



Invitation for Bid

Licensed Electrician

Issue Date: September 10, 2021

RFQ Due: September 27, 2021

Last Date for Questions: September 23, 2021

Mandatory Pre-Bid Meeting/Site Visit: None

Contact: Sandra Cashen cashens@dy-regional.k12.ma.us

September 10, 2021

**Invitation for Bid
Licensed Electrician**

Section I-Overview

The intent of this request for IFB is to provide all labor, materials, transportation, materials, equipment, tools and supervision necessary for the satisfactory service, repair and preventative maintenance of all of the electrical needs in the Dennis-Yarmouth Regional School District. Services under this contract requires the contractor to furnish all labor, materials, tools, equipment and supervision necessary to accomplish the work described herein, accordance with all specifications and requirements, prevailing wages apply. A 50% Payment Bond may be required within 10 days of notification of contract award. The contract work is to begin on or around October 1, 2021 (FY22) through October 1, 2022 (FY23).

We have enclosed the District's bid form that is also available on our website: <https://www.dy-regional.k12.ma.us/district/facilities/pages/procurement>. If you have any questions, please contact Sandra Cashen, Facilities Manager (508) 398-7677 or 398-7670. You may drop your submittal off in the Procurement box located in the back of the Dennis-Yarmouth Regional School District Administration, 296 Station Avenue, South Yarmouth, MA by **Monday, September 27, 2021, 9:00AM** or mail it so it is **received no later than Friday, July 30, 2021, 9:00AM**.

Section II - General Requirements

- A. Bid to be submitted on attached Bid form. All Bids shall be in ink or typewritten and must be filled out completely.
- B. All Bids shall be signed correctly in ink by the individual or in the case of a firm, partnership or corporation, by a person having the legal authority from said firm, partnership, or corporation to sign the Bid.
- C. All Bids shall be submitted to the Procurement Office Drop (located in the back of the building) at Dennis-Yarmouth Regional School District Administration, 296 Station Avenue, South Yarmouth, MA 02664, or mailed to the above address by Monday, September 27, 2021, 9:00 A.M. **Electronic bids will not be accepted.**
- D. Questions must be presented in writing. No question shall be considered which is not submitted in writing. Any questions requiring considerable shall be answered in an addendum delivered to all register Bidders.
- E. All bids must be submitted in a sealed envelope marked **"Bid Licensed Electrician Services"**
- F. Bid Sheet forms shall be filled in completely. Bids which are incomplete, conditional or obscure, or which contain additions not called for, will be rejected. Use the "Bid Sheet" pages of this document when submitting the Bid.
- G. Contractors may correct, modify or withdraw the original Bids on or before the date and time stated above. A Contractor who wishes to withdraw a Bid must make the request in writing prior.
- H. Any Bid received after the date and time above shall not be considered.
- I. A Contractor may withdraw a Bid after the public opening of the Bid only if a mistake is clearly evident on the face of the Bid document, but the intended correct answer is not evident.
- J. No award will be made to any Contractor who cannot satisfy the awarding authority that he/she has sufficient ability and experience in this class of work and sufficient capital and plan capacity to enable him/her to prosecute and complete the work successfully within the time named. The awarding authority's decision or judgment on these matters shall be final, conclusive and binding. Conditional Bids will not be accepted.
- K. At the time of the opening of Bids, each Contractor shall have inspected the site and to have read and to be thoroughly familiar with the contract documents, including addendum thereto. The

failure or omission of any Contractor to examine any form, instrument, or document shall in no way relieve any Contractor from any obligation in respect to their Bid.

- L. Each Contractor shall acknowledge receipt of any and all addendum issued to the request for Bid by so indicating on the Bid Sheet. Failure to do so shall be cause to reject the Bid as being non-responsive.
- M. The contract will be awarded, subject to the availability of funds, to the most responsive, responsible Contractor who offers the lowest price for the supply or service Bid provided it complies with all conditions and requirements set forth in the Bid document and further provided that the Bid, in the opinion of the awarding authority, is reasonable and is in the best interest of the School District to accept it. The School District reserves the right to reject any and all Bids.
- N. If at any time the Contractor is unable to furnish services as ordered by the awarding authority, the School District may order such materials or services from such places as are available and the Contractor shall pay to the School District all expenses incurred above the contract price.
- O. Unless otherwise specified in the Bid documents, the contract length shall be for one-year October 1, 2021 to October 1, 2022.
- P. The Contractor will bill the School District on a monthly basis for services rendered or as work is being done. All invoices must be accompanied by certified payroll.
- Q. If services of the Contractor are subsequently deemed to be unsatisfactory to the School District and/or are in violation of these specifications, the School District shall notify the said Contractor in writing. If mutually agreeable arrangements cannot be achieved between the School District and the contractor, the contract will be terminated. Notice of termination shall be in writing and notification will be sent by registered or certified mail. Termination will become effective thirty (30) days after mailing said notification.
- R. The Contractor's attention is directed to the fact that all applicable State laws, Municipal ordinances, and the rules and regulations of all authorities having jurisdiction over Bid/purchase shall apply to the contract throughout, and they shall be deemed to be included in the contract the same as through herein written out in full.
- S. Certificate of Non-Collusion-The Contractor **MUST** sign and submit a Certificate of Non-Collusion with the Bid Sheet.
- T. Tax Compliance Certification-The Contractor shall also sign and submit a Tax Compliance Certification with the bid Sheet.
- U. Right-To-Know-The firm/individual receiving a Bid award from the School District will, at no expense to the School District adhere to the Massachusetts General Law Chapter 111F, "Right-to-Know-Law", as it shall apply to the items contained in the notice of award.

Discrepancies

Should a contractor find discrepancies or ambiguities in, or omissions from, the documents, or should be in doubt as to their meaning, he/she shall at once notify the Dennis-Yarmouth Regional School District Maintenance Office.

Section III – Detailed Description of Services

1. The contractor shall visit the site(s) to confirm conditions, as they exist if he/she chooses. All arrangements must be made through the Dennis-Yarmouth Regional School District Maintenance Department at 508-398-7670 or email lammined@dy-regional.k12.ma.us. The following locations will be covered by this contract:
 - Administration Offices
 - Dennis-Yarmouth Regional High School
 - Mattacheese Middle School
 - Marguerite E. Small Elementary School
 - Nathaniel H. Wixon Middle School
 - Ezra H. Baker Elementary School
 - Station Avenue Elementary School
2. The contractor shall leave the area broom clean and clean up any chemical spills and debris.

Instructions

These instructions (“Instructions”) are intended to assist vendors in the preparation of their bid, to call attention to various requirements and to set forth conditions upon which bids are submitted and received.

Whenever these Instructions or any other Contract Documents set forth or summarize applicable statutory provisions, whether or not the statutes have been specifically referred to, such summaries are for convenience only, do not purport to be complete or correct as summaries, and shall in no respect supersede, expand or limit rights or duties of the District or vendors in matters governed by statute.

Qualification of Vendors

1. The Contract shall not be awarded to any vendor whose submitted background information, when investigated and verified by the District, raises significant questions as to its ability to successfully complete the services.
2. The Vendor must possess a valid Massachusetts Licensed Electrician License in good standing.
3. The Vendor must have OSHA 10 certification for all workers.
4. The Vendor must comply with Prevailing Wage requirements as set by the Massachusetts Department of Labor Standards.

Sales Tax

Section 6(f) of Chapter 64H of the Massachusetts General Laws exempts from Massachusetts sales tax materials, equipment and supplies to be used in the performance of these Services and vendors shall not include in their proposals any amount therefore. The number of the certificate granted by the Commissioner of Revenue for use in obtaining the exemption will be provided to the successful vendor.

Scope of Work and Requirements

1. All work will be scheduled during regular hours of 7:00 a.m. to 5:00 p.m. and to the extent possible will be accomplished when students and general staff are not in the building.
2. The contractor shall have in his/her employed at least three (3), certified and licensed electricians.
3. Each electrician must sign in and sign out of each school site, using the District's schedules at each school location. All electricians must be CORI approved see Appendix I.
4. The contractor shall have been in business for at least five (5) years.
5. The contractor shall have an office staffed Monday through Friday from at least 7:30 AM to 4:00 PM.
6. The contractor shall respond to any call-in requests from the District within twenty-four (24) hours.
7. The contractor shall take notice of the Dennis-Yarmouth Regional School District *"Vendor/Contractor Guidelines"*, included in this document. Be advised that these guidelines will become part of the awarded contract.
8. All appropriate licensing and permits are the sole responsibility of the contractor. The contractor will show proof of being fully licensed and qualified in performance of public school or institutional work for at least a five- (5) year period with the bid package.
9. Bidders shall visit the school location to inspect each school by making an appointment with the office of the Facilities Manager (508) 398-7677 or 398-7670.
10. The district reserves the right to terminate this contract if the services provided do not meet the terms of this quotation.
11. All services shall meet or exceed federal, state and local laws and regulations. Where services are not governed by law or regulations, they shall meet or exceed industry standards.
12. All staff servicing this account shall be required to submit to and pass a Criminal Offender Records Inquiry (CORI). Refer to Appendix I.
13. AHERA Form is required to be submitted. Refer to Appendix II.
14. The District will not accept separate truck or travel charges-incorporate within the price.
15. The Contractor shall furnish all labor, tools, materials and equipment necessary for the complete and satisfactory performance of licensed electrical services. All work shall be performed by a licensed Electrician in accordance with Massachusetts General Law, Chapter 142, Section 3A (or latest revision). The Contractor shall be expected to perform routine and emergency repairs at the school listed in this contract.
16. The Electrician will tend to electrical needs which will include but are not limited to all general and emergency repairs and are to include items such as follows, (this list is by no means inclusive of all repairs), but serves to provide the nature of the services that will be required: ballast

replacement, receptacle replacement, circuit breaker replacements, exhaust fan drive replacements, various electrical work related to the proper and safe operation of the schools in the Dennis-Yarmouth Regional School District. (Repairs)-The Contractor will be responsible for estimating cost of projects of repairs, obtaining permit (if applicable), establishing a schedule of labor, creating sketches and submitting estimate in proposal format.

17. Contractors shall call a District authorized representative to schedule all inspections and work. Damage to the building caused by the Contractor shall be repaired or replaced at the Contractor's expense.
18. All materials shall be new and of satisfactory quality. All workmanship shall conform to the best practice in the trade and be performed by skilled and licensed labor in the field and comply with all federal, state and municipal laws and regulations. The District will reject any unsatisfactory services. All services shall be guaranteed for a period of one year, regardless of product warranty.

ARTICLE 1: DESCRIPTION OF WORK

1. The Contractor agrees to do and complete all the work and furnish all the materials required by the Contract Documents in a proper, thorough, and workmanlike manner, in accordance with the terms of the Contract and customary construction practice.
2. The Contractor shall be responsible to the Owner for the acts and omissions suppliers and of all persons directly or indirectly employed by it in connection with the work required under the Contract.
3. Where no explicit quality or standards for material or workmanship are established for work, such work is to be of good quality for the intended use and consistent with the quality of the surrounding work and of the construction of the project generally.
4. All manufactured articles, materials, and equipment shall be applied, installed, connected, erected, used, cleaned, and conditioned in accordance with the manufacturer's written or printed directions and instructions.

ARTICLE 2: SAFETY REQUIREMENTS

1. The Contractor shall take reasonable precautions for safety, of, and shall provide reasonable protection to prevent damage, injury or loss to workers on the worksite and other persons who may be affected thereby.
2. The Contractor shall give notices and comply with applicable laws, ordinances, rules, regulations and lawful order of public authorities bearing on safety of persons or property or their protection from damage, injury, or loss.
3. The Contractor shall erect and maintain, as required by existing conditions and performance of the Contract, reasonable safeguards for safety and protection, including posting danger signs and other warnings against hazards, and promulgating safety.

4. The Contractor shall promptly remedy damage and loss (other than damage or loss insured and repaired/replaced/remedied under property insurance required by the contract Documents) to property caused in whole or in part by the Contractor, or anyone directly or indirectly employed by any of them, or by anyone for those acts they may be liable and/or responsible.
5. All employees to be employed at the worksite shall 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 certified payroll report for each employee; and that he/she will comply fully with all laws and regulations applicable to awards made subject to M.G.L. c.149,§ 44A.
6. The successful bidder shall comply with the Department of Labor Safety and Health Regulations for construction promulgated under the Occupational Safety and Health Act of 1970 (PS-91-596) and under Section 107 of the Contract Work Hours and Safety standards Acts (PL-91-54). The successful bidder shall have a competent person or persons, as required under Occupational Safety and Health Act, on the site to inspect the work and to supervise the conformance of the work within the regulations of the Act.

ARTICLE 3: DEBRIS, CLEANING UP

1. The Contractor shall not permit the accumulation of debris, both exterior and interior, and the work area shall at all times be kept satisfactorily clean. At completion of the work the Contractor shall remove from and about the project all waste materials, rubbish, the Contractor's tools, construction equipment, machinery and surplus materials. Immediately prior to the Owner's Inspection for substantial completion, the Contractor shall completely clean the premises. Surfaces shall be cleaned and washed. Woodwork shall be dusted and cleaned and polished. All damaged, broken or scratched glass or plastic shall be replaced by the Contractor at the Contractor's expense. If the Contractor fails to clean up as provided in the Contract Documents, the owner may do so and the cost thereof shall be charged to the Contractor.
2. The Contractor shall remove debris from the site of the work and dispose of it lawfully at any private or public dump that the Contractor may choose. The Contractor shall make all arrangements and obtain any approvals necessary from the owners or officials in charge of such dumps and shall bear all cost, including fees resulting from such disposal. Garbage shall be removed daily.

ARTICLE 4: USE OF SITE, SITE PROTECTION, WORK HOURS

1. The Contractor shall take precaution during the execution of work involving demolition not to disturb or damage any existing structures, landscaping, walks, roads, or other items scheduled to remain. The Contractor shall restore any damaged items to original condition.

2. Work Hours: Regular work hours for the district are Monday thru Friday 7:00 am to 3:30 p.m. The Owner may, in their discretion and after receiving reasonable, advance notice from the Contractor, allow work to be performed at times other than those listed. If the Contractor desires to carry on the Work outside of regular hours, or on weekends or holidays, the Contractor shall provide the Owner with 48 hours' notice to allow satisfactory arrangements to be made for coverage for when work is in progress, and the Contractor shall reimburse the Owner for the additional costs it incurs to cover the work performed outside of regular hours.

ARTICLE 5: CONTROL OF MATERIALS, SAMPLES, DELIVERY, STORAGE, REJECTION

1. Materials and Equipment to be installed as part of the Contract (both or either of which are hereinafter referred to as "Materials" shall be new, unused, of recent manufacture, and assembled and used in accordance with the best construction practices.
2. "Or Equal" Clause except where the Contract requires the use of a proprietary Material, the words "or equal" are understood to follow the name of any maker, vendor or product specified to be used in the contract documents. To determine if Materials or articles proposed by the Contractor are equal to those specified, the Contractor shall provide to the Owner all information and samples the Owner shall reasonably require to determine whether the Materials or articles proposed are at least equal in quality, durability, appearance, strength, and design to the Material or articles named or described, and will perform at least equally the functions imposed by the design. See M.G.L. c.30, §39M(b).
3. Samples-the Contractor shall furnish the Owner with samples of the Materials it proposes to use in the execution of the work in sufficient time to afford the Owner the opportunity to adequately review and, if necessary, arrange for testing of such Materials.
4. Delivery and Storage (a) Materials and equipment shall be progressively delivered to the site so that there will be neither delay in the progress of the work nor an undue accumulation of materials that are not to be used with a reasonable time. (b) Materials stored off site shall be stored, at the expense of the Contractor in a manner acceptable to the Owner that preserves their quality and fitness for the work. Material shall be placed on wooden platforms or other hard clean surfaces and not on the ground and shall be properly protected. (c) Materials stored either at the Project site or at some other location agreed upon in writing shall be located so as to facilitate prompt inspection and may again be inspected prior to their use in the work. (d) All storage shall be restored to their original condition by the Contractor at its expense. (e) The Contractor shall take charge of and be liable for any loss of or injury to the Materials delivered at or in the vicinity of the place where the work is being done; it shall notify the Owner as soon as any such materials are so delivered, and allow them to be examined by the Owner. (f) Contractor deliveries shall not be allowed during peak faculty and student arrival and departure periods. The schedule of all major deliveries shall be responsible for all measures necessary to maintain public access at all times to existing School property.
5. Rejection of Defective Materials-the Owner may reject materials if it reasonably determines that such materials do not conform to the Contract Documents. No rejected materials, the defects of which have been subsequently corrected, shall be used in the work except with the written permission of the Owner. No extra time shall be allowed for completion of the work due to the rejection of non-conforming materials.

ARTICLE 7: GUARANTY

1. If any time during the period of five (5) years from the date of the use and occupancy of the work to be performed under the Contract any part of the work shall, in the reasonable determination of the Owner or the Owner, require replacing or repairs due to the fact that it is broken, defective, or otherwise does not conform to the Contract Documents, the Owner will notify the contractor to make the required repairs or replacements. If the Contractor shall neglect to commence such repairs or replacements to the satisfaction of the Owner within ten (10) days from the date of the giving or mailing such notice, then the Owner may employ other persons to make such repairs or replacements. The Contractor agrees, upon demand, to pay to the Owner all amounts which the Owner expends for such repairs or replacements including, but not limited to, the cost to correct defects, the costs incurred for services of an Owner, project manager, separate contractors and attorneys' fees. During this five (5) year guarantee period any corrective work shall be performed in accordance with the applicable terms of the Contract. For items of work completed after use and occupancy has been taken, the five (5) year guarantee shall commence at the time the Owner accepts such items. This five (5) year guarantee shall not limit any express guaranty or warranty provided elsewhere in the Contract.

ARTICLE 8: PREVAILING WAGE RATES

1. The Commissioner of Labor and Industries has established the attached schedule of prevailing minimum wage rates (Appendix III) that must be paid to all workers employed on the Contract. The Schedule shall continue to be the minimum rate of wages payable to workers on the Contract throughout the term of the Contract. The Contractor shall not have any claim for extra compensation from the Owner if the actual wages paid to the employees on the Contract exceeds the rate listed on the Schedule. The Contractor shall cause a copy of the Schedule to be kept in a conspicuous place at the Project site during the term of the Contract (see G.L.c.149, §27).
2. Employment records-This contract is bid as a prevailing wage contract. The Contractor shall keep a true and accurate record of laborers employed on the Project, showing the name, address, and occupational classification of each such employee, and shall furnish to the Attorney General, upon his request, a certified copy of such payroll records, signed by the employer or its authorized agent under the penalties of perjury. For every week in which an apprentice is employed by a contractor or subcontractor, a photocopy of the apprentice's apprentice identification card, issued pursuant to section 11W of Chapter 23, shall be attached to the records submitted under this section. Such records shall be open to inspection by an authorized representative of the department at any reasonable time, and as often as may be necessary. Every contractor required to keep such a record, shall submit a copy to the awarding authority directly or its designee on a weekly basis. Each such Contractor shall preserve its payroll records for a period of three (3) years from the date of completion of the Contract. On a monthly basis, the Contractor shall collect and submit to the Owner, certified payroll records from the contractor covering the persons who were employed on the project during the preceding month on the form provided by the Owner.

Term of Contract

The intent of this request for IFB is to provide all labor, materials, transportation, materials, equipment, tools and supervision necessary for the satisfactory service, repair and preventative maintenance of all of the electrical needs in the Dennis-Yarmouth Regional School District. Services under this contract requires the contractor to furnish all labor, materials, tools, equipment and supervision necessary to accomplish the work described herein, accordance with all specifications and requirements, prevailing wages apply. A 50% Payment Bond may be required within 10 days of notification of contract award may apply. The contract work is to begin on or around October 1, 2021 (FY22) through October 1, 2022 (FY23).

Contract Award

The District will award a one -year contract which it determines to be the most responsive, responsible and advantageous to the District in compliance with Massachusetts General Law's c.149.

Only a vendor who complies with the conditions and requirements provided in the Contract Documents and who possesses the skill, knowledge and integrity necessary for the faithful performance of the Services will be considered for award of the contract.

Force Majeure

The Contract shall be subject to Force Majeure considerations. Either party hereto shall be excused from performance of any act under the contract if prevented from the performance of any act required by reasons of strikes, lockouts, labor trouble, failure of power, fire, winds, Acts of God, riots, insurrections, war or other reason of a like nature not reasonably within the control of the party. Continued failure to perform for periods aggregating sixty (60) or more days, even for causes beyond the control of the contractor, shall be deemed to render performance impossible, and the municipality shall thereafter have the right to terminate this Contract in accordance with the provisions of the section entitled "Termination of Contract."

Contract Termination

Subject to the provisions of the section explaining Force Majeure, if the Contractor shall fail to fulfill in a timely and satisfactory manner its obligations under this Contract, or if the Contractor shall violate any of the covenants, conditions, or stipulations of the Contract, which failure or violation shall continue for seven (7) days after written notice of such failure or violation is received by he contractor, then the municipality shall thereupon have the right to terminate this Contract by giving written notice to the contractor of such termination and specifying the effective date thereof, at least seven (7) days before the effective date of such termination. This Contract may be terminated by either party with or without cause provided the other party is provided thirty (30) days' notice in writing. The SCHOOL DISTRICT shall pay the CONTRACTOR all moneys due for services satisfactorily performed through the date of termination.

Contract Payment

The District makes every effort to pay valid invoices within thirty (30) days. In order to receive prompt payment, all invoices must show appropriate purchase order or maintenance order numbers. All invoices must show labor, materials and mark-up separately. Labor shall indicate the number of hours at the respective quote rates. All certified payroll information must be attached to invoices before payment. Billing shall be submitted on a monthly or as services are rendered to the accounts payable department. The district does not pay late charges/fees.

Section IV - Insurance

1. **Indemnification**-To the fullest extent permitted by law, the Contractor shall indemnify, defend, and save harmless the School District, all of the Schools officers, agents and employees from and against all suits and claims of liability of every name and nature, including attorney's fees and cost of defending any action or claim, for or on account of any claim, loss, liability or injuries to persons or damage to property of the Town or any person, firm, corporation or association arising out of or resulting from any act, omission, or negligence of the Contractor, subcontractors and their agents or employees in the performance of the work covered by this Contract and/or their failure to comply with terms and conditions of this Contract, regardless of whether said claim is caused in part by the Schools or any third party. The foregoing provisions shall not be deemed to be released, waived or modified in any respect by reason of any surety or insurance provided by the Contractor under contract with the Schools. The provisions of the Indemnification section shall survive the expiration or termination of this Contract.
2. **General Insurance**-The Contractor shall, before commencing performance of contract, be responsible for providing and maintaining insurance coverage in force for the life of the contract of the kind and in adequate amounts to secure all of the obligations under the contract and with insurance companies acceptable to the School District. All such insurance carried should not be less than the kind and amount limit of coverage shall in no way limit the liability of the Contractor to any such kinds and amounts of insurance coverage. Under all insurance coverage, required or not required by the School, the Contractor shall indemnify, and hold harmless the School, it's offices, directors and employees against any claim based upon negligent, accidental or intentional acts or omissions of the contractor, its employees or its agents in providing its services to employees of the municipality or their dependents pursuant to the contract.

With the exception of Professional Services Liability for architects, designers and engineers, and Worker's Compensation, the School District and its employees must be named as an additional insured and a certificate of insurance will be provided indicating requirements established by the issuance of the contract. Upon execution of the contract the Contractor will provide copies of certificates of insurance to the School District, Facility Department.

Failure to provide and continue in force such insurance as aforesaid may be deemed a material breach of the contract, and may constitute sufficient grounds for immediate termination of the same. All insurance maintained as provided for in the above shall be taken out and maintained at the sole expense of the Contractor. Annually, at time of the Contractor's policy renewal, updated insurance certificates shall be sent to the School District Facility Department.

No cancellations of such insurance, whether by the insurer or by the insured party shall be valid unless written notice thereof is given by the parties proposing cancellation to the other part and to the School District at least thirty (30) days prior to the intended effective date thereof, which date shall be expressed in said notice, and which shall be sent out by registered mail, return receipt requested. These provisions shall apply to the legal representatives, trustees in bankruptcy, receiver, assignee, and/or the successor in interest of the contract.

All insurance coverage shall be placed with such company as may be acceptable to the School District and shall constitute a material part of the contract documents.

3. **Comprehensive General Liability Insurance**-The Contractor shall carry Commercial General Liability Insurance with each occurrence limit of liability no less than One Million Dollars (\$1,000,000.00) and a general aggregate limit of liability no less than Two Million Dollars (\$2,000,000. 00); and a Products/Completed Operations (*as may be required*) Aggregate limit no less than Two Million Dollars (\$2,000,000.00) for all injury and damages to or destruction of property during the policy period.
4. **Automobile Liability and Property Damage Insurance**-The Contractor shall carry business Automobile Liability Insurance covering all owned vehicles with a combined single limit no less than One Million Dollars (\$1,000,000.00) to cover all damage caused by contracted employees of the awarded Contractor. Level of insurance must adequately cover the liability exposure of project site and is subject to the School District's approval.
5. **Worker's Compensation Insurance**-The Contractor shall carry Workers' Compensation Insurance as required by Massachusetts General Law, c.152, and Section 25, with a minimum limit of Employer's Liability as per Massachusetts General Law requirements.

The aforementioned insurance coverage shall remain in full force and effect throughout the period of the contract. Similar insurance coverage shall be provided by or in behalf of any subcontractor to cover, their operations with the same minimum limits as required of the Contractor. Contractor's insurance shall be primary insurance to all insurance carried by the School District.

Note: Certificates of insurance must be furnished immediately upon receipt of "Acceptance of Bid" letter.

Section V – Contractor Qualifications/Requirements

1. Contractors shall have a minimum of five (5) years of satisfactory performance of multiple contracts in similar size and scope of the proposed contract.
2. Contractors shall complete the attached reference form including current customers.

Section VI – Bid Submission Requirements

Contractors must submit the following: (Failure to submit the items identified below may disqualify the Contractor)

1. All Contractors **MUST** complete, execute and return the following forms:
 - a. Bid Form
 - b. Bid Cost Submission Form
 - c. Certificate of Non-Collusion
 - d. Tax Compliance Certification
 - e. Receipt of Addendum
 - f. Tech's licenses (total of at least 3)
 - g. Contractor's license and proof of being in business 5 years
 - h. AHERA forms
 - i. Reference forms
 - j. OSHA 10 cards
 - k. Sample contract
 - l. Department of Labor and Workforce Development Prevailing Wage Rates
 - m. Prevailing Wage Rate Sheet
2. All Contractors **shall** submit the following supporting documentation:
 - a. General History of company.
 - b. List of Board of Directors, owners (s), principal, as applicable.
 - c. Listing of employees who will provide services, hours, job description, and a staffing pattern, including a structure for supervision and accountability. The experience of the individual proposed to provide supervision shall be included.
 - d. Statement of Standard Operating Procedure for Safe Removal and disposals of sharps and protocol to inform the School District.
 - e. Statement of procedures for the performance of background checks of contractor's personnel (if applicable).
 - f. Statement of agency personnel training and staff development.

BID COST SUBMISSION FORM

Licensed Electrician Services

To the Dennis-Yarmouth Regional School District:

The Undersigned proposed to deliver the services as described in the Scope of Service-Licensed Electrician Services at the schools of the Dennis-Yarmouth Regional School District in the towns of Dennis and Yarmouth, MA. The Contractor shall provide all labor, materials, transportation, materials, equipment, tools and supervision necessary for the satisfactory service, repair and preventative maintenance of all of the roofs in the district. Services under this contract requires the contractor to furnish all labor, materials, tools, equipment and supervision necessary to accomplish the work described herein, accordance with all specifications and requirements, prevailing wage apply.

The undersigned agrees that, if he is selected as general contractor, he will within ten days, Saturdays, Sundays and legal holidays excluded, after presentation thereof by the awarding authority, execute a contract in accordance with the terms of this bid and furnish a performance bond and also a labor and materials or payment bond, each of a surety company qualified to do business under the laws of the commonwealth and satisfactory to the awarding authority and each in the sum of the contract price, the premiums for which are to be paid by the general contractor and are included in the contract price; provided, however, that if there is more than one (1) surety company, the surety companies shall be jointly and severally liable.

The undersigned hereby certifies that he is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed on the work; that all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee; and that he will comply fully with all laws and regulations applicable to awards made subject to section 44A.

The undersigned further certifies under the penalties or 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.

(Name of Vendor)

Date

By

Printed Name

Title

Signature

Business Address

Email

Licensed Electrician Services**Bid Form****Due: September 27, 2021, 9:00 AM**

Company Name: _____

Company Address: _____

Telephone: _____ Fax: _____

Email: _____

	2021-22
Hourly Rate Licensed Electrician M-F	
Hourly Rate Apprentice Electrician M-F	
Hourly Rate Licensed Electrician M-F after hours, Saturday/Sunday/Holidays	
Hourly Rate Apprentice Electrician M-F after hours, Saturday/Sunday/Holidays	
Emergency Rate	
Grand Total	
Material/Equipment Percentage Markup (MAX=26.5%) As approved by the Facility Manager	
Total	

Note: Travel expense shall be incorporated into the hourly rate.

Number of hours required subject to change-rate will remain as priced on Bid form.

***Grand Total Price for Total Contract (All Three Years –in words)**

Receipt of Addendum(s): _____

This must be attached to bid documents.

Tax Identification Number: _____

Authorized Signature

Date

Printed name



VENDOR/CONTRACTOR GUIDELINES

The following is a review of rules, regulations and protocol for prospective and current vendors and contractors who are now or desire to be engaged with the District for the procurement of goods and services as solicited by either the Asst. Superintendent for Administrative & Business Services or the District Facilities Manager's Office.

1. **UNSOLICITED SALES CALLS:** District personnel reserve the right to refuse to meet with any vendor/contractor who visits without prior knowledge of said District personnel. The vendor/contractor should call at least twenty-four (24) hours in advance to arrange time and place for meeting with District personnel and every effort will be made to schedule a convenient time agreeable to both parties. Facilities Manager/Maintenance Department: (508) 398-7677 or 7670. Assistant Superintendent for Administrative & Business Services: (508) 398-7610.
2. **ACCESS TO DISTRICT PROPERTIES:** Any vendor/contractor, when entering District property such as a school, will immediately proceed to the school's main office, or, in the case of the High School, the Maintenance Department Office, and identify themselves and their crew to the office staff. The vendor/contractor will log in as to time arrived, how many people and the purpose of his/her visit. At the completion of the visit and/or task(s), the vendor/contractor will notify the office staff of his/her departure and log out accordingly, recording job status (i.e. "work complete", will return date, etc.).
3. **SITE VISITS:** When visiting a site in relation to either an IFB (Invitation to Bid) or RFP (Request for Proposal), the interested party will arrange a time to meet and review conditions for the project with the Office of the District Facilities Manager at (508) 398-7677 or 7670. Either the Facilities Manager or a designee will accompany the vendor/contractor during the site visit. **Under no circumstances will a vendor/contractor be allowed to tour a building alone.**
4. **CONTACT WITH STAFF OR STUDENTS:** While visiting a school when classes are in session, the vendor/contractor or their employees are not permitted to approach, interfere with, or distract students in any way. During class changes, the vendor/contractor will take every precaution not to obstruct the flow of student traffic between classes or exiting the school building. Ladders, scaffolding, etc. will be broken down and put aside so as not create a hazard or potentially hazardous situation where a student could be injured. If approached by a member of the faculty or staff and requested to perform certain extra work, the vendor will refer the faculty or staff member to the Facilities Manager for a decision as to the necessity of the work requested.
5. **VERIFICATION OF WORK PERFORMED:** As stated previously, log-in and log-out procedures are of the utmost importance. Also, when completing a service call or project at any school or District building, a written report, in the form of a contractor's standard work order will be presented to the staff of the school's office or the Maintenance Office Secretary at Dennis-Yarmouth Regional

High School, marked to the attention of the District Facilities Manager. These records and reports are the first step in the payment process. Verbal reports are not acceptable. If an invoice is received and cannot be verified, it will not be considered for payment.

6. **REQUISITIONS AND INVOICES FOR PAYMENT OF WORK PERFORMED:** When the vendor/contractor submits an invoice, requisition, or application for payment, the work will be broken down into labor and materials used. Labor will be discernible as to licensed mechanic hours and helper hours. Materials will be listed by quantity of major units installed, such as pipe, fixtures, etc., so that the Facilities Manager can readily field verify quantities as being accurate and true.
7. **SMOKING POLICY ON SCHOOL PREMISES:** The Dennis-Yarmouth Regional School District does not allow smoking in either the school buildings or on the grounds. If a vendor/contractor is found in violation of this smoking rule, the person in question will be asked to leave the premises and will not be allowed to return.
8. **TOOLS AND EQUIPMENT:** The vendor/contractor entering into a contract with the District is assumed to be fully equipped to execute the work. The vendor/contractor will plan accordingly and, when arriving on site, be equipped to start and complete a day's work without interruption. Under no circumstances will a vendor/contractor "borrow" any of the District Maintenance Department's tools or equipment. Any disruption of work due to the vendor/contractor not having the right equipment, and the time lost for this reason, will be noted by the District Facilities Manager and will be borne by the vendor/contractor at his/her own expense.
9. **MANPOWER LOADING:** On service call work, the vendor/contractor is reminded to review his manpower loading for the particular task at hand. The District personnel will be observing outside mechanics and helpers to determine if a vendor/contractor is legitimately staffing a project. If the vendor is found to be over-staffed, the District will deduct the amount equal to the per hour rate of either the mechanic or helper from the contractor's invoice.
10. **DEBRIS REMOVAL:** The vendor/contractor will remove all debris created during demolition, installation and connection phases of any project on a daily basis at his own expense. Arrangements can be made with the District Facilities Manager to contact the District's disposal vendor for use of a dumpster. The vendor/contractor will bear any added expense for the dumpster. This would cover only non-toxic, non-hazardous materials. All hazardous materials will be removed in a safe and legal manner and a letter stating the disposition of these materials will be provided to the District Facilities Manager for his records. Copies of all hazardous shipping and disposal documents will be filed with the District's Asst. Superintendent for Administrative & Business Services.
11. **NOTIFICATION OF PROBLEM OR INCIDENT:** The following list is the correct procedure for notifying District personnel of a problem or incident occurring on District property while engaged in a project. Any problem or incident should be reported immediately.
 1. District Facilities Manager (508) 398-7670, cell (508) 726-8161
 2. Assistant Facilities Manager (508) 398-7670, cell (508) 889-8721
 3. Secretary to Facilities Manager (508) 398-7677
12. **CERTIFICATE OF INSURANCE:** The vendor/contractor will, prior to any performance of work, provide the District with a current Certificate of Insurance. This certificate will be subject to review and approval by the Asst. Superintendent for Administrative & Business Services.

13. **INSPECTIONS/PERMITS:** The vendor/contractor will, in most cases, be required to pull a permit for the work of his respective trade. This permit will be taken out before work starts and inspections will be made for each stage of the project, such as rough, service and final. A copy of the final inspection and sign-off by the inspector shall be furnished to the District. The District reserves the right to withhold the final payment until proof of inspection is received. The vendor/contractor will be responsible for any and all permit fees. Some fees may be waived, but a permit will still be required. Check with the appropriate local inspector.
14. **TAGGING AND DOCUMENTATION OF WORK PERFORMED:** The vendor/contractor will be required on certain service and maintenance items such as roof exhaust fan, annual maintenance, univent, etc., to tag the equipment and list on the tag the date, nature of work, contractor, and mechanic's initials or name. Also, the vendor/contractor will be required on certain Routine Maintenance & Preventive Maintenance work to fill out forms stating what unit was worked on, location, what was done, and status of unit. These forms are available at the Office of the Facilities Manager/Maintenance Office located at the High School.
15. **WARRANTIES OF WORK:** The District assumes a one-year warranty on all parts and labor provided under either maintenance service contracts or general bid work. The one-year warranty starts on the date of acceptance (which is not necessarily on the date of completion) of the work by the District Facilities Manager or the Assistant Superintendent for Administrative & Business Services.



C.O.R.I. APPENDIX I (Page one of three)

To ALL Vendors:

The attached CORI form must be completed by your employee(s), submitted to and approved by the Dennis-Yarmouth Regional School District **BEFORE** the employee may begin working on District property.

As the contracted vendor, you are responsible for verifying the information on behalf of the District. You (Vendor) should complete the bottom portion (below the double line) of the CORI form after reviewing and making a photocopy of the Identification presented to you for verification. You will write in the appropriate identification information presented to you and the expiration date of same. You (Vendor) will sign off in the VERIFIED BY area. **All pages, including a copy of the identification, will then be faxed to (508)-398-7663 to Danielle Lamminen for processing.**

You will be notified of CORI status upon completion of the CORI process.

Should there be any questions, please do not hesitate to contact this office.

See CORI form attached Appendix I

APPENDIX I

CRIMINAL OFFENDER RECORD INFORMATION (CORI)
ACKNOWLEDGEMENT FORM see attached

Please note at bottom of this form office use only is to be done by your office. You are verifying the information above that this is the person you want to have CORI acknowledgement.

:

**Fax this information along with ID copies to:
to (508) 398-7663 Attention Danielle Lamminen**



Dennis-Yarmouth Regional School District
296 Station Avenue
South Yarmouth, MA 02664
Phone (508)398-7600 Fax (508)398-7622

CRIMINAL OFFENDER RECORD INFORMATION (CORI) ACKNOWLEDGEMENT FORM

Dennis-Yarmouth Regional School District is registered under the provisions of M.G.L. c. 6, §172 to receive CORI for the purpose of screening current and otherwise qualified prospective employees, subcontractors, and volunteers.

As a prospective or current employee, subcontractor, or volunteer, I understand that a CORI check will be submitted for my personal information to the Department of Criminal Justice Information Services (DCJIS). I hereby acknowledge and provide permission to Dennis-Yarmouth Regional School District (DYRSD) to submit a CORI check for my information to the DCJIS. This authorization is valid for one year from the date of my signature. I may withdraw this authorization at any time by providing DYRSD Human Resource Office with written notice of my intent to withdraw consent to a CORI check.

DYRSD may conduct subsequent CORI checks within one year of the date this form was signed by me, provided, however, that DYRSD must first provide me with written notice of this check.

PURPOSE FOR CORI – PLEASE CHECK ONE BOX

☐ Employee (current) ☐ Employee Applicant _____ (position applied for)
☐ Volunteer/Chaperone ☐ Student Intern/Observer ☐ Subcontractor _____ (Employer)

The fields marked with an asterisk (*) are required fields. Please print legibly in pen!

First Name _____ Middle Initial _____

Last Name _____ Suffix (Jr., Sr., etc.) _____

Former Last Name 1 _____ Former Last Name 2 _____

Former Last Name 3 _____ Former Last Name 4 _____

Date of Birth (MMDDYYYY) _____ Place of Birth _____

Last SIX digits of Social Security Number _____ -- _____

Sex _____ Height _____ Eye Color _____ Race _____

Driver's License or ID Number _____ State of Issue _____

Father's Full Name _____ Mother's Full Name _____

*Current Full Address _____ *Current Phone Number* _____

By signing below, I provide my consent to a CORI check and affirm that the information on this Acknowledgement Form is true and accurate.

*SIGNATURE OF CORI SUBJECT

Date

For Office Use Only:

The above information was verified by reviewing the following form(s) of government issued photo identification (please check one box) and a copy of the ID is attached:

☐ Driver's License ☐ Passport ☐ Military I.D. ☐ State I.D.

NAME OF EMPLOYEE VERIFYING: _____ VERIFYER'S SIGNATURE _____

Revised: 10/3/18

APPENDIX II



Dennis-Yarmouth Regional School District
296 Station Avenue
South Yarmouth, MA 02664

Notice to Contractors and Short -Term Workers

AHERA

As required by 763.84(d) of the Asbestos Hazard Emergency Response Act (AHERA), all short-term workers or contractors who may come in contact with asbestos shall be notified of the locations of ACBM or suspected ACBM assumed. Listed below are the campus locations for Dennis-Yarmouth Regional School District and their statuses:

Refer to [AHERA webpage](#) for updated information

<i>Dennis-Yarmouth Regional High School</i>	<i>Marguerite E. Small Elementary School</i>
<i>Station Avenue Elementary School</i>	<i>Ezra H. Baker Innovation School</i>
<i>Mattacheese Middle School</i>	<i>Nathaniel H. Wixon Innovation School</i>

The AHERA Management Plan is available for public inspection at each school office and the LEA designee office at Dennis-Yarmouth Regional High School Maintenance Office, South Yarmouth, MA. System re-inspections are conducted every three years and a periodic surveillance is conducted every six months. Any questions relating to AHERA should be directed to the LEA designee by calling 508-398-7670 or visit our website [AHERA webpage](#).

GENERAL

Contractors are expected to conduct themselves in a safe and professional manner in accordance with all state, federal and local laws, OSHA safety guidelines, Department of Labor guidelines, and Dennis-Yarmouth Regional School District Board Policies.

All contractors are required to have on file with the maintenance department a copy of their general liability insurance, auto insurance and worker's compensation policies.

Welding, cutting, brazing or other flame producing work will not be conducted on school grounds without obtaining a welding permit from the facility manager.

Smoking or other tobacco product use will NOT be permitted on the grounds of Dennis-Yarmouth Regional School District property.

Contractors doing work in or around the above listed facilities must validate by signature of this form their acknowledgement of the presence of ACBM.

Company Name: _____

Address: _____

Signature: _____ Date: _____



A. CERTIFICATE OF NON-COLLUSION

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

_____, duly authorized _____

Signature of individual submitting bid or proposal & Date

Name of business

Address

City/Town

State

Zip

Telephone

B. TAX COMPLIANCE CERTIFICATION

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

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

_____, duly authorized _____

Signature of individual submitting bid or proposal & date

Name of business

Address

City/Town

State

Zip

Telephone

MUST BE RETURNED WITH ALL REPLIES

Reference Form

Date: _____

Bidder: _____

Reference Name: _____

Address: _____

Contact: _____

Phone: _____

Fax: _____

Description & date(s)
of services provided: _____

Reference Name: _____

Address: _____

Contact: _____

Phone: _____

Fax: _____

Description & date(s)
of services provided: _____

Reference Name: _____

Address: _____

Contact: _____

Phone: _____

Fax: _____

Description & date(s)
of services provided: _____

MUST BE RETURNED WITH ALL REPLIES

Reference Form

Date: _____

Bidder: _____

Reference Name: _____

Address: _____

Contact: _____

Phone: _____

Fax: _____

Description & date(s)
of services provided: _____

Reference Name: _____

Address: _____

Contact: _____

Phone: _____

Fax: _____

Description & date(s)
of services provided: _____

Reference Name: _____

Address: _____

Contact: _____

Phone: _____

Fax: _____

Description & date(s)
of services provided: _____

MUST BE RETURNED WITH ALL REPLIES



Dennis-Yarmouth Regional School District

**DENNIS-YARMOUTH REGIONAL SCHOOL DISTRICT
CONTRACT BETWEEN CONTRACTOR AND THE DISTRICT**

This contract is entered into on, or as of, this date by and between the Dennis-Yarmouth Regional School District {the "School District"}, and:

CONTRACTOR: _____

TELEPHONE: _____ FAX: _____

EMAIL: _____

1. This is a contract for the procurement of the following: Licensed Electrician Services

This contract incorporates our Invitation for Bids, ~~Request for Quotation or Request for Proposal~~ specifications and the contractor's reply, both of which are attached.

Our purchase order will be issued after a signed contract is provided, as stated in our Invitation for Bids, ~~Request for Quotations or Request for Proposals~~.

2. The contract price will be per sheets attached in this IFB.

Payment will be made per bid specifications and our purchase order.

4. DEFINITIONS

- 4.1 Acceptance: All contracts require proper acceptance of the described goods or services by the Dennis-Yarmouth Regional School District. Proper acceptance shall be understood to include inspection of goods and certification of acceptable performance of services by authorized representative of the School District to ensure that the goods or services are complete and are as specified in the contract.

- 4.2 Contract Documents: All documents relative to the contract including (where used) Instructions to Bidders, Proposal Form, General Conditions, Supplementary General Conditions, General Specifications, Other Specifications included in Project Manual, Drawings, and all Addenda issued during the bidding period. The Contract Documents are complimentary, and what is called for by any one shall be as binding as if called for by all. The intention of the documents is to include all labor and material, equipment and transportation necessary for the proper performance of the contract.
- 4.3 The Contractor: The "other party" to any contract with the School District. This term shall (as the sense and particular contract so require) include Vendor, Contractor, Engineer, or other label used to identify the other party in the particular contract. Use of the term "contractor" shall be understood to refer to any other such label used.
- 4.4 Date of Substantial Performance: The date when the work is sufficiently complete, the services are performed, or the goods delivered, in accordance with contract documents, as modified by Amendments and Change Orders.
- 4.5 Goods: Goods, Supplies or Materials.

Subcontractor: Those having a direct contract with the Contractor. The term includes one who furnished material worked to a special design according to the Drawings or Specifications of this work, but does not include one who merely furnishes material not so worked.

Work: The services or materials contracted for, or both

5. TERM OF CONTRACT AND TIME FOR PERFORMANCE

This contract shall be fully performed by the Contractor on or before (per specifications) unless extended pursuant to a provision for extension contained in the contract documents at the sole discretion of the School District, and not subject to assent by the Contractor, and subject to the availability and appropriation of funds. The time limits stated in the contract documents are of the essence of the contract.

6. SUBJECT TO APPROPRIATION

Notwithstanding anything in the contract documents to the contrary, any and all payments which the School District is required to make under this contract shall be subject to appropriation or other availability of funds as certified by the Asst. Superintendent for Adm.& Business Services.

7. PERMITS AND APPROVALS

Permits, Licenses, Approvals and all other legal or administrative prerequisites to its performance of the contract shall be secured and paid for by the Contractor.

8. THE CONTRACTOR'S BREACH AND THE SCHOOL DISTRICT'S REMEDIES

Failure of the Contractor to comply with any of the terms or conditions of their Contract shall be deemed a material breach of this Contract, and the Dennis-Yarmouth Regional School District shall have all the rights and remedies provided in the contract documents: the right to cancel, terminate, or suspend the contract in whole or in part; the right to maintain any and all actions at law or in equity or other proceedings with respect to a breach of this Contract including damages and specific performance; and the right to select among the remedies available to it by all of the above.

9. STATUTORY COMPLIANCE

- 9.1 This contract will be construed and governed by the provisions of applicable federal, state and local laws and regulations; and wherever any provision of the contract or contract documents shall conflict with any provision or requirements of federal, state or local law or regulation, then the provisions of law and regulation shall control. Where applicable to the contract, the provisions of General Laws are incorporated by reference into this contract, including but not limited to the following: General Laws Chapter 30B: - Procurement of Goods and Services General Laws Chapter 30, Sec. 39, et seq: - Public Works Contracts General Laws Chapter 149, Sec 44A et seq: - Public Buildings Contracts.
- 9.2 Wherever applicable law mandates the inclusion of any term and provision into a municipal contract, this Section shall be understood to import such term or provision into this contract. To whatever extent any provision of this contract shall be inconsistent with any law or regulation limiting the power or liability of cities, town and/or school districts, such law or regulation shall control.
- 9.3 The Contractor shall give all notices and comply with all laws and regulations bearing on the performance of the contract. If the Contractor performs the contract in violation of any applicable law or regulation, the Contractor shall bear all costs arising therefrom.
- 9.4 The Contractor shall keep itself fully informed of all existing and future state and national Laws and municipal by-laws and regulations and of all orders and decrees of any bodies or tribunals having jurisdiction in any manner affecting those engaged or employed in the work, of the materials used in the work or in any way affecting the conduct of the work, if any discrepancy or consistency is discovered in the drawings, specifications or contract for this work in violation of any such law, by-law, regulation, order of decree, it shall forthwith report the same in writing to the School District. It shall, at all times, itself observe and comply with and shall cause all its agents, employees and subcontractors to observe and comply with all such existing and future laws, by-laws, regulations, orders and decrees; and shall protect and indemnify the Dennis-Yarmouth Regional School District and its duly appointed agents against any claim or liability arising from or based on any violation whether by him or its agents, employees or subcontractors or any such law, by-law, regulation or decree.

10. CONFLICT OF INTEREST

Both the School District and the Contractor stipulate to the applicability of the State Conflict of Interest Law (General Laws Chapter 268A), and this contract expressly prohibits any activity, which shall constitute a violation of that law. The Contractor shall be deemed to have investigated its applicability to the performance of this contract; and by executing the contract documents the Contractor certifies to the School District that neither it nor its agents, employees or subcontractors are thereby in violation of General Laws Chapter 268A.

11. CERTIFICATE OF TAX COMPLIANCE

This contract must include a certification of tax compliance by the Contractor, as required by General Laws Chapter 62C, Sec. 49A (Requirement of Tax Compliance by All Contractors Providing Goods, Services, or Real Estate Space to the Commonwealth or Subdivision).

12. DISCRIMINATION

The Contractor will carry out the obligations of this contract in full compliance with all of the requirements imposed by or pursuant to General Laws Chapter 151B (Law Against Discrimination) and any executive orders, rules, regulations, and requirements of the Commonwealth of Massachusetts as they may from time to time be amended.

13. ASSIGNMENT

Assignment of this contract is prohibited, unless assignment is provided for expressly in the contract documents.

14. CONDITION OF ENFORCEABILITY AGAINST THE SCHOOL DISTRICT

This contract is only binding upon, and enforceable against, the School District if: (1) the contract is signed by a School District official authorized by School Committee vote to execute the contract on behalf of the School District, and (2) endorsed with approval by the Assistant Superintendent for Business and Administration Services as to appropriation or availability of funds and as to compliance with the provisions of General Laws Chapter 30B.

15. CORPORATE CONTRACTOR

If the Contractor is a corporation, it shall endorse upon this contract (or attach hereto) its Clerk's Certificate certifying the corporate capacity and authority of the party signing this contract for the corporation. Such certificate shall be accompanied by a letter or other instrument stating that such authority continues in full force and effect as of the date the contract is executed by the Contractor. This contract shall not be enforceable against the Dennis-Yarmouth Regional School District unless and until the Contractor complies with this section.

The Contractor (and Subcontractors as defined in Paragraph 1-C of the General Conditions), if a foreign corporation shall comply with the provisions of the General Laws Chapter 181 relating to the appointment of the Secretary of State as its attorney, shall file with the Secretary of State a power of attorney and duly authenticated copies of its charter or certificate of incorporation; and shall comply with all the laws of the Commonwealth.

16. LIABILITY OF PUBLIC OFFICIALS

To the full extent permitted by law, no official, employee, agent or representative of the Dennis-Yarmouth Regional School District shall be individually or personally liable on any obligation of the School District under this contract.

17. NOTICES

Any notice permitted or required under the provisions of this contract to be given or served by either of the parties hereto upon the other party hereto shall be in writing and signed in the name or on the behalf of the party giving or serving the same. Notice shall be deemed to have been received at the time of actual service or three (3) business days after the date of a certified or registered mailing properly addressed. Notice to the Contractor shall be deemed sufficient if sent to the address set forth in the contract, and to the Dennis-Yarmouth Regional School District by being sent to the Assistant Superintendent for Business and Administration Services, Dennis-Yarmouth Regional School District, 296 Station Avenue, South Yarmouth, MA 02664-1898.

18. BINDING ON SUCCESSORS

This contract shall be binding upon the Contractor, its assigns, transferees, and/or successors in interest (and where not corporate, the heirs and estate of the Contractor).

19. COMPLETE CONTRACT

This instrument, together with its endorsed supplements, and the other components of the contract documents, constitutes the entire contract between the parties, with no agreements other than those incorporated herein.

20. SUPPLEMENTS

The foregoing provisions apply to all contracts to which the Dennis-Yarmouth Regional School District shall be a party. One of the following "Supplements" must be "checked" as applicable to this Contract, shall be attached hereto, and shall in any event apply, as the nature of the contract requires. The supplemental contains additional terms governing the contract:

☐ GOODS SUPPLEMENT "G" - Applicable to contracts for the procurement of Goods (governed by the provisions of General Laws Chapter 30B).

☒ SERVICES SUPPLEMENT "S" - Applicable to contracts for the procurement of Services (governed by the provisions of General Laws Chapter 30B).

☐ CONSTRUCTION SUPPLEMENT "C" - Applicable to contracts for the construction of:
(1) Public Buildings and Public Works (governed by the provisions of General Laws Chapter 30B)

(2) Public Buildings (governed by the provisions of General Laws Chapter 149, Sec. 44A, et seq.)

(3) Public Works (governed by the provisions of General Laws Chapter 30, Sec. 39M, et seq.)

☐ LEASE SUPPLEMENT "L" - Applicable to contracts for the procurement of Goods through a lease-purchase arrangement.

Dennis-Yarmouth Regional School District
296 Station Avenue
South Yarmouth, MA 02664
(508) 398-7616

SUPPLEMENT "S"

- 1) This form supplements the Dennis-Yarmouth Regional School District "Contract and General Conditions", and applies only to contracts for the procurement of services.
- 2) **"Services"** shall mean the furnishing of labor, time, or effort by the contractor. This term shall not include employment agreements, collective bargaining agreements, or grant agreements.
- 3) **Change orders** may not increase the quantity of goods by more than twenty-five percent (25%), in compliance with General Laws Chapter 30B, Sec. 13.
- 4) **Minimum wage / Prevailing Wage:** The contractor will carry out the obligations of this contract in full compliance with all of the requirements imposed by or pursuant to General Laws Chapter 151, Section 1 et seq. (Minimum Wage Law) and Commonwealth of Massachusetts as they may from time to time be amended. The contractor will, at all times, comply with the wage rates as determined by the Commissioner of the Department of Labor and Industries, under the provisions of General Laws Chapter 149, Section 26 to 27D (Prevailing Wage), as amended.
- 5) **Indemnification:** The contractor hereby assumes the entire responsibility and liability for any and all injury to or death of any or all persons, including the Contractor's employees, and for any and all damage to property caused by, resulting from, or arising out of any act, omission, or neglect on the part of the Contractor or of any Subcontractor or of anyone for whose acts any of them may be liable in connection with operations under the Contract.
 - 5.1) The Contractor further agrees to indemnify and hold harmless the School District, including the agents, employees and representatives of either, from and against all claim, damages, losses and expense, including attorney's fees, arising out of or resulting from the performance of the work, provided that any such claim, damage, loss or expense a) is attributable to bodily injury, sickness, disease, or death, or to destruction of tangible property (other than the work itself) including the loss of use resulting therefrom and b) is caused in whole or in part by any negligent act or omission of the contractor, any subcontractor, anyone directly or indirectly employed by any of them or anyone for whose acts any of them may be liable, regardless of whether or not it is caused in part by a party indemnified hereunder.
 - 5.2) 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 the manner of method of executing the work or due to the non-execution of the work or at any time due to defective work or materials.
 - 5.3) In any and all claims against the School District or any of their agents or employees by any employee of the contractor, and subcontractor, anyone directly or indirectly employed by any of them or anyone for whose acts any of them may be liable, the indemnification obligation under this paragraph shall not be limited in any way by any limitation on the amount or type of damages, compensation or benefits payable by or for the contractor or any subcontractor under Workers' Compensation Acts, disability benefits acts or other employee benefit acts.
 - 5.4) The obligations of the contractor under this paragraph shall not extend to the liability of the School District, its agents or employees, arising out of a) the preparation or approval of Maps, Drawings, Opinions, Reports, Surveys, Change orders, Designs or Specifications, or b) the giving of or the failure to give directions or instructions by the

School District, its agents or employees provided such giving or failure to give directions or instructions is the primary cause of the injury or damage.

- 5.5) The intent of the Specifications regarding insurance is to specify minimum coverage and minimum limits of liability acceptable under the contract. However, it shall be the contractor's responsibility to purchase and maintain insurance of such character and in such amounts as will adequately protect it and the School District from and against all claims, damages, losses and expenses resulting from exposure to any casualty liability in the performance of the work.

This is to certify that the Dennis-Yarmouth Regional School District for the purpose set forth in the contract herein has appropriated the Funds:

Signed: David Flynn, Asst. Superintendent for Finance and Operations

Contractor:

By: _____
Signature Date

Printed Name: _____

Title: _____

Appendix III Prevailing Wage Sheets



CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

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

Prevailing Wage Rates

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

ROSALIN ACOSTA
Secretary
MICHAEL FLANAGAN
Director

Awarding Authority: Dennis-Yarmouth Regional Schools
Contract Number: City/Town: YARMOUTH
Description of Work: Licensed Electrician Services to provide electrical repair and preventative service work of all of the electrical needs in the district.
Job Location: Various

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
 - An Awarding Authority must request an updated wage schedule from the Department of Labor Standards ("DLS") if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
 - The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
 - All apprentices working on the project are required to be registered with the Massachusetts Department of Labor Standards, Division of Apprentice Standards (DLS/DAS). Apprentice must keep his/her apprentice identification card on his/her person during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DLS/DAS regardless of whether or not they are registered with any other federal, state, local, or private agency must be paid the journeyworker's rate for the trade.**
 - The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F "rental of equipment" contracts.
 - Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at <http://www.mass.gov/dols/pw>.
 - Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
 - Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
 - Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2021	\$35.95	\$12.91	\$14.82	\$0.00	\$63.68
	08/01/2021	\$35.95	\$13.41	\$14.82	\$0.00	\$64.18
	12/01/2021	\$35.95	\$13.41	\$16.01	\$0.00	\$65.37
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2021	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	08/01/2021	\$36.02	\$13.41	\$14.82	\$0.00	\$64.25
	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
(4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2021	\$36.14	\$12.91	\$14.82	\$0.00	\$63.87
	08/01/2021	\$36.14	\$13.41	\$14.82	\$0.00	\$64.37
	12/01/2021	\$36.14	\$13.41	\$16.01	\$0.00	\$65.56
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR LABORERS - ZONE 2	06/01/2021	\$35.75	\$8.60	\$16.64	\$0.00	\$60.99
	12/01/2021	\$36.66	\$8.60	\$16.64	\$0.00	\$61.90
	06/01/2022	\$37.56	\$8.60	\$16.64	\$0.00	\$62.80
	12/01/2022	\$38.41	\$8.60	\$16.64	\$0.00	\$63.65
	06/01/2023	\$39.31	\$8.60	\$16.64	\$0.00	\$64.55
	12/01/2023	\$40.21	\$8.60	\$16.64	\$0.00	\$65.45
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2021	\$35.75	\$8.60	\$16.64	\$0.00	\$60.99
	12/01/2021	\$36.66	\$8.60	\$16.64	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	12/01/2020	\$38.10	\$12.80	\$9.45	\$0.00	\$60.35
ASPHALT RAKER LABORERS - ZONE 2	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
	06/01/2022	\$37.06	\$8.60	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.91	\$8.60	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.81	\$8.60	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.71	\$8.60	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4	06/01/2021	\$50.73	\$13.75	\$15.80	\$0.00	\$80.28
	12/01/2021	\$51.88	\$13.75	\$15.80	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATING ENGINEERS LOCAL 4	06/01/2021	\$50.73	\$13.75	\$15.80	\$0.00	\$80.28
	12/01/2021	\$51.88	\$13.75	\$15.80	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER LABORERS - ZONE 2	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
	06/01/2022	\$37.06	\$8.60	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.91	\$8.60	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.81	\$8.60	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.71	\$8.60	\$16.64	\$0.00	\$64.95

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER	06/01/2021	\$35.75	\$8.60	\$16.64	\$0.00	\$60.99
LABORERS - ZONE 2	12/01/2021	\$36.66	\$8.60	\$16.64	\$0.00	\$61.90
	06/01/2022	\$37.56	\$8.60	\$16.64	\$0.00	\$62.80
	12/01/2022	\$38.41	\$8.60	\$16.64	\$0.00	\$63.65
	06/01/2023	\$39.31	\$8.60	\$16.64	\$0.00	\$64.55
	12/01/2023	\$40.21	\$8.60	\$16.64	\$0.00	\$65.45
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY)	06/01/2021	\$35.75	\$8.60	\$16.64	\$0.00	\$60.99
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2021	\$36.66	\$8.60	\$16.64	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15
BOILERMAKERS LOCAL 29						

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2020

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

Notes:

Apprentice to Journeyworker Ratio:1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	02/01/2021	\$55.75	\$11.39	\$22.09	\$0.00	\$89.23
BRICKLAYERS LOCAL 3 (NEW BEDFORD)	08/01/2021	\$57.15	\$11.39	\$22.25	\$0.00	\$90.79
	02/01/2022	\$57.74	\$11.39	\$22.25	\$0.00	\$91.38

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 New Bedford

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.88	\$11.39	\$22.09	\$0.00	\$61.36
2	60	\$33.45	\$11.39	\$22.09	\$0.00	\$66.93
3	70	\$39.03	\$11.39	\$22.09	\$0.00	\$72.51
4	80	\$44.60	\$11.39	\$22.09	\$0.00	\$78.08
5	90	\$50.18	\$11.39	\$22.09	\$0.00	\$83.66

Effective Date - 08/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.58	\$11.39	\$22.25	\$0.00	\$62.22
2	60	\$34.29	\$11.39	\$22.25	\$0.00	\$67.93
3	70	\$40.01	\$11.39	\$22.25	\$0.00	\$73.65
4	80	\$45.72	\$11.39	\$22.25	\$0.00	\$79.36
5	90	\$51.44	\$11.39	\$22.25	\$0.00	\$85.08

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER	06/01/2021	\$50.19	\$13.75	\$15.80	\$0.00	\$79.74
OPERATING ENGINEERS LOCAL 4	12/01/2021	\$51.33	\$13.75	\$15.80	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN	06/01/2021	\$41.82	\$8.60	\$17.72	\$0.00	\$68.14
LABORERS - FOUNDATION AND MARINE	12/01/2021	\$42.83	\$8.60	\$17.72	\$0.00	\$69.15
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER	06/01/2021	\$40.67	\$8.60	\$17.72	\$0.00	\$66.99
LABORERS - FOUNDATION AND MARINE	12/01/2021	\$41.68	\$8.60	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN	06/01/2021	\$40.67	\$8.60	\$17.72	\$0.00	\$66.99
LABORERS - FOUNDATION AND MARINE	12/01/2021	\$41.68	\$8.60	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
LABORERS - ZONE 2	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
	06/01/2022	\$37.06	\$8.60	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.91	\$8.60	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.81	\$8.60	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.71	\$8.60	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
CARPENTER	03/01/2021	\$43.54	\$9.40	\$18.95	\$0.00	\$71.89
CARPENTERS -ZONE 2 (Eastern Massachusetts)	09/01/2021	\$44.19	\$9.40	\$18.95	\$0.00	\$72.54
	03/01/2022	\$44.79	\$9.40	\$18.95	\$0.00	\$73.14
	09/01/2022	\$45.44	\$9.40	\$18.95	\$0.00	\$73.79
	03/01/2023	\$46.04	\$9.40	\$18.95	\$0.00	\$74.39

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 03/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.77	\$9.40	\$1.73	\$0.00	\$32.90
2	60	\$26.12	\$9.40	\$1.73	\$0.00	\$37.25
3	70	\$30.48	\$9.40	\$13.76	\$0.00	\$53.64
4	75	\$32.66	\$9.40	\$13.76	\$0.00	\$55.82
5	80	\$34.83	\$9.40	\$15.49	\$0.00	\$59.72
6	80	\$34.83	\$9.40	\$15.49	\$0.00	\$59.72
7	90	\$39.19	\$9.40	\$17.22	\$0.00	\$65.81
8	90	\$39.19	\$9.40	\$17.22	\$0.00	\$65.81

Effective Date - 09/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.10	\$9.40	\$1.73	\$0.00	\$33.23
2	60	\$26.51	\$9.40	\$1.73	\$0.00	\$37.64
3	70	\$30.93	\$9.40	\$13.76	\$0.00	\$54.09
4	75	\$33.14	\$9.40	\$13.76	\$0.00	\$56.30
5	80	\$35.35	\$9.40	\$15.49	\$0.00	\$60.24
6	80	\$35.35	\$9.40	\$15.49	\$0.00	\$60.24
7	90	\$39.77	\$9.40	\$17.22	\$0.00	\$66.39
8	90	\$39.77	\$9.40	\$17.22	\$0.00	\$66.39

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$30.72/ 3&4 \$36.75/ 5&6 \$55.37/ 7&8 \$61.45

Apprentice to Journeyworker Ratio:1:5

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

All Aspects of New Wood Frame Work

Classification

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

Apprentice - CARPENTER (Wood Frame) - Zone 3

Effective Date - 04/01/2021

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

Effective Date - 04/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.20	\$7.21	\$0.00	\$0.00	\$21.41
2	60	\$14.20	\$7.21	\$0.00	\$0.00	\$21.41
3	65	\$15.38	\$7.21	\$0.00	\$0.00	\$22.59
4	70	\$16.56	\$7.21	\$0.00	\$0.00	\$23.77
5	75	\$17.75	\$7.21	\$3.80	\$0.00	\$28.76
6	80	\$18.93	\$7.21	\$3.80	\$0.00	\$29.94
7	85	\$20.11	\$7.21	\$3.80	\$0.00	\$31.12
8	90	\$21.29	\$7.21	\$3.80	\$0.00	\$32.30

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$17.63/ 3&4 \$19.95/ 5&6 \$27.22/ 7&8 \$29.54

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING
BRICKLAYERS LOCAL 3 (NEW BEDFORD)

01/01/2020 \$49.07 \$12.75 \$22.41 \$0.62 \$84.85

Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (New Bedford)

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.54	\$12.75	\$15.41	\$0.00	\$52.70
2	60	\$29.44	\$12.75	\$17.41	\$0.62	\$60.22
3	65	\$31.90	\$12.75	\$18.41	\$0.62	\$63.68
4	70	\$34.35	\$12.75	\$19.41	\$0.62	\$67.13
5	75	\$36.80	\$12.75	\$20.41	\$0.62	\$70.58
6	80	\$39.26	\$12.75	\$21.41	\$0.62	\$74.04
7	90	\$44.16	\$12.75	\$22.41	\$0.62	\$79.94

Notes:

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

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR LABORERS - ZONE 2	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
	06/01/2022	\$37.06	\$8.60	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.91	\$8.60	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.81	\$8.60	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.71	\$8.60	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES OPERATING ENGINEERS LOCAL 4	06/01/2021	\$51.73	\$13.75	\$15.80	\$0.00	\$81.28
	12/01/2021	\$52.88	\$13.75	\$15.80	\$0.00	\$82.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 4	06/01/2021	\$33.40	\$13.75	\$15.80	\$0.00	\$62.95
	12/01/2021	\$34.19	\$13.75	\$15.80	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) PAINTERS LOCAL 35 - ZONE 2	01/01/2021	\$52.06	\$8.25	\$22.75	\$0.00	\$83.06

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2021

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN LABORERS - ZONE 2	06/01/2021	\$40.82	\$8.60	\$17.57	\$0.00	\$66.99
	12/01/2021	\$41.83	\$8.60	\$17.57	\$0.00	\$68.00
	06/01/2022	\$42.83	\$8.60	\$17.57	\$0.00	\$69.00
	12/01/2022	\$43.83	\$8.60	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.83	\$8.60	\$17.57	\$0.00	\$71.00
	12/01/2023	\$46.08	\$8.60	\$17.57	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS - ZONE 2	06/01/2021	\$41.82	\$8.60	\$17.57	\$0.00	\$67.99
	12/01/2021	\$42.83	\$8.60	\$17.57	\$0.00	\$69.00
	06/01/2022	\$43.83	\$8.60	\$17.57	\$0.00	\$70.00
	12/01/2022	\$44.83	\$8.60	\$17.57	\$0.00	\$71.00
	06/01/2023	\$45.83	\$8.60	\$17.57	\$0.00	\$72.00
	12/01/2023	\$47.08	\$8.60	\$17.57	\$0.00	\$73.25
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: BURNERS LABORERS - ZONE 2	06/01/2021	\$41.57	\$8.60	\$17.57	\$0.00	\$67.74
	12/01/2021	\$42.58	\$8.60	\$17.57	\$0.00	\$68.75
	06/01/2022	\$43.58	\$8.60	\$17.57	\$0.00	\$69.75
	12/01/2022	\$44.58	\$8.60	\$17.57	\$0.00	\$70.75
	06/01/2023	\$45.58	\$8.60	\$17.57	\$0.00	\$71.75
	12/01/2023	\$46.83	\$8.60	\$17.57	\$0.00	\$73.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER LABORERS - ZONE 2	06/01/2021	\$41.82	\$8.60	\$17.57	\$0.00	\$67.99
	12/01/2021	\$42.83	\$8.60	\$17.57	\$0.00	\$69.00
	06/01/2022	\$43.83	\$8.60	\$17.57	\$0.00	\$70.00
	12/01/2022	\$44.83	\$8.60	\$17.57	\$0.00	\$71.00
	06/01/2023	\$45.83	\$8.60	\$17.57	\$0.00	\$72.00
	12/01/2023	\$47.08	\$8.60	\$17.57	\$0.00	\$73.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR LABORERS - ZONE 2	06/01/2021	\$41.57	\$8.60	\$17.57	\$0.00	\$67.74
	12/01/2021	\$42.58	\$8.60	\$17.57	\$0.00	\$68.75
	06/01/2022	\$43.58	\$8.60	\$17.57	\$0.00	\$69.75
	12/01/2022	\$44.58	\$8.60	\$17.57	\$0.00	\$70.75
	06/01/2023	\$45.58	\$8.60	\$17.57	\$0.00	\$71.75
	12/01/2023	\$46.83	\$8.60	\$17.57	\$0.00	\$73.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER LABORERS - ZONE 2	06/01/2021	\$40.82	\$8.60	\$17.57	\$0.00	\$66.99
	12/01/2021	\$41.83	\$8.60	\$17.57	\$0.00	\$68.00
	06/01/2022	\$42.83	\$8.60	\$17.57	\$0.00	\$69.00
	12/01/2022	\$43.83	\$8.60	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.83	\$8.60	\$17.57	\$0.00	\$71.00
	12/01/2023	\$46.08	\$8.60	\$17.57	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR OPERATING ENGINEERS LOCAL 4	06/01/2021	\$50.19	\$13.75	\$15.80	\$0.00	\$79.74
	12/01/2021	\$51.33	\$13.75	\$15.80	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE - SEIU LOCAL 888	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN ELECTRICIANS LOCAL 223	09/01/2020	\$43.66	\$10.90	\$14.66	\$0.00	\$69.22

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - ELECTRICIAN - Local 223

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.46	\$10.90	\$0.52	\$0.00	\$28.88
2	45	\$19.65	\$10.90	\$0.59	\$0.00	\$31.14
3	50	\$21.83	\$10.90	\$0.65	\$0.00	\$33.38
4	55	\$24.01	\$10.90	\$0.68	\$0.00	\$35.59
5	60	\$26.20	\$10.90	\$0.77	\$0.00	\$37.87
6	65	\$28.38	\$10.90	\$0.84	\$0.00	\$40.12
7	70	\$30.56	\$10.90	\$0.93	\$0.00	\$42.39
8	75	\$32.75	\$10.90	\$1.01	\$0.00	\$44.66

Notes:

Apprentice to Journeyworker Ratio:2:3***

ELEVATOR CONSTRUCTOR	01/01/2021	\$63.47	\$15.88	\$19.31	\$0.00	\$98.66
ELEVATOR CONSTRUCTORS LOCAL 4	01/01/2022	\$65.62	\$16.03	\$20.21	\$0.00	\$101.86

Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Effective Date - 01/01/2021

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

Effective Date - 01/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$32.81	\$16.03	\$0.00	\$0.00	\$48.84
2	55	\$36.09	\$16.03	\$20.21	\$0.00	\$72.33
3	65	\$42.65	\$16.03	\$20.21	\$0.00	\$78.89
4	70	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17
5	80	\$52.50	\$16.03	\$20.21	\$0.00	\$88.74

Notes:

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

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER	01/01/2021	\$44.43	\$15.88	\$19.31	\$0.00	\$79.62
ELEVATOR CONSTRUCTORS LOCAL 4	01/01/2022	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2021	\$45.88	\$13.50	\$15.70	\$0.00	\$75.08
	11/01/2021	\$46.88	\$13.50	\$15.70	\$0.00	\$76.08
	05/01/2022	\$48.03	\$13.50	\$15.70	\$0.00	\$77.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2021	\$47.40	\$13.50	\$15.70	\$0.00	\$76.60
	11/01/2021	\$48.41	\$13.50	\$15.70	\$0.00	\$77.61
	05/01/2022	\$49.57	\$13.50	\$15.70	\$0.00	\$78.77
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2021	\$22.91	\$13.50	\$15.70	\$0.00	\$52.11
	11/01/2021	\$23.51	\$13.50	\$15.70	\$0.00	\$52.71
	05/01/2022	\$24.18	\$13.50	\$15.70	\$0.00	\$53.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 223</i>	09/01/2020	\$43.66	\$10.90	\$14.66	\$0.00	\$69.22
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS LOCAL 223</i>	09/01/2020	\$36.86	\$10.90	\$12.45	\$0.00	\$60.21
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2021	\$41.31	\$13.75	\$15.80	\$0.00	\$70.86
	12/01/2021	\$42.26	\$13.75	\$15.80	\$0.00	\$71.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	06/01/2021	\$24.50	\$8.60	\$16.64	\$0.00	\$49.74
	12/01/2021	\$24.50	\$8.60	\$16.64	\$0.00	\$49.74
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE II</i>	03/01/2021	\$46.28	\$9.40	\$19.25	\$0.00	\$74.93
	09/01/2021	\$47.08	\$9.40	\$19.25	\$0.00	\$75.73
	03/01/2022	\$47.88	\$9.40	\$19.25	\$0.00	\$76.53

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - FLOORCOVERER - Local 2168 Zone II

Effective Date - 03/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.14	\$9.40	\$1.79	\$0.00	\$34.33
2	55	\$25.45	\$9.40	\$1.79	\$0.00	\$36.64
3	60	\$27.77	\$9.40	\$13.88	\$0.00	\$51.05
4	65	\$30.08	\$9.40	\$13.88	\$0.00	\$53.36
5	70	\$32.40	\$9.40	\$15.67	\$0.00	\$57.47
6	75	\$34.71	\$9.40	\$15.67	\$0.00	\$59.78
7	80	\$37.02	\$9.40	\$17.46	\$0.00	\$63.88
8	85	\$39.34	\$9.40	\$17.46	\$0.00	\$66.20

Effective Date - 09/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.54	\$9.40	\$1.79	\$0.00	\$34.73
2	55	\$25.89	\$9.40	\$1.79	\$0.00	\$37.08
3	60	\$28.25	\$9.40	\$13.88	\$0.00	\$51.53
4	65	\$30.60	\$9.40	\$13.88	\$0.00	\$53.88
5	70	\$32.96	\$9.40	\$15.67	\$0.00	\$58.03
6	75	\$35.31	\$9.40	\$15.67	\$0.00	\$60.38
7	80	\$37.66	\$9.40	\$17.46	\$0.00	\$64.52
8	85	\$40.02	\$9.40	\$17.46	\$0.00	\$66.88

Notes: Steps are 750 hrs.
% After 09/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)
Step 1&2 \$31.99/ 3&4 \$38.37/ 5&6 \$57.47/ 7&8 \$63.88

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER	06/01/2021	\$50.73	\$13.75	\$15.80	\$0.00	\$80.28
OPERATING ENGINEERS LOCAL 4	12/01/2021	\$51.88	\$13.75	\$15.80	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS	06/01/2021	\$33.40	\$13.75	\$15.80	\$0.00	\$62.95
OPERATING ENGINEERS LOCAL 4	12/01/2021	\$34.19	\$13.75	\$15.80	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	06/01/2020	\$39.18	\$10.80	\$10.45	\$0.00	\$60.43
GLAZIERS LOCAL 1333						

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - *GLAZIER - Local 1333*

Effective Date - 06/01/2020

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

Notes:

Apprentice to Journeyworker Ratio:1:3

HOISTING ENGINEER/CRANES/GRADALLS	06/01/2021	\$50.73	\$13.75	\$15.80	\$0.00	\$80.28
OPERATING ENGINEERS LOCAL 4	12/01/2021	\$51.88	\$13.75	\$15.80	\$0.00	\$81.43

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - OPERATING ENGINEERS - Local 4
Effective Date - 06/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$27.90	\$13.75	\$0.00	\$0.00	\$41.65
2	60	\$30.44	\$13.75	\$15.80	\$0.00	\$59.99
3	65	\$32.97	\$13.75	\$15.80	\$0.00	\$62.52
4	70	\$35.51	\$13.75	\$15.80	\$0.00	\$65.06
5	75	\$38.05	\$13.75	\$15.80	\$0.00	\$67.60
6	80	\$40.58	\$13.75	\$15.80	\$0.00	\$70.13
7	85	\$43.12	\$13.75	\$15.80	\$0.00	\$72.67
8	90	\$45.66	\$13.75	\$15.80	\$0.00	\$75.21

Effective Date - 12/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$28.53	\$13.75	\$0.00	\$0.00	\$42.28
2	60	\$31.13	\$13.75	\$15.80	\$0.00	\$60.68
3	65	\$33.72	\$13.75	\$15.80	\$0.00	\$63.27
4	70	\$36.32	\$13.75	\$15.80	\$0.00	\$65.87
5	75	\$38.91	\$13.75	\$15.80	\$0.00	\$68.46
6	80	\$41.50	\$13.75	\$15.80	\$0.00	\$71.05
7	85	\$44.10	\$13.75	\$15.80	\$0.00	\$73.65
8	90	\$46.69	\$13.75	\$15.80	\$0.00	\$76.24

Notes:
Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17 - B	07/01/2021	\$36.91	\$13.65	\$17.15	\$2.03	\$69.74
	10/01/2021	\$37.91	\$13.65	\$17.15	\$2.06	\$70.77
	04/01/2022	\$38.91	\$13.65	\$17.15	\$2.09	\$71.80
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 223	09/01/2020	\$43.66	\$10.90	\$14.66	\$0.00	\$69.22
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 17 - B	07/01/2021	\$36.91	\$13.65	\$17.15	\$2.03	\$69.74
	10/01/2021	\$37.91	\$13.65	\$17.15	\$2.06	\$70.77
	04/01/2022	\$38.91	\$13.65	\$17.15	\$2.09	\$71.80
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING - WATER) PLUMBERS & PIPEFITTERS LOCAL 51	08/31/2020	\$44.69	\$10.15	\$19.80	\$0.00	\$74.64
	08/30/2021	\$46.69	\$10.15	\$19.80	\$0.00	\$76.64
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC PLUMBERS & PIPEFITTERS LOCAL 51	08/31/2020	\$44.69	\$10.15	\$19.80	\$0.00	\$74.64
	08/30/2021	\$46.69	\$10.15	\$19.80	\$0.00	\$76.64
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HYDRAULIC DRILLS LABORERS - ZONE 2	06/01/2021	\$35.75	\$8.60	\$16.64	\$0.00	\$60.99
	12/01/2021	\$36.66	\$8.60	\$16.64	\$0.00	\$61.90
	06/01/2022	\$37.56	\$8.60	\$16.64	\$0.00	\$62.80
	12/01/2022	\$38.41	\$8.60	\$16.64	\$0.00	\$63.65
	06/01/2023	\$39.31	\$8.60	\$16.64	\$0.00	\$64.55
	12/01/2023	\$40.21	\$8.60	\$16.64	\$0.00	\$65.45
For apprentice rates see "Apprentice- LABORER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2021	\$35.75	\$8.60	\$16.64	\$0.00	\$60.99
	12/01/2021	\$36.66	\$8.60	\$16.64	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2020	\$49.00	\$13.80	\$17.14	\$0.00	\$79.94
	09/01/2021	\$51.40	\$13.80	\$17.14	\$0.00	\$82.34
	09/01/2022	\$53.85	\$13.80	\$17.14	\$0.00	\$84.79

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

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.50	\$13.80	\$12.42	\$0.00	\$50.72
2	60	\$29.40	\$13.80	\$13.36	\$0.00	\$56.56
3	70	\$34.30	\$13.80	\$14.31	\$0.00	\$62.41
4	80	\$39.20	\$13.80	\$15.25	\$0.00	\$68.25

Effective Date - 09/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.70	\$13.80	\$12.42	\$0.00	\$51.92
2	60	\$30.84	\$13.80	\$13.36	\$0.00	\$58.00
3	70	\$35.98	\$13.80	\$14.31	\$0.00	\$64.09
4	80	\$41.12	\$13.80	\$15.25	\$0.00	\$70.17

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER IRONWORKERS LOCAL 37	03/16/2021	\$42.46	\$7.70	\$17.10	\$0.00	\$67.26
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Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - *IRONWORKER - Local 37*

Effective Date - 03/16/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	70	\$29.72	\$7.70	\$17.10	\$0.00	\$54.52
2	75	\$31.85	\$7.70	\$17.10	\$0.00	\$56.65
3	80	\$33.97	\$7.70	\$17.10	\$0.00	\$58.77
4	85	\$36.09	\$7.70	\$17.10	\$0.00	\$60.89
5	90	\$38.21	\$7.70	\$17.10	\$0.00	\$63.01
6	95	\$40.34	\$7.70	\$17.10	\$0.00	\$65.14

Notes:

Apprentice to Journeyworker Ratio:1:4

JACKHAMMER & PAVING BREAKER OPERATOR
LABORERS - ZONE 2

06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
06/01/2022	\$37.06	\$8.60	\$16.64	\$0.00	\$62.30
12/01/2022	\$37.91	\$8.60	\$16.64	\$0.00	\$63.15
06/01/2023	\$38.81	\$8.60	\$16.64	\$0.00	\$64.05
12/01/2023	\$39.71	\$8.60	\$16.64	\$0.00	\$64.95

For apprentice rates see "Apprentice- LABORER"

LABORER
LABORERS - ZONE 2

06/01/2021	\$35.00	\$8.60	\$16.64	\$0.00	\$60.24
12/01/2021	\$35.91	\$8.60	\$16.64	\$0.00	\$61.15
06/01/2022	\$36.81	\$8.60	\$16.64	\$0.00	\$62.05
12/01/2022	\$37.66	\$8.60	\$16.64	\$0.00	\$62.90
06/01/2023	\$38.56	\$8.60	\$16.64	\$0.00	\$63.80
12/01/2023	\$39.46	\$8.60	\$16.64	\$0.00	\$64.70

Classification

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

Apprentice - LABORER - Zone 2

Effective Date - 06/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.00	\$8.60	\$16.64	\$0.00	\$46.24
2	70	\$24.50	\$8.60	\$16.64	\$0.00	\$49.74
3	80	\$28.00	\$8.60	\$16.64	\$0.00	\$53.24
4	90	\$31.50	\$8.60	\$16.64	\$0.00	\$56.74

Effective Date - 12/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.55	\$8.60	\$16.64	\$0.00	\$46.79
2	70	\$25.14	\$8.60	\$16.64	\$0.00	\$50.38
3	80	\$28.73	\$8.60	\$16.64	\$0.00	\$53.97
4	90	\$32.32	\$8.60	\$16.64	\$0.00	\$57.56

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY)	06/01/2021	\$35.00	\$8.60	\$16.64	\$0.00	\$60.24
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2021	\$35.91	\$8.60	\$16.64	\$0.00	\$61.15

Apprentice - LABORER (Heavy & Highway) - Zone 2

Effective Date - 06/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.00	\$8.60	\$16.64	\$0.00	\$46.24
2	70	\$24.50	\$8.60	\$16.64	\$0.00	\$49.74
3	80	\$28.00	\$8.60	\$16.64	\$0.00	\$53.24
4	90	\$31.50	\$8.60	\$16.64	\$0.00	\$56.74

Effective Date - 12/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.55	\$8.60	\$16.64	\$0.00	\$46.79
2	70	\$25.14	\$8.60	\$16.64	\$0.00	\$50.38
3	80	\$28.73	\$8.60	\$16.64	\$0.00	\$53.97
4	90	\$32.32	\$8.60	\$16.64	\$0.00	\$57.56

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.00	\$8.60	\$16.64	\$0.00	\$60.24
	12/01/2021	\$35.91	\$8.60	\$16.64	\$0.00	\$61.15
	06/01/2022	\$36.81	\$8.60	\$16.64	\$0.00	\$62.05
	12/01/2022	\$37.66	\$8.60	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.56	\$8.60	\$16.64	\$0.00	\$63.80
	12/01/2023	\$39.46	\$8.60	\$16.64	\$0.00	\$64.70
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.00	\$8.60	\$16.64	\$0.00	\$60.24
	12/01/2021	\$35.91	\$8.60	\$16.64	\$0.00	\$61.15
	06/01/2022	\$36.81	\$8.60	\$16.64	\$0.00	\$62.05
	12/01/2022	\$37.66	\$8.60	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.56	\$8.60	\$16.64	\$0.00	\$63.80
	12/01/2023	\$39.46	\$8.60	\$16.64	\$0.00	\$64.70
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.09	\$8.60	\$16.70	\$0.00	\$60.39
	12/01/2021	\$36.00	\$8.60	\$16.70	\$0.00	\$61.30
	06/01/2022	\$36.90	\$8.60	\$16.70	\$0.00	\$62.20
	12/01/2022	\$37.75	\$8.60	\$16.70	\$0.00	\$63.05
	06/01/2023	\$38.65	\$8.60	\$16.70	\$0.00	\$63.95
	12/01/2023	\$39.55	\$8.60	\$16.70	\$0.00	\$64.85
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
	06/01/2022	\$37.06	\$8.60	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.91	\$8.60	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.81	\$8.60	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.71	\$8.60	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.00	\$8.60	\$16.64	\$0.00	\$60.24
	12/01/2021	\$35.91	\$8.60	\$16.64	\$0.00	\$61.15
	06/01/2022	\$36.81	\$8.60	\$16.64	\$0.00	\$62.05
	12/01/2022	\$37.66	\$8.60	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.56	\$8.60	\$16.64	\$0.00	\$63.80
	12/01/2023	\$39.46	\$8.60	\$16.64	\$0.00	\$64.70
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 2</i>	06/01/2021	\$35.00	\$8.60	\$16.64	\$0.00	\$60.24
	12/01/2021	\$35.91	\$8.60	\$16.64	\$0.00	\$61.15
	06/01/2022	\$36.81	\$8.60	\$16.64	\$0.00	\$62.05
	12/01/2022	\$37.66	\$8.60	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.56	\$8.60	\$16.64	\$0.00	\$63.80
	12/01/2023	\$39.46	\$8.60	\$16.64	\$0.00	\$64.70
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LASER BEAM OPERATOR LABORERS - ZONE 2	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
	06/01/2022	\$37.06	\$8.60	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.91	\$8.60	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.81	\$8.60	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.71	\$8.60	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
MARBLE & TILE FINISHERS BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2021	\$42.57	\$11.39	\$20.14	\$0.00	\$74.10
	08/01/2021	\$43.69	\$11.39	\$20.30	\$0.00	\$75.38
	02/01/2022	\$44.16	\$11.39	\$20.30	\$0.00	\$75.85

Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.29	\$11.39	\$20.14	\$0.00	\$52.82
2	60	\$25.54	\$11.39	\$20.14	\$0.00	\$57.07
3	70	\$29.80	\$11.39	\$20.14	\$0.00	\$61.33
4	80	\$34.06	\$11.39	\$20.14	\$0.00	\$65.59
5	90	\$38.31	\$11.39	\$20.14	\$0.00	\$69.84

Effective Date - 08/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.85	\$11.39	\$20.30	\$0.00	\$53.54
2	60	\$26.21	\$11.39	\$20.30	\$0.00	\$57.90
3	70	\$30.58	\$11.39	\$20.30	\$0.00	\$62.27
4	80	\$34.95	\$11.39	\$20.30	\$0.00	\$66.64
5	90	\$39.32	\$11.39	\$20.30	\$0.00	\$71.01

Notes:

Apprentice to Journeyworker Ratio:1:3

MARBLE MASONS, TILELAYERS & TERRAZZO MECH BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2021	\$55.77	\$11.39	\$22.08	\$0.00	\$89.24
	08/01/2021	\$57.17	\$11.39	\$22.24	\$0.00	\$90.80
	02/01/2022	\$57.74	\$11.39	\$22.24	\$0.00	\$91.37

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

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

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.89	\$11.39	\$22.08	\$0.00	\$61.36
2	60	\$33.46	\$11.39	\$22.08	\$0.00	\$66.93
3	70	\$39.04	\$11.39	\$22.08	\$0.00	\$72.51
4	80	\$44.62	\$11.39	\$22.08	\$0.00	\$78.09
5	90	\$50.19	\$11.39	\$22.08	\$0.00	\$83.66

Effective Date - 08/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.59	\$11.39	\$22.24	\$0.00	\$62.22
2	60	\$34.30	\$11.39	\$22.24	\$0.00	\$67.93
3	70	\$40.02	\$11.39	\$22.24	\$0.00	\$73.65
4	80	\$45.74	\$11.39	\$22.24	\$0.00	\$79.37
5	90	\$51.45	\$11.39	\$22.24	\$0.00	\$85.08

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES)	06/01/2021	\$50.19	\$13.75	\$15.80	\$0.00	\$79.74
OPERATING ENGINEERS LOCAL 4	12/01/2021	\$51.33	\$13.75	\$15.80	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANICS MAINTENANCE	06/01/2021	\$50.19	\$13.75	\$15.80	\$0.00	\$79.74
OPERATING ENGINEERS LOCAL 4	12/01/2021	\$51.33	\$13.75	\$15.80	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 2)	03/01/2021	\$39.42	\$8.58	\$21.57	\$0.00	\$69.57
MILLWRIGHTS LOCAL 1121 - Zone 2	01/03/2022	\$40.67	\$8.58	\$21.57	\$0.00	\$70.82
	01/02/2023	\$41.92	\$8.58	\$21.57	\$0.00	\$72.07

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - MILLWRIGHT - Local 1121 Zone 2

Effective Date - 03/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$21.68	\$8.58	\$5.72	\$0.00	\$35.98
2	65	\$25.62	\$8.58	\$17.93	\$0.00	\$52.13
3	75	\$29.57	\$8.58	\$18.98	\$0.00	\$57.13
4	85	\$33.51	\$8.58	\$20.01	\$0.00	\$62.10

Effective Date - 01/03/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$22.37	\$8.58	\$5.72	\$0.00	\$36.67
2	65	\$26.44	\$8.58	\$17.93	\$0.00	\$52.95
3	75	\$30.50	\$8.58	\$18.98	\$0.00	\$58.06
4	85	\$34.57	\$8.58	\$20.01	\$0.00	\$63.16

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

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER
LABORERS - ZONE 2

06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
06/01/2022	\$37.06	\$8.60	\$16.64	\$0.00	\$62.30
12/01/2022	\$37.91	\$8.60	\$16.64	\$0.00	\$63.15
06/01/2023	\$38.81	\$8.60	\$16.64	\$0.00	\$64.05
12/01/2023	\$39.71	\$8.60	\$16.64	\$0.00	\$64.95

For apprentice rates see "Apprentice- LABORER"

OILER (OTHER THAN TRUCK CRANES, GRADALLS)
OPERATING ENGINEERS LOCAL 4

06/01/2021	\$23.40	\$13.75	\$15.80	\$0.00	\$52.95
12/01/2021	\$23.98	\$13.75	\$15.80	\$0.00	\$53.53

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OILER (TRUCK CRANES, GRADALLS)
OPERATING ENGINEERS LOCAL 4

06/01/2021	\$28.26	\$13.75	\$15.80	\$0.00	\$57.81
12/01/2021	\$28.94	\$13.75	\$15.80	\$0.00	\$58.49

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS II
OPERATING ENGINEERS LOCAL 4

06/01/2021	\$50.19	\$13.75	\$15.80	\$0.00	\$79.74
12/01/2021	\$51.33	\$13.75	\$15.80	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PAINTER (BRIDGES/TANKS)
PAINTERS LOCAL 35 - ZONE 2

01/01/2021	\$52.06	\$8.25	\$22.75	\$0.00	\$83.06
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Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2021

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *

01/01/2021

\$42.96

\$8.25

\$22.75

\$0.00

\$73.96

* 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 - 01/01/2021

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)

01/01/2021

\$41.02

\$8.25

\$22.75

\$0.00

\$72.02

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 - 01/01/2021

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *

01/01/2021

\$41.56

\$8.25

\$22.75

\$0.00

\$72.56

* 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 - 01/01/2021

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)

01/01/2021

\$39.62

\$8.25

\$22.75

\$0.00

\$70.62

PAINTERS LOCAL 35 - ZONE 2

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT
Effective Date - 01/01/2021

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	06/01/2021	\$35.00	\$8.60	\$16.64	\$0.00	\$60.24
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2021	\$35.91	\$8.60	\$16.64	\$0.00	\$61.15
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
PANEL & PICKUP TRUCKS DRIVER	06/01/2021	\$35.78	\$12.91	\$14.82	\$0.00	\$63.51
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	08/01/2021	\$35.78	\$13.41	\$14.82	\$0.00	\$64.01
	12/01/2021	\$35.78	\$13.41	\$16.01	\$0.00	\$65.20
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	08/01/2020	\$46.11	\$9.40	\$23.12	\$0.00	\$78.63
PILE DRIVER LOCAL 56 (ZONE 2)						
For apprentice rates see "Apprentice- PILE DRIVER"						
PILE DRIVER	08/01/2020	\$46.11	\$9.40	\$23.12	\$0.00	\$78.63
PILE DRIVER LOCAL 56 (ZONE 2)						

Apprentice - PILE DRIVER - Local 56 Zone 2
Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Notes: Apprentice wages shall be no less than the following Steps;

(Same as set in Zone 1)

1\$57.06/2\$61.96/3\$66.87/4\$69.32/5\$71.78/6\$71.78/7\$76.68/8\$76.68

Apprentice to Journeyworker Ratio:1:5

PIPELAYER	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
LABORERS - ZONE 2	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
	06/01/2022	\$37.06	\$8.60	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.91	\$8.60	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.81	\$8.60	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.71	\$8.60	\$16.64	\$0.00	\$64.95

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIPELAYER (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PLUMBER & PIPEFITTER PLUMBERS & PIPEFITTERS LOCAL 51	08/31/2020	\$44.69	\$10.15	\$19.80	\$0.00	\$74.64
	08/30/2021	\$46.69	\$10.15	\$19.80	\$0.00	\$76.64

Apprentice - PLUMBER/PIPEFITTER - Local 51

Effective Date - 08/31/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.88	\$10.15	\$2.50	\$0.00	\$30.53
2	50	\$22.35	\$10.15	\$2.50	\$0.00	\$35.00
3	60	\$26.81	\$10.15	\$8.73	\$0.00	\$45.69
4	70	\$31.28	\$10.15	\$10.60	\$0.00	\$52.03
5	80	\$35.75	\$10.15	\$17.45	\$0.00	\$63.35

Effective Date - 08/30/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.68	\$10.15	\$2.50	\$0.00	\$31.33
2	50	\$23.35	\$10.15	\$2.50	\$0.00	\$36.00
3	60	\$28.01	\$10.15	\$8.73	\$0.00	\$46.89
4	70	\$32.68	\$10.15	\$10.60	\$0.00	\$53.43
5	80	\$37.35	\$10.15	\$17.45	\$0.00	\$64.95

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.) PLUMBERS & PIPEFITTERS LOCAL 51	08/31/2020	\$44.69	\$10.15	\$19.80	\$0.00	\$74.64
	08/30/2021	\$46.69	\$10.15	\$19.80	\$0.00	\$76.64
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL OPERATOR LABORERS - ZONE 2	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
	06/01/2022	\$37.06	\$8.60	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.91	\$8.60	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.81	\$8.60	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.71	\$8.60	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
POWDERMAN & BLASTER LABORERS - ZONE 2	06/01/2021	\$36.00	\$8.60	\$16.64	\$0.00	\$61.24
	12/01/2021	\$36.91	\$8.60	\$16.64	\$0.00	\$62.15
	06/01/2022	\$37.81	\$8.60	\$16.64	\$0.00	\$63.05
	12/01/2022	\$38.66	\$8.60	\$16.64	\$0.00	\$63.90
	06/01/2023	\$39.56	\$8.60	\$16.64	\$0.00	\$64.80
	12/01/2023	\$40.46	\$8.60	\$16.64	\$0.00	\$65.70

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY)	06/01/2021	\$36.00	\$8.60	\$16.64	\$0.00	\$61.24
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2021	\$36.91	\$8.60	\$16.64	\$0.00	\$62.15
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE	06/01/2021	\$50.73	\$13.75	\$15.80	\$0.00	\$80.28
OPERATING ENGINEERS LOCAL 4	12/01/2021	\$51.88	\$13.75	\$15.80	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE)	06/01/2021	\$50.73	\$13.75	\$15.80	\$0.00	\$80.28
OPERATING ENGINEERS LOCAL 4	12/01/2021	\$51.88	\$13.75	\$15.80	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER)	06/01/2021	\$33.40	\$13.75	\$15.80	\$0.00	\$62.95
OPERATING ENGINEERS LOCAL 4	12/01/2021	\$34.19	\$13.75	\$15.80	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER	05/01/2021	\$24.00	\$12.41	\$6.90	\$0.00	\$43.31
TEAMSTERS 653 - Southeastern Concrete (Weymouth)	08/01/2021	\$24.00	\$12.91	\$6.90	\$0.00	\$43.81
	05/01/2022	\$24.50	\$12.91	\$6.90	\$0.00	\$44.31
	08/01/2022	\$24.50	\$13.41	\$6.90	\$0.00	\$44.81
	05/01/2023	\$25.00	\$13.41	\$6.90	\$0.00	\$45.31
	08/01/2023	\$25.00	\$13.91	\$6.90	\$0.00	\$45.81
RECLAIMERS	06/01/2021	\$50.19	\$13.75	\$15.80	\$0.00	\$79.74
OPERATING ENGINEERS LOCAL 4	12/01/2021	\$51.33	\$13.75	\$15.80	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
LABORERS - ZONE 2	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
	06/01/2022	\$37.06	\$8.60	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.91	\$8.60	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.81	\$8.60	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.71	\$8.60	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE	06/01/2021	\$50.19	\$13.75	\$15.80	\$0.00	\$79.74
OPERATING ENGINEERS LOCAL 4	12/01/2021	\$51.33	\$13.75	\$15.80	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofer Waterproofing & Roofer Dampproofg)	02/01/2021	\$46.60	\$12.28	\$17.15	\$0.00	\$76.03
ROOFERS LOCAL 33	08/01/2021	\$48.03	\$12.28	\$17.15	\$0.00	\$77.46
	02/01/2022	\$49.46	\$12.28	\$17.15	\$0.00	\$78.89

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - ROOFER - Local 33

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.30	\$12.28	\$4.31	\$0.00	\$39.89
2	60	\$27.96	\$12.28	\$17.15	\$0.00	\$57.39
3	65	\$30.29	\$12.28	\$17.15	\$0.00	\$59.72
4	75	\$34.95	\$12.28	\$17.15	\$0.00	\$64.38
5	85	\$39.61	\$12.28	\$17.15	\$0.00	\$69.04

Effective Date - 08/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.02	\$12.28	\$4.31	\$0.00	\$40.61
2	60	\$28.82	\$12.28	\$17.15	\$0.00	\$58.25
3	65	\$31.22	\$12.28	\$17.15	\$0.00	\$60.65
4	75	\$36.02	\$12.28	\$17.15	\$0.00	\$65.45
5	85	\$40.83	\$12.28	\$17.15	\$0.00	\$70.26

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	02/01/2021	\$46.85	\$12.28	\$17.15	\$0.00	\$76.28
ROOFERS LOCAL 33	08/01/2021	\$48.28	\$12.28	\$17.15	\$0.00	\$77.71
	02/01/2022	\$49.71	\$12.28	\$17.15	\$0.00	\$79.14
For apprentice rates see "Apprentice- ROOFER"						
SHEETMETAL WORKER	07/01/2021	\$36.91	\$13.65	\$17.15	\$2.03	\$69.74
SHEETMETAL WORKERS LOCAL 17 - B	10/01/2021	\$37.91	\$13.65	\$17.15	\$2.06	\$70.77
	04/01/2022	\$38.91	\$13.65	\$17.15	\$2.09	\$71.80

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - SHEET METAL WORKER - Local 17-B

Effective Date - 07/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$14.76	\$13.65	\$4.02	\$0.99	\$33.42
2	45	\$16.61	\$13.65	\$4.52	\$1.07	\$35.85
3	50	\$18.46	\$13.65	\$11.08	\$1.32	\$44.51
4	55	\$20.30	\$13.65	\$11.08	\$1.38	\$46.41
5	60	\$22.15	\$13.65	\$14.12	\$1.50	\$51.42
6	65	\$23.99	\$13.65	\$14.38	\$1.56	\$53.58
7	70	\$25.84	\$13.65	\$14.63	\$1.62	\$55.74
8	75	\$27.68	\$13.65	\$14.88	\$1.69	\$57.90
9	80	\$29.53	\$13.65	\$15.14	\$1.75	\$60.07
10	85	\$31.37	\$13.65	\$15.39	\$1.81	\$62.22

Effective Date - 10/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.16	\$13.65	\$4.02	\$0.98	\$33.81
2	45	\$17.06	\$13.65	\$4.52	\$1.06	\$36.29
3	50	\$18.96	\$13.65	\$11.08	\$1.31	\$45.00
4	55	\$20.85	\$13.65	\$11.08	\$1.37	\$46.95
5	60	\$22.75	\$13.65	\$14.12	\$1.52	\$52.04
6	65	\$24.64	\$13.65	\$14.38	\$1.58	\$54.25
7	70	\$26.54	\$13.65	\$14.63	\$1.64	\$56.46
8	75	\$28.43	\$13.65	\$14.88	\$1.71	\$58.67
9	80	\$30.33	\$13.65	\$15.14	\$1.77	\$60.89
10	85	\$32.22	\$13.65	\$15.39	\$1.84	\$63.10

Notes:

Apprentice to Journeyworker Ratio:1:3

SPECIALIZED EARTH MOVING EQUIP < 35 TONS	06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$63.97
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	08/01/2021	\$36.24	\$13.41	\$14.82	\$0.00	\$64.47
	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	06/01/2021	\$36.53	\$12.91	\$14.82	\$0.00	\$64.26
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	08/01/2021	\$36.53	\$13.41	\$14.82	\$0.00	\$64.76
	12/01/2021	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95
SPRINKLER FITTER	03/01/2021	\$56.21	\$10.00	\$21.25	\$0.00	\$87.46
SPRINKLER FITTERS LOCAL 550 - (Section B) Zone 2						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - SPRINKLER FITTER - Local 550 (Section B) Zone 2

Effective Date - 03/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$19.67	\$10.00	\$11.99	\$0.00	\$41.66
2	40	\$22.48	\$10.00	\$12.70	\$0.00	\$45.18
3	45	\$25.29	\$10.00	\$13.41	\$0.00	\$48.70
4	50	\$28.11	\$10.00	\$14.13	\$0.00	\$52.24
5	55	\$30.92	\$10.00	\$14.84	\$0.00	\$55.76
6	60	\$33.73	\$10.00	\$15.55	\$0.00	\$59.28
7	65	\$36.54	\$10.00	\$16.26	\$0.00	\$62.80
8	70	\$39.35	\$10.00	\$16.98	\$0.00	\$66.33
9	75	\$42.16	\$10.00	\$17.69	\$0.00	\$69.85
10	80	\$44.97	\$10.00	\$18.40	\$0.00	\$73.37

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	06/01/2021	\$50.19	\$13.75	\$15.80	\$0.00	\$79.74
OPERATING ENGINEERS LOCAL 4	12/01/2021	\$51.33	\$13.75	\$15.80	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN	06/01/2021	\$50.19	\$13.75	\$15.80	\$0.00	\$79.74
OPERATING ENGINEERS LOCAL 4	12/01/2021	\$51.33	\$13.75	\$15.80	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN	09/01/2020	\$36.86	\$10.90	\$12.45	\$0.00	\$60.21
ELECTRICIANS LOCAL 223						

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 223

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Notes: See Electrician Apprentice Wages

Telecom Apprentice Wages shall be the same as the Electrician Apprentice Wages

Apprentice to Journeyworker Ratio:2:3***

TERRAZZO FINISHERS	02/01/2021	\$54.69	\$11.39	\$22.09	\$0.00	\$88.17
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2021	\$56.09	\$11.39	\$22.25	\$0.00	\$89.73
	02/01/2022	\$56.68	\$11.39	\$22.25	\$0.00	\$90.32

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.35	\$11.39	\$22.09	\$0.00	\$60.83
2	60	\$32.81	\$11.39	\$22.09	\$0.00	\$66.29
3	70	\$38.28	\$11.39	\$22.09	\$0.00	\$71.76
4	80	\$43.75	\$11.39	\$22.09	\$0.00	\$77.23
5	90	\$49.22	\$11.39	\$22.09	\$0.00	\$82.70

Effective Date - 08/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.05	\$11.39	\$22.25	\$0.00	\$61.69
2	60	\$33.65	\$11.39	\$22.25	\$0.00	\$67.29
3	70	\$39.26	\$11.39	\$22.25	\$0.00	\$72.90
4	80	\$44.87	\$11.39	\$22.25	\$0.00	\$78.51
5	90	\$50.48	\$11.39	\$22.25	\$0.00	\$84.12

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER LABORERS - FOUNDATION AND MARINE	06/01/2021	\$42.07	\$8.60	\$17.72	\$0.00	\$68.39
	12/01/2021	\$43.08	\$8.60	\$17.72	\$0.00	\$69.40
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER LABORERS - FOUNDATION AND MARINE	06/01/2021	\$40.79	\$8.60	\$17.72	\$0.00	\$67.11
	12/01/2021	\$41.80	\$8.60	\$17.72	\$0.00	\$68.12
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER LABORERS - FOUNDATION AND MARINE	06/01/2021	\$40.67	\$8.60	\$17.72	\$0.00	\$66.99
	12/01/2021	\$41.68	\$8.60	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
TRACTORS/PORTABLE STEAM GENERATORS OPERATING ENGINEERS LOCAL 4	06/01/2021	\$50.19	\$13.75	\$15.80	\$0.00	\$79.74
	12/01/2021	\$51.33	\$13.75	\$15.80	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2021	\$36.82	\$12.91	\$14.82	\$0.00	\$64.55
	08/01/2021	\$36.82	\$13.41	\$14.82	\$0.00	\$65.05
	12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24
TUNNEL WORK - COMPRESSED AIR LABORERS (COMPRESSED AIR)	06/01/2021	\$52.90	\$8.60	\$18.17	\$0.00	\$79.67
	12/01/2021	\$53.91	\$8.60	\$18.17	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) LABORERS (COMPRESSED AIR)	06/01/2021	\$54.90	\$8.60	\$18.17	\$0.00	\$81.67
	12/01/2021	\$55.91	\$8.60	\$18.17	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR LABORERS (FREE AIR TUNNEL)	06/01/2021	\$44.97	\$8.60	\$18.17	\$0.00	\$71.74
	12/01/2021	\$45.98	\$8.60	\$18.17	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR (HAZ. WASTE)	06/01/2021	\$46.97	\$8.60	\$18.17	\$0.00	\$73.74
LABORERS (FREE AIR TUNNEL)	12/01/2021	\$47.98	\$8.60	\$18.17	\$0.00	\$74.75
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL	06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$63.97
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	08/01/2021	\$36.24	\$13.41	\$14.82	\$0.00	\$64.47
	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
WAGON DRILL OPERATOR	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
LABORERS - ZONE 2	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
	06/01/2022	\$37.06	\$8.60	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.91	\$8.60	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.81	\$8.60	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.71	\$8.60	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY)	06/01/2021	\$35.25	\$8.60	\$16.64	\$0.00	\$60.49
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2021	\$36.16	\$8.60	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WASTE WATER PUMP OPERATOR	06/01/2021	\$50.73	\$13.75	\$15.80	\$0.00	\$80.28
OPERATING ENGINEERS LOCAL 4	12/01/2021	\$51.88	\$13.75	\$15.80	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER	08/31/2020	\$44.69	\$10.15	\$19.80	\$0.00	\$74.64
PLUMBERS & PIPEFITTERS LOCAL 51	08/30/2021	\$46.69	\$10.15	\$19.80	\$0.00	\$76.64
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
Outside Electrical - East						
CABLE TECHNICIAN (Power Zone)	08/30/2020	\$29.67	\$9.25	\$1.89	\$0.00	\$40.81
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104						
For apprentice rates see "Apprentice- LINEMAN"						
CABLEMAN (Underground Ducts & Cables)	08/30/2020	\$42.03	\$9.25	\$10.27	\$0.00	\$61.55
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104						
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN CDL	08/30/2020	\$34.62	\$9.25	\$10.07	\$0.00	\$53.94
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104						
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs)	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104						
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class A CDL)	08/30/2020	\$42.03	\$9.25	\$14.35	\$0.00	\$65.63
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104						
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class B CDL)	08/30/2020	\$37.09	\$9.25	\$10.87	\$0.00	\$57.21
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104						
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104						
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN -Inexperienced (<2000 Hrs.)	08/30/2020	\$22.25	\$9.25	\$1.82	\$0.00	\$33.32
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104						
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN	08/30/2020	\$49.45	\$9.25	\$17.48	\$0.00	\$76.18
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104						

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - LINEMAN (Outside Electrical) - East Local 104

Effective Date - 08/30/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$29.67	\$9.25	\$3.39	\$0.00	\$42.31
2	65	\$32.14	\$9.25	\$3.46	\$0.00	\$44.85
3	70	\$34.62	\$9.25	\$3.54	\$0.00	\$47.41
4	75	\$37.09	\$9.25	\$5.11	\$0.00	\$51.45
5	80	\$39.56	\$9.25	\$5.19	\$0.00	\$54.00
6	85	\$42.03	\$9.25	\$5.26	\$0.00	\$56.54
7	90	\$44.51	\$9.25	\$7.34	\$0.00	\$61.10

Notes:

Apprentice to Journeyworker Ratio:1:2

TELEDATA CABLE SPLICER OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	02/04/2019	\$30.73	\$4.70	\$3.17	\$0.00	\$38.60
TELEDATA LINEMAN/EQUIPMENT OPERATOR OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TELEDATA WIREMAN/INSTALLER/TECHNICIAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77

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.