01/2016	\$25.32	\$9.80	\$16.82	\$0.00	\$51.94
CARPENTERS -ZONE 2 (Residential Wood)						
RESIDENTIAL WOOD FRAME CARPENTER **	10/01/2016	\$25.69	\$7.07	\$7.18	\$0.00	\$39.94
** 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. CARPENTERS -ZONE 2 (Residential Wood)	04/01/2017	\$26.31	\$7.07	\$7.18	\$0.00	\$40.56
	10/01/2017	\$26.93	\$7.07	\$7.18	\$0.00	\$41.18
	04/01/2018	\$27.35	\$7.07	\$7.18	\$0.00	\$41.60
	10/01/2018	\$27.77	\$7.07	\$7.18	\$0.00	\$42.02
	04/01/2019	\$28.20	\$7.07	\$7.18	\$0.00	\$42.45
	10/01/2019	\$28.63	\$7.07	\$7.18	\$0.00	\$42.88

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

#### Apprentice - CARPENTER (Residential Wood Frame) - Zone 2

Effective Date - 10/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$15.41	\$7.07	\$0.00	\$0.00	\$22.48
2	60	\$15.41	\$7.07	\$0.00	\$0.00	\$22.48
3	65	\$16.70	\$7.07	\$7.18	\$0.00	\$30.95
4	70	\$17.98	\$7.07	\$7.18	\$0.00	\$32.23
5	75	\$19.27	\$7.07	\$7.18	\$0.00	\$33.52
6	80	\$20.55	\$7.07	\$7.18	\$0.00	\$34.80
7	85	\$21.84	\$7.07	\$7.18	\$0.00	\$36.09
8	90	\$23.12	\$7.07	\$7.18	\$0.00	\$37.37

Effective Date - 04/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$15.79	\$7.07	\$0.00	\$0.00	\$22.86
2	60	\$15.79	\$7.07	\$0.00	\$0.00	\$22.86
3	65	\$17.10	\$7.07	\$7.18	\$0.00	\$31.35
4	70	\$18.42	\$7.07	\$7.18	\$0.00	\$32.67
5	75	\$19.73	\$7.07	\$7.18	\$0.00	\$33.98
6	80	\$21.05	\$7.07	\$7.18	\$0.00	\$35.30
7	85	\$22.36	\$7.07	\$7.18	\$0.00	\$36.61
8	90	\$23.68	\$7.07	\$7.18	\$0.00	\$37.93

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2016	\$32.15	\$7.60	\$13.00	\$0.00	\$52.75
	06/01/2017	\$33.15	\$7.60	\$13.00	\$0.00	\$53.75
	12/01/2017	\$33.78	\$7.60	\$13.00	\$0.00	\$54.38
	06/01/2018	\$34.62	\$7.60	\$13.00	\$0.00	\$55.22
	12/01/2018	\$35.46	\$7.60	\$13.00	\$0.00	\$56.06
	06/01/2019	\$36.33	\$7.60	\$13.00	\$0.00	\$56.93
	12/01/2019	\$37.19	\$7.60	\$13.00	\$0.00	\$57.79
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2016	\$44.94	\$10.00	\$15.25	\$0.00	\$70.19
	06/01/2017	\$45.93	\$10.00	\$15.25	\$0.00	\$71.18
	12/01/2017	\$46.92	\$10.00	\$15.25	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofers Waterproofing &Roofers Damproofg) <i>ROOFERS LOCAL 33</i>	02/01/2017	\$41.36	\$11.10	\$13.80	\$0.00	\$66.26
	08/01/2017	\$42.46	\$11.10	\$13.80	\$0.00	\$67.36
	02/01/2018	\$43.61	\$11.10	\$13.80	\$0.00	\$68.51
	08/01/2018	\$44.71	\$11.10	\$13.80	\$0.00	\$69.61
	02/01/2019	\$45.86	\$11.10	\$13.80	\$0.00	\$70.76

#### Apprentice - ROOFER - Local 33

Effective Date - 02/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.68	\$11.10	\$3.44	\$0.00	\$35.22
2	60	\$24.82	\$11.10	\$13.80	\$0.00	\$49.72
3	65	\$26.88	\$11.10	\$13.80	\$0.00	\$51.78
4	75	\$31.02	\$11.10	\$13.80	\$0.00	\$55.92
5	85	\$35.16	\$11.10	\$13.80	\$0.00	\$60.06

Effective Date - 08/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.23	\$11.10	\$3.44	\$0.00	\$35.77
2	60	\$25.48	\$11.10	\$13.80	\$0.00	\$50.38
3	65	\$27.60	\$11.10	\$13.80	\$0.00	\$52.50
4	75	\$31.85	\$11.10	\$13.80	\$0.00	\$56.75
5	85	\$36.09	\$11.10	\$13.80	\$0.00	\$60.99

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

Apprentice to Journeyworker Ratio:\*\*

ROOFER SLATE / TILE / PRECAST CONCRETE <i>ROOFERS LOCAL 33</i>	02/01/2017	\$41.61	\$11.10	\$13.80	\$0.00	\$66.51
	08/01/2017	\$42.71	\$11.10	\$13.80	\$0.00	\$67.61
	02/01/2018	\$43.86	\$11.10	\$13.80	\$0.00	\$68.76
	08/01/2018	\$44.96	\$11.10	\$13.80	\$0.00	\$69.86
	02/01/2019	\$46.11	\$11.10	\$13.80	\$0.00	\$71.01

For apprentice rates see "Apprentice- ROOFER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 17 - B</i>	04/01/2016	\$35.60	\$10.70	\$14.79	\$1.83	\$62.92

**Apprentice - SHEET METAL WORKER - Local 17-B**

**Effective Date -** 04/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$14.24	\$10.70	\$3.51	\$0.87	\$29.32
2	45	\$16.02	\$10.70	\$3.95	\$0.94	\$31.61
3	50	\$17.80	\$10.70	\$9.33	\$1.15	\$38.98
4	55	\$19.58	\$10.70	\$9.33	\$1.21	\$40.82
5	60	\$21.36	\$10.70	\$12.08	\$1.32	\$45.46
6	65	\$23.14	\$10.70	\$12.31	\$1.38	\$47.53
7	70	\$24.92	\$10.70	\$12.54	\$1.44	\$49.60
8	75	\$26.70	\$10.70	\$12.77	\$1.51	\$51.68
9	80	\$28.48	\$10.70	\$12.99	\$1.57	\$53.74
10	85	\$30.26	\$10.70	\$13.22	\$1.63	\$55.81

**Notes:**

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

SIGN ERECTOR <i>PAINTERS LOCAL 35 - ZONE 2</i>	06/01/2013	\$25.81	\$7.07	\$7.05	\$0.00	\$39.93
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**Apprentice - SIGN ERECTOR - Local 35 Zone 2**

**Effective Date -** 06/01/2013

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

**Notes:**

Steps are 4 mos.

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

SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
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SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2016	\$32.73	\$10.91	\$10.89	\$0.00	\$54.53
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPRINKLER FITTER	01/01/2017	\$49.57	\$8.77	\$17.20	\$0.00	\$75.54
<i>SPRINKLER FITTERS LOCAL 550 - (Section B) Zone 2</i>	03/01/2017	\$50.47	\$8.77	\$17.20	\$0.00	\$76.44

**Apprentice - SPRINKLER FITTER - Local 550 (Section B) Zone 2**

**Effective Date - 01/01/2017**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$17.35	\$8.77	\$8.70	\$0.00	\$34.82
2	40	\$19.83	\$8.77	\$8.70	\$0.00	\$37.30
3	45	\$22.31	\$8.77	\$8.70	\$0.00	\$39.78
4	50	\$24.79	\$8.77	\$8.70	\$0.00	\$42.26
5	55	\$27.26	\$8.77	\$8.70	\$0.00	\$44.73
6	60	\$29.74	\$8.77	\$10.20	\$0.00	\$48.71
7	65	\$32.22	\$8.77	\$10.20	\$0.00	\$51.19
8	70	\$34.70	\$8.77	\$10.20	\$0.00	\$53.67
9	75	\$37.18	\$8.77	\$10.20	\$0.00	\$56.15
10	80	\$39.66	\$8.77	\$10.20	\$0.00	\$58.63

**Effective Date - 03/01/2017**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$17.66	\$8.77	\$8.70	\$0.00	\$35.13
2	40	\$20.19	\$8.77	\$8.70	\$0.00	\$37.66
3	45	\$22.71	\$8.77	\$8.70	\$0.00	\$40.18
4	50	\$25.24	\$8.77	\$8.70	\$0.00	\$42.71
5	55	\$27.76	\$8.77	\$8.70	\$0.00	\$45.23
6	60	\$30.28	\$8.77	\$10.20	\$0.00	\$49.25
7	65	\$32.81	\$8.77	\$10.20	\$0.00	\$51.78
8	70	\$35.33	\$8.77	\$10.20	\$0.00	\$54.30
9	75	\$37.85	\$8.77	\$10.20	\$0.00	\$56.82
10	80	\$40.38	\$8.77	\$10.20	\$0.00	\$59.35

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

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

STEAM BOILER OPERATOR	12/01/2016	\$44.94	\$10.00	\$15.25	\$0.00	\$70.19
<i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2017	\$45.93	\$10.00	\$15.25	\$0.00	\$71.18
	12/01/2017	\$46.92	\$10.00	\$15.25	\$0.00	\$72.17

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN	12/01/2016	\$44.94	\$10.00	\$15.25	\$0.00	\$70.19
<i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2017	\$45.93	\$10.00	\$15.25	\$0.00	\$71.18
	12/01/2017	\$46.92	\$10.00	\$15.25	\$0.00	\$72.17

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TELECOMMUNICATION TECHNICIAN	09/01/2016	\$33.33	\$8.90	\$9.78	\$0.00	\$52.01
<i>ELECTRICIANS LOCAL 223</i>						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
<b>Apprentice - TELECOMMUNICATION TECHNICIAN - Local 223</b>						
<b>Effective Date - 09/01/2016</b>						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Notes:</b> See Electrician Apprentice Wages Steps are 750hrs Telecom Apprentice Wages shall be the same as the Electrician Apprentice Wages						
<b>Apprentice to Journeyworker Ratio:2:3</b>						
TERRAZZO FINISHERS BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2017	\$49.70	\$10.75	\$19.22	\$0.00	\$79.67
<b>Apprentice - TERRAZZO FINISHER - Local 3 Marble &amp; Tile</b>						
<b>Effective Date - 02/01/2017</b>						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.85	\$10.75	\$19.22	\$0.00	\$54.82
2	60	\$29.82	\$10.75	\$19.22	\$0.00	\$59.79
3	70	\$34.79	\$10.75	\$19.22	\$0.00	\$64.76
4	80	\$39.76	\$10.75	\$19.22	\$0.00	\$69.73
5	90	\$44.73	\$10.75	\$19.22	\$0.00	\$74.70
<b>Notes:</b>						
<b>Apprentice to Journeyworker Ratio:1:3</b>						
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/PORTABLE STEAM GENERATORS OPERATING ENGINEERS LOCAL 4	12/01/2016	\$44.94	\$10.00	\$15.25	\$0.00	\$70.19
	06/01/2017	\$45.93	\$10.00	\$15.25	\$0.00	\$71.18
	12/01/2017	\$46.92	\$10.00	\$15.25	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$33.02	\$10.91	\$10.89	\$0.00	\$54.82
TUNNEL WORK - COMPRESSED AIR LABORERS (COMPRESSED AIR)	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) LABORERS (COMPRESSED AIR)	12/01/2016	\$50.58	\$7.60	\$14.75	\$0.00	\$72.93
For apprentice rates see "Apprentice- LABORER"						



Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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 2</i>	12/01/2016	\$32.15	\$7.60	\$13.00	\$0.00	\$52.75
	06/01/2017	\$33.15	\$7.60	\$13.00	\$0.00	\$53.75
	12/01/2017	\$33.78	\$7.60	\$13.00	\$0.00	\$54.38
	06/01/2018	\$34.62	\$7.60	\$13.00	\$0.00	\$55.22
	12/01/2018	\$35.46	\$7.60	\$13.00	\$0.00	\$56.06
	06/01/2019	\$36.33	\$7.60	\$13.00	\$0.00	\$56.93
	12/01/2019	\$37.19	\$7.60	\$13.00	\$0.00	\$57.79
For apprentice rates see "Apprentice- LABORER"						
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2016	\$45.38	\$10.00	\$15.25	\$0.00	\$70.63
	06/01/2017	\$46.38	\$10.00	\$15.25	\$0.00	\$71.63
	12/01/2017	\$47.38	\$10.00	\$15.25	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER <i>PLUMBERS &amp; PIPEFITTERS LOCAL 51</i>	03/01/2016	\$37.38	\$11.00	\$16.10	\$0.00	\$64.48
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

Additional Apprentice Information:

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

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

All steps are six months (1000 hours.)

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

\*\* Multiple ratios are listed in the comment field.

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

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