

**CITY OF NEWTON  
PURCHASING DEPARTMENT**

***CONTRACT FOR PARKS, RECREATION & CULTURE  
DEPARTMENT***

**PROJECT MANUAL:  
BURR ELEMENTARY SCHOOL  
ATHLETIC FIELD IMPROVEMENTS  
*INVITATION FOR BID #24-73***

**Pre-Bid Meeting: May 16, 2024, at 10:00 a.m.**

**Bid Opening Date: May 23, 2024, at 11:00 a.m.**

**MAY 2024**

**Ruthanne Fuller, Mayor**

# CITY OF NEWTON

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**END OF SECTION**

**CITY OF NEWTON**  
**PURCHASING DEPARTMENT**  
**INVITATION FOR BID #24-73**

The City of Newton (City or Owner) invites sealed bids in accordance with M.G.L. c. 30, §39M from Contractors for:

**BURR ELEMENTARY SCHOOL ATHLETIC FIELD IMPROVEMENTS**

**Pre-Bid Meeting: 10:00 a.m., Thursday, May 16, 2024,  
171 Pine Street, Newton MA 02466 (Parking On Pine Street Only) (Not Mandatory)**

**Bids will be received until: 11:00 a.m., Thursday, May 23, 2024**  
at the Purchasing Department, Room 108, Newton City Hall, 1000 Commonwealth Avenue, Newton, MA 02459. Bids will not be accepted nor may submitted bids be corrected, modified or withdrawn after the deadline for bids. Immediately following the deadline for bids, all bids received within the time specified will be publicly opened and read aloud.

Documents relating to this Invitation For Bids (Contract Documents) will be available on line at [www.newtonma.gov/bids](http://www.newtonma.gov/bids) after **10:00 a.m., May 9, 2024.**

The project consists of constructing new, irrigated grass fields on the Burr Elementary School (School) grounds as specified in plans and in accordance with the Project Manual. The contractor is responsible for coordinating all permits, and all work required for site preparation and removals including removal of existing grass turf, removal and disposal of existing site amenities, furnishing and installing fill to raise site, regrading and leveling to accommodate new grass fields, furnishing, maintaining and installation of erosion and sedimentation controls, catch basin, culvert and pipe installations, installation of new site furnishings, providing and installing a new perimeter pathway, and other work indicated in the Contract Documents.

Work under the contract requires a contractor to furnish all labor, materials, tools, equipment and supervision necessary to accomplish the work described herein, in accordance with all specifications and requirements of the attached Technical Specifications, the attached CDM Smith Project Plans and this Invitation For Bid.

The term of this contract shall extend **from the issuance of a written Work Order** prepared by City Parks, Recreation and Culture Department (PRC) specifying the work to be performed **through September 15, 2024.** Award will be made to the responsible and eligible bidder offering the lowest Bid Price on Bid Form #24-73.

A bid deposit in an amount that is not less than five percent (5%) of the value of the bid, including all add alternates, is required. Bid deposits, payable to the City, shall be either in the form of a bid bond, or cash, or a certified check on, or a treasurer's or cashier's check issued by a responsible bank or trust company. Bidders are reminded that the bid deposit covers the City for damages when a bidder withdraws its bid after the bid submission date. **Be advised that to the extent permitted by the law the City will retain all bid deposits for withdrawn bids.**

All bids are subject to the provisions of M.G.L. Chapter 30, Section 39M. **Wages are subject** to minimum wage rates determined by the Massachusetts Department of Labor and Industries pursuant to M.G.L. Chapter 149, Sec. 26 to 27H. The schedule of wage rates applicable to this contract is included in the bidding documents. In addition, the prevailing wage schedule will be updated annually for all public construction projects lasting longer than one (1) year. You will be required to pay the rates set out in any updated prevailing wage schedule. Increases in prevailing wage schedules will not be the basis for change order requests. The successful bidder will be required to provide a Certificate of Insurance demonstrating current coverage of the type and amounts set forth in the Project Manual. The successful bidder will be required to furnish a **Labor and Materials Payment Bond in the amount of 50%** of the contract total.

**The costs of any bond and any insurance required in this IFB are the responsibility of the bidder; such costs will not be reimbursed by City and should be included in your bid.**

**All bids shall be submitted as one (1) ORIGINAL and one (1) COPY.**

All City of Newton bids are available on the City's web site, [www.newtonma.gov/bids](http://www.newtonma.gov/bids) Invitation for Bid. It is the sole responsibility of the contractor downloading these bids to ensure they have received any and all addenda prior to the bid opening. Addenda's will be available online within the original bid document as well as a separate file.

If you download bids from the internet site and would like to make it known that your company has done so, you may fax the Purchasing Dept. (617) 796-1227 or email [purchasing@newtonma.gov](mailto:purchasing@newtonma.gov) with your NAME, ADDRESS, PHONE, FAX AND INVITATION FOR BID NUMBER 24-41.

The City will reject any and all bids in accordance with the above referenced General Laws. In addition, the City reserves the right to waive minor informalities in any or all bids, or to reject any or all bids (in whole or in part) if it be in the public interest to do so.

Note that Massachusetts law imposes certain documentation requirements for public contracts, including but not limited to, contractor DCAMM certification, bid, performance and payment bonds, and non-collusion and tax certifications. A contract is not effective until it is signed by the City Mayor, and the Mayor will not sign until all documentation requirements have been met. Once an award is made, a contract must be executed promptly so the City can start scheduled work. The City cannot pay for work done without a contract. If a vendor unduly delays submitting all required paperwork, the City will be under no obligation to pay a vendor promptly even after a contract is effective, it could bar the vendor from future bids as not responsible and may require the City to obtain services from another vendor or contractor.

In the event that any person wishes to attend a bid opening or pre-bid meeting, accessible and reasonable accommodations will be provided to persons requiring assistance. If you need a reasonable accommodation, please contact the city of Newton's ADA Coordinator, Jini Fairley, at least two business days in advance of the meeting: [jfairley@newtonma.gov](mailto:jfairley@newtonma.gov) or (617) 796-1253. For Telecommunications Relay Service, please dial 711.

CITY OF NEWTON



Nicholas Read  
*Chief Procurement Officer*  
May 9, 2024

**CITY OF NEWTON**  
**DEPARTMENT OF PURCHASING**  
**INSTRUCTIONS TO BIDDERS**

**ARTICLE 1 - BIDDER'S REPRESENTATION**

- 1.1 Each General Bidder (hereinafter called the "Bidder") by making a bid (hereinafter called "bid") represents that:
1. The Bidder has read and understands the Bidding Documents, Contract Forms, General Conditions, Conditions of the Contract, General Requirements, Project and Technical Specifications and Plans (collectively, referred to as the "Contract Documents") and the bid is made in accordance therewith.
  2. The Bidder is familiar with the work site and with local conditions under which the work has to be performed.
- 1.2 Failure to examine the Contract Documents or become familiar with the work site or local conditions will not relieve any Bidder from any obligation under its bid as submitted.

**ARTICLE 2 - REQUEST FOR INTERPRETATION**

- 2.1 Bidders shall promptly notify the City of any ambiguity, inconsistency, or error which they may discover upon examination of the Contract Documents, the site, and local conditions.
- 2.2 Bidders requiring clarification or interpretation of the Contract Documents shall make a written request to the *Chief Procurement Officer*, at [purchasing@newtonma.gov](mailto:purchasing@newtonma.gov) or via facsimile (617) 796-1227. The City will only answer such requests if received by **Friday, May 17, 2024 at 12:00 noon**. In the event that the bid opening date is changed, the deadline for informational requests may also change as provided in an addendum issued by the City.
- 2.3 Interpretation, correction, or change in the Contract Documents will be made by addendum which will become part of the Contract Documents. The City will not be held accountable for any oral communication.
- 2.4 Addenda will be emailed to every individual or firm on record as having taken a set of Contract Documents. Addenda will be emailed to every individual or firm on record as having taken a set of Contract Documents. Receipt of all addenda issued must be acknowledged in the Bid Form. **YOUR FAILURE TO ACKNOWLEDGE ALL ADDENDA MAY RESULT IN YOUR BID BEING REJECTED AS NON-RESPONSIVE.**
- 2.5 Copies of addenda will be made available for inspection at the location listed in the Invitation for Bids where Contract Documents are on file, in addition to being available online at [www.newtonma.gov/bids](http://www.newtonma.gov/bids).
- 2.6 Bidders or proposers contacting ANY CITY EMPLOYEE regarding an Invitation for Bid (IFB) or a Request for Proposal (RFP), outside of the Purchasing Department, once an IFB or RFP has been released, may be disqualified from the procurement process.
- 2.7 Bidders downloading information off the internet web site are solely responsible for obtaining any addenda prior to the bid opening. If the bidder makes itself known to the Purchasing Department, at [purchasing@newtonma.gov](mailto:purchasing@newtonma.gov) or via facsimile (617) 796-1227, it shall be placed on the bidder's list. Bidders must provide the Purchasing Department with their company's name, street address, city, state, zip, phone, fax, email address and **INVITATION FOR BID #24-73**.

**ARTICLE 3 - MBE PARTICIPATION**

- 3.1 Notice is hereby given that the Mayor's Affirmative Action Plan for the City of Newton in effect at the time of this solicitation is applicable to all construction contracts in excess of \$10,000.00.
- 3.2 Notice is hereby given that the City of Newton Minority/Women Business Enterprise Plan and the Supplemental Equal Employment Opportunity Anti-Discrimination and Affirmative Action Program in effect at the time of this solicitation are applicable to all City contracts for goods and services in excess of \$50,000.00.
- 3.3 Copies of the Plans and Program referred to in Sections 3.1 and 3.2 are available at:  
<https://www.newtonma.gov/government/purchasing>.

## ARTICLE 4 - PREPARATION AND SUBMISSION OF BIDS

- 4.1 Bids shall be submitted on the "Bid Form 24-73," attached.
- 4.2 All entries on the Bid Form shall be made by typewriter or in ink.
- 4.3 Where so indicated on the Bid Form, sums shall be expressed in both words and figures. Where there is a discrepancy between the bid sum expressed in words and the bid sum expressed in figures, the words shall control.
- 4.4 Bid Deposits shall be submitted in the amount specified in the IFB. They shall be made payable to the City and shall be either in the form of cash, certified check, treasurer's or cashier's check issued by a responsible bank or trust company, or a bid bond issued by a surety licensed to do business in the Commonwealth of Massachusetts; and shall be conditioned upon the faithful performance by the principal of the agreements contained in the bid. Bidders are reminded that the bid deposit covers the City for damages when a bidder withdraws its bid after the bid submission date. **Be advised that to the extent permitted by the law the City will retain all bid deposits for withdrawn bids.**

Bid deposits of the three (3) lowest responsible and eligible Bidders shall be retained until the execution and delivery of the City-Contractor agreement.

- 4.5 The Bid, including the bid deposit shall be enclosed in a sealed envelope with the following plainly marked on the outside:

\* GENERAL BID FOR: **#24-73**

\* NAME OF PROJECT: **BURR ELEMENTARY SCHOOL ATHLETIC FIELD IMPROVEMENTS**

\* BIDDER'S NAME, BUSINESS ADDRESS, AND PHONE NUMBER

- 4.6 Date and time for receipt of bids is set forth in the IFB.
- 4.7 Timely delivery of a bid at the location designated shall be the full responsibility of the Bidder. In the event that Newton City Hall is closed on the date or at the time that bids are due, the date and time for receipt of bids shall be on the next business day following that the Newton City Hall and the Purchasing Department are open.
- 4.8 Bids shall be submitted with one (1) **original** and one (1) **copy**.
- 4.9 Massachusetts law requires all employees who work on Massachusetts public works construction sites must have no Less than 10 hours of OSHA-approved safety and health training. See M.G.L. c.30, §39M( c), M.G.L. c.30, §39S(a)(1), M.G.L. c.149, §44E(2) & M.G.L. c.149, §44F(2).
1. This requirement will apply to any general bid or sub bid submitted.
  2. This law directs the Massachusetts Attorney General to restrain the award of construction contracts to any contractor who is in violation to this requirement and to restrain the performance of these contracts by non-complying contractors.
  3. The contractor and all subcontractors on this project must certify on the Bid Form compliance with the applicable requirement. Non-compliance with this law will disqualify the bidder.

## ARTICLE 5 - ALTERNATES

- 5.1 Each Bidder shall acknowledge alternates in Section C on the Bid Form.
- 5.2 In the event an alternate does not involve a change in the amount of the base bid, the Bidder shall so indicated by writing "No Change", or "N/C" or "0" in the space provided for that alternate.
- 5.3 Bidders shall enter on the Bid Form a single amount for each alternate which shall consist of the amount for work performed by the Contractor.
- 5.4 The low Bidder will be determined on the basis of the sum of the base bid and the accepted alternates.

## ARTICLE 6 - WITHDRAWAL OF BIDS

- 6.1 Any bid may be withdrawn prior to the time designated for receipt of bids on written or electronic request. Electronic withdrawal of bids must be confirmed over the Bidder's signature by written notice postmarked on or before the date and time set for receipt of bids.
- 6.2 Withdrawn bids may be resubmitted up to the time designated for the receipt of bids.
- 6.3 No bids may be withdrawn within sixty (60) days, Saturdays, Sundays and legal holidays excluded, after the opening of the bids.

## ARTICLE 7 - CONTRACT AWARD

- 7.1 The City is soliciting prices for materials and services set forth in the Technical Specifications. It is the City's intent to award one (1) contract to the responsible and eligible bidder offering the lowest Bid Price on Bid Form #24-73. A contract will be awarded within sixty (60) days, Saturdays, Sundays, and legal holidays excluded, after the opening of bids.
- 7.2 The City reserves the right to waive minor informalities in or to reject any or all Bids if it be in the public interest to do so.
- 7.3 The City reserves the right to reject any bidder who has failed to pay any local taxes, fees, assessments, betterments, or any other municipal charge, unless the bidder has a pending abatement application or has entered into a payment agreement with the collector-treasurer.
- 7.4 As used herein, the term "lowest responsible and eligible Bidder" shall mean the Bidder (1) whose bid is the lowest of those bidders possessing the skill, ability and integrity necessary for the faithful performance of the work; (2) who has met all the requirements of the invitation for bids; (3) who shall certify that he is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed in the work; (4) who, where the provisions of section eight B of chapter twenty-nine apply, shall have been determined to be qualified thereunder.
- 7.5 Subsequent to the award and within five (5) days, Saturday, Sundays and legal holidays excluded, after the prescribed forms are presented for signature, the successful Bidder shall execute and deliver to the City a contract in the form included in the Contract Documents in such number of counterparts as the City may require.
- 7.6 In the event that the City receives low bids in identical amount from two or more responsive and responsible Bidders, the City shall select the successful Bidder by a blind selection process chosen by the City such as flipping a coin or drawing names from a hat. The low Bidders who are under consideration will be invited to attend and observe the selection process.

## ARTICLE 8 - TAXES

- 8.1 The Bidder shall not include in this bid any tax imposed upon the sale or rental of tangible personal property in this Commonwealth, such as any and all building materials, supplies, services and equipment required to complete the work.
- 8.2 The City is exempt from payment of the Massachusetts Sales Tax, and the Bidder shall not include any sales tax on its bid. The City's exemption Number is E-046-001-404.

## ARTICLE 9 – PROPRIETARY SPECIFICATIONS

- 9.1 The City has used a proprietary specification to describe the supply listed in the specifications. Such specifications are permitted under M.G.L. c. 30, §39M(b), provided that the City state in writing that use of the proprietary specification is in its best interest and that it will accept an "equal" of the item specified. An item is considered equal if (i) it is at least equal in quality, durability, appearance, strength, and design; (ii) will perform the intended function at least equally; and (iii) conforms substantially, even with deviations, to the detailed requirements contained in the specifications. Bidders wishing to provide an equal item should do so with their bids. The City shall have the sole right to determine whether or not said item is equal.
- 9.2 The required determination and justification have been duly prepared, and a copy may be requested in accordance with the Massachusetts Public Records Law, M.G.L. c. 66, §10.

**END OF SECTION**

**CITY OF NEWTON  
DEPARTMENT OF PURCHASING  
BID FORM #24-73**

- A. The undersigned proposes to furnish all labor, materials, equipment, tools and supervision necessary for the Burr Elementary School Athletic Field Improvements provided by the PRC in accordance with the attached Technical Specifications, Plans and IFB 24-73 prepared by the City of Newton entitled:

**BURR ELEMENTARY SCHOOL ATHLETIC FIELD IMPROVEMENTS**

- B. This bid includes addenda number(s) \_\_\_\_\_, \_\_\_\_\_, \_\_\_\_\_, \_\_\_\_\_.

- C. The Bid Price below shall include all materials and labor costs for the project::

\_\_\_\_\_ DOLLARS (\$ \_\_\_\_\_ )

COMPANY: \_\_\_\_\_

- D. Prompt Payment Discounts. Bidders are encouraged to offer discounts in exchange for an expedited payment. Payments may be issued earlier than the general goal of within 30 days of receipt of the invoice only in exchange for discounted prices. Discounts will not be considered in determining the lowest responsible bidder.

Prompt Payment Discount \_\_\_\_\_% \_\_\_\_\_ Days

Prompt Payment Discount \_\_\_\_\_% \_\_\_\_\_ Days

Prompt Payment Discount \_\_\_\_\_% \_\_\_\_\_ Days

- E. The undersigned has completed and submits herewith the following documents:

- Bidder's Qualifications and References Form, 2 pages
- Certificate of Non-Collusion, 1 page
- Certification of Tax Compliance, 1 page
- Certificate of Foreign Corporation (if applicable), 1 page
- Debarment Letter, 1 page
- IRS Form W-9, 1 page
- Business Category Information Form, 1 page
- Signed Bid Form, 2 pages
- 5% Bid Surety

- F. The undersigned agrees that, if s/he is selected as general contractor, s/he will within five 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 labor and materials payment bond and/or performance 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.

The undersigned hereby certifies that s/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 and that s/he will comply fully with all laws and regulations applicable to awards made subject to section forty-four A of M.G.L. Chapter 30, s 39M.

The undersigned certifies that he is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed in the work; (2) that all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health



Administration (“OSHA”) that is at least 10 hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee; and (3) that all employees to be employed in the work subject to this bid have successfully completed a course in construction safety and health approved by the United States OSHA that is at least 10 hours in duration. The undersigned understands that any employee found on a worksite subject to this section without documentation of successful completion of 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 shall be subject to immediate removal.

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

Date \_\_\_\_\_

\_\_\_\_\_  
(Name of Bidder)

BY: \_\_\_\_\_

\_\_\_\_\_  
(Printed Name and Title of Signatory)

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

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

\_\_\_\_\_/\_\_\_\_\_  
(Telephone) (FAX)

\_\_\_\_\_  
(E-mail address)

**NOTE:** If the bidder is a corporation, indicate state of incorporation under signature, and affix corporate seal; if a partnership, give full names and residential addresses of all partners; if an individual, give residential address if different from business address; and, if operating as a d/b/a give full legal identity. Attach additional pages as necessary.

END OF SECTION

**CITY OF NEWTON**

**BIDDER'S QUALIFICATIONS AND REFERENCES FORM**

All questions must be answered, and the data given must be clear and comprehensive. Please type or print legibly. If necessary, add additional sheet for starred items. This information will be utilized by the City of Newton for purposes of determining bidder responsiveness and responsibility with regard to the requirements and specifications of the Contract.

- 1. FIRM NAME: \_\_\_\_\_
- 2. WHEN ORGANIZED: \_\_\_\_\_
- 3. INCORPORATED? \_\_\_\_\_ YES \_\_\_\_\_ NO DATE AND STATE OF INCORPORATION: \_\_\_\_\_
- 4. IS YOUR BUSINESS A **MBE**? \_\_\_\_\_ YES \_\_\_\_\_ NO **WBE**? \_\_\_\_\_ YES \_\_\_\_\_ NO or **MWBE**? \_\_\_\_\_ YES \_\_\_\_\_ NO
- \* 5. LIST ALL CONTRACTS CURRENTLY ON HAND, SHOWING CONTRACT AMOUNT AND ANTICIPATED DATE OF COMPLETION:  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
- \* 6. HAVE YOU EVER FAILED TO COMPLETE A CONTRACT AWARDED TO YOU?  
\_\_\_\_\_ YES \_\_\_\_\_ NO  
IF YES, WHERE AND WHY?  
\_\_\_\_\_  
\_\_\_\_\_
- \* 7. HAVE YOU EVER DEFAULTED ON A CONTRACT? \_\_\_\_\_ YES \_\_\_\_\_ NO  
IF YES, PROVIDE DETAILS.  
\_\_\_\_\_  
\_\_\_\_\_
- \* 8. LIST YOUR VEHICLES/EQUIPMENT AVAILABLE FOR THIS CONTRACT:  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
- \* 9. IN THE SPACES FOLLOWING, PROVIDE INFORMATION REGARDING CONTRACTS COMPLETED BY YOUR FIRM SIMILAR IN NATURE TO THE PROJECT BEING BID. A MINIMUM OF FOUR (4) CONTRACTS SHALL BE LISTED. PUBLICLY BID CONTRACTS ARE PREFERRED, BUT NOT MANDATORY.  
  
PROJECT NAME: \_\_\_\_\_  
OWNER: \_\_\_\_\_  
CITY/STATE: \_\_\_\_\_

DOLLAR AMOUNT: \$ \_\_\_\_\_ DATE COMPLETED: \_\_\_\_\_  
PUBLICLY BID? \_\_\_\_\_ YES \_\_\_\_\_ NO  
TYPE OF WORK?: \_\_\_\_\_  
CONTACT PERSON: \_\_\_\_\_ TELEPHONE #: (\_\_\_\_) \_\_\_\_\_  
CONTACT PERSON'S RELATION TO PROJECT?: \_\_\_\_\_  
(i.e., contract manager, purchasing agent, etc.)

PROJECT NAME: \_\_\_\_\_  
OWNER: \_\_\_\_\_  
CITY/STATE: \_\_\_\_\_  
DOLLAR AMOUNT: \$ \_\_\_\_\_ DATE COMPLETED: \_\_\_\_\_  
PUBLICLY BID? \_\_\_\_\_ YES \_\_\_\_\_ NO  
TYPE OF WORK?: \_\_\_\_\_  
CONTACT PERSON: \_\_\_\_\_ TELEPHONE #: (\_\_\_\_) \_\_\_\_\_  
CONTACT PERSON'S RELATION TO PROJECT?: \_\_\_\_\_  
(i.e., contract manager, purchasing agent, etc.)

PROJECT NAME: \_\_\_\_\_  
OWNER: \_\_\_\_\_  
CITY/STATE: \_\_\_\_\_  
DOLLAR AMOUNT: \$ \_\_\_\_\_ DATE COMPLETED: \_\_\_\_\_  
PUBLICLY BID? \_\_\_\_\_ YES \_\_\_\_\_ NO  
TYPE OF WORK?: \_\_\_\_\_  
CONTACT PERSON: \_\_\_\_\_ TELEPHONE #: (\_\_\_\_) \_\_\_\_\_  
CONTACT PERSON'S RELATION TO PROJECT?: \_\_\_\_\_  
(i.e., contract manager, purchasing agent, etc.)

PROJECT NAME: \_\_\_\_\_  
OWNER: \_\_\_\_\_  
CITY/STATE: \_\_\_\_\_  
DOLLAR AMOUNT: \$ \_\_\_\_\_ DATE COMPLETED: \_\_\_\_\_  
PUBLICLY BID? \_\_\_\_\_ YES \_\_\_\_\_ NO  
TYPE OF WORK?: \_\_\_\_\_  
CONTACT PERSON: \_\_\_\_\_ TELEPHONE #: (\_\_\_\_) \_\_\_\_\_  
CONTACT PERSON'S RELATION TO PROJECT?: \_\_\_\_\_  
(i.e., contract manager, purchasing agent, etc.)

10. The undersigned certifies that the information contained herein is complete and accurate and hereby authorizes and requests any person, firm, or corporation to furnish any information requested by the City of Newton in verification of the recitals comprising this statement of Bidder's qualifications and experience.

DATE: \_\_\_\_\_ BIDDER: \_\_\_\_\_

SIGNATURE: \_\_\_\_\_

PRINTED NAME: \_\_\_\_\_ TITLE: \_\_\_\_\_

**END OF SECTION**

## 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 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 or individuals.

---

(Signature of individual)

---

Name of Business



## CERTIFICATE OF FOREIGN CORPORATION

*The undersigned hereby certifies that it has been duly established, organized, or chartered as a corporation under the laws of:*

---

**(Jurisdiction)**

**The undersigned further certifies that it has complied with the requirements of M.G.L. c. 30, §39L (if applicable) and with the requirements of M.G.L. c. 156D, §15.03 relative to the registration and operation of foreign corporations within the Commonwealth of Massachusetts.**

---

**Name of person signing proposal**

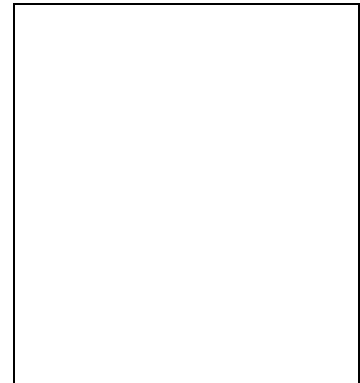
---

**Signature of person signing proposal**

---

**Name of Business (Please Print or Type)**

*Affix Corporate Seal here*



City of Newton



Mayor  
Ruthanne Fuller

**Purchasing Department**

Nicholas Read *Chief Procurement Officer*  
1000 Commonwealth Avenue  
Newton Centre, MA 02459-1449  
purchasing@newtonma.gov

Telephone  
(617) 796-1220  
Fax:  
(617) 796-1227  
TDD/TTY  
(617) 796-1089

Date

Vendor

Re: Debarment Letter for Invitation For Bid #24-73

As a potential vendor on the above contract, the City requires that you provide a debarment/suspension certification indicating that you are in compliance with the Federal Executive Order below. Certification can be done by completing and signing this form.

**Debarment:**

**Federal Executive Order (E.O.) 12549 “Debarment and Suspension“ requires that all contractors receiving individual awards, using federal funds, and all sub-recipients certify that the organization and its principals are not debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded by any Federal department or agency from doing business with the Federal Government.**

I hereby certify under pains and penalties of perjury that neither I nor any principal(s) of the Company identified below is presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any federal department or agency.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
PHONE \_\_\_\_\_ FAX \_\_\_\_\_  
EMAIL \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
Signature  
Date

If you have questions, please contact Nicholas Read, Chief Procurement Officer at (617) 796-1220.

## Request for Taxpayer Identification Number and Certification

**Give form to the  
requester. Do not  
send to the IRS.**

|  |   |   |
|--|---|---|
| Print or type<br>See Specific<br>instructions on page 2. | Name (as shown on your income tax return)   |   |
|  | Business name, if different from above  |   |
|  | Check appropriate box: <input type="checkbox"/> Individual/Sole proprietor <input type="checkbox"/> Corporation <input type="checkbox"/> Partnership<br><input type="checkbox"/> Limited liability company. Enter the tax classification (D=disregarded entity, C=corporation, P=partnership) ▶ ..... <input checked="" type="checkbox"/> Exempt payee<br><input type="checkbox"/> Other (see instructions) ▶ |   |
|  | Address (number, street, and apt. or suite no.)   | Requester's name and address (optional) |
|  | City, state, and ZIP code   |   |
| List account number(s) here (optional)                   |   |   |

### Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on Line 1 to avoid backup withholding. For individuals, this is your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the Part I instructions on page 3. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN* on page 3.  
**Note.** If the account is in more than one name, see the chart on page 4 for guidelines on whose number to enter.

|                                |
|--------------------------------|
| Social security number         |
| or                             |
| Employer identification number |

### Part II Certification

Under penalties of perjury, I certify that:

1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me), and
2. I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding, and
3. I am a U.S. citizen or other U.S. person (defined below).

**Certification instructions.** You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the Certification, but you must provide your correct TIN. See the instructions on page 4.

|                  |                            |        |      |
|------------------|----------------------------|--------|------|
| <b>Sign Here</b> | Signature of U.S. person ▶ | Date ▶ | Name |
|------------------|----------------------------|--------|------|

### General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

#### Purpose of Form

A person who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) to report, for example, income paid to you, real estate transactions, mortgage interest you paid, acquisition or abandonment of secured property, cancellation of debt, or contributions you made to an IRA.

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN to the person requesting it (the requester) and, when applicable, to:

1. Certify that the TIN you are giving is correct (or you are waiting for a number to be issued),
2. Certify that you are not subject to backup withholding, or
3. Claim exemption from backup withholding if you are a U.S. exempt payee. If applicable, you are also certifying that as a U.S. person, your allocable share of any partnership income from a U.S. trade or business is not subject to the withholding tax on foreign partners' share of effectively connected income.

**Note.** If a requester gives you a form other than Form W-9 to request your TIN, you must use the requester's form if it is substantially similar to this Form W-9.

**Definition of a U.S. person.** For federal tax purposes, you are considered a U.S. person if you are:

- An individual who is a U.S. citizen or U.S. resident alien,
- A partnership, corporation, company, or association created or organized in the United States or under the laws of the United States,
- An estate (other than a foreign estate), or
- A domestic trust (as defined in Regulations section 301.7701-7).

**Special rules for partnerships.** Partnerships that conduct a trade or business in the United States are generally required to pay a withholding tax on any foreign partners' share of income from such business. Further, in certain cases where a Form W-9 has not been received, a partnership is required to presume that a partner is a foreign person, and pay the withholding tax. Therefore, if you are a U.S. person that is a partner in a partnership conducting a trade or business in the United States, provide Form W-9 to the partnership to establish your U.S. status and avoid withholding on your share of partnership income.

The person who gives Form W-9 to the partnership for purposes of establishing its U.S. status and avoiding withholding on its allocable share of net income from the partnership conducting a trade or business in the United States is in the following cases:

- The U.S. owner of a disregarded entity and not the entity,



## Business Category Information Form\*

IFB No. 24-73

### Burr Elementary School Athletic Field Improvements

| Business Type Categories*                                       | Select All That Apply |
|---|-----------------------|
| MBE: Minority-Owned Business Enterprise                         |                       |
| WBE: Women-Owned Business Enterprise                            |                       |
| VBE: Veteran Business Enterprise                                |                       |
| SDVOBE: Service-Disabled Veteran-Owned Business Enterprises     |                       |
| DOBE: Disability-Owned Business Enterprise                      |                       |
| LGBTBE: Lesbian, Gay, Bisexual, Transgender Business Enterprise |                       |

\*Information is being collected as part of a City initiative to open contract opportunities to underrepresented vendors.

I do not wish to complete this form.

There is no penalty for persons who do not complete this Form, and whether or not the Form is completed will not be taken into consideration in awarding a bid.

I certify that the foregoing information is true and correct.

Company Name: \_\_\_\_\_

By: \_\_\_\_\_

Date: \_\_\_\_\_

## **CONTRACT FORMS**

The awarded bidder will be required to complete and submit documents substantially similar in form to the following.

These forms may need to be modified on account of changed circumstances, and are provided for informational purposes only.

# CITY - CONTRACTOR AGREEMENT

## CONTRACT NO. C-

THIS AGREEMENT made this \_\_\_ day of \_\_\_\_\_ in the year Two Thousand and Twenty Four by and between the CITY OF NEWTON, a municipal corporation organized and existing under the laws of the Commonwealth of Massachusetts, hereinafter referred to as the CITY, acting through its Chief Procurement Officer, but without personal liability to him, and

hereinafter referred to as the CONTRACTOR.

The parties hereto for the considerations hereinafter set forth agree as follows:

- I. **SCOPE OF WORK.** The improvements at Burr Elementary School Athletic Field, located at 171 Pine Street, as specified in plans and in accordance with Project Manual. The contractor is responsible for coordinating all permits, and all work required for site preparation and removals including but not limited to gravel path and paving, installation of stone dust surfacing, curbing, boardwalk, installation of bollards, planting and plant protection fencing, loaming and seeding disturbed areas, and other Work indicated in the Contract Documents. Work under the contract requires a contractor to furnish all labor, materials, tools, equipment and supervision necessary to accomplish the work described herein and in accordance with all specifications and requirements of the Technical Specifications, the Weston & Sampson Project Plans and the Invitation For Bid.

### BURR ELEMENTARY SCHOOL ATHLETIC FIELD IMPROVEMENTS

- II. **CONTRACT DOCUMENTS.** The Contract documents consist of the following documents which are either attached to this Agreement or are incorporated herein by referenced:
- a. This CITY-CONTRACTOR Agreement;
  - b. The City's Invitation For Bid #24-73 issued by the Purchasing Department;
  - c. The Project Manual for **BURR ELEMENTARY SCHOOL ATHLETIC FIELD IMPROVEMENTS PROJECT** including the Instructions to Bidders; General Conditions; Special Conditions; MWBE/AA Requirements, Wage Rate Requirements and Wage Rate Schedule(s) including any updated prevailing wage rate schedules if applicable; Supplementary Special Conditions; General Requirements and Project and Technical Specifications; and Plans, if included or referenced therein;
  - d. Addenda Number(s) \_\_\_\_\_;
  - e. The Bid Response of the CONTRACTOR submitted for this Project and accompanying documents and certifications;
  - f. Certificate(s) of Insurance and surety bond(s) submitted by the CONTRACTOR in connection with this Project;
  - g. Duly authorized and executed Amendments, Change Orders or Work Orders issued by the CITY after execution of this CITY-CONTRACTOR Agreement.

This CITY-CONTRACTOR Agreement, together with the other documents enumerated in this Article, constitute the entire Agreement between the CITY and the CONTRACTOR. The CONTRACTOR represents that its bid was made without condition, qualification or reservation of any kind, except upon the written acknowledgement and consent of the CITY.

- III. **PRIORITY OF DOCUMENTS.** In the event of inconsistency between the terms of this CITY -CONTRACTOR Agreement and the Project Manual, the terms of this Agreement shall prevail.
- IV. **APPLICABLE STATUTES.** All applicable federal, state and local laws and regulations are incorporated herein by reference and the Contractor agrees to comply with same.
- V. **CONTRACT TERM.** The term of this Contract shall extend **from day of contract execution through September 15, 2024**. A termination due to non-appropriation or withdrawal of funds shall be effective as of the last day of the fiscal year in which such non-appropriation or decision to withdraw funding occurred, or as of the date when such appropriated and authorized funds are exhausted or withdrawn, whichever is later, without liability to the City for damages, penalties or other charges on account of such termination.

- VI. AUTHORIZATION OF AND PAYMENT FOR WORK PERFORMED.** The execution of this contract does not constitute a notice to proceed or authorization to perform work. No work shall be commenced unless authorized by a written Work Order prepared by City of Newton Parks, Recreation and Culture Department specifying the work to be performed. The Contractor will be paid following completion and acceptance of the work authorized in accordance with the Contract. The City will use best efforts to pay within thirty (30) days of receipt of an invoice for the work authorized or acceptance of the work whichever date is later.
- VII. RESPONSIBILITY FOR THE WORK/INDEMNIFICATION.** The Contractor shall take all responsibility for the work and shall take all precautions for preventing injuries to persons and property in or about the work and shall defend, indemnify and hold the City harmless from all loss, cost, damage or expense arising from injuries to persons or property in or about the work. The Contractor shall be responsible for any damage which may be caused by the failure or insufficiency of any temporary works. He shall effectively protect his work and shall be liable for all damage and loss by delay or otherwise caused by his neglect or failure so to do.
- VIII. WARRANTY.** Except as may be otherwise provided in the Project Manual, the Contractor shall replace, repair or make good, without cost to the City, any defects or faults arising within one (1) year after date of acceptance of work and materials furnished hereunder (acceptance not to be unreasonably delayed) resulting from imperfect or defective work done or materials furnished by the Contractor.
- IX. PATENT INDEMNIFICATION.** The Contractor agrees to assume the defense of and shall indemnify and save harmless the City and all persons acting for or on behalf of it from all suits and claims against them, or any of them, arising from or occasioned by the use of any material, equipment or apparatus, or any part thereof which infringes or is alleged to infringe on any patent rights. In case such material, equipment or apparatus, or any part thereof, in any such suit is held to constitute infringement, the Contractor, within a reasonable time, shall at its own expense, and as the City may elect, replace such material, equipment or apparatus with non-infringing material, equipment or apparatus, or remove the material, equipment, or apparatus and refund the sums paid therefor.
- X. ASSIGNMENT/SUB-CONTRACTING.** The Contractor agrees that he will not sell, assign or transfer this Contract or any part thereof or interest therein without the prior written consent of the City.
- XI. TERMINATION.** If the work to be done under this Contract shall be abandoned, or if this Contract or any part thereof shall be assigned or transferred, without the previous written consent of the City, or if the Contract or any claim hereunder shall be assigned by the Contractor otherwise than as herein specified, or if at any time the City determines that the conditions herein specified as to the rate of progress are not fulfilled, or that the work or any part thereof, is unnecessarily or unreasonably delayed, or that the Contractor has violated any of the provisions of this Contract, the City may terminate this Contract and/or notify the Contractor to discontinue such work or such part thereof as the City may designate, and the City may thereupon by agreement or otherwise, as it may determine, complete the work, or any part thereof; and for such completion the City for itself or for its Contractor may take possession of and use or cause to be used in the completion of the work thereof any of such materials, apparatus, machinery, implements, and tools of every description as may be found upon said work. Termination pursuant to this paragraph shall not entitle the Contractor to any claim for damages on account thereof, nor shall it relieve the Contractor of any liability under this Contract.
- XII. COMPLIANCE WITH CITY ORDINANCES**
- A. The Contractor shall comply with and give notices required by laws, ordinances rules, regulations, and lawful orders of the City bearing on performance hereunder.
- B. If the Contractor performs work that it knows or reasonably should know is contrary to City laws, statutes, ordinances, building codes, and rules and regulations without giving prior notice to the City, it shall assume full responsibility for such work and shall be responsible for all costs attributable thereto.
- C. Seasonal use of leaf blowers or related equipment must comply with the City's Noise Ordinance, which provides that gas blowers are only permissible from Labor Day to Memorial Day and must not exceed 65 decibels, and that from Memorial Day to Labor Day only battery powered blowers will be allowed.
- D. This section shall be superseded to extent of any specific Ordinance requirements set forth in the IFB scope of services, conditions or specifications.

**XIII. INSURANCE.** The Contractor shall provide insurance coverage as listed below. This insurance shall be provided at the Contractor's expense and shall be in full force and effect during the full term of this Contract.

WORKER'S COMPENSATION

Worker's Compensation: Per M.G.L. c.149, §34 and c.152 as amended.

PUBLIC LIABILITY

|                 |  |
|-----------------|--|
| Personal Injury | \$500,000 each occurrence<br>\$1,000,000 aggregate |
| Property Damage | \$500,000 each occurrence<br>\$1,000,000 aggregate |

VEHICLE LIABILITY

|                 |  |
|-----------------|--|
| Personal Injury | \$500,000 each person<br>\$1,000,000 aggregate   |
| Property Damage | \$300,000 each occurrence<br>\$500,000 aggregate |

The City shall be named as additional insured on the Contractor's Liability Policies.

**XIV. GOVERNING LAW.** This Contract shall be governed by and construed in accordance with the laws of the Commonwealth of Massachusetts.

**XV. SEVERABILITY.** The provisions of this Contract are severable. If any section, paragraph, clause or provision of this Contract shall be finally adjudicated by a court of competent jurisdiction to be invalid, the remainder of this Contract shall be unaffected by such adjudication and all of the remaining provisions of this Contract shall remain in full force and effect as though such section, paragraph, clause or provision, or any part thereof so adjudicated to be invalid, had not been included herein, unless such remaining provisions, standing alone, are incomplete and incapable of being executed in accordance with the intent of the parties to this Contract.

**XVI. AMENDMENTS TO THIS CONTRACT.** This Contract may not be amended except in writing executed in the same manner as this CITY-CONTRACTOR Agreement.

THIS SPACE INTENTIONALLY LEFT BLANK

IN WITNESS WHEREOF, the parties have caused this instrument to be executed under seal the day and year first above written.

**CONTRACTOR**

**CITY OF NEWTON**

By \_\_\_\_\_

By \_\_\_\_\_

Print Name \_\_\_\_\_

*Chief Procurement Officer*

Title \_\_\_\_\_

Date \_\_\_\_\_

Date \_\_\_\_\_

By \_\_\_\_\_

*Commissioner of Parks, Recreation & Culture*

*Affix Corporate Seal Here*

Date \_\_\_\_\_

City funds in the amount of

\_\_\_\_\_ are available in account number  
58D60215-584100

Approved as to Legal Form and Character

I further certify that the Mayor, or her designee, is authorized to execute contracts and approve change orders

By \_\_\_\_\_

*Associate City Solicitor*

By \_\_\_\_\_

*Comptroller of Accounts*

Date \_\_\_\_\_

Date \_\_\_\_\_

CONTRACT AND BONDS APPROVED

By \_\_\_\_\_

*Mayor or her designee*

Date \_\_\_\_\_

## CERTIFICATE OF AUTHORITY - CORPORATE

1. I hereby certify that I am the Clerk/Secretary of \_\_\_\_\_  
(insert full name of Corporation)
2. corporation, and that \_\_\_\_\_  
(insert the name of officer who signed the **contract and bonds**.)
3. is the duly elected \_\_\_\_\_  
(insert the title of the officer in line 2)
4. of said corporation, and that on \_\_\_\_\_  
(insert a date that is **ON OR BEFORE** the date the officer signed the **contract and bonds**.)

at a duly authorized meeting of the Board of Directors of said corporation, at which all the directors were present or waived notice, it was voted that

5. \_\_\_\_\_ the \_\_\_\_\_  
(insert **name** from line 2) (insert **title** from line 3)

of this corporation be and hereby is authorized to execute contracts and bonds in the name and on behalf of said corporation, and affix its Corporate Seal thereto, and such execution of any contract of obligation in this corporation's name and on its behalf, with or without the Corporate Seal, shall be valid and binding upon this corporation; and that the above vote has not been amended or rescinded and remains in full force and effect as of the date set forth below.

6. ATTEST: \_\_\_\_\_ *AFFIX CORPORATE SEAL HERE*  
(Signature of **Clerk or Secretary**)\*
7. Name: \_\_\_\_\_  
(Please print or type name in line 6)\*
8. Date: \_\_\_\_\_  
(insert a date that is **ON OR AFTER** the date the officer signed the **contract and bonds**.)

\* The name and signature inserted in lines 6 & 7 **must** be that of the **Clerk or Secretary** of the corporation.

**CITY OF NEWTON, MASSACHUSETTS**

**PAYMENT BOND**

Know All Men By These Presents:

That we, \_\_\_\_\_, as PRINCIPAL, and \_\_\_\_\_, as SURETY, are held and firmly bound unto the City of Newton as Obligee, in the sum of \_\_\_\_\_ dollars (\$\_\_\_\_\_) to be paid to the Obligee, for which payments well and truly to be made, we bind ourselves, our respective heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents.

Whereas, the said PRINCIPAL has made a contract with the Obligee, bearing the date of \_\_\_\_\_, 2024 for the construction of \_\_\_\_\_ in Newton, Massachusetts. (Project Title)

Now, the conditions of this obligation are such that if the PRINCIPAL and all Sub-contractors under said contract shall pay for all labor performed or furnished and for all materials used or employed in said contract and in any and all duly authorized modifications, alterations, extensions of time, changes or additions to said contract that may hereafter be made, notice to the SURETY of such modifications, alterations, extensions of time, changes or additions being hereby waived, the foregoing to include any other purposes or items set out in, and to be subject to, provisions of M.G.L. c. 30, sec. 39A, and M.G.L. c. 149 sec. 29, as amended, then this obligation shall become null and void; otherwise it shall remain in full force, virtue and effect.

In Witness Whereof, the PRINCIPAL and SURETY have hereto set their hands and seals this \_\_\_day of\_\_\_2024.

PRINCIPAL

SURETY

\_\_\_\_\_

\_\_\_\_\_

BY \_\_\_\_\_  
(SEAL)

BY \_\_\_\_\_  
(ATTORNEY-IN-FACT) (SEAL)

\_\_\_\_\_  
(Title)

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

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



**GENERAL CONDITIONS  
OF THE CONTRACT  
FOR NON-TECHNICAL SERVICES**

The City of Newton, herein referred to as the City, does hereby establish the following General Conditions, applicable to this Invitation for Bids and any subsequent purchase order, work order, shipping order or contract resulting therefrom.

**1.0 SCOPE OF SERVICES**

- 1.1 The Contractor agrees to furnish all labor, materials, equipment and insurance necessary to perform and fully complete, in every respect, within the time frame herein specified, all work (hereinafter referred as the Services) described in the Project Manual.
- 1.2 The Contractor shall not make any changes in the scope of Services without the prior written consent of the City. The Contractor shall make reasonable revisions or corrections, within the scope of Services, to any work performed until submitted in a form acceptable to the City.
- 1.3 The City reserves the right to alter, add to or reduce the Services by delivering to the Contractor written notice specifying the nature and extent of such alteration, addition or reduction. Such notice shall be effective upon the later of actual receipt by the Contractor or upon the date given in such notice. No addition to the Services shall be made unless the City and the Contractor have agreed to such increase in writing.

**2.0 CONTRACT TERM**

- 2.1 The obligations of the Contractor identified herein shall commence upon execution of the City-Contractor Contract and shall continue in full force and effect for the duration of the contract term as identified in the Project Manual. The contractor shall commence the performance of services under this contract promptly upon receipt of the City's Notice to Proceed in accordance with the provisions identified in the Project Manual.
- 2.2 In the event the term of this contract exceeds a period of one year and notwithstanding any provision to the contrary herein, the City shall cancel this contract in the event that funds are not appropriated or otherwise made available to support continuation of performance by the Contractor in any fiscal year succeeding the first year.

**3.0 EXECUTION**

- 3.1 All work required hereunder shall be performed as promptly as possible, and in any event within the time herein set forth, and such work shall be subject to approval and acceptance by the City, but such approval and acceptance shall not relieve the Contractor from the obligation to correct any incomplete, inaccurate or defective work, all of which shall be promptly remedied by the Contractor on demand, without cost to the City. The Contractor shall obtain all the required licenses and permits for the work herein described.
- 3.2 The Contractor shall conform to all determinations and directions of the City concerning the Contractor's delivery of services in the event of inclement weather, equipment failure, picket lines on City property, or labor strikes by the contractor's employees.

**4.0 COMPENSATION**

- 1.1 The City shall pay the Contractor for services rendered under this contract in accordance with the amount(s) set forth in the Contractor's General Bid Form and pursuant to the provisions contained in the Project Manual.
- 4.2 Notwithstanding anything to the contrary contained in the Contract, the City may withhold any payment to the Contractor hereunder if and for so long as the Contractor fails to perform any of its obligations hereunder or otherwise is in default under this Contract including, without limitation, any failure to perform Services in full accordance with the amount sufficient in the reasonable opinion of the City to cure any such default or failure of performance by the Contractor.

4.3 In no event shall the City be required to pay any amounts for work deemed by it to be unacceptable, or which are otherwise disputed. In the event the City disputes any such amounts invoiced, it shall pay all amounts not in dispute and notify the Contractor in writing of the amounts disputed and the reasons therefor.

4.4 No payment made shall constitute or be construed as final acceptance or approval of that part of the Services to which payment relates, or relieve the Contractor of any of its obligations outlined in this Contract. Further, the City shall not be deemed, by virtue of making payments to the Contractor hereunder, to have released the Contractor from any claim or liability, or to have waived any action arising out of the breach of this Contract by the Contractor.

#### 5.0 REPORTS AND DRAWINGS

When the Contractor has been paid for the Services performed by him or her, all reports, drawings, and other material furnished to the City shall become the City's property and may be used by the City (or such parties as the City may designate) thereafter in such manner and for such purposes as the City (or such parties as the City may designate) may deem advisable, without further employment of or additional compensation to the Contractor. The Contractor shall not release or disclose any report, drawing, or other material furnished to the Contractor by the City in connection with the performance of the Contractor's Services

#### 6.0 CONTRACTOR'S ACCOUNTING RECORDS

The Contractor shall keep records pertaining to Services performed (including complete and detailed time records) on the basis of recognized bookkeeping practices, generally accepted accounting principles, and in accordance with such reasonable requirements to facilitate audit as the City may provide. All records shall be available to the City or its authorized representatives for review and audit during normal business hours.

#### 7.0 ASSIGNMENT/SUBCONTRACTING

The Contractor agrees that he will not sell, assign or transfer this Contract or any part thereof or interest therein without the prior written consent of the City.

#### 8.0 REMEDY FOR DEFAULT

If the Contractor, in the sole judgment of the City, shall violate or fail properly to comply with or perform in any material respect any condition, provision, or warranty hereof, the City shall have the right by prior written notice to the Contractor to have the services called for hereby otherwise performed, and/or to terminate this contract without prejudice to any other rights or remedies of the City under this contract. The Contractor shall pay any excess in the City's cost to so procure the services and any related goods, supplies, materials or equipment. In addition, and without limiting any other remedies available to the City, the Contractor shall be liable for all losses, costs and expenses incurred by the City which result from the Contractor's noncompliance.

#### 9.0 SUSPENSION OR TERMINATION

9.1 The City shall have the right, upon seven (7) days written notice to the Contractor so stating, to terminate, suspend, or postpone this contract in whole or in part for any reason deemed by the City to be in the public interest. Any such termination, suspension, or postponement shall not give rise to any cause of action for damages against the City. In the event that the City postpones or suspends the Services, the Contractor's time for performance of the Services shall be extended for a period equal to the period of such postponement or suspension. In the event of termination, suspension or postponement, the City shall pay: (a) for services and any related goods, supplies, materials and equipment furnished up to the time of termination, suspension, or postponement at the contract price upon delivery; (b) for work in process in the amount of the Contractor's cost, determined in accordance with ordinary accepted accounting practices, up to the time of termination, suspension, or postponement; and (c) for raw materials purchased by the Contractor as of the date of termination, suspension, or postponement and which are noncancelable at the Contractor's actual cost plus reasonable handling charges, but only to the extent that such raw materials were purchased in reliance upon this contract and are useful solely with respect to this contract.

9.2 Upon receipt of a notice of termination, suspension, or postponement the Contractor shall immediately cease all work hereunder and cancel all orders placed with respect to this contract. The Contractor's failure to so cancel shall relieve the City of the obligations of paragraph 10.1 above.

9.3 The City may postpone, suspend or terminate the Services immediately, by notice, hand delivery or certified mail, if the Contractor violates any of the provisions of this Contract, or fails to perform or observe any of the terms, covenants or conditions of this Contract, or abandons in whole or in part its Services, or becomes unable to perform its Services.

9.4 In the event of termination of this Contract, the Contractor shall promptly deliver to the City all documents, work papers, calculations, computer programs, data, drawings, plans, and other tangible work product, or materials pertaining to the Services performed under this Contract to the time of termination.

10.0 NOTICE

Any action, notice or request required to be taken, given or made by City or the Contractor hereunder may be taken, given or made only by those persons identified for that purpose on the Contract Form. All notices required to be given hereunder shall be deemed properly given if personally delivered, or if mailed by registered or certified mail, postage prepaid addressed to the address and officer identified on the Contract Form.

11.0 PROTECTION OF PROPERTY

The Contractor shall take all reasonable precautions to prevent damage to property, visible and concealed, and shall restore to substantially the same condition existing prior to the Contractor’s entry any disturbance or damage to property caused by the Contractor or any person acting under its control.

12.0 INSURANCE REQUIREMENTS

12.1 The Contractor shall provide insurance coverage as listed below. This insurance shall be provided at the Contractor's expense and shall be in full force and effect during the full term of this Contract.

WORKER'S COMPENSATION

Worker's Compensation: Per M.G.L. c.149, §34 and c.152 as amended.

PUBLIC LIABILITY

|                 |                           |
|-----------------|---------------------------|
| Personal Injury | \$500,000 each occurrence |
|                 | \$1,000,000 aggregate     |
| Property Damage | \$500,000 each occurrence |
|                 | \$1,000,000 aggregate     |

VEHICLE LIABILITY

|                 |                           |
|-----------------|---------------------------|
| Personal Injury | \$500,000 each person     |
|                 | \$1,000,000 aggregate     |
| Property Damage | \$300,000 each occurrence |
|                 | \$500,000 aggregate       |

12.2 The City shall be named as additional insured on the Contractor's Liability Policies.

12.3 The Contractor shall not commence the work until proof of compliance with this Section 12.0 has been furnished to the City by submitting one copy of a properly endorsed insurance certificate issued by a company authorized to write insurance in the Commonwealth. This certificate shall indicate that the contractual liability coverage is in force.

12.4 The Contractor shall file the original and one certified copy of all policies with the City within fifteen (15) days after contract award. If the City is damaged by the Contractor's failure to maintain such insurance and to so notify the City, then the Contractor shall be responsible for all reasonable costs attributable thereto.

12.5 Cancellation of any insurance required by this contract, whether by the insurer or the insured, shall not be valid unless written notice thereof is given by the party proposing cancellation to the other party and City at least thirty days prior to the effective date thereof, which shall be expressed in said notice.

### 13.0 CONFLICT OF INTEREST

No member, agent or employee of the City shall , during his/her tenure or one year thereafter directly or indirectly, have any interest in any property to be included in, or any contract for property, materials or services to be furnished or used in connection with, this contract or the proceeds thereof.

### 14.0 COMPLIANCE WITH LAWS

All work to be performed and wages paid under this specification shall be in accordance with all applicable laws, state or federal, and all applicable ordinances, codes, rules, and regulations of the City of Newton, or any public board or office having any jurisdiction, regulation or control over any work to be done hereunder, including minimum wage rates. In particular, without limitation, the Contractor agrees to comply with all regulations pertaining to approvals for federal and state grants, and with all federal and state environmental laws and regulations. The Contractor agrees to assist in making any submissions to federal or state agencies as may be required in order to meet the requirements in this paragraph.

### 15.0 INDEMNIFICATION

The Contractor agrees to indemnify and save the City harmless from and against any and all costs, losses, expenses, liabilities, damages or claims for damages, including reasonable attorney's fees and expenses, on account of any injury or damage to buildings, improvements, or property of the City, and the City on account of any injury (including death) or damage to any person, persons, firm, corporation or association, or on account of any infringement or claim of infringement of patents, arising out of or resulting from the deliveries provided for or performed under this contract or from any act, omission or negligence of the contractor, his agents, employees, or assigns. 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.

### 16.0 FORCE MAJEURE

The City may not hold the Contractor liable for any loss, expense or damage incurred by the City on account of failure of the Contractor to deliver services as specified herein, if that failure is caused by state of war, acts of enemies, expropriation or confiscation of facilities used by the Contractor, or compliance with any law, order, or regulation of any federal, state or municipal governmental authority, if the Contractor shall show that such compliance would impair this ability to perform a material provision of this contract, the Contractor having given the City reasonable notice of such cause.

### 17.0 DISPUTES

All claims, disputes and other matters in question between the City and the Contractor arising out of or relating to this Contract or the breach of it, shall be submitted for resolution to a court of competent jurisdiction in Massachusetts, unless otherwise agreed by the parties. No such action shall be brought, however, until the completion of all Services under this Contract or the earlier termination of this Contract as provided herein, the parties agreeing to negotiate any claims, disputes or other matters in question during the term of this Contract before resorting to litigation. As to all acts or failures to act by either party to this Contract, any applicable statute of limitations shall commence to run and any alleged cause of action shall be deemed to have accrued in any and all events when the other party becomes aware or should have been aware of such acts or failure to act.

### 18.0 GOVERNING LAW

This contract shall be governed by and construed in accordance with Massachusetts Law.

### 19.0 LIABILITY

The Contractor is retained solely for the purpose of and to the extent set forth in this Contract. The Contractor's relationship to the City for the purpose of services to be performed under this Contract shall be that of an independent contractor. The Contractor shall have no capacity or authority to involve the City in any contract or to incur any liability on behalf of the City.

In no event shall the City be held liable as an employer or otherwise for any personal injury to or death of the Contractor's principals, employees, agents and/or representatives occasioned by or resulting from the Contractor's performance under this Contract.

20.0 LIENS

The Contractor shall cause to be removed from the property of the City any liens or other claims asserted by any person or entity claiming through or under the Contractor and arising out of Services performed under this Contract by such third party.

21.0 SEVERABILITY

In the event that any portion of this Contract is held illegal or unenforceable by a court of competent jurisdiction, the parties agree that such invalidity shall not affect the validity of the remaining portions of this Contract and Contractor and the City agree to substitute for the invalid provision a valid provision which most closely approximates the economics and intent of the invalid provision.

**END OF SECTION**

## CITY OF NEWTON

### WAGE RATE REQUIREMENTS

#### 1. GENERAL

- A. This section summarizes the requirements for the payment of wages to laborers and mechanics employed under the Contract.
- B. Other duties and requirements of law which may not be specified in this section apply and are inherently a part of the Contract.

#### 2. WAGE RATES

- A. The rate per hour to be paid to mechanics, apprentices, teamsters, chauffeurs, and laborers employed on the Work shall not be less than the rate of wages in the attached "Minimum Wage Rates" as determined by the Commissioner of Labor and Industries. This schedule shall continue to be the minimum rate of wages for said employees during the life of this Contract.
- B. Keep posted on the site a legible copy of said schedule. Keep on file the wage rates and classifications of labor employed on this Work in order that they may be available for inspection by the Owner, Administrator, or the Architect.
- C. Apprentices employed pursuant to this determination of wage rates must be registered and approved by the State Apprenticeship Council wherever rates for journeymen or apprentices are not listed.
- D. Pay reserve police officers employed on the Work the prevailing rate of wages paid to regular police officers as required by M.G.L. c149, Sec. 34B, as amended. Such police officers shall be covered by Workmen's Compensation Insurance and Employers Liability Insurance by the Contractor.
- E. **The Contractor and all subcontractors shall, on a weekly basis throughout the term of the contract, provide to the City of Newton certified payroll affidavits in pdf format verifying compliance with M.G.L. c.149, Sec. 27, 27A and 27B.** The Contractor is obligated to provide such records to the City directly on a weekly basis. The City may assess a penalty of \$100 for each day beyond the required submission date that such records are received, which amount shall be deducted from any amounts to the Contractor from the City. In the event of chronic late submissions, the City shall report the same to the Office of the Attorney General.
- F. The Contractor and all subcontractors shall provide a Statement of Compliance within 15 days of the completion of its portion of the work. This statement shall be submitted to the Owner on the form found elsewhere in this section.
- G. The Contractor shall maintain accurate and complete records, including payroll records, during the Contract term and for three years thereafter.

END OF SECTION



MAURA HEALEY  
Governor

KIM DRISCOLL  
Lt. Governor

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

Prevailing Wage Rates

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

LAUREN JONES  
Secretary

MICHAEL FLANAGAN  
Director

**Awarding Authority:** City of Newton  
**Contract Number:** IFB #24-73 **City/Town:** NEWTON  
**Description of Work:** Burr Elementary School Athletic Field Improvements

**Job Location:** 171 Pine Street

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

**Issue Date:** 05/01/2024

**Wage Request Number:** 20240430-069

| Classification   | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| <b>Construction</b>  |                |           |         |         |                           |            |
| (2 AXLE) DRIVER - EQUIPMENT<br><i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>            | 12/01/2023     | \$40.05   | \$14.41 | \$18.67 | \$0.00                    | \$73.13    |
|  | 06/01/2024     | \$41.05   | \$14.41 | \$18.67 | \$0.00                    | \$74.13    |
|  | 08/01/2024     | \$41.05   | \$14.91 | \$18.67 | \$0.00                    | \$74.63    |
|  | 12/01/2024     | \$41.05   | \$14.91 | \$20.17 | \$0.00                    | \$76.13    |
|  | 06/01/2025     | \$42.05   | \$14.91 | \$20.17 | \$0.00                    | \$77.13    |
|  | 08/01/2025     | \$42.05   | \$15.41 | \$20.17 | \$0.00                    | \$77.63    |
|  | 12/01/2025     | \$42.05   | \$15.41 | \$21.78 | \$0.00                    | \$79.24    |
|  | 06/01/2026     | \$43.05   | \$15.41 | \$21.78 | \$0.00                    | \$80.24    |
|  | 08/01/2026     | \$43.05   | \$15.91 | \$21.78 | \$0.00                    | \$80.74    |
|  | 12/01/2026     | \$43.05   | \$15.91 | \$23.52 | \$0.00                    | \$82.48    |
| (3 AXLE) DRIVER - EQUIPMENT<br><i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>            | 12/01/2023     | \$40.12   | \$14.41 | \$18.67 | \$0.00                    | \$73.20    |
|  | 06/01/2024     | \$40.88   | \$14.41 | \$18.67 | \$0.00                    | \$73.96    |
|  | 08/01/2024     | \$40.88   | \$14.91 | \$18.67 | \$0.00                    | \$74.46    |
|  | 12/01/2024     | \$40.88   | \$14.91 | \$20.17 | \$0.00                    | \$75.96    |
|  | 06/01/2025     | \$41.12   | \$14.91 | \$20.17 | \$0.00                    | \$76.20    |
|  | 08/01/2025     | \$41.12   | \$15.41 | \$20.17 | \$0.00                    | \$76.70    |
|  | 12/01/2025     | \$41.12   | \$15.41 | \$21.78 | \$0.00                    | \$78.31    |
|  | 06/01/2026     | \$43.12   | \$15.41 | \$21.78 | \$0.00                    | \$80.31    |
|  | 08/01/2026     | \$43.12   | \$15.91 | \$21.78 | \$0.00                    | \$80.81    |
|  | 12/01/2026     | \$43.12   | \$15.91 | \$23.52 | \$0.00                    | \$82.55    |
| (4 & 5 AXLE) DRIVER - EQUIPMENT<br><i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>        | 12/01/2023     | \$40.24   | \$14.41 | \$18.67 | \$0.00                    | \$73.32    |
|  | 06/01/2024     | \$41.24   | \$14.41 | \$18.67 | \$0.00                    | \$74.32    |
|  | 08/01/2024     | \$41.24   | \$14.91 | \$18.67 | \$0.00                    | \$74.82    |
|  | 12/01/2024     | \$41.24   | \$14.91 | \$20.17 | \$0.00                    | \$76.32    |
|  | 06/01/2025     | \$42.24   | \$14.91 | \$20.17 | \$0.00                    | \$77.32    |
|  | 08/01/2025     | \$42.24   | \$15.41 | \$20.17 | \$0.00                    | \$77.82    |
|  | 12/01/2025     | \$42.24   | \$15.41 | \$21.78 | \$0.00                    | \$79.43    |
|  | 06/01/2026     | \$43.24   | \$15.41 | \$21.78 | \$0.00                    | \$80.43    |
|  | 08/01/2026     | \$43.24   | \$15.91 | \$21.78 | \$0.00                    | \$80.93    |
|  | 12/01/2026     | \$43.24   | \$15.91 | \$23.52 | \$0.00                    | \$82.67    |
| ADS/SUBMERSIBLE PILOT<br><i>PILE DRIVER LOCAL 56 (ZONE 1)</i>                          | 08/01/2020     | \$103.05  | \$9.40  | \$23.12 | \$0.00                    | \$135.57   |
| For apprentice rates see "Apprentice- PILE DRIVER"                                     |                |           |         |         |                           |            |
| AIR TRACK OPERATOR<br><i>LABORERS - ZONE 1</i>   | 12/01/2023     | \$45.08   | \$9.65  | \$18.07 | \$0.00                    | \$72.80    |
| For apprentice rates see "Apprentice- LABORER"   |                |           |         |         |                           |            |
| AIR TRACK OPERATOR (HEAVY & HIGHWAY)<br><i>LABORERS - ZONE 1 (HEAVY &amp; HIGHWAY)</i> | 12/01/2023     | \$45.08   | \$9.65  | \$18.07 | \$0.00                    | \$72.80    |
|  | 06/01/2024     | \$46.56   | \$9.65  | \$18.07 | \$0.00                    | \$74.28    |
|  | 12/01/2024     | \$48.03   | \$9.65  | \$18.07 | \$0.00                    | \$75.75    |
|  | 06/01/2025     | \$49.53   | \$9.65  | \$18.07 | \$0.00                    | \$77.25    |
|  | 12/01/2025     | \$51.03   | \$9.65  | \$18.07 | \$0.00                    | \$78.75    |
|  | 06/01/2026     | \$52.58   | \$9.65  | \$18.07 | \$0.00                    | \$80.30    |
|  | 12/01/2026     | \$54.08   | \$9.65  | \$18.07 | \$0.00                    | \$81.80    |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"                     |                |           |         |         |                           |            |



| Classification  | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| ASBESTOS REMOVER - PIPE / MECH. EQUIPT.<br><i>HEAT &amp; FROST INSULATORS LOCAL 6 (BOSTON)</i>        | 12/01/2023     | \$40.80   | \$14.50 | \$11.05 | \$0.00                    | \$66.35    |
|   | 06/01/2024     | \$41.80   | \$14.50 | \$11.05 | \$0.00                    | \$67.35    |
|   | 12/01/2024     | \$42.80   | \$14.50 | \$11.05 | \$0.00                    | \$68.35    |
|   | 06/01/2025     | \$43.80   | \$14.50 | \$11.05 | \$0.00                    | \$69.35    |
|   | 12/01/2025     | \$44.80   | \$14.50 | \$11.05 | \$0.00                    | \$70.35    |
| ASPHALT RAKER<br><i>LABORERS - ZONE 1</i>   | 12/01/2023     | \$44.58   | \$9.65  | \$18.07 | \$0.00                    | \$72.30    |
| For apprentice rates see "Apprentice- LABORER"  |                |           |         |         |                           |            |
| ASPHALT RAKER (HEAVY & HIGHWAY)<br><i>LABORERS - ZONE 1 (HEAVY &amp; HIGHWAY)</i>                     | 12/01/2023     | \$44.58   | \$9.65  | \$18.07 | \$0.00                    | \$72.30    |
|   | 06/01/2024     | \$46.06   | \$9.65  | \$18.07 | \$0.00                    | \$73.78    |
|   | 12/01/2024     | \$47.53   | \$9.65  | \$18.07 | \$0.00                    | \$75.25    |
|   | 06/01/2025     | \$49.03   | \$9.65  | \$18.07 | \$0.00                    | \$76.75    |
|   | 12/01/2025     | \$50.53   | \$9.65  | \$18.07 | \$0.00                    | \$78.25    |
|   | 06/01/2026     | \$52.08   | \$9.65  | \$18.07 | \$0.00                    | \$79.80    |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"                                    |                |           |         |         |                           |            |
| ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE<br><i>OPERATING ENGINEERS LOCAL 4</i>                          | 12/01/2023     | \$55.03   | \$15.00 | \$16.40 | \$0.00                    | \$86.43    |
|   | 06/01/2024     | \$56.33   | \$15.00 | \$16.40 | \$0.00                    | \$87.73    |
|   | 12/01/2024     | \$57.78   | \$15.00 | \$16.40 | \$0.00                    | \$89.18    |
|   | 06/01/2025     | \$59.08   | \$15.00 | \$16.40 | \$0.00                    | \$90.48    |
|   | 12/01/2025     | \$60.53   | \$15.00 | \$16.40 | \$0.00                    | \$91.93    |
|   | 06/01/2026     | \$61.83   | \$15.00 | \$16.40 | \$0.00                    | \$93.23    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"  |                |           |         |         |                           |            |
| BACKHOE/FRONT-END LOADER<br><i>OPERATING ENGINEERS LOCAL 4</i>  | 12/01/2023     | \$55.03   | \$15.00 | \$16.40 | \$0.00                    | \$86.43    |
|   | 06/01/2024     | \$56.33   | \$15.00 | \$16.40 | \$0.00                    | \$87.73    |
|   | 12/01/2024     | \$57.78   | \$15.00 | \$16.40 | \$0.00                    | \$89.18    |
|   | 06/01/2025     | \$59.08   | \$15.00 | \$16.40 | \$0.00                    | \$90.48    |
|   | 12/01/2025     | \$60.53   | \$15.00 | \$16.40 | \$0.00                    | \$91.93    |
|   | 06/01/2026     | \$61.83   | \$15.00 | \$16.40 | \$0.00                    | \$93.23    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"  |                |           |         |         |                           |            |
| BARCO-TYPE JUMPING TAMPER<br><i>LABORERS - ZONE 1</i>   | 12/01/2023     | \$44.58   | \$9.65  | \$18.07 | \$0.00                    | \$72.30    |
| For apprentice rates see "Apprentice- LABORER"  |                |           |         |         |                           |            |
| BLOCK PAVER, RAMMER / CURB SETTER<br><i>LABORERS - ZONE 1</i>   | 12/01/2023     | \$45.08   | \$9.65  | \$18.07 | \$0.00                    | \$72.80    |
| For apprentice rates see "Apprentice- LABORER"  |                |           |         |         |                           |            |
| BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY)<br><i>LABORERS - ZONE 1 (HEAVY &amp; HIGHWAY)</i> | 12/01/2023     | \$45.08   | \$9.65  | \$18.07 | \$0.00                    | \$72.80    |
|   | 06/01/2024     | \$46.56   | \$9.65  | \$18.07 | \$0.00                    | \$74.28    |
|   | 12/01/2024     | \$48.03   | \$9.65  | \$18.07 | \$0.00                    | \$75.75    |
|   | 06/01/2025     | \$49.53   | \$9.65  | \$18.07 | \$0.00                    | \$77.25    |
|   | 12/01/2025     | \$51.03   | \$9.65  | \$18.07 | \$0.00                    | \$78.75    |
|   | 06/01/2026     | \$52.58   | \$9.65  | \$18.07 | \$0.00                    | \$80.30    |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"                                    |                |           |         |         |                           |            |
| BOILER MAKER<br><i>BOILERMAKERS LOCAL 29</i>  | 01/01/2024     | \$48.12   | \$7.07  | \$20.60 | \$0.00                    | \$75.79    |

Issue Date: 05/01/2024

Wage Request Number: 20240430-069

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Classification Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

**Apprentice - BOILERMAKER - Local 29**

Effective Date - 01/01/2024

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

Notes:

Apprentice to Journeyworker Ratio:1:4

|  |            |         |         |         |        |          |
|--|------------|---------|---------|---------|--------|----------|
| BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) | 02/01/2024 | \$62.40 | \$11.49 | \$23.59 | \$0.00 | \$97.48  |
| BRICKLAYERS LOCAL 3 (NEWTON)                                 | 08/01/2024 | \$64.50 | \$11.49 | \$23.59 | \$0.00 | \$99.58  |
|  | 02/01/2025 | \$65.80 | \$11.49 | \$23.59 | \$0.00 | \$100.88 |
|  | 08/01/2025 | \$67.95 | \$11.49 | \$23.59 | \$0.00 | \$103.03 |
|  | 02/01/2026 | \$69.30 | \$11.49 | \$23.59 | \$0.00 | \$104.38 |
|  | 08/01/2026 | \$71.50 | \$11.49 | \$23.59 | \$0.00 | \$106.58 |
|  | 02/01/2027 | \$72.90 | \$11.49 | \$23.59 | \$0.00 | \$107.98 |

Issue Date: 05/01/2024

Wage Request Number: 20240430-069

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Classification Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

**Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Newton**

Effective Date - 02/01/2024

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 50      | \$31.20              | \$11.49 | \$23.59 | \$0.00                    | \$66.28    |
| 2    | 60      | \$37.44              | \$11.49 | \$23.59 | \$0.00                    | \$72.52    |
| 3    | 70      | \$43.68              | \$11.49 | \$23.59 | \$0.00                    | \$78.76    |
| 4    | 80      | \$49.92              | \$11.49 | \$23.59 | \$0.00                    | \$85.00    |
| 5    | 90      | \$56.16              | \$11.49 | \$23.59 | \$0.00                    | \$91.24    |

Effective Date - 08/01/2024

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 50      | \$32.25              | \$11.49 | \$23.59 | \$0.00                    | \$67.33    |
| 2    | 60      | \$38.70              | \$11.49 | \$23.59 | \$0.00                    | \$73.78    |
| 3    | 70      | \$45.15              | \$11.49 | \$23.59 | \$0.00                    | \$80.23    |
| 4    | 80      | \$51.60              | \$11.49 | \$23.59 | \$0.00                    | \$86.68    |
| 5    | 90      | \$58.05              | \$11.49 | \$23.59 | \$0.00                    | \$93.13    |

Notes:

Apprentice to Journeyworker Ratio:1:5

|   |            |         |         |         |        |         |
|---|------------|---------|---------|---------|--------|---------|
| BULLDOZER/GRADER/SCRAPER<br>OPERATING ENGINEERS LOCAL 4 | 12/01/2023 | \$54.43 | \$15.00 | \$16.40 | \$0.00 | \$85.83 |
|   | 06/01/2024 | \$55.71 | \$15.00 | \$16.40 | \$0.00 | \$87.11 |
|   | 12/01/2024 | \$57.15 | \$15.00 | \$16.40 | \$0.00 | \$88.55 |
|   | 06/01/2025 | \$58.43 | \$15.00 | \$16.40 | \$0.00 | \$89.83 |
|   | 12/01/2025 | \$59.87 | \$15.00 | \$16.40 | \$0.00 | \$91.27 |
|   | 06/01/2026 | \$61.15 | \$15.00 | \$16.40 | \$0.00 | \$92.55 |
|   | 12/01/2026 | \$62.59 | \$15.00 | \$16.40 | \$0.00 | \$93.99 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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

For apprentice rates see "Apprentice- LABORER"

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

For apprentice rates see "Apprentice- LABORER"

Issue Date: 05/01/2024

Wage Request Number: 20240430-069

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| Classification  | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| CAISSON & UNDERPINNING TOP MAN<br><i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2023     | \$44.33   | \$9.65 | \$18.22 | \$0.00                    | \$72.20    |
|   | 06/01/2024     | \$45.81   | \$9.65 | \$18.22 | \$0.00                    | \$73.68    |
|   | 12/01/2024     | \$47.28   | \$9.65 | \$18.22 | \$0.00                    | \$75.15    |
|   | 06/01/2025     | \$48.78   | \$9.65 | \$18.22 | \$0.00                    | \$76.65    |
|   | 12/01/2025     | \$50.28   | \$9.65 | \$18.22 | \$0.00                    | \$78.15    |
|   | 06/01/2026     | \$51.83   | \$9.65 | \$18.22 | \$0.00                    | \$79.70    |
|   | 12/01/2026     | \$53.33   | \$9.65 | \$18.22 | \$0.00                    | \$81.20    |
| For apprentice rates see "Apprentice- LABORER"                            |                |           |        |         |                           |            |
| CARBIDE CORE DRILL OPERATOR<br><i>LABORERS - ZONE 1</i>                   | 12/01/2023     | \$44.58   | \$9.65 | \$18.07 | \$0.00                    | \$72.30    |
| For apprentice rates see "Apprentice- LABORER"                            |                |           |        |         |                           |            |
| CARPENTER<br><i>CARPENTERS - ZONE 2 (Eastern Massachusetts)</i>           | 03/01/2024     | \$47.12   | \$9.83 | \$19.97 | \$0.00                    | \$76.92    |
|   | 09/01/2024     | \$48.37   | \$9.83 | \$19.97 | \$0.00                    | \$78.17    |
|   | 03/01/2025     | \$49.62   | \$9.83 | \$19.97 | \$0.00                    | \$79.42    |
|   | 09/01/2025     | \$50.87   | \$9.83 | \$19.97 | \$0.00                    | \$80.67    |
|   | 03/01/2026     | \$52.12   | \$9.83 | \$19.97 | \$0.00                    | \$81.92    |
|   | 09/01/2026     | \$53.37   | \$9.83 | \$19.97 | \$0.00                    | \$83.17    |
|   | 03/01/2027     | \$54.62   | \$9.83 | \$19.97 | \$0.00                    | \$84.42    |

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

**Effective Date - 03/01/2024**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 45      | \$21.20              | \$9.83 | \$1.73  | \$0.00                    | \$32.76    |
| 2    | 45      | \$21.20              | \$9.83 | \$1.73  | \$0.00                    | \$32.76    |
| 3    | 55      | \$25.92              | \$9.83 | \$3.40  | \$0.00                    | \$39.15    |
| 4    | 55      | \$25.92              | \$9.83 | \$3.40  | \$0.00                    | \$39.15    |
| 5    | 70      | \$32.98              | \$9.83 | \$16.51 | \$0.00                    | \$59.32    |
| 6    | 70      | \$32.98              | \$9.83 | \$16.51 | \$0.00                    | \$59.32    |
| 7    | 80      | \$37.70              | \$9.83 | \$18.24 | \$0.00                    | \$65.77    |
| 8    | 80      | \$37.70              | \$9.83 | \$18.24 | \$0.00                    | \$65.77    |

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

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 45      | \$21.77              | \$9.83 | \$1.73  | \$0.00                    | \$33.33    |
| 2    | 45      | \$21.77              | \$9.83 | \$1.73  | \$0.00                    | \$33.33    |
| 3    | 55      | \$26.60              | \$9.83 | \$3.40  | \$0.00                    | \$39.83    |
| 4    | 55      | \$26.60              | \$9.83 | \$3.40  | \$0.00                    | \$39.83    |
| 5    | 70      | \$33.86              | \$9.83 | \$16.51 | \$0.00                    | \$60.20    |
| 6    | 70      | \$33.86              | \$9.83 | \$16.51 | \$0.00                    | \$60.20    |
| 7    | 80      | \$38.70              | \$9.83 | \$18.24 | \$0.00                    | \$66.77    |
| 8    | 80      | \$38.70              | \$9.83 | \$18.24 | \$0.00                    | \$66.77    |

Notes:

Apprentice to Journeyworker Ratio:1:5

| Classification  | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| CARPENTER WOOD FRAME<br><i>CARPENTERS - ZONE 2 (Wood Frame)</i> | 10/01/2023     | \$30.61   | \$7.02 | \$6.47  | \$0.00                    | \$44.10    |
|   | 10/01/2024     | \$31.91   | \$7.02 | \$6.47  | \$0.00                    | \$45.40    |
|   | 10/01/2025     | \$33.21   | \$7.02 | \$6.47  | \$0.00                    | \$46.70    |
|   | 10/01/2026     | \$34.51   | \$7.02 | \$6.47  | \$0.00                    | \$48.00    |

All Aspects of New Wood Frame Work

**Apprentice - CARPENTER (Wood Frame) - Zone 2**

**Effective Date - 10/01/2023**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 50      | \$15.31              | \$7.02 | \$0.00  | \$0.00                    | \$22.33    |
| 2    | 50      | \$15.31              | \$7.02 | \$0.00  | \$0.00                    | \$22.33    |
| 3    | 55      | \$16.84              | \$7.02 | \$2.00  | \$0.00                    | \$25.86    |
| 4    | 55      | \$16.84              | \$7.02 | \$2.00  | \$0.00                    | \$25.86    |
| 5    | 70      | \$21.43              | \$7.02 | \$6.47  | \$0.00                    | \$34.92    |
| 6    | 70      | \$21.43              | \$7.02 | \$6.47  | \$0.00                    | \$34.92    |
| 7    | 80      | \$24.49              | \$7.02 | \$6.47  | \$0.00                    | \$37.98    |
| 8    | 80      | \$24.49              | \$7.02 | \$6.47  | \$0.00                    | \$37.98    |

**Effective Date - 10/01/2024**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 50      | \$15.96              | \$7.02 | \$0.00  | \$0.00                    | \$22.98    |
| 2    | 50      | \$15.96              | \$7.02 | \$0.00  | \$0.00                    | \$22.98    |
| 3    | 55      | \$17.55              | \$7.02 | \$2.00  | \$0.00                    | \$26.57    |
| 4    | 55      | \$17.55              | \$7.02 | \$2.00  | \$0.00                    | \$26.57    |
| 5    | 70      | \$22.34              | \$7.02 | \$6.47  | \$0.00                    | \$35.83    |
| 6    | 70      | \$22.34              | \$7.02 | \$6.47  | \$0.00                    | \$35.83    |
| 7    | 80      | \$25.53              | \$7.02 | \$6.47  | \$0.00                    | \$39.02    |
| 8    | 80      | \$25.53              | \$7.02 | \$6.47  | \$0.00                    | \$39.02    |

Notes:

Apprentice to Journeyworker Ratio:1:5

|  |            |         |         |         |        |         |
|--|------------|---------|---------|---------|--------|---------|
| CEMENT MASONRY/PLASTERING<br><i>BRICKLAYERS LOCAL 3 (NEWTON)</i> | 01/01/2024 | \$49.33 | \$13.00 | \$23.57 | \$1.30 | \$87.20 |
|--|------------|---------|---------|---------|--------|---------|

Classification Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

**Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (Newton)**

Effective Date - 01/01/2024

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 50      | \$24.67              | \$13.00 | \$15.93 | \$0.00                    | \$53.60    |
| 2    | 60      | \$29.60              | \$13.00 | \$18.57 | \$1.30                    | \$62.47    |
| 3    | 65      | \$32.06              | \$13.00 | \$19.57 | \$1.30                    | \$65.93    |
| 4    | 70      | \$34.53              | \$13.00 | \$20.57 | \$1.30                    | \$69.40    |
| 5    | 75      | \$37.00              | \$13.00 | \$21.57 | \$1.30                    | \$72.87    |
| 6    | 80      | \$39.46              | \$13.00 | \$22.57 | \$1.30                    | \$76.33    |
| 7    | 90      | \$44.40              | \$13.00 | \$23.57 | \$1.30                    | \$82.27    |

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

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

CHAIN SAW OPERATOR 12/01/2023 \$44.58 \$9.65 \$18.07 \$0.00 \$72.30  
*LABORERS - ZONE 1*

For apprentice rates see "Apprentice- LABORER"

CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES 12/01/2023 \$56.13 \$15.00 \$16.40 \$0.00 \$87.53  
*OPERATING ENGINEERS LOCAL 4*  
06/01/2024 \$57.45 \$15.00 \$16.40 \$0.00 \$88.85  
12/01/2024 \$58.93 \$15.00 \$16.40 \$0.00 \$90.33  
06/01/2025 \$60.26 \$15.00 \$16.40 \$0.00 \$91.66  
12/01/2025 \$61.73 \$15.00 \$16.40 \$0.00 \$93.13  
06/01/2026 \$63.06 \$15.00 \$16.40 \$0.00 \$94.46  
12/01/2026 \$64.54 \$15.00 \$16.40 \$0.00 \$95.94

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

COMPRESSOR OPERATOR 12/01/2023 \$35.62 \$15.00 \$16.40 \$0.00 \$67.02  
*OPERATING ENGINEERS LOCAL 4*  
06/01/2024 \$36.47 \$15.00 \$16.40 \$0.00 \$67.87  
12/01/2024 \$37.42 \$15.00 \$16.40 \$0.00 \$68.82  
06/01/2025 \$38.27 \$15.00 \$16.40 \$0.00 \$69.67  
12/01/2025 \$39.22 \$15.00 \$16.40 \$0.00 \$70.62  
06/01/2026 \$40.08 \$15.00 \$16.40 \$0.00 \$71.48  
12/01/2026 \$41.03 \$15.00 \$16.40 \$0.00 \$72.43

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

DELEADER (BRIDGE) 01/01/2024 \$56.06 \$9.95 \$23.95 \$0.00 \$89.96  
*PAINTERS LOCAL 35 - ZONE 2*  
07/01/2024 \$57.26 \$9.95 \$23.95 \$0.00 \$91.16  
01/01/2025 \$58.46 \$9.95 \$23.95 \$0.00 \$92.36

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 01/01/2024

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

Effective Date - 07/01/2024

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

Notes:  
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

|   |            |         |        |         |        |         |
|---|------------|---------|--------|---------|--------|---------|
| DEMO: ADZEMAN<br>LABORERS - ZONE 1                        | 12/01/2023 | \$44.48 | \$9.65 | \$18.07 | \$0.00 | \$72.20 |
| For apprentice rates see "Apprentice- LABORER"            |            |         |        |         |        |         |
| DEMO: BACKHOE/LOADER/HAMMER OPERATOR<br>LABORERS - ZONE 1 | 12/01/2023 | \$45.48 | \$9.65 | \$18.07 | \$0.00 | \$73.20 |
| For apprentice rates see "Apprentice- LABORER"            |            |         |        |         |        |         |
| DEMO: BURNERS<br>LABORERS - ZONE 1                        | 12/01/2023 | \$45.23 | \$9.65 | \$18.07 | \$0.00 | \$72.95 |
| For apprentice rates see "Apprentice- LABORER"            |            |         |        |         |        |         |
| DEMO: CONCRETE CUTTER/SAWYER<br>LABORERS - ZONE 1         | 12/01/2023 | \$45.48 | \$9.65 | \$18.07 | \$0.00 | \$73.20 |
| For apprentice rates see "Apprentice- LABORER"            |            |         |        |         |        |         |
| DEMO: JACKHAMMER OPERATOR<br>LABORERS - ZONE 1            | 12/01/2023 | \$45.23 | \$9.65 | \$18.07 | \$0.00 | \$72.95 |
| For apprentice rates see "Apprentice- LABORER"            |            |         |        |         |        |         |
| DEMO: WRECKING LABORER<br>LABORERS - ZONE 1               | 12/01/2023 | \$44.48 | \$9.65 | \$18.07 | \$0.00 | \$72.20 |
| For apprentice rates see "Apprentice- LABORER"            |            |         |        |         |        |         |

| Classification   | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| DIRECTIONAL DRILL MACHINE OPERATOR<br><i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2023     | \$54.43   | \$15.00 | \$16.40 | \$0.00                    | \$85.83    |
|  | 06/01/2024     | \$55.71   | \$15.00 | \$16.40 | \$0.00                    | \$87.11    |
|  | 12/01/2024     | \$57.15   | \$15.00 | \$16.40 | \$0.00                    | \$88.55    |
|  | 06/01/2025     | \$58.43   | \$15.00 | \$16.40 | \$0.00                    | \$89.83    |
|  | 12/01/2025     | \$59.87   | \$15.00 | \$16.40 | \$0.00                    | \$91.27    |
|  | 06/01/2026     | \$61.15   | \$15.00 | \$16.40 | \$0.00                    | \$92.55    |
|  | 12/01/2026     | \$62.59   | \$15.00 | \$16.40 | \$0.00                    | \$93.99    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"               |                |           |         |         |                           |            |
| DIVER<br><i>PILE DRIVER LOCAL 56 (ZONE 1)</i>                            | 08/01/2020     | \$68.70   | \$9.40  | \$23.12 | \$0.00                    | \$101.22   |
| For apprentice rates see "Apprentice- PILE DRIVER"                       |                |           |         |         |                           |            |
| DIVER TENDER<br><i>PILE DRIVER LOCAL 56 (ZONE 1)</i>                     | 08/01/2020     | \$49.07   | \$9.40  | \$23.12 | \$0.00                    | \$81.59    |
| For apprentice rates see "Apprentice- PILE DRIVER"                       |                |           |         |         |                           |            |
| DIVER TENDER (EFFLUENT)<br><i>PILE DRIVER LOCAL 56 (ZONE 1)</i>          | 08/01/2020     | \$73.60   | \$9.40  | \$23.12 | \$0.00                    | \$106.12   |
| For apprentice rates see "Apprentice- PILE DRIVER"                       |                |           |         |         |                           |            |
| DIVER/SLURRY (EFFLUENT)<br><i>PILE DRIVER LOCAL 56 (ZONE 1)</i>          | 08/01/2020     | \$103.05  | \$9.40  | \$23.12 | \$0.00                    | \$135.57   |
| For apprentice rates see "Apprentice- PILE DRIVER"                       |                |           |         |         |                           |            |
| DRAWBRIDGE OPERATOR (Construction)<br><i>DRAWBRIDGE - SEIU LOCAL 888</i> | 07/01/2020     | \$26.77   | \$6.67  | \$3.93  | \$0.16                    | \$37.53    |
| ELECTRICIAN<br><i>ELECTRICIANS LOCAL 103</i>                             | 03/01/2024     | \$61.86   | \$13.00 | \$22.21 | \$0.00                    | \$97.07    |
|  | 09/01/2024     | \$63.78   | \$13.00 | \$22.26 | \$0.00                    | \$99.04    |
|  | 03/01/2025     | \$64.98   | \$13.00 | \$22.30 | \$0.00                    | \$100.28   |
|  | 09/01/2025     | \$66.89   | \$13.00 | \$22.36 | \$0.00                    | \$102.25   |
|  | 03/01/2026     | \$68.09   | \$13.00 | \$22.39 | \$0.00                    | \$103.48   |
|  | 09/01/2026     | \$70.00   | \$13.00 | \$22.45 | \$0.00                    | \$105.45   |
|  | 03/01/2027     | \$71.19   | \$13.00 | \$22.49 | \$0.00                    | \$106.68   |
|  | 09/01/2027     | \$73.11   | \$13.00 | \$22.54 | \$0.00                    | \$108.65   |
|  | 03/01/2028     | \$74.31   | \$13.00 | \$22.58 | \$0.00                    | \$109.89   |



Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - *ELECTRICIAN - Local 103*

Effective Date - 03/01/2024

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 40      | \$24.74              | \$13.00 | \$0.74  | \$0.00                    | \$38.48    |
| 2    | 40      | \$24.74              | \$13.00 | \$0.74  | \$0.00                    | \$38.48    |
| 3    | 45      | \$27.84              | \$13.00 | \$16.67 | \$0.00                    | \$57.51    |
| 4    | 45      | \$27.84              | \$13.00 | \$16.67 | \$0.00                    | \$57.51    |
| 5    | 50      | \$30.93              | \$13.00 | \$17.17 | \$0.00                    | \$61.10    |
| 6    | 55      | \$34.02              | \$13.00 | \$17.67 | \$0.00                    | \$64.69    |
| 7    | 60      | \$37.12              | \$13.00 | \$18.17 | \$0.00                    | \$68.29    |
| 8    | 65      | \$40.21              | \$13.00 | \$18.68 | \$0.00                    | \$71.89    |
| 9    | 70      | \$43.30              | \$13.00 | \$19.18 | \$0.00                    | \$75.48    |
| 10   | 75      | \$46.40              | \$13.00 | \$19.69 | \$0.00                    | \$79.09    |

Effective Date - 09/01/2024

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 40      | \$25.51              | \$13.00 | \$0.77  | \$0.00                    | \$39.28    |
| 2    | 40      | \$25.51              | \$13.00 | \$0.77  | \$0.00                    | \$39.28    |
| 3    | 45      | \$28.70              | \$13.00 | \$16.69 | \$0.00                    | \$58.39    |
| 4    | 45      | \$28.70              | \$13.00 | \$16.69 | \$0.00                    | \$58.39    |
| 5    | 50      | \$31.89              | \$13.00 | \$17.20 | \$0.00                    | \$62.09    |
| 6    | 55      | \$35.08              | \$13.00 | \$17.70 | \$0.00                    | \$65.78    |
| 7    | 60      | \$38.27              | \$13.00 | \$18.21 | \$0.00                    | \$69.48    |
| 8    | 65      | \$41.46              | \$13.00 | \$18.71 | \$0.00                    | \$73.17    |
| 9    | 70      | \$44.65              | \$13.00 | \$19.22 | \$0.00                    | \$76.87    |
| 10   | 75      | \$47.84              | \$13.00 | \$19.74 | \$0.00                    | \$80.58    |

Notes :  
App Prior 1/1/03; 30/35/40/45/50/55/65/70/75/80

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

|  |            |         |         |         |        |          |
|--|------------|---------|---------|---------|--------|----------|
| ELEVATOR CONSTRUCTOR<br><i>ELEVATOR CONSTRUCTORS LOCAL 4</i> | 01/01/2022 | \$65.62 | \$16.03 | \$20.21 | \$0.00 | \$101.86 |
|--|------------|---------|---------|---------|--------|----------|

Classification Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

**Apprentice - ELEVATOR CONSTRUCTOR - Local 4**  
**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<br><i>ELEVATOR CONSTRUCTORS LOCAL 4</i> | 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)<br><i>LABORERS - ZONE 1 (HEAVY &amp; HIGHWAY)</i> | 12/01/2023 | \$44.58 | \$9.65 | \$18.07 | \$0.00 | \$72.30 |
|  | 06/01/2024 | \$46.06 | \$9.65 | \$18.07 | \$0.00 | \$73.78 |
|  | 12/01/2024 | \$47.53 | \$9.65 | \$18.07 | \$0.00 | \$75.25 |
|  | 06/01/2025 | \$49.03 | \$9.65 | \$18.07 | \$0.00 | \$76.75 |
|  | 12/01/2025 | \$50.53 | \$9.65 | \$18.07 | \$0.00 | \$78.25 |
|  | 06/01/2026 | \$52.08 | \$9.65 | \$18.07 | \$0.00 | \$79.80 |
|  | 12/01/2026 | \$53.58 | \$9.65 | \$18.07 | \$0.00 | \$81.30 |

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

|   |            |         |         |         |        |         |
|---|------------|---------|---------|---------|--------|---------|
| FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY<br><i>OPERATING ENGINEERS LOCAL 4</i> | 05/01/2024 | \$51.54 | \$14.50 | \$16.15 | \$0.00 | \$82.19 |
|   | 11/01/2024 | \$52.83 | \$14.50 | \$16.15 | \$0.00 | \$83.48 |
|   | 05/01/2025 | \$54.27 | \$14.50 | \$16.15 | \$0.00 | \$84.92 |
|   | 11/01/2025 | \$55.56 | \$14.50 | \$16.15 | \$0.00 | \$86.21 |
|   | 05/01/2026 | \$57.00 | \$14.50 | \$16.15 | \$0.00 | \$87.65 |
|   | 11/01/2026 | \$58.29 | \$14.50 | \$16.15 | \$0.00 | \$88.94 |
|   | 05/01/2027 | \$59.72 | \$14.50 | \$16.15 | \$0.00 | \$90.37 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|   |            |         |         |         |        |         |
|---|------------|---------|---------|---------|--------|---------|
| FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY<br><i>OPERATING ENGINEERS LOCAL 4</i> | 05/01/2024 | \$53.12 | \$14.50 | \$16.15 | \$0.00 | \$83.77 |
|   | 11/01/2024 | \$54.42 | \$14.50 | \$16.15 | \$0.00 | \$85.07 |
|   | 05/01/2025 | \$55.87 | \$14.50 | \$16.15 | \$0.00 | \$86.52 |
|   | 11/01/2025 | \$57.17 | \$14.50 | \$16.15 | \$0.00 | \$87.82 |
|   | 05/01/2026 | \$58.62 | \$14.50 | \$16.15 | \$0.00 | \$89.27 |
|   | 11/01/2026 | \$59.92 | \$14.50 | \$16.15 | \$0.00 | \$90.57 |
|   | 05/01/2027 | \$61.37 | \$14.50 | \$16.15 | \$0.00 | \$92.02 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| Classification   | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| FIELD ENG. ROD PERSON-BLDG,SITE,HVY/HWY<br><i>OPERATING ENGINEERS LOCAL 4</i>              | 05/01/2024     | \$25.66   | \$14.50 | \$16.15 | \$0.00                    | \$56.31    |
|  | 11/01/2024     | \$26.42   | \$14.50 | \$16.15 | \$0.00                    | \$57.07    |
|  | 05/01/2025     | \$27.27   | \$14.50 | \$16.15 | \$0.00                    | \$57.92    |
|  | 11/01/2025     | \$28.03   | \$14.50 | \$16.15 | \$0.00                    | \$58.68    |
|  | 05/01/2026     | \$28.88   | \$14.50 | \$16.15 | \$0.00                    | \$59.53    |
|  | 11/01/2026     | \$29.64   | \$14.50 | \$16.15 | \$0.00                    | \$60.29    |
|  | 05/01/2027     | \$30.49   | \$14.50 | \$16.15 | \$0.00                    | \$61.14    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                                 |                |           |         |         |                           |            |
| FIRE ALARM INSTALLER<br><i>ELECTRICIANS LOCAL 103</i>                                      | 03/01/2024     | \$61.86   | \$13.00 | \$22.21 | \$0.00                    | \$97.07    |
|  | 09/01/2024     | \$63.78   | \$13.00 | \$22.26 | \$0.00                    | \$99.04    |
|  | 03/01/2025     | \$64.98   | \$13.00 | \$22.30 | \$0.00                    | \$100.28   |
|  | 09/01/2025     | \$66.89   | \$13.00 | \$22.36 | \$0.00                    | \$102.25   |
|  | 03/01/2026     | \$68.09   | \$13.00 | \$22.39 | \$0.00                    | \$103.48   |
|  | 09/01/2026     | \$70.00   | \$13.00 | \$22.45 | \$0.00                    | \$105.45   |
|  | 03/01/2027     | \$71.19   | \$13.00 | \$22.49 | \$0.00                    | \$106.68   |
|  | 09/01/2027     | \$73.11   | \$13.00 | \$22.54 | \$0.00                    | \$108.65   |
|  | 03/01/2028     | \$74.31   | \$13.00 | \$22.58 | \$0.00                    | \$109.89   |
| For apprentice rates see "Apprentice- ELECTRICIAN"   |                |           |         |         |                           |            |
| FIRE ALARM REPAIR / MAINTENANCE<br><i>LOCAL 103</i><br>/ COMMISSIONING <i>ELECTRICIANS</i> | 03/01/2024     | \$49.49   | \$13.00 | \$20.19 | \$0.00                    | \$82.68    |
|  | 09/01/2024     | \$51.02   | \$13.00 | \$20.24 | \$0.00                    | \$84.26    |
|  | 03/01/2025     | \$51.98   | \$13.00 | \$20.27 | \$0.00                    | \$85.25    |
|  | 09/01/2025     | \$53.51   | \$13.00 | \$20.32 | \$0.00                    | \$86.83    |
|  | 03/01/2026     | \$54.47   | \$13.00 | \$20.34 | \$0.00                    | \$87.81    |
|  | 09/01/2026     | \$56.00   | \$13.00 | \$20.39 | \$0.00                    | \$89.39    |
|  | 03/01/2027     | \$56.95   | \$13.00 | \$20.42 | \$0.00                    | \$90.37    |
|  | 09/01/2027     | \$58.49   | \$13.00 | \$20.46 | \$0.00                    | \$91.95    |
|  | 03/01/2028     | \$59.45   | \$13.00 | \$20.49 | \$0.00                    | \$92.94    |
| For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"                       |                |           |         |         |                           |            |
| FIREMAN (ASST. ENGINEER)<br><i>OPERATING ENGINEERS LOCAL 4</i>                             | 12/01/2023     | \$44.47   | \$15.00 | \$16.40 | \$0.00                    | \$75.87    |
|  | 06/01/2024     | \$45.53   | \$15.00 | \$16.40 | \$0.00                    | \$76.93    |
|  | 12/01/2024     | \$46.71   | \$15.00 | \$16.40 | \$0.00                    | \$78.11    |
|  | 06/01/2025     | \$47.77   | \$15.00 | \$16.40 | \$0.00                    | \$79.17    |
|  | 12/01/2025     | \$48.94   | \$15.00 | \$16.40 | \$0.00                    | \$80.34    |
|  | 06/01/2026     | \$50.00   | \$15.00 | \$16.40 | \$0.00                    | \$81.40    |
|  | 12/01/2026     | \$51.18   | \$15.00 | \$16.40 | \$0.00                    | \$82.58    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                                 |                |           |         |         |                           |            |
| FLAGGER & SIGNALER (HEAVY & HIGHWAY)<br><i>LABORERS - ZONE 1 (HEAVY &amp; HIGHWAY)</i>     | 12/01/2023     | \$25.48   | \$9.65  | \$18.07 | \$0.00                    | \$53.20    |
|  | 06/01/2024     | \$26.51   | \$9.65  | \$18.07 | \$0.00                    | \$54.23    |
|  | 12/01/2024     | \$26.51   | \$9.65  | \$18.07 | \$0.00                    | \$54.23    |
|  | 06/01/2025     | \$27.59   | \$9.65  | \$18.07 | \$0.00                    | \$55.31    |
|  | 12/01/2025     | \$27.59   | \$9.65  | \$18.07 | \$0.00                    | \$55.31    |
|  | 06/01/2026     | \$28.71   | \$9.65  | \$18.07 | \$0.00                    | \$56.43    |
|  | 12/01/2026     | \$28.71   | \$9.65  | \$18.07 | \$0.00                    | \$56.43    |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"                         |                |           |         |         |                           |            |

| Classification   | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|--------|---------|---------------------------|------------|
| FLOORCOVERER<br><i>FLOORCOVERERS LOCAL 2168 ZONE I</i> | 03/01/2024     | \$54.73   | \$8.83 | \$20.27 | \$0.00                    | \$83.83    |
|  | 09/01/2024     | \$56.23   | \$8.83 | \$20.27 | \$0.00                    | \$85.33    |
|  | 03/01/2025     | \$57.73   | \$8.83 | \$20.27 | \$0.00                    | \$86.83    |
|  | 09/01/2025     | \$59.23   | \$8.83 | \$20.27 | \$0.00                    | \$88.33    |
|  | 03/01/2026     | \$60.73   | \$8.83 | \$20.27 | \$0.00                    | \$89.83    |
|  | 09/01/2026     | \$62.23   | \$8.83 | \$20.27 | \$0.00                    | \$91.33    |
|  | 03/01/2027     | \$63.73   | \$8.83 | \$20.27 | \$0.00                    | \$92.83    |

**Apprentice - FLOORCOVERER - Local 2168 Zone I**

**Effective Date - 03/01/2024**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 45      | \$24.63              | \$8.83 | \$1.76  | \$0.00                    | \$35.22    |
| 2    | 45      | \$24.63              | \$8.83 | \$1.76  | \$0.00                    | \$35.22    |
| 3    | 55      | \$30.10              | \$8.83 | \$3.52  | \$0.00                    | \$42.45    |
| 4    | 55      | \$30.10              | \$8.83 | \$3.52  | \$0.00                    | \$42.45    |
| 5    | 70      | \$38.31              | \$8.83 | \$16.75 | \$0.00                    | \$63.89    |
| 6    | 70      | \$38.31              | \$8.83 | \$16.75 | \$0.00                    | \$63.89    |
| 7    | 80      | \$43.78              | \$8.83 | \$18.51 | \$0.00                    | \$71.12    |
| 8    | 80      | \$43.78              | \$8.83 | \$18.51 | \$0.00                    | \$71.12    |

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

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 45      | \$25.30              | \$8.83 | \$1.76  | \$0.00                    | \$35.89    |
| 2    | 45      | \$25.30              | \$8.83 | \$1.76  | \$0.00                    | \$35.89    |
| 3    | 55      | \$30.93              | \$8.83 | \$3.52  | \$0.00                    | \$43.28    |
| 4    | 55      | \$30.93              | \$8.83 | \$3.52  | \$0.00                    | \$43.28    |
| 5    | 70      | \$39.36              | \$8.83 | \$16.75 | \$0.00                    | \$64.94    |
| 6    | 70      | \$39.36              | \$8.83 | \$16.75 | \$0.00                    | \$64.94    |
| 7    | 80      | \$44.98              | \$8.83 | \$18.51 | \$0.00                    | \$72.32    |
| 8    | 80      | \$44.98              | \$8.83 | \$18.51 | \$0.00                    | \$72.32    |

Notes: Steps are 750 hrs.

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

|   |            |         |         |         |        |         |
|---|------------|---------|---------|---------|--------|---------|
| FORK LIFT/CHERRY PICKER<br><i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2023 | \$55.03 | \$15.00 | \$16.40 | \$0.00 | \$86.43 |
|   | 06/01/2024 | \$56.33 | \$15.00 | \$16.40 | \$0.00 | \$87.73 |
|   | 12/01/2024 | \$57.78 | \$15.00 | \$16.40 | \$0.00 | \$89.18 |
|   | 06/01/2025 | \$59.08 | \$15.00 | \$16.40 | \$0.00 | \$90.48 |
|   | 12/01/2025 | \$60.53 | \$15.00 | \$16.40 | \$0.00 | \$91.93 |
|   | 06/01/2026 | \$61.83 | \$15.00 | \$16.40 | \$0.00 | \$93.23 |
|   | 12/01/2026 | \$63.28 | \$15.00 | \$16.40 | \$0.00 | \$94.68 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| Classification  | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| GENERATOR/LIGHTING PLANT/HEATERS<br><i>OPERATING ENGINEERS LOCAL 4</i>                  | 12/01/2023     | \$35.62   | \$15.00 | \$16.40 | \$0.00                    | \$67.02    |
|   | 06/01/2024     | \$36.47   | \$15.00 | \$16.40 | \$0.00                    | \$67.87    |
|   | 12/01/2024     | \$37.42   | \$15.00 | \$16.40 | \$0.00                    | \$68.82    |
|   | 06/01/2025     | \$38.27   | \$15.00 | \$16.40 | \$0.00                    | \$69.67    |
|   | 12/01/2025     | \$39.22   | \$15.00 | \$16.40 | \$0.00                    | \$70.62    |
|   | 06/01/2026     | \$40.08   | \$15.00 | \$16.40 | \$0.00                    | \$71.48    |
|   | 12/01/2026     | \$41.03   | \$15.00 | \$16.40 | \$0.00                    | \$72.43    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                              |                |           |         |         |                           |            |
| GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)<br><i>GLAZIERS LOCAL 35 (ZONE 2)</i> | 01/01/2024     | \$45.56   | \$9.95  | \$23.95 | \$0.00                    | \$79.46    |
|   | 07/01/2024     | \$46.76   | \$9.95  | \$23.95 | \$0.00                    | \$80.66    |
|   | 01/01/2025     | \$47.96   | \$9.95  | \$23.95 | \$0.00                    | \$81.86    |

**Apprentice - GLAZIER - Local 35 Zone 2**

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

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 50      | \$22.78              | \$9.95 | \$0.00  | \$0.00                    | \$32.73    |
| 2    | 55      | \$25.06              | \$9.95 | \$6.66  | \$0.00                    | \$41.67    |
| 3    | 60      | \$27.34              | \$9.95 | \$7.26  | \$0.00                    | \$44.55    |
| 4    | 65      | \$29.61              | \$9.95 | \$7.87  | \$0.00                    | \$47.43    |
| 5    | 70      | \$31.89              | \$9.95 | \$20.32 | \$0.00                    | \$62.16    |
| 6    | 75      | \$34.17              | \$9.95 | \$20.93 | \$0.00                    | \$65.05    |
| 7    | 80      | \$36.45              | \$9.95 | \$21.53 | \$0.00                    | \$67.93    |
| 8    | 90      | \$41.00              | \$9.95 | \$22.74 | \$0.00                    | \$73.69    |

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

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 50      | \$23.38              | \$9.95 | \$0.00  | \$0.00                    | \$33.33    |
| 2    | 55      | \$25.72              | \$9.95 | \$6.66  | \$0.00                    | \$42.33    |
| 3    | 60      | \$28.06              | \$9.95 | \$7.26  | \$0.00                    | \$45.27    |
| 4    | 65      | \$30.39              | \$9.95 | \$7.87  | \$0.00                    | \$48.21    |
| 5    | 70      | \$32.73              | \$9.95 | \$20.32 | \$0.00                    | \$63.00    |
| 6    | 75      | \$35.07              | \$9.95 | \$20.93 | \$0.00                    | \$65.95    |
| 7    | 80      | \$37.41              | \$9.95 | \$21.53 | \$0.00                    | \$68.89    |
| 8    | 90      | \$42.08              | \$9.95 | \$22.74 | \$0.00                    | \$74.77    |

**Notes:**

Steps are 750 hrs.

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

|   |            |         |         |         |        |         |
|---|------------|---------|---------|---------|--------|---------|
| HOISTING ENGINEER/CRANES/GRADALLS<br><i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2023 | \$55.03 | \$15.00 | \$16.40 | \$0.00 | \$86.43 |
|   | 06/01/2024 | \$56.33 | \$15.00 | \$16.40 | \$0.00 | \$87.73 |
|   | 12/01/2024 | \$57.78 | \$15.00 | \$16.40 | \$0.00 | \$89.18 |
|   | 06/01/2025 | \$59.08 | \$15.00 | \$16.40 | \$0.00 | \$90.48 |
|   | 12/01/2025 | \$60.53 | \$15.00 | \$16.40 | \$0.00 | \$91.93 |
|   | 06/01/2026 | \$61.83 | \$15.00 | \$16.40 | \$0.00 | \$93.23 |
|   | 12/01/2026 | \$63.28 | \$15.00 | \$16.40 | \$0.00 | \$94.68 |

Issue Date: 05/01/2024

Wage Request Number: 20240430-069

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Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

**Apprentice - OPERATING ENGINEERS - Local 4**

Effective Date - 12/01/2023

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 55      | \$30.27              | \$15.00 | \$0.00  | \$0.00                    | \$45.27    |
| 2    | 60      | \$33.02              | \$15.00 | \$16.40 | \$0.00                    | \$64.42    |
| 3    | 65      | \$35.77              | \$15.00 | \$16.40 | \$0.00                    | \$67.17    |
| 4    | 70      | \$38.52              | \$15.00 | \$16.40 | \$0.00                    | \$69.92    |
| 5    | 75      | \$41.27              | \$15.00 | \$16.40 | \$0.00                    | \$72.67    |
| 6    | 80      | \$44.02              | \$15.00 | \$16.40 | \$0.00                    | \$75.42    |
| 7    | 85      | \$46.78              | \$15.00 | \$16.40 | \$0.00                    | \$78.18    |
| 8    | 90      | \$49.53              | \$15.00 | \$16.40 | \$0.00                    | \$80.93    |

Effective Date - 06/01/2024

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 55      | \$30.98              | \$15.00 | \$0.00  | \$0.00                    | \$45.98    |
| 2    | 60      | \$33.80              | \$15.00 | \$16.40 | \$0.00                    | \$65.20    |
| 3    | 65      | \$36.61              | \$15.00 | \$16.40 | \$0.00                    | \$68.01    |
| 4    | 70      | \$39.43              | \$15.00 | \$16.40 | \$0.00                    | \$70.83    |
| 5    | 75      | \$42.25              | \$15.00 | \$16.40 | \$0.00                    | \$73.65    |
| 6    | 80      | \$45.06              | \$15.00 | \$16.40 | \$0.00                    | \$76.46    |
| 7    | 85      | \$47.88              | \$15.00 | \$16.40 | \$0.00                    | \$79.28    |
| 8    | 90      | \$50.70              | \$15.00 | \$16.40 | \$0.00                    | \$82.10    |

Notes:

Apprentice to Journeyworker Ratio:1:6

|   |            |         |         |         |        |          |
|---|------------|---------|---------|---------|--------|----------|
| HVAC (DUCTWORK)<br><i>SHEETMETAL WORKERS LOCAL 17 - A</i>   | 02/01/2024 | \$57.22 | \$14.59 | \$27.50 | \$2.98 | \$102.29 |
|   | 08/01/2024 | \$58.97 | \$14.59 | \$27.50 | \$2.98 | \$104.04 |
|   | 02/01/2025 | \$60.72 | \$14.59 | \$27.50 | \$2.98 | \$105.79 |
|   | 08/01/2025 | \$62.57 | \$14.59 | \$27.50 | \$2.98 | \$107.64 |
|   | 02/01/2026 | \$64.52 | \$14.59 | \$27.50 | \$2.98 | \$109.59 |
| For apprentice rates see "Apprentice- SHEET METAL WORKER"   |            |         |         |         |        |          |
| HVAC (ELECTRICAL CONTROLS)<br><i>ELECTRICIANS LOCAL 103</i> | 03/01/2024 | \$61.86 | \$13.00 | \$22.21 | \$0.00 | \$97.07  |
|   | 09/01/2024 | \$63.78 | \$13.00 | \$22.26 | \$0.00 | \$99.04  |
|   | 03/01/2025 | \$64.98 | \$13.00 | \$22.30 | \$0.00 | \$100.28 |
|   | 09/01/2025 | \$66.89 | \$13.00 | \$22.36 | \$0.00 | \$102.25 |
|   | 03/01/2026 | \$68.09 | \$13.00 | \$22.39 | \$0.00 | \$103.48 |
|   | 09/01/2026 | \$70.00 | \$13.00 | \$22.45 | \$0.00 | \$105.45 |
|   | 03/01/2027 | \$71.19 | \$13.00 | \$22.49 | \$0.00 | \$106.68 |
|   | 09/01/2027 | \$73.11 | \$13.00 | \$22.54 | \$0.00 | \$108.65 |
|   | 03/01/2028 | \$74.31 | \$13.00 | \$22.58 | \$0.00 | \$109.89 |
| For apprentice rates see "Apprentice- ELECTRICIAN"          |            |         |         |         |        |          |

| Classification   | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| HVAC (TESTING AND BALANCING - AIR)<br><i>SHEETMETAL WORKERS LOCAL 17 - A</i>         | 02/01/2024     | \$57.22   | \$14.59 | \$27.50 | \$2.98                    | \$102.29   |
|  | 08/01/2024     | \$58.97   | \$14.59 | \$27.50 | \$2.98                    | \$104.04   |
|  | 02/01/2025     | \$60.72   | \$14.59 | \$27.50 | \$2.98                    | \$105.79   |
|  | 08/01/2025     | \$62.57   | \$14.59 | \$27.50 | \$2.98                    | \$107.64   |
|  | 02/01/2026     | \$64.52   | \$14.59 | \$27.50 | \$2.98                    | \$109.59   |
| For apprentice rates see "Apprentice- SHEET METAL WORKER"                            |                |           |         |         |                           |            |
| HVAC (TESTING AND BALANCING -WATER)<br><i>PIPEFITTERS LOCAL 537</i>                  | 03/01/2024     | \$65.28   | \$12.70 | \$21.80 | \$0.00                    | \$99.78    |
|  | 09/01/2024     | \$67.08   | \$12.70 | \$21.80 | \$0.00                    | \$101.58   |
|  | 03/01/2025     | \$68.88   | \$12.70 | \$21.80 | \$0.00                    | \$103.38   |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"            |                |           |         |         |                           |            |
| HVAC MECHANIC<br><i>PIPEFITTERS LOCAL 537</i>  | 03/01/2024     | \$65.28   | \$12.70 | \$21.80 | \$0.00                    | \$99.78    |
|  | 09/01/2024     | \$67.08   | \$12.70 | \$21.80 | \$0.00                    | \$101.58   |
|  | 03/01/2025     | \$68.88   | \$12.70 | \$21.80 | \$0.00                    | \$103.38   |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"            |                |           |         |         |                           |            |
| HYDRAULIC DRILLS<br><i>LABORERS - ZONE 1</i>   | 12/01/2023     | \$45.08   | \$9.65  | \$18.07 | \$0.00                    | \$72.80    |
| For apprentice rates see "Apprentice- LABORER"                                       |                |           |         |         |                           |            |
| HYDRAULIC DRILLS (HEAVY & HIGHWAY)<br><i>LABORERS - ZONE 1 (HEAVY &amp; HIGHWAY)</i> | 12/01/2023     | \$45.08   | \$9.65  | \$18.07 | \$0.00                    | \$72.80    |
|  | 06/01/2024     | \$46.56   | \$9.65  | \$18.07 | \$0.00                    | \$74.28    |
|  | 12/01/2024     | \$48.03   | \$9.65  | \$18.07 | \$0.00                    | \$75.75    |
|  | 06/01/2025     | \$49.53   | \$9.65  | \$18.07 | \$0.00                    | \$77.25    |
|  | 12/01/2025     | \$51.03   | \$9.65  | \$18.07 | \$0.00                    | \$78.75    |
|  | 06/01/2026     | \$52.58   | \$9.65  | \$18.07 | \$0.00                    | \$80.30    |
|  | 12/01/2026     | \$54.08   | \$9.65  | \$18.07 | \$0.00                    | \$81.80    |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"                   |                |           |         |         |                           |            |
| INSULATOR (PIPES & TANKS)<br><i>HEAT &amp; FROST INSULATORS LOCAL 6 (BOSTON)</i>     | 09/01/2023     | \$53.50   | \$14.75 | \$19.61 | \$0.00                    | \$87.86    |
|  | 09/01/2024     | \$56.92   | \$14.75 | \$19.61 | \$0.00                    | \$91.28    |
|  | 09/01/2025     | \$60.34   | \$14.75 | \$19.61 | \$0.00                    | \$94.70    |
|  | 09/01/2026     | \$63.76   | \$14.75 | \$19.61 | \$0.00                    | \$98.12    |

Classification Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 09/01/2023

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 50      | \$26.75              | \$14.75 | \$14.32 | \$0.00                    | \$55.82    |
| 2    | 60      | \$32.10              | \$14.75 | \$15.37 | \$0.00                    | \$62.22    |
| 3    | 70      | \$37.45              | \$14.75 | \$16.43 | \$0.00                    | \$68.63    |
| 4    | 80      | \$42.80              | \$14.75 | \$17.49 | \$0.00                    | \$75.04    |

Effective Date - 09/01/2024

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 50      | \$28.46              | \$14.75 | \$14.32 | \$0.00                    | \$57.53    |
| 2    | 60      | \$34.15              | \$14.75 | \$15.37 | \$0.00                    | \$64.27    |
| 3    | 70      | \$39.84              | \$14.75 | \$16.43 | \$0.00                    | \$71.02    |
| 4    | 80      | \$45.54              | \$14.75 | \$17.49 | \$0.00                    | \$77.78    |

Notes:  
Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

|   |            |         |        |         |        |         |
|---|------------|---------|--------|---------|--------|---------|
| IRONWORKER/WELDER<br><i>IRONWORKERS LOCAL 7 (BOSTON AREA)</i> | 03/16/2024 | \$53.97 | \$8.35 | \$26.70 | \$0.00 | \$89.02 |
|---|------------|---------|--------|---------|--------|---------|

**Apprentice - IRONWORKER - Local 7 Boston**

Effective Date - 03/16/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 60      | \$32.38              | \$8.35 | \$26.70 | \$0.00                    | \$67.43    |
| 2    | 70      | \$37.78              | \$8.35 | \$26.70 | \$0.00                    | \$72.83    |
| 3    | 75      | \$40.48              | \$8.35 | \$26.70 | \$0.00                    | \$75.53    |
| 4    | 80      | \$43.18              | \$8.35 | \$26.70 | \$0.00                    | \$78.23    |
| 5    | 85      | \$45.87              | \$8.35 | \$26.70 | \$0.00                    | \$80.92    |
| 6    | 90      | \$48.57              | \$8.35 | \$26.70 | \$0.00                    | \$83.62    |

Notes:

Apprentice to Journeyworker Ratio:1:4

|  |            |         |        |         |        |         |
|--|------------|---------|--------|---------|--------|---------|
| JACKHAMMER & PAVING BREAKER OPERATOR<br><i>LABORERS - ZONE 1</i> | 12/01/2023 | \$44.58 | \$9.65 | \$18.07 | \$0.00 | \$72.30 |
|--|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

|                                     |            |         |        |         |        |         |
|-------------------------------------|------------|---------|--------|---------|--------|---------|
| LABORER<br><i>LABORERS - ZONE 1</i> | 12/01/2023 | \$44.33 | \$9.65 | \$18.07 | \$0.00 | \$72.05 |
|-------------------------------------|------------|---------|--------|---------|--------|---------|



**Classification**

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

**Apprentice - LABORER - Zone 1**  
**Effective Date - 12/01/2023**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 60      | \$26.60              | \$9.65 | \$18.07 | \$0.00                    | \$54.32    |
| 2    | 70      | \$31.03              | \$9.65 | \$18.07 | \$0.00                    | \$58.75    |
| 3    | 80      | \$35.46              | \$9.65 | \$18.07 | \$0.00                    | \$63.18    |
| 4    | 90      | \$39.90              | \$9.65 | \$18.07 | \$0.00                    | \$67.62    |

Notes:

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

|                                     |            |         |        |         |        |         |
|-------------------------------------|------------|---------|--------|---------|--------|---------|
| LABORER (HEAVY & HIGHWAY)           | 12/01/2023 | \$44.33 | \$9.65 | \$18.07 | \$0.00 | \$72.05 |
| LABORERS - ZONE 1 (HEAVY & HIGHWAY) | 06/01/2024 | \$45.81 | \$9.65 | \$18.07 | \$0.00 | \$73.53 |
|                                     | 12/01/2024 | \$47.28 | \$9.65 | \$18.07 | \$0.00 | \$75.00 |
|                                     | 06/01/2025 | \$48.78 | \$9.65 | \$18.07 | \$0.00 | \$76.50 |
|                                     | 12/01/2025 | \$50.28 | \$9.65 | \$18.07 | \$0.00 | \$78.00 |
|                                     | 06/01/2026 | \$51.83 | \$9.65 | \$18.07 | \$0.00 | \$79.55 |
|                                     | 12/01/2026 | \$53.33 | \$9.65 | \$18.07 | \$0.00 | \$81.05 |

**Apprentice - LABORER (Heavy & Highway) - Zone 1**  
**Effective Date - 12/01/2023**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 60      | \$26.60              | \$9.65 | \$18.07 | \$0.00                    | \$54.32    |
| 2    | 70      | \$31.03              | \$9.65 | \$18.07 | \$0.00                    | \$58.75    |
| 3    | 80      | \$35.46              | \$9.65 | \$18.07 | \$0.00                    | \$63.18    |
| 4    | 90      | \$39.90              | \$9.65 | \$18.07 | \$0.00                    | \$67.62    |

**Effective Date - 06/01/2024**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 60      | \$27.49              | \$9.65 | \$18.07 | \$0.00                    | \$55.21    |
| 2    | 70      | \$32.07              | \$9.65 | \$18.07 | \$0.00                    | \$59.79    |
| 3    | 80      | \$36.65              | \$9.65 | \$18.07 | \$0.00                    | \$64.37    |
| 4    | 90      | \$41.23              | \$9.65 | \$18.07 | \$0.00                    | \$68.95    |

Notes:

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

|  |            |         |        |         |        |         |
|--|------------|---------|--------|---------|--------|---------|
| LABORER: CARPENTER TENDER                      | 12/01/2023 | \$44.33 | \$9.65 | \$18.07 | \$0.00 | \$72.05 |
| LABORERS - ZONE 1                              |            |         |        |         |        |         |
| For apprentice rates see "Apprentice- LABORER" |            |         |        |         |        |         |
| LABORER: CEMENT FINISHER TENDER                | 12/01/2023 | \$44.33 | \$9.65 | \$18.07 | \$0.00 | \$72.05 |
| LABORERS - ZONE 1                              |            |         |        |         |        |         |
| For apprentice rates see "Apprentice- LABORER" |            |         |        |         |        |         |

| Classification   | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER<br><i>LABORERS - ZONE 1</i>  | 12/01/2023     | \$44.48   | \$9.65  | \$18.07 | \$0.00                    | \$72.20    |
| For apprentice rates see "Apprentice- LABORER"   |                |           |         |         |                           |            |
| LABORER: MASON TENDER<br><i>LABORERS - ZONE 1</i>  | 06/01/2023     | \$43.83   | \$9.40  | \$17.82 | \$0.00                    | \$71.05    |
|  | 06/01/2024     | \$44.58   | \$9.65  | \$18.07 | \$0.00                    | \$72.30    |
| For apprentice rates see "Apprentice- LABORER"   |                |           |         |         |                           |            |
| LABORER: MASON TENDER (HEAVY & HIGHWAY)<br><i>LABORERS - ZONE 1 (HEAVY &amp; HIGHWAY)</i>  | 12/01/2023     | \$44.58   | \$9.65  | \$18.07 | \$0.00                    | \$72.30    |
|  | 06/01/2024     | \$46.06   | \$9.65  | \$18.07 | \$0.00                    | \$73.78    |
|  | 12/01/2024     | \$47.53   | \$9.65  | \$18.07 | \$0.00                    | \$75.25    |
|  | 06/01/2025     | \$49.03   | \$9.65  | \$18.07 | \$0.00                    | \$76.75    |
|  | 12/01/2025     | \$50.53   | \$9.65  | \$18.07 | \$0.00                    | \$78.25    |
|  | 06/01/2026     | \$52.08   | \$9.65  | \$18.07 | \$0.00                    | \$79.80    |
|  | 12/01/2026     | \$53.58   | \$9.65  | \$18.07 | \$0.00                    | \$81.30    |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"   |                |           |         |         |                           |            |
| LABORER: MULTI-TRADE TENDER<br><i>LABORERS - ZONE 1</i>  | 12/01/2023     | \$44.33   | \$9.65  | \$18.07 | \$0.00                    | \$72.05    |
| For apprentice rates see "Apprentice- LABORER"   |                |           |         |         |                           |            |
| LABORER: TREE REMOVER<br><i>LABORERS - ZONE 1</i>  | 12/01/2023     | \$44.33   | \$9.65  | \$18.07 | \$0.00                    | \$72.05    |
| 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" |                |           |         |         |                           |            |
| LASER BEAM OPERATOR<br><i>LABORERS - ZONE 1</i>  | 12/01/2023     | \$44.58   | \$9.65  | \$18.07 | \$0.00                    | \$72.30    |
| For apprentice rates see "Apprentice- LABORER"   |                |           |         |         |                           |            |
| LASER BEAM OPERATOR (HEAVY & HIGHWAY)<br><i>LABORERS - ZONE 1 (HEAVY &amp; HIGHWAY)</i>  | 12/01/2023     | \$44.58   | \$9.65  | \$18.07 | \$0.00                    | \$72.30    |
|  | 06/01/2024     | \$46.06   | \$9.65  | \$18.07 | \$0.00                    | \$73.78    |
|  | 12/01/2024     | \$47.53   | \$9.65  | \$18.07 | \$0.00                    | \$75.25    |
|  | 06/01/2025     | \$49.03   | \$9.65  | \$18.07 | \$0.00                    | \$76.75    |
|  | 12/01/2025     | \$50.53   | \$9.65  | \$18.07 | \$0.00                    | \$78.25    |
|  | 06/01/2026     | \$52.08   | \$9.65  | \$18.07 | \$0.00                    | \$79.80    |
|  | 12/01/2026     | \$53.58   | \$9.65  | \$18.07 | \$0.00                    | \$81.30    |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"   |                |           |         |         |                           |            |
| MARBLE & TILE FINISHERS<br><i>BRICKLAYERS LOCAL 3 - MARBLE &amp; TILE</i>  | 02/01/2024     | \$47.89   | \$11.49 | \$21.37 | \$0.00                    | \$80.75    |
|  | 08/01/2024     | \$49.57   | \$11.49 | \$21.37 | \$0.00                    | \$82.43    |
|  | 02/01/2025     | \$50.61   | \$11.49 | \$21.37 | \$0.00                    | \$83.47    |
|  | 08/01/2025     | \$52.33   | \$11.49 | \$21.37 | \$0.00                    | \$85.19    |
|  | 02/01/2026     | \$53.41   | \$11.49 | \$21.37 | \$0.00                    | \$86.27    |
|  | 08/01/2026     | \$55.17   | \$11.49 | \$21.37 | \$0.00                    | \$88.03    |
|  | 02/01/2027     | \$56.29   | \$11.49 | \$21.37 | \$0.00                    | \$89.15    |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 02/01/2024

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 50      | \$23.95              | \$11.49 | \$21.37 | \$0.00                    | \$56.81    |
| 2    | 60      | \$28.73              | \$11.49 | \$21.37 | \$0.00                    | \$61.59    |
| 3    | 70      | \$33.52              | \$11.49 | \$21.37 | \$0.00                    | \$66.38    |
| 4    | 80      | \$38.31              | \$11.49 | \$21.37 | \$0.00                    | \$71.17    |
| 5    | 90      | \$43.10              | \$11.49 | \$21.37 | \$0.00                    | \$75.96    |

Effective Date - 08/01/2024

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 50      | \$24.79              | \$11.49 | \$21.37 | \$0.00                    | \$57.65    |
| 2    | 60      | \$29.74              | \$11.49 | \$21.37 | \$0.00                    | \$62.60    |
| 3    | 70      | \$34.70              | \$11.49 | \$21.37 | \$0.00                    | \$67.56    |
| 4    | 80      | \$39.66              | \$11.49 | \$21.37 | \$0.00                    | \$72.52    |
| 5    | 90      | \$44.61              | \$11.49 | \$21.37 | \$0.00                    | \$77.47    |

Notes:

Apprentice to Journeyworker Ratio:1:3

|   |            |         |         |         |        |          |
|---|------------|---------|---------|---------|--------|----------|
| MARBLE MASONS, TILELAYERS & TERRAZZO MECH | 02/01/2024 | \$62.42 | \$11.49 | \$23.56 | \$0.00 | \$97.47  |
| BRICKLAYERS LOCAL 3 - MARBLE & TILE       | 08/01/2024 | \$64.52 | \$11.49 | \$23.56 | \$0.00 | \$99.57  |
|   | 02/01/2025 | \$65.82 | \$11.49 | \$23.56 | \$0.00 | \$100.87 |
|   | 08/01/2025 | \$67.97 | \$11.49 | \$23.56 | \$0.00 | \$103.02 |
|   | 02/01/2026 | \$69.32 | \$11.49 | \$23.56 | \$0.00 | \$104.37 |
|   | 08/01/2026 | \$71.52 | \$11.49 | \$23.56 | \$0.00 | \$106.57 |
|   | 02/01/2027 | \$72.92 | \$11.49 | \$23.56 | \$0.00 | \$107.97 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 02/01/2024

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 50      | \$31.21              | \$11.49 | \$23.56 | \$0.00                    | \$66.26    |
| 2    | 60      | \$37.45              | \$11.49 | \$23.56 | \$0.00                    | \$72.50    |
| 3    | 70      | \$43.69              | \$11.49 | \$23.56 | \$0.00                    | \$78.74    |
| 4    | 80      | \$49.94              | \$11.49 | \$23.56 | \$0.00                    | \$84.99    |
| 5    | 90      | \$56.18              | \$11.49 | \$23.56 | \$0.00                    | \$91.23    |

Effective Date - 08/01/2024

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 50      | \$32.26              | \$11.49 | \$23.56 | \$0.00                    | \$67.31    |
| 2    | 60      | \$38.71              | \$11.49 | \$23.56 | \$0.00                    | \$73.76    |
| 3    | 70      | \$45.16              | \$11.49 | \$23.56 | \$0.00                    | \$80.21    |
| 4    | 80      | \$51.62              | \$11.49 | \$23.56 | \$0.00                    | \$86.67    |
| 5    | 90      | \$58.07              | \$11.49 | \$23.56 | \$0.00                    | \$93.12    |

Notes:

Apprentice to Journeyworker Ratio:1:5

|  |            |         |         |         |        |         |
|--|------------|---------|---------|---------|--------|---------|
| MECH. SWEEPER OPERATOR (ON CONST. SITES)<br><i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2023 | \$54.43 | \$15.00 | \$16.40 | \$0.00 | \$85.83 |
|  | 06/01/2024 | \$55.71 | \$15.00 | \$16.40 | \$0.00 | \$87.11 |
|  | 12/01/2024 | \$57.15 | \$15.00 | \$16.40 | \$0.00 | \$88.55 |
|  | 06/01/2025 | \$58.43 | \$15.00 | \$16.40 | \$0.00 | \$89.83 |
|  | 12/01/2025 | \$59.87 | \$15.00 | \$16.40 | \$0.00 | \$91.27 |
|  | 06/01/2026 | \$61.15 | \$15.00 | \$16.40 | \$0.00 | \$92.55 |
|  | 12/01/2026 | \$62.59 | \$15.00 | \$16.40 | \$0.00 | \$93.99 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                     |            |         |         |         |        |         |
| MECHANICS MAINTENANCE<br><i>OPERATING ENGINEERS LOCAL 4</i>                    | 12/01/2023 | \$54.43 | \$15.00 | \$16.40 | \$0.00 | \$85.83 |
|  | 06/01/2024 | \$55.71 | \$15.00 | \$16.40 | \$0.00 | \$87.11 |
|  | 12/01/2024 | \$57.15 | \$15.00 | \$16.40 | \$0.00 | \$88.55 |
|  | 06/01/2025 | \$58.43 | \$15.00 | \$16.40 | \$0.00 | \$89.83 |
|  | 12/01/2025 | \$59.87 | \$15.00 | \$16.40 | \$0.00 | \$91.27 |
|  | 06/01/2026 | \$61.15 | \$15.00 | \$16.40 | \$0.00 | \$92.55 |
|  | 12/01/2026 | \$62.59 | \$15.00 | \$16.40 | \$0.00 | \$93.99 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                     |            |         |         |         |        |         |
| MILLWRIGHT (Zone 1)<br><i>MILLWRIGHTS LOCAL 1121 - Zone 1</i>                  | 01/01/2024 | \$48.03 | \$10.08 | \$21.72 | \$0.00 | \$79.83 |
|  | 01/06/2025 | \$50.53 | \$10.08 | \$21.72 | \$0.00 | \$82.33 |
|  | 01/05/2026 | \$53.03 | \$10.08 | \$21.72 | \$0.00 | \$84.83 |

Classification Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

**Apprentice - MILLWRIGHT - Local 1121 Zone 1**

Effective Date - 01/01/2024

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 55      | \$26.42              | \$10.08 | \$5.64  | \$0.00                    | \$42.14    |
| 2    | 65      | \$31.22              | \$10.08 | \$6.66  | \$0.00                    | \$47.96    |
| 3    | 75      | \$36.02              | \$10.08 | \$19.16 | \$0.00                    | \$65.26    |
| 4    | 85      | \$40.83              | \$10.08 | \$20.18 | \$0.00                    | \$71.09    |

Effective Date - 01/06/2025

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 55      | \$27.79              | \$10.08 | \$5.64  | \$0.00                    | \$43.51    |
| 2    | 65      | \$32.84              | \$10.08 | \$6.66  | \$0.00                    | \$49.58    |
| 3    | 75      | \$37.90              | \$10.08 | \$19.16 | \$0.00                    | \$67.14    |
| 4    | 85      | \$42.95              | \$10.08 | \$20.18 | \$0.00                    | \$73.21    |

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

Apprentice to Journeyworker Ratio:1:4

MORTAR MIXER 12/01/2023 \$44.58 \$9.65 \$18.07 \$0.00 \$72.30  
*LABORERS - ZONE 1*

For apprentice rates see "Apprentice- LABORER"

OILER (OTHER THAN TRUCK CRANES,GRADALLS) 12/01/2023 \$24.41 \$15.00 \$16.40 \$0.00 \$55.81  
*OPERATING ENGINEERS LOCAL 4*

|            |         |         |         |        |         |
|------------|---------|---------|---------|--------|---------|
| 06/01/2024 | \$25.01 | \$15.00 | \$16.40 | \$0.00 | \$56.41 |
| 12/01/2024 | \$25.67 | \$15.00 | \$16.40 | \$0.00 | \$57.07 |
| 06/01/2025 | \$26.27 | \$15.00 | \$16.40 | \$0.00 | \$57.67 |
| 12/01/2025 | \$26.93 | \$15.00 | \$16.40 | \$0.00 | \$58.33 |
| 06/01/2026 | \$27.52 | \$15.00 | \$16.40 | \$0.00 | \$58.92 |
| 12/01/2026 | \$28.19 | \$15.00 | \$16.40 | \$0.00 | \$59.59 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OILER (TRUCK CRANES, GRADALLS) 12/01/2023 \$29.86 \$15.00 \$16.40 \$0.00 \$61.26  
*OPERATING ENGINEERS LOCAL 4*

|            |         |         |         |        |         |
|------------|---------|---------|---------|--------|---------|
| 06/01/2024 | \$30.58 | \$15.00 | \$16.40 | \$0.00 | \$61.98 |
| 12/01/2024 | \$31.38 | \$15.00 | \$16.40 | \$0.00 | \$62.78 |
| 06/01/2025 | \$32.10 | \$15.00 | \$16.40 | \$0.00 | \$63.50 |
| 12/01/2025 | \$32.90 | \$15.00 | \$16.40 | \$0.00 | \$64.30 |
| 06/01/2026 | \$33.62 | \$15.00 | \$16.40 | \$0.00 | \$65.02 |
| 12/01/2026 | \$34.42 | \$15.00 | \$16.40 | \$0.00 | \$65.82 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS II 12/01/2023 \$54.43 \$15.00 \$16.40 \$0.00 \$85.83  
*OPERATING ENGINEERS LOCAL 4*

|            |         |         |         |        |         |
|------------|---------|---------|---------|--------|---------|
| 06/01/2024 | \$55.71 | \$15.00 | \$16.40 | \$0.00 | \$87.11 |
| 12/01/2024 | \$57.15 | \$15.00 | \$16.40 | \$0.00 | \$88.55 |
| 06/01/2025 | \$58.43 | \$15.00 | \$16.40 | \$0.00 | \$89.83 |
| 12/01/2025 | \$59.87 | \$15.00 | \$16.40 | \$0.00 | \$91.27 |
| 06/01/2026 | \$61.15 | \$15.00 | \$16.40 | \$0.00 | \$92.55 |
| 12/01/2026 | \$62.59 | \$15.00 | \$16.40 | \$0.00 | \$93.99 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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| Classification   | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|--------|---------|---------------------------|------------|
| PAINTER (BRIDGES/TANKS)<br><i>PAINTERS LOCAL 35 - ZONE 2</i> | 01/01/2024     | \$56.06   | \$9.95 | \$23.95 | \$0.00                    | \$89.96    |
|  | 07/01/2024     | \$57.26   | \$9.95 | \$23.95 | \$0.00                    | \$91.16    |
|  | 01/01/2025     | \$58.46   | \$9.95 | \$23.95 | \$0.00                    | \$92.36    |

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

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

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

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

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

**Notes:**

Steps are 750 hrs.

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

|   |            |         |        |         |        |         |
|---|------------|---------|--------|---------|--------|---------|
| PAINTER (SPRAY OR SANDBLAST, NEW) *   | 01/01/2024 | \$46.96 | \$9.95 | \$23.95 | \$0.00 | \$80.86 |
| * If 30% or more of surfaces to be painted are new construction,<br>NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 2</i> | 07/01/2024 | \$48.16 | \$9.95 | \$23.95 | \$0.00 | \$82.06 |
|   | 01/01/2025 | \$49.36 | \$9.95 | \$23.95 | \$0.00 | \$83.26 |

Classification

Effective Date    Base Wage    Health    Pension    Supplemental Unemployment    Total Rate

**Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New**

Effective Date - 01/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 50      | \$23.48              | \$9.95 | \$0.00  | \$0.00                    | \$33.43    |
| 2    | 55      | \$25.83              | \$9.95 | \$6.66  | \$0.00                    | \$42.44    |
| 3    | 60      | \$28.18              | \$9.95 | \$7.26  | \$0.00                    | \$45.39    |
| 4    | 65      | \$30.52              | \$9.95 | \$7.87  | \$0.00                    | \$48.34    |
| 5    | 70      | \$32.87              | \$9.95 | \$20.32 | \$0.00                    | \$63.14    |
| 6    | 75      | \$35.22              | \$9.95 | \$20.93 | \$0.00                    | \$66.10    |
| 7    | 80      | \$37.57              | \$9.95 | \$21.53 | \$0.00                    | \$69.05    |
| 8    | 90      | \$42.26              | \$9.95 | \$22.74 | \$0.00                    | \$74.95    |

Effective Date - 07/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 50      | \$24.08              | \$9.95 | \$0.00  | \$0.00                    | \$34.03    |
| 2    | 55      | \$26.49              | \$9.95 | \$6.66  | \$0.00                    | \$43.10    |
| 3    | 60      | \$28.90              | \$9.95 | \$7.26  | \$0.00                    | \$46.11    |
| 4    | 65      | \$31.30              | \$9.95 | \$7.87  | \$0.00                    | \$49.12    |
| 5    | 70      | \$33.71              | \$9.95 | \$20.32 | \$0.00                    | \$63.98    |
| 6    | 75      | \$36.12              | \$9.95 | \$20.93 | \$0.00                    | \$67.00    |
| 7    | 80      | \$38.53              | \$9.95 | \$21.53 | \$0.00                    | \$70.01    |
| 8    | 90      | \$43.34              | \$9.95 | \$22.74 | \$0.00                    | \$76.03    |

Notes:  
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

|                                       |            |         |        |         |        |         |
|---------------------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER (SPRAY OR SANDBLAST, REPAINT) | 01/01/2024 | \$45.02 | \$9.95 | \$23.95 | \$0.00 | \$78.92 |
| PAINTERS LOCAL 35 - ZONE 2            | 07/01/2024 | \$46.22 | \$9.95 | \$23.95 | \$0.00 | \$80.12 |
|                                       | 01/01/2025 | \$47.42 | \$9.95 | \$23.95 | \$0.00 | \$81.32 |

Classification

Effective Date    Base Wage    Health    Pension    Supplemental Unemployment    Total Rate

**Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint**

Effective Date - 01/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 50      | \$22.51              | \$9.95 | \$0.00  | \$0.00                    | \$32.46    |
| 2    | 55      | \$24.76              | \$9.95 | \$6.66  | \$0.00                    | \$41.37    |
| 3    | 60      | \$27.01              | \$9.95 | \$7.26  | \$0.00                    | \$44.22    |
| 4    | 65      | \$29.26              | \$9.95 | \$7.87  | \$0.00                    | \$47.08    |
| 5    | 70      | \$31.51              | \$9.95 | \$20.32 | \$0.00                    | \$61.78    |
| 6    | 75      | \$33.77              | \$9.95 | \$20.93 | \$0.00                    | \$64.65    |
| 7    | 80      | \$36.02              | \$9.95 | \$21.53 | \$0.00                    | \$67.50    |
| 8    | 90      | \$40.52              | \$9.95 | \$22.74 | \$0.00                    | \$73.21    |

Effective Date - 07/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 50      | \$23.11              | \$9.95 | \$0.00  | \$0.00                    | \$33.06    |
| 2    | 55      | \$25.42              | \$9.95 | \$6.66  | \$0.00                    | \$42.03    |
| 3    | 60      | \$27.73              | \$9.95 | \$7.26  | \$0.00                    | \$44.94    |
| 4    | 65      | \$30.04              | \$9.95 | \$7.87  | \$0.00                    | \$47.86    |
| 5    | 70      | \$32.35              | \$9.95 | \$20.32 | \$0.00                    | \$62.62    |
| 6    | 75      | \$34.67              | \$9.95 | \$20.93 | \$0.00                    | \$65.55    |
| 7    | 80      | \$36.98              | \$9.95 | \$21.53 | \$0.00                    | \$68.46    |
| 8    | 90      | \$41.60              | \$9.95 | \$22.74 | \$0.00                    | \$74.29    |

Notes:  
Steps are 750 hrs.

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

|  |            |         |        |         |        |         |
|--|------------|---------|--------|---------|--------|---------|
| PAINTER / TAPER (BRUSH, NEW) *   | 01/01/2024 | \$45.56 | \$9.95 | \$23.95 | \$0.00 | \$79.46 |
| * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 2</i> | 07/01/2024 | \$46.76 | \$9.95 | \$23.95 | \$0.00 | \$80.66 |
|  | 01/01/2025 | \$47.96 | \$9.95 | \$23.95 | \$0.00 | \$81.86 |



Classification

Effective Date    Base Wage    Health    Pension    Supplemental Unemployment    Total Rate

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

Effective Date - 01/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 50      | \$22.78              | \$9.95 | \$0.00  | \$0.00                    | \$32.73    |
| 2    | 55      | \$25.06              | \$9.95 | \$6.66  | \$0.00                    | \$41.67    |
| 3    | 60      | \$27.34              | \$9.95 | \$7.26  | \$0.00                    | \$44.55    |
| 4    | 65      | \$29.61              | \$9.95 | \$7.87  | \$0.00                    | \$47.43    |
| 5    | 70      | \$31.89              | \$9.95 | \$20.32 | \$0.00                    | \$62.16    |
| 6    | 75      | \$34.17              | \$9.95 | \$20.93 | \$0.00                    | \$65.05    |
| 7    | 80      | \$36.45              | \$9.95 | \$21.53 | \$0.00                    | \$67.93    |
| 8    | 90      | \$41.00              | \$9.95 | \$22.74 | \$0.00                    | \$73.69    |

Effective Date - 07/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 50      | \$23.38              | \$9.95 | \$0.00  | \$0.00                    | \$33.33    |
| 2    | 55      | \$25.72              | \$9.95 | \$6.66  | \$0.00                    | \$42.33    |
| 3    | 60      | \$28.06              | \$9.95 | \$7.26  | \$0.00                    | \$45.27    |
| 4    | 65      | \$30.39              | \$9.95 | \$7.87  | \$0.00                    | \$48.21    |
| 5    | 70      | \$32.73              | \$9.95 | \$20.32 | \$0.00                    | \$63.00    |
| 6    | 75      | \$35.07              | \$9.95 | \$20.93 | \$0.00                    | \$65.95    |
| 7    | 80      | \$37.41              | \$9.95 | \$21.53 | \$0.00                    | \$68.89    |
| 8    | 90      | \$42.08              | \$9.95 | \$22.74 | \$0.00                    | \$74.77    |

Notes:  
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

|                                  |            |         |        |         |        |         |
|----------------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER / TAPER (BRUSH, REPAINT) | 01/01/2024 | \$43.62 | \$9.95 | \$23.95 | \$0.00 | \$77.52 |
| PAINTERS LOCAL 35 - ZONE 2       | 07/01/2024 | \$44.82 | \$9.95 | \$23.95 | \$0.00 | \$78.72 |
|                                  | 01/01/2025 | \$46.02 | \$9.95 | \$23.95 | \$0.00 | \$79.92 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 01/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 50      | \$21.81              | \$9.95 | \$0.00  | \$0.00                    | \$31.76    |
| 2    | 55      | \$23.99              | \$9.95 | \$6.66  | \$0.00                    | \$40.60    |
| 3    | 60      | \$26.17              | \$9.95 | \$7.26  | \$0.00                    | \$43.38    |
| 4    | 65      | \$28.35              | \$9.95 | \$7.87  | \$0.00                    | \$46.17    |
| 5    | 70      | \$30.53              | \$9.95 | \$20.32 | \$0.00                    | \$60.80    |
| 6    | 75      | \$32.72              | \$9.95 | \$20.93 | \$0.00                    | \$63.60    |
| 7    | 80      | \$34.90              | \$9.95 | \$21.53 | \$0.00                    | \$66.38    |
| 8    | 90      | \$39.26              | \$9.95 | \$22.74 | \$0.00                    | \$71.95    |

Effective Date - 07/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 50      | \$22.41              | \$9.95 | \$0.00  | \$0.00                    | \$32.36    |
| 2    | 55      | \$24.65              | \$9.95 | \$6.66  | \$0.00                    | \$41.26    |
| 3    | 60      | \$26.89              | \$9.95 | \$7.26  | \$0.00                    | \$44.10    |
| 4    | 65      | \$29.13              | \$9.95 | \$7.87  | \$0.00                    | \$46.95    |
| 5    | 70      | \$31.37              | \$9.95 | \$20.32 | \$0.00                    | \$61.64    |
| 6    | 75      | \$33.62              | \$9.95 | \$20.93 | \$0.00                    | \$64.50    |
| 7    | 80      | \$35.86              | \$9.95 | \$21.53 | \$0.00                    | \$67.34    |
| 8    | 90      | \$40.34              | \$9.95 | \$22.74 | \$0.00                    | \$73.03    |

Notes:  
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

|  |            |         |        |         |        |         |
|--|------------|---------|--------|---------|--------|---------|
| PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY) | 12/01/2023 | \$44.33 | \$9.65 | \$18.07 | \$0.00 | \$72.05 |
| LABORERS - ZONE 1 (HEAVY & HIGHWAY)      | 06/01/2024 | \$45.81 | \$9.65 | \$18.07 | \$0.00 | \$73.53 |
|  | 12/01/2024 | \$47.28 | \$9.65 | \$18.07 | \$0.00 | \$75.00 |
|  | 06/01/2025 | \$48.78 | \$9.65 | \$18.07 | \$0.00 | \$76.50 |
|  | 12/01/2025 | \$50.28 | \$9.65 | \$18.07 | \$0.00 | \$78.00 |
|  | 06/01/2026 | \$51.83 | \$9.65 | \$18.07 | \$0.00 | \$79.55 |
|  | 12/01/2026 | \$53.33 | \$9.65 | \$18.07 | \$0.00 | \$81.05 |

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

|                                       |            |         |         |         |        |         |
|---------------------------------------|------------|---------|---------|---------|--------|---------|
| PANEL & PICKUP TRUCKS DRIVER          | 12/01/2023 | \$39.88 | \$14.41 | \$18.67 | \$0.00 | \$72.96 |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE A | 06/01/2024 | \$40.88 | \$14.41 | \$18.67 | \$0.00 | \$73.96 |
|                                       | 08/01/2024 | \$40.88 | \$14.91 | \$18.67 | \$0.00 | \$74.46 |
|                                       | 12/01/2024 | \$40.88 | \$14.91 | \$20.17 | \$0.00 | \$75.96 |
|                                       | 06/01/2025 | \$41.88 | \$14.91 | \$20.17 | \$0.00 | \$76.96 |
|                                       | 08/01/2025 | \$41.88 | \$15.41 | \$20.17 | \$0.00 | \$77.46 |
|                                       | 12/01/2025 | \$41.88 | \$15.41 | \$21.78 | \$0.00 | \$79.07 |
|                                       | 06/01/2026 | \$42.88 | \$15.41 | \$21.78 | \$0.00 | \$80.07 |
|                                       | 08/01/2026 | \$42.88 | \$15.91 | \$21.78 | \$0.00 | \$80.57 |
|                                       | 12/01/2026 | \$42.88 | \$15.91 | \$23.52 | \$0.00 | \$82.31 |

Issue Date: 05/01/2024

Wage Request Number: 20240430-069

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| Classification  | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)<br><i>PILE DRIVER LOCAL 56 (ZONE 1)</i><br>For apprentice rates see "Apprentice- PILE DRIVER" | 08/01/2020     | \$49.07   | \$9.40 | \$23.12 | \$0.00                    | \$81.59    |
| PILE DRIVER<br><i>PILE DRIVER LOCAL 56 (ZONE 1)</i>   | 08/01/2020     | \$49.07   | \$9.40 | \$23.12 | \$0.00                    | \$81.59    |

**Apprentice - PILE DRIVER - Local 56 Zone 1**

Effective Date - 08/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 50      | \$24.54              | \$9.40 | \$23.12 | \$0.00                    | \$57.06    |
| 2    | 60      | \$29.44              | \$9.40 | \$23.12 | \$0.00                    | \$61.96    |
| 3    | 70      | \$34.35              | \$9.40 | \$23.12 | \$0.00                    | \$66.87    |
| 4    | 75      | \$36.80              | \$9.40 | \$23.12 | \$0.00                    | \$69.32    |
| 5    | 80      | \$39.26              | \$9.40 | \$23.12 | \$0.00                    | \$71.78    |
| 6    | 80      | \$39.26              | \$9.40 | \$23.12 | \$0.00                    | \$71.78    |
| 7    | 90      | \$44.16              | \$9.40 | \$23.12 | \$0.00                    | \$76.68    |
| 8    | 90      | \$44.16              | \$9.40 | \$23.12 | \$0.00                    | \$76.68    |

**Notes:**

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80  
Step 1&2 \$34.01/ 3&4 \$41.46/ 5&6 \$62.80/ 7&8 \$69.25

Apprentice to Journeyworker Ratio:1:5

|  |            |         |         |         |        |          |
|--|------------|---------|---------|---------|--------|----------|
| PIPEFITTER & STEAMFITTER<br><i>PIPEFITTERS LOCAL 537</i> | 03/01/2024 | \$65.28 | \$12.70 | \$21.80 | \$0.00 | \$99.78  |
|  | 09/01/2024 | \$67.08 | \$12.70 | \$21.80 | \$0.00 | \$101.58 |
|  | 03/01/2025 | \$68.88 | \$12.70 | \$21.80 | \$0.00 | \$103.38 |

Classification Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

**Apprentice - PIPEFITTER - Local 537**

Effective Date - 03/01/2024

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 40      | \$26.11              | \$12.70 | \$9.05  | \$0.00                    | \$47.86    |
| 2    | 45      | \$29.38              | \$12.70 | \$21.80 | \$0.00                    | \$63.88    |
| 3    | 60      | \$39.17              | \$12.70 | \$21.80 | \$0.00                    | \$73.67    |
| 4    | 70      | \$45.70              | \$12.70 | \$21.80 | \$0.00                    | \$80.20    |
| 5    | 80      | \$52.22              | \$12.70 | \$21.80 | \$0.00                    | \$86.72    |

Effective Date - 09/01/2024

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 40      | \$26.83              | \$12.70 | \$9.05  | \$0.00                    | \$48.58    |
| 2    | 45      | \$30.19              | \$12.70 | \$21.80 | \$0.00                    | \$64.69    |
| 3    | 60      | \$40.25              | \$12.70 | \$21.80 | \$0.00                    | \$74.75    |
| 4    | 70      | \$46.96              | \$12.70 | \$21.80 | \$0.00                    | \$81.46    |
| 5    | 80      | \$53.66              | \$12.70 | \$21.80 | \$0.00                    | \$88.16    |

**Notes:**

\*\* 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.  
Refrig/AC Mechanic \*\*1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)

Apprentice to Journeyworker Ratio:\*\*

|   |            |         |         |         |        |          |
|---|------------|---------|---------|---------|--------|----------|
| PIPELAYER<br><i>LABORERS - ZONE 1</i>   | 12/01/2023 | \$44.58 | \$9.65  | \$18.07 | \$0.00 | \$72.30  |
| For apprentice rates see "Apprentice- LABORER"                                |            |         |         |         |        |          |
| PIPELAYER (HEAVY & HIGHWAY)<br><i>LABORERS - ZONE 1 (HEAVY &amp; HIGHWAY)</i> | 12/01/2023 | \$44.58 | \$9.65  | \$18.07 | \$0.00 | \$72.30  |
|   | 06/01/2024 | \$46.06 | \$9.65  | \$18.07 | \$0.00 | \$73.78  |
|   | 12/01/2024 | \$47.53 | \$9.65  | \$18.07 | \$0.00 | \$75.25  |
|   | 06/01/2025 | \$49.03 | \$9.65  | \$18.07 | \$0.00 | \$76.75  |
|   | 12/01/2025 | \$50.53 | \$9.65  | \$18.07 | \$0.00 | \$78.25  |
|   | 06/01/2026 | \$52.08 | \$9.65  | \$18.07 | \$0.00 | \$79.80  |
|   | 12/01/2026 | \$53.58 | \$9.65  | \$18.07 | \$0.00 | \$81.30  |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"            |            |         |         |         |        |          |
| PLUMBERS & GASFITTERS<br><i>PLUMBERS &amp; GASFITTERS LOCAL 12</i>            | 03/03/2024 | \$67.74 | \$14.32 | \$19.11 | \$0.00 | \$101.17 |
|   | 09/01/2024 | \$69.54 | \$14.32 | \$19.11 | \$0.00 | \$102.97 |
|   | 03/02/2025 | \$71.34 | \$14.32 | \$19.11 | \$0.00 | \$104.77 |

Classification Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

**Apprentice - PLUMBER/GASFITTER - Local 12**

Effective Date - 03/03/2024

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 35      | \$23.71              | \$14.32 | \$6.88  | \$0.00                    | \$44.91    |
| 2    | 40      | \$27.10              | \$14.32 | \$7.82  | \$0.00                    | \$49.24    |
| 3    | 55      | \$37.26              | \$14.32 | \$10.65 | \$0.00                    | \$62.23    |
| 4    | 65      | \$44.03              | \$14.32 | \$12.53 | \$0.00                    | \$70.88    |
| 5    | 75      | \$50.81              | \$14.32 | \$14.41 | \$0.00                    | \$79.54    |

Effective Date - 09/01/2024

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 35      | \$24.34              | \$14.32 | \$6.88  | \$0.00                    | \$45.54    |
| 2    | 40      | \$27.82              | \$14.32 | \$7.82  | \$0.00                    | \$49.96    |
| 3    | 55      | \$38.25              | \$14.32 | \$10.65 | \$0.00                    | \$63.22    |
| 4    | 65      | \$45.20              | \$14.32 | \$12.53 | \$0.00                    | \$72.05    |
| 5    | 75      | \$52.16              | \$14.32 | \$14.41 | \$0.00                    | \$80.89    |

**Notes:**

\*\* 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr  
Step4 with lic\$69.00, Step5 with lic\$76.87

Apprentice to Journeyworker Ratio:\*\*

|  |            |         |         |         |        |          |
|--|------------|---------|---------|---------|--------|----------|
| PNEUMATIC CONTROLS (TEMP.)<br><i>PIPEFITTERS LOCAL 537</i> | 03/01/2024 | \$65.28 | \$12.70 | \$21.80 | \$0.00 | \$99.78  |
|  | 09/01/2024 | \$67.08 | \$12.70 | \$21.80 | \$0.00 | \$101.58 |
|  | 03/01/2025 | \$68.88 | \$12.70 | \$21.80 | \$0.00 | \$103.38 |

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

|   |            |         |        |         |        |         |
|---|------------|---------|--------|---------|--------|---------|
| PNEUMATIC DRILL/TOOL OPERATOR<br><i>LABORERS - ZONE 1</i> | 12/01/2023 | \$44.58 | \$9.65 | \$18.07 | \$0.00 | \$72.30 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

|   |            |         |        |         |        |         |
|---|------------|---------|--------|---------|--------|---------|
| PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)<br><i>LABORERS - ZONE 1 (HEAVY &amp; HIGHWAY)</i> | 12/01/2023 | \$44.58 | \$9.65 | \$18.07 | \$0.00 | \$72.30 |
|   | 06/01/2024 | \$46.06 | \$9.65 | \$18.07 | \$0.00 | \$73.78 |
|   | 12/01/2024 | \$47.53 | \$9.65 | \$18.07 | \$0.00 | \$75.25 |
|   | 06/01/2025 | \$49.03 | \$9.65 | \$18.07 | \$0.00 | \$76.75 |
|   | 12/01/2025 | \$50.53 | \$9.65 | \$18.07 | \$0.00 | \$78.25 |
|   | 06/01/2026 | \$52.08 | \$9.65 | \$18.07 | \$0.00 | \$79.80 |
|   | 12/01/2026 | \$53.58 | \$9.65 | \$18.07 | \$0.00 | \$81.30 |

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

|   |            |         |        |         |        |         |
|---|------------|---------|--------|---------|--------|---------|
| POWDERMAN & BLASTER<br><i>LABORERS - ZONE 1</i> | 12/01/2023 | \$45.33 | \$9.65 | \$18.07 | \$0.00 | \$73.05 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

|   |            |         |        |         |        |         |
|---|------------|---------|--------|---------|--------|---------|
| POWDERMAN & BLASTER (HEAVY & HIGHWAY)<br><i>LABORERS - ZONE 1 (HEAVY &amp; HIGHWAY)</i> | 12/01/2023 | \$45.33 | \$9.65 | \$18.07 | \$0.00 | \$73.05 |
|   | 06/01/2024 | \$46.81 | \$9.65 | \$18.07 | \$0.00 | \$74.53 |
|   | 12/01/2024 | \$48.28 | \$9.65 | \$18.07 | \$0.00 | \$76.00 |
|   | 06/01/2025 | \$49.78 | \$9.65 | \$18.07 | \$0.00 | \$77.50 |
|   | 12/01/2025 | \$51.28 | \$9.65 | \$18.07 | \$0.00 | \$79.00 |
|   | 06/01/2026 | \$52.83 | \$9.65 | \$18.07 | \$0.00 | \$80.55 |
|   | 12/01/2026 | \$54.33 | \$9.65 | \$18.07 | \$0.00 | \$82.05 |

Issue Date: 05/01/2024

Wage Request Number: 20240430-069

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| Classification   | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)            |                |           |         |         |                           |            |
| POWER SHOVEL/DERRICK/TRENCHING MACHINE<br><i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2023     | \$55.03   | \$15.00 | \$16.40 | \$0.00                    | \$86.43    |
|  | 06/01/2024     | \$56.33   | \$15.00 | \$16.40 | \$0.00                    | \$87.73    |
|  | 12/01/2024     | \$57.78   | \$15.00 | \$16.40 | \$0.00                    | \$89.18    |
|  | 06/01/2025     | \$59.08   | \$15.00 | \$16.40 | \$0.00                    | \$90.48    |
|  | 12/01/2025     | \$60.53   | \$15.00 | \$16.40 | \$0.00                    | \$91.93    |
|  | 06/01/2026     | \$61.83   | \$15.00 | \$16.40 | \$0.00                    | \$93.23    |
|  | 12/01/2026     | \$63.28   | \$15.00 | \$16.40 | \$0.00                    | \$94.68    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                   |                |           |         |         |                           |            |
| PUMP OPERATOR (CONCRETE)<br><i>OPERATING ENGINEERS LOCAL 4</i>               | 12/01/2023     | \$54.43   | \$15.00 | \$16.40 | \$0.00                    | \$85.83    |
|  | 06/01/2024     | \$55.71   | \$15.00 | \$16.40 | \$0.00                    | \$87.11    |
|  | 12/01/2024     | \$57.15   | \$15.00 | \$16.40 | \$0.00                    | \$88.55    |
|  | 06/01/2025     | \$58.43   | \$15.00 | \$16.40 | \$0.00                    | \$89.83    |
|  | 12/01/2025     | \$59.87   | \$15.00 | \$16.40 | \$0.00                    | \$91.27    |
|  | 06/01/2026     | \$61.15   | \$15.00 | \$16.40 | \$0.00                    | \$92.55    |
|  | 12/01/2026     | \$62.59   | \$15.00 | \$16.40 | \$0.00                    | \$93.99    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                   |                |           |         |         |                           |            |
| PUMP OPERATOR (DEWATERING, OTHER)<br><i>OPERATING ENGINEERS LOCAL 4</i>      | 12/01/2023     | \$35.62   | \$15.00 | \$16.40 | \$0.00                    | \$67.02    |
|  | 06/01/2024     | \$36.47   | \$15.00 | \$16.40 | \$0.00                    | \$67.87    |
|  | 12/01/2024     | \$37.42   | \$15.00 | \$16.40 | \$0.00                    | \$68.82    |
|  | 06/01/2025     | \$38.27   | \$15.00 | \$16.40 | \$0.00                    | \$69.67    |
|  | 12/01/2025     | \$39.22   | \$15.00 | \$16.40 | \$0.00                    | \$70.62    |
|  | 06/01/2026     | \$40.08   | \$15.00 | \$16.40 | \$0.00                    | \$71.48    |
|  | 12/01/2026     | \$41.03   | \$15.00 | \$16.40 | \$0.00                    | \$72.43    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                   |                |           |         |         |                           |            |
| READY-MIX CONCRETE DRIVER<br><i>TEAMSTERS 170 - Rosenfeld (Walpole)</i>      | 05/01/2024     | \$30.15   | \$13.96 | \$8.00  | \$0.00                    | \$52.11    |
|  | 01/01/2025     | \$30.15   | \$13.46 | \$8.00  | \$0.00                    | \$51.61    |
|  | 05/01/2025     | \$30.90   | \$13.46 | \$8.25  | \$0.00                    | \$52.61    |
|  | 01/01/2026     | \$30.90   | \$13.96 | \$8.25  | \$0.00                    | \$53.11    |
|  | 05/01/2026     | \$31.90   | \$13.96 | \$8.25  | \$0.00                    | \$54.11    |
|  | 01/01/2027     | \$31.90   | \$14.46 | \$8.25  | \$0.00                    | \$54.61    |
|  | 05/01/2027     | \$32.90   | \$14.46 | \$8.25  | \$0.00                    | \$55.61    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                   |                |           |         |         |                           |            |
| RECLAIMERS<br><i>OPERATING ENGINEERS LOCAL 4</i>                             | 12/01/2023     | \$54.43   | \$15.00 | \$16.40 | \$0.00                    | \$85.83    |
|  | 06/01/2024     | \$55.71   | \$15.00 | \$16.40 | \$0.00                    | \$87.11    |
|  | 12/01/2024     | \$57.15   | \$15.00 | \$16.40 | \$0.00                    | \$88.55    |
|  | 06/01/2025     | \$58.43   | \$15.00 | \$16.40 | \$0.00                    | \$89.83    |
|  | 12/01/2025     | \$59.87   | \$15.00 | \$16.40 | \$0.00                    | \$91.27    |
|  | 06/01/2026     | \$61.15   | \$15.00 | \$16.40 | \$0.00                    | \$92.55    |
|  | 12/01/2026     | \$62.59   | \$15.00 | \$16.40 | \$0.00                    | \$93.99    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                   |                |           |         |         |                           |            |
| RIDE-ON MOTORIZED BUGGY OPERATOR<br><i>LABORERS - ZONE 1</i>                 | 12/01/2023     | \$44.58   | \$9.65  | \$18.07 | \$0.00                    | \$72.30    |
| For apprentice rates see "Apprentice- LABORER"                               |                |           |         |         |                           |            |

| Classification   | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| ROLLER/SPREADER/MULCHING MACHINE<br><i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2023     | \$54.43   | \$15.00 | \$16.40 | \$0.00                    | \$85.83    |
|  | 06/01/2024     | \$55.71   | \$15.00 | \$16.40 | \$0.00                    | \$87.11    |
|  | 12/01/2024     | \$57.15   | \$15.00 | \$16.40 | \$0.00                    | \$88.55    |
|  | 06/01/2025     | \$58.43   | \$15.00 | \$16.40 | \$0.00                    | \$89.83    |
|  | 12/01/2025     | \$59.87   | \$15.00 | \$16.40 | \$0.00                    | \$91.27    |
|  | 06/01/2026     | \$61.15   | \$15.00 | \$16.40 | \$0.00                    | \$92.55    |
|  | 12/01/2026     | \$62.59   | \$15.00 | \$16.40 | \$0.00                    | \$93.99    |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|  |            |         |         |         |        |         |
|--|------------|---------|---------|---------|--------|---------|
| ROOFER (Inc.Roofers Waterproofing &Roofers Damproofg)<br><i>ROOFERS LOCAL 33</i> | 02/01/2024 | \$50.03 | \$12.78 | \$21.45 | \$0.00 | \$84.26 |
|  | 08/01/2024 | \$51.53 | \$12.78 | \$21.45 | \$0.00 | \$85.76 |
|  | 02/01/2025 | \$52.78 | \$12.78 | \$21.45 | \$0.00 | \$87.01 |
|  | 08/01/2025 | \$54.28 | \$12.78 | \$21.45 | \$0.00 | \$88.51 |
|  | 02/01/2026 | \$55.53 | \$12.78 | \$21.45 | \$0.00 | \$89.76 |

**Apprentice - ROOFER - Local 33**

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

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 50      | \$25.02              | \$12.78 | \$6.21  | \$0.00                    | \$44.01    |
| 2    | 60      | \$30.02              | \$12.78 | \$21.45 | \$0.00                    | \$64.25    |
| 3    | 65      | \$32.52              | \$12.78 | \$21.45 | \$0.00                    | \$66.75    |
| 4    | 75      | \$37.52              | \$12.78 | \$21.45 | \$0.00                    | \$71.75    |
| 5    | 85      | \$42.53              | \$12.78 | \$21.45 | \$0.00                    | \$76.76    |

**Effective Date - 08/01/2024**

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 50      | \$25.77              | \$12.78 | \$6.21  | \$0.00                    | \$44.76    |
| 2    | 60      | \$30.92              | \$12.78 | \$21.45 | \$0.00                    | \$65.15    |
| 3    | 65      | \$33.49              | \$12.78 | \$21.45 | \$0.00                    | \$67.72    |
| 4    | 75      | \$38.65              | \$12.78 | \$21.45 | \$0.00                    | \$72.88    |
| 5    | 85      | \$43.80              | \$12.78 | \$21.45 | \$0.00                    | \$78.03    |

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<br><i>ROOFERS LOCAL 33</i> | 02/01/2024 | \$50.28 | \$12.78 | \$21.45 | \$0.00 | \$84.51 |
|   | 08/01/2024 | \$51.78 | \$12.78 | \$21.45 | \$0.00 | \$86.01 |
|   | 02/01/2025 | \$53.03 | \$12.78 | \$21.45 | \$0.00 | \$87.26 |
|   | 08/01/2025 | \$54.53 | \$12.78 | \$21.45 | \$0.00 | \$88.76 |
|   | 02/01/2026 | \$55.78 | \$12.78 | \$21.45 | \$0.00 | \$90.01 |

For apprentice rates see "Apprentice- ROOFER"

|   |            |         |         |         |        |          |
|---|------------|---------|---------|---------|--------|----------|
| SHEETMETAL WORKER<br><i>SHEETMETAL WORKERS LOCAL 17 - A</i> | 02/01/2024 | \$57.22 | \$14.59 | \$27.50 | \$2.98 | \$102.29 |
|   | 08/01/2024 | \$58.97 | \$14.59 | \$27.50 | \$2.98 | \$104.04 |
|   | 02/01/2025 | \$60.72 | \$14.59 | \$27.50 | \$2.98 | \$105.79 |
|   | 08/01/2025 | \$62.57 | \$14.59 | \$27.50 | \$2.98 | \$107.64 |
|   | 02/01/2026 | \$64.52 | \$14.59 | \$27.50 | \$2.98 | \$109.59 |

Issue Date: 05/01/2024

Wage Request Number: 20240430-069

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Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SHEET METAL WORKER - Local 17-A

Effective Date - 02/01/2024

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 42      | \$24.03              | \$14.59 | \$6.13  | \$0.00                    | \$44.75    |
| 2    | 42      | \$24.03              | \$14.59 | \$6.13  | \$0.00                    | \$44.75    |
| 3    | 47      | \$26.89              | \$14.59 | \$12.11 | \$1.61                    | \$55.20    |
| 4    | 47      | \$26.89              | \$14.59 | \$12.11 | \$1.61                    | \$55.20    |
| 5    | 52      | \$29.75              | \$14.59 | \$13.09 | \$1.72                    | \$59.15    |
| 6    | 52      | \$29.75              | \$14.59 | \$13.34 | \$1.73                    | \$59.41    |
| 7    | 60      | \$34.33              | \$14.59 | \$14.75 | \$1.91                    | \$65.58    |
| 8    | 65      | \$37.19              | \$14.59 | \$15.73 | \$2.03                    | \$69.54    |
| 9    | 75      | \$42.92              | \$14.59 | \$17.69 | \$2.26                    | \$77.46    |
| 10   | 85      | \$48.64              | \$14.59 | \$19.15 | \$2.47                    | \$84.85    |

Effective Date - 08/01/2024

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 42      | \$24.77              | \$14.59 | \$6.13  | \$0.00                    | \$45.49    |
| 2    | 42      | \$24.77              | \$14.59 | \$6.13  | \$0.00                    | \$45.49    |
| 3    | 47      | \$27.72              | \$14.59 | \$12.11 | \$1.63                    | \$56.05    |
| 4    | 47      | \$27.72              | \$14.59 | \$12.11 | \$1.63                    | \$56.05    |
| 5    | 52      | \$30.66              | \$14.59 | \$13.09 | \$1.75                    | \$60.09    |
| 6    | 52      | \$30.66              | \$14.59 | \$13.34 | \$1.76                    | \$60.35    |
| 7    | 60      | \$35.38              | \$14.59 | \$14.75 | \$1.94                    | \$66.66    |
| 8    | 65      | \$38.33              | \$14.59 | \$15.73 | \$2.06                    | \$70.71    |
| 9    | 75      | \$44.23              | \$14.59 | \$17.69 | \$2.30                    | \$78.81    |
| 10   | 85      | \$50.12              | \$14.59 | \$19.15 | \$2.52                    | \$86.38    |

Notes:  
Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

|  |            |         |         |         |        |         |
|--|------------|---------|---------|---------|--------|---------|
| SPECIALIZED EARTH MOVING EQUIP < 35 TONS | 12/01/2023 | \$40.34 | \$14.41 | \$18.67 | \$0.00 | \$73.42 |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE A    | 06/01/2024 | \$41.34 | \$14.41 | \$18.67 | \$0.00 | \$74.42 |
|  | 08/01/2024 | \$41.34 | \$14.91 | \$18.67 | \$0.00 | \$74.92 |
|  | 12/01/2024 | \$41.34 | \$14.91 | \$20.17 | \$0.00 | \$76.42 |
|  | 06/01/2025 | \$42.34 | \$14.91 | \$20.17 | \$0.00 | \$77.42 |
|  | 08/01/2025 | \$42.34 | \$15.41 | \$20.17 | \$0.00 | \$77.92 |
|  | 12/01/2025 | \$42.34 | \$15.41 | \$21.78 | \$0.00 | \$79.53 |
|  | 06/01/2026 | \$43.34 | \$15.41 | \$21.78 | \$0.00 | \$80.53 |
|  | 08/01/2026 | \$43.34 | \$15.91 | \$21.78 | \$0.00 | \$81.03 |
|  | 12/01/2026 | \$43.34 | \$15.91 | \$23.52 | \$0.00 | \$82.77 |



| Classification   | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| SPECIALIZED EARTH MOVING EQUIP > 35 TONS<br><i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2023     | \$40.63   | \$14.41 | \$18.67 | \$0.00                    | \$73.71    |
|  | 06/01/2024     | \$41.63   | \$14.41 | \$18.67 | \$0.00                    | \$74.71    |
|  | 08/01/2024     | \$41.63   | \$14.91 | \$18.67 | \$0.00                    | \$75.21    |
|  | 12/01/2024     | \$41.63   | \$14.91 | \$20.17 | \$0.00                    | \$76.71    |
|  | 06/01/2025     | \$42.63   | \$14.91 | \$20.17 | \$0.00                    | \$77.71    |
|  | 08/01/2025     | \$42.63   | \$15.41 | \$20.17 | \$0.00                    | \$78.21    |
|  | 12/01/2025     | \$42.63   | \$15.41 | \$21.78 | \$0.00                    | \$79.82    |
|  | 06/01/2026     | \$43.63   | \$15.41 | \$21.78 | \$0.00                    | \$80.82    |
|  | 08/01/2026     | \$43.63   | \$15.91 | \$21.78 | \$0.00                    | \$81.32    |
|  | 12/01/2026     | \$43.63   | \$15.91 | \$23.52 | \$0.00                    | \$83.06    |
| SPRINKLER FITTER<br><i>SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1</i>              | 03/01/2024     | \$69.75   | \$10.90 | \$23.20 | \$0.00                    | \$103.85   |
|  | 10/01/2024     | \$71.55   | \$10.90 | \$23.20 | \$0.00                    | \$105.65   |
|  | 03/01/2025     | \$73.35   | \$10.90 | \$23.20 | \$0.00                    | \$107.45   |

**Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1**

Effective Date - 03/01/2024

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 35      | \$24.41              | \$10.90 | \$12.80 | \$0.00                    | \$48.11    |
| 2    | 40      | \$27.90              | \$10.90 | \$13.60 | \$0.00                    | \$52.40    |
| 3    | 45      | \$31.39              | \$10.90 | \$14.40 | \$0.00                    | \$56.69    |
| 4    | 50      | \$34.88              | \$10.90 | \$15.20 | \$0.00                    | \$60.98    |
| 5    | 55      | \$38.36              | \$10.90 | \$16.00 | \$0.00                    | \$65.26    |
| 6    | 60      | \$41.85              | \$10.90 | \$16.80 | \$0.00                    | \$69.55    |
| 7    | 65      | \$45.34              | \$10.90 | \$17.60 | \$0.00                    | \$73.84    |
| 8    | 70      | \$48.83              | \$10.90 | \$18.40 | \$0.00                    | \$78.13    |
| 9    | 75      | \$52.31              | \$10.90 | \$19.20 | \$0.00                    | \$82.41    |
| 10   | 80      | \$55.80              | \$10.90 | \$20.00 | \$0.00                    | \$86.70    |

Effective Date - 10/01/2024

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 35      | \$25.04              | \$10.90 | \$12.80 | \$0.00                    | \$48.74    |
| 2    | 40      | \$28.62              | \$10.90 | \$13.60 | \$0.00                    | \$53.12    |
| 3    | 45      | \$32.20              | \$10.90 | \$14.40 | \$0.00                    | \$57.50    |
| 4    | 50      | \$35.78              | \$10.90 | \$15.20 | \$0.00                    | \$61.88    |
| 5    | 55      | \$39.35              | \$10.90 | \$16.00 | \$0.00                    | \$66.25    |
| 6    | 60      | \$42.93              | \$10.90 | \$16.80 | \$0.00                    | \$70.63    |
| 7    | 65      | \$46.51              | \$10.90 | \$17.60 | \$0.00                    | \$75.01    |
| 8    | 70      | \$50.09              | \$10.90 | \$18.40 | \$0.00                    | \$79.39    |
| 9    | 75      | \$53.66              | \$10.90 | \$19.20 | \$0.00                    | \$83.76    |
| 10   | 80      | \$57.24              | \$10.90 | \$20.00 | \$0.00                    | \$88.14    |

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

| Classification   | Effective Date   | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|--|--|-----------|---------|---------|---------------------------|------------|
| STEAM BOILER OPERATOR<br><i>OPERATING ENGINEERS LOCAL 4</i>                    | 12/01/2023   | \$54.43   | \$15.00 | \$16.40 | \$0.00                    | \$85.83    |
|  | 06/01/2024   | \$55.71   | \$15.00 | \$16.40 | \$0.00                    | \$87.11    |
|  | 12/01/2024   | \$57.15   | \$15.00 | \$16.40 | \$0.00                    | \$88.55    |
|  | 06/01/2025   | \$58.43   | \$15.00 | \$16.40 | \$0.00                    | \$89.83    |
|  | 12/01/2025   | \$59.87   | \$15.00 | \$16.40 | \$0.00                    | \$91.27    |
|  | 06/01/2026   | \$61.15   | \$15.00 | \$16.40 | \$0.00                    | \$92.55    |
|  | 12/01/2026   | \$62.59   | \$15.00 | \$16.40 | \$0.00                    | \$93.99    |
|  | For apprentice rates see "Apprentice- OPERATING ENGINEERS" |           |         |         |                           |            |
| TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN<br><i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2023   | \$54.43   | \$15.00 | \$16.40 | \$0.00                    | \$85.83    |
|  | 06/01/2024   | \$55.71   | \$15.00 | \$16.40 | \$0.00                    | \$87.11    |
|  | 12/01/2024   | \$57.15   | \$15.00 | \$16.40 | \$0.00                    | \$88.55    |
|  | 06/01/2025   | \$58.43   | \$15.00 | \$16.40 | \$0.00                    | \$89.83    |
|  | 12/01/2025   | \$59.87   | \$15.00 | \$16.40 | \$0.00                    | \$91.27    |
|  | 06/01/2026   | \$61.15   | \$15.00 | \$16.40 | \$0.00                    | \$92.55    |
|  | 12/01/2026   | \$62.59   | \$15.00 | \$16.40 | \$0.00                    | \$93.99    |
|  | For apprentice rates see "Apprentice- OPERATING ENGINEERS" |           |         |         |                           |            |
| TELECOMMUNICATION TECHNICIAN<br><i>ELECTRICIANS LOCAL 103</i>                  | 03/01/2024   | \$49.49   | \$13.00 | \$20.19 | \$0.00                    | \$82.68    |
|  | 09/01/2024   | \$51.02   | \$13.00 | \$20.24 | \$0.00                    | \$84.26    |
|  | 03/01/2025   | \$51.98   | \$13.00 | \$20.27 | \$0.00                    | \$85.25    |
|  | 09/01/2025   | \$53.51   | \$13.00 | \$20.32 | \$0.00                    | \$86.83    |
|  | 03/01/2026   | \$54.47   | \$13.00 | \$20.34 | \$0.00                    | \$87.81    |
|  | 09/01/2026   | \$56.00   | \$13.00 | \$20.39 | \$0.00                    | \$89.39    |
|  | 03/01/2027   | \$56.95   | \$13.00 | \$20.42 | \$0.00                    | \$90.37    |
|  | 09/01/2027   | \$58.49   | \$13.00 | \$20.46 | \$0.00                    | \$91.95    |
|  | 03/01/2028   | \$59.45   | \$13.00 | \$20.49 | \$0.00                    | \$92.94    |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effective Date - 03/01/2024

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 45      | \$22.27              | \$13.00 | \$0.67  | \$0.00                    | \$35.94    |
| 2    | 45      | \$22.27              | \$13.00 | \$0.67  | \$0.00                    | \$35.94    |
| 3    | 50      | \$24.75              | \$13.00 | \$16.16 | \$0.00                    | \$53.91    |
| 4    | 50      | \$24.75              | \$13.00 | \$16.16 | \$0.00                    | \$53.91    |
| 5    | 55      | \$27.22              | \$13.00 | \$16.57 | \$0.00                    | \$56.79    |
| 6    | 60      | \$29.69              | \$13.00 | \$16.97 | \$0.00                    | \$59.66    |
| 7    | 65      | \$32.17              | \$13.00 | \$17.38 | \$0.00                    | \$62.55    |
| 8    | 70      | \$34.64              | \$13.00 | \$17.78 | \$0.00                    | \$65.42    |
| 9    | 75      | \$37.12              | \$13.00 | \$18.18 | \$0.00                    | \$68.30    |
| 10   | 80      | \$39.59              | \$13.00 | \$18.58 | \$0.00                    | \$71.17    |

Effective Date - 09/01/2024

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 45      | \$22.96              | \$13.00 | \$0.69  | \$0.00                    | \$36.65    |
| 2    | 45      | \$22.96              | \$13.00 | \$0.69  | \$0.00                    | \$36.65    |
| 3    | 50      | \$25.51              | \$13.00 | \$16.16 | \$0.00                    | \$54.67    |
| 4    | 50      | \$25.51              | \$13.00 | \$16.16 | \$0.00                    | \$54.67    |
| 5    | 55      | \$28.06              | \$13.00 | \$16.57 | \$0.00                    | \$57.63    |
| 6    | 60      | \$30.61              | \$13.00 | \$16.97 | \$0.00                    | \$60.58    |
| 7    | 65      | \$33.16              | \$13.00 | \$17.38 | \$0.00                    | \$63.54    |
| 8    | 70      | \$35.71              | \$13.00 | \$17.78 | \$0.00                    | \$66.49    |
| 9    | 75      | \$38.27              | \$13.00 | \$18.18 | \$0.00                    | \$69.45    |
| 10   | 80      | \$40.82              | \$13.00 | \$18.58 | \$0.00                    | \$72.40    |

Notes:

Apprentice to Journeyworker Ratio:1:1

|                                     |            |         |         |         |        |          |
|-------------------------------------|------------|---------|---------|---------|--------|----------|
| TERRAZZO FINISHERS                  | 02/01/2024 | \$61.34 | \$11.49 | \$23.59 | \$0.00 | \$96.42  |
| BRICKLAYERS LOCAL 3 - MARBLE & TILE | 08/01/2024 | \$63.44 | \$11.49 | \$23.59 | \$0.00 | \$98.52  |
|                                     | 02/01/2025 | \$64.74 | \$11.49 | \$23.59 | \$0.00 | \$99.82  |
|                                     | 08/01/2025 | \$66.89 | \$11.49 | \$23.59 | \$0.00 | \$101.97 |
|                                     | 02/01/2026 | \$68.24 | \$11.49 | \$23.59 | \$0.00 | \$103.32 |
|                                     | 08/01/2026 | \$70.44 | \$11.49 | \$23.59 | \$0.00 | \$105.52 |
|                                     | 02/01/2027 | \$71.84 | \$11.49 | \$23.59 | \$0.00 | \$106.92 |

Classification Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

**Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile**

Effective Date - 02/01/2024

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 50      | \$30.67              | \$11.49 | \$23.59 | \$0.00                    | \$65.75    |
| 2    | 60      | \$36.80              | \$11.49 | \$23.59 | \$0.00                    | \$71.88    |
| 3    | 70      | \$42.94              | \$11.49 | \$23.59 | \$0.00                    | \$78.02    |
| 4    | 80      | \$49.07              | \$11.49 | \$23.59 | \$0.00                    | \$84.15    |
| 5    | 90      | \$55.21              | \$11.49 | \$23.59 | \$0.00                    | \$90.29    |

Effective Date - 08/01/2024

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 50      | \$31.72              | \$11.49 | \$23.59 | \$0.00                    | \$66.80    |
| 2    | 60      | \$38.06              | \$11.49 | \$23.59 | \$0.00                    | \$73.14    |
| 3    | 70      | \$44.41              | \$11.49 | \$23.59 | \$0.00                    | \$79.49    |
| 4    | 80      | \$50.75              | \$11.49 | \$23.59 | \$0.00                    | \$85.83    |
| 5    | 90      | \$57.10              | \$11.49 | \$23.59 | \$0.00                    | \$92.18    |

Notes:

Apprentice to Journeyworker Ratio:1:3

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

For apprentice rates see "Apprentice- LABORER"

|   |            |         |        |         |        |         |
|---|------------|---------|--------|---------|--------|---------|
| TEST BORING DRILLER HELPER<br><i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2023 | \$44.45 | \$9.65 | \$18.22 | \$0.00 | \$72.32 |
|   | 06/01/2024 | \$45.93 | \$9.65 | \$18.22 | \$0.00 | \$73.80 |
|   | 12/01/2024 | \$47.40 | \$9.65 | \$18.22 | \$0.00 | \$75.27 |
|   | 06/01/2025 | \$48.90 | \$9.65 | \$18.22 | \$0.00 | \$76.77 |
|   | 12/01/2025 | \$50.40 | \$9.65 | \$18.22 | \$0.00 | \$78.27 |
|   | 06/01/2026 | \$51.95 | \$9.65 | \$18.22 | \$0.00 | \$79.82 |
|   | 12/01/2026 | \$53.45 | \$9.65 | \$18.22 | \$0.00 | \$81.32 |

For apprentice rates see "Apprentice- LABORER"

|  |            |         |        |         |        |         |
|--|------------|---------|--------|---------|--------|---------|
| TEST BORING LABORER<br><i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2023 | \$44.33 | \$9.65 | \$18.22 | \$0.00 | \$72.20 |
|  | 06/01/2024 | \$45.81 | \$9.65 | \$18.22 | \$0.00 | \$73.68 |
|  | 12/01/2024 | \$47.28 | \$9.65 | \$18.22 | \$0.00 | \$75.15 |
|  | 06/01/2025 | \$48.78 | \$9.65 | \$18.22 | \$0.00 | \$76.65 |
|  | 12/01/2025 | \$50.28 | \$9.65 | \$18.22 | \$0.00 | \$78.15 |
|  | 06/01/2026 | \$51.83 | \$9.65 | \$18.22 | \$0.00 | \$79.70 |
|  | 12/01/2026 | \$53.33 | \$9.65 | \$18.22 | \$0.00 | \$81.20 |

For apprentice rates see "Apprentice- LABORER"

Issue Date: 05/01/2024

Wage Request Number: 20240430-069

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| Classification  | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| TRACTORS/PORTABLE STEAM GENERATORS<br><i>OPERATING ENGINEERS LOCAL 4</i>            | 12/01/2023     | \$54.43   | \$15.00 | \$16.40 | \$0.00                    | \$85.83    |
|   | 06/01/2024     | \$55.71   | \$15.00 | \$16.40 | \$0.00                    | \$87.11    |
|   | 12/01/2024     | \$57.15   | \$15.00 | \$16.40 | \$0.00                    | \$88.55    |
|   | 06/01/2025     | \$58.43   | \$15.00 | \$16.40 | \$0.00                    | \$89.83    |
|   | 12/01/2025     | \$59.87   | \$15.00 | \$16.40 | \$0.00                    | \$91.27    |
|   | 06/01/2026     | \$61.15   | \$15.00 | \$16.40 | \$0.00                    | \$92.55    |
|   | 12/01/2026     | \$62.59   | \$15.00 | \$16.40 | \$0.00                    | \$93.99    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                          |                |           |         |         |                           |            |
| TRAILERS FOR EARTH MOVING EQUIPMENT<br><i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2023     | \$40.92   | \$14.41 | \$18.67 | \$0.00                    | \$74.00    |
|   | 06/01/2024     | \$41.92   | \$14.41 | \$18.67 | \$0.00                    | \$75.00    |
|   | 08/01/2024     | \$41.92   | \$14.91 | \$18.67 | \$0.00                    | \$75.50    |
|   | 12/01/2024     | \$41.92   | \$14.91 | \$20.17 | \$0.00                    | \$77.00    |
|   | 06/01/2025     | \$42.92   | \$14.91 | \$20.17 | \$0.00                    | \$78.00    |
|   | 08/01/2025     | \$42.92   | \$15.41 | \$20.17 | \$0.00                    | \$78.50    |
|   | 12/01/2025     | \$42.92   | \$15.41 | \$21.78 | \$0.00                    | \$80.11    |
|   | 06/01/2026     | \$43.92   | \$15.41 | \$21.78 | \$0.00                    | \$81.11    |
|   | 08/01/2026     | \$43.92   | \$15.91 | \$21.78 | \$0.00                    | \$81.61    |
|   | 12/01/2026     | \$43.92   | \$15.91 | \$23.52 | \$0.00                    | \$83.35    |
| TUNNEL WORK - COMPRESSED AIR<br><i>LABORERS (COMPRESSED AIR)</i>                    | 12/01/2023     | \$56.56   | \$9.65  | \$18.67 | \$0.00                    | \$84.88    |
|   | 06/01/2024     | \$58.04   | \$9.65  | \$18.67 | \$0.00                    | \$86.36    |
|   | 12/01/2024     | \$59.51   | \$9.65  | \$18.67 | \$0.00                    | \$87.83    |
|   | 06/01/2025     | \$61.01   | \$9.65  | \$18.67 | \$0.00                    | \$89.33    |
|   | 12/01/2025     | \$62.51   | \$9.65  | \$18.67 | \$0.00                    | \$90.83    |
|   | 06/01/2026     | \$64.06   | \$9.65  | \$18.67 | \$0.00                    | \$92.38    |
|   | 12/01/2026     | \$65.56   | \$9.65  | \$18.67 | \$0.00                    | \$93.88    |
| For apprentice rates see "Apprentice- LABORER"                                      |                |           |         |         |                           |            |
| TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)<br><i>LABORERS (COMPRESSED AIR)</i>       | 12/01/2023     | \$58.56   | \$9.65  | \$18.67 | \$0.00                    | \$86.88    |
|   | 06/01/2024     | \$60.04   | \$9.65  | \$18.67 | \$0.00                    | \$88.36    |
|   | 12/01/2024     | \$61.51   | \$9.65  | \$18.67 | \$0.00                    | \$89.83    |
|   | 06/01/2025     | \$63.01   | \$9.65  | \$18.67 | \$0.00                    | \$91.33    |
|   | 12/01/2025     | \$64.51   | \$9.65  | \$18.67 | \$0.00                    | \$92.83    |
|   | 06/01/2026     | \$66.06   | \$9.65  | \$18.67 | \$0.00                    | \$94.38    |
|   | 12/01/2026     | \$67.56   | \$9.65  | \$18.67 | \$0.00                    | \$95.88    |
| For apprentice rates see "Apprentice- LABORER"                                      |                |           |         |         |                           |            |
| TUNNEL WORK - FREE AIR<br><i>LABORERS (FREE AIR TUNNEL)</i>                         | 12/01/2023     | \$48.63   | \$9.65  | \$18.67 | \$0.00                    | \$76.95    |
|   | 06/01/2024     | \$50.11   | \$9.65  | \$18.67 | \$0.00                    | \$78.43    |
|   | 12/01/2024     | \$51.58   | \$9.65  | \$18.67 | \$0.00                    | \$79.90    |
|   | 06/01/2025     | \$53.08   | \$9.65  | \$18.67 | \$0.00                    | \$81.40    |
|   | 12/01/2025     | \$54.58   | \$9.65  | \$18.67 | \$0.00                    | \$82.90    |
|   | 06/01/2026     | \$56.13   | \$9.65  | \$18.67 | \$0.00                    | \$84.45    |
|   | 12/01/2026     | \$57.63   | \$9.65  | \$18.67 | \$0.00                    | \$85.95    |
| For apprentice rates see "Apprentice- LABORER"                                      |                |           |         |         |                           |            |

| Classification   | Effective Date                                 | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|--|--|-----------|---------|---------|---------------------------|------------|
| TUNNEL WORK - FREE AIR (HAZ. WASTE)<br><i>LABORERS (FREE AIR TUNNEL)</i>                 | 12/01/2023                                     | \$50.63   | \$9.65  | \$18.67 | \$0.00                    | \$78.95    |
|  | 06/01/2024                                     | \$52.11   | \$9.65  | \$18.67 | \$0.00                    | \$80.43    |
|  | 12/01/2024                                     | \$53.58   | \$9.65  | \$18.67 | \$0.00                    | \$81.90    |
|  | 06/01/2025                                     | \$55.08   | \$9.65  | \$18.67 | \$0.00                    | \$83.40    |
|  | 12/01/2025                                     | \$56.58   | \$9.65  | \$18.67 | \$0.00                    | \$84.90    |
|  | 06/01/2026                                     | \$58.13   | \$9.65  | \$18.67 | \$0.00                    | \$86.45    |
|  | 12/01/2026                                     | \$59.63   | \$9.65  | \$18.67 | \$0.00                    | \$87.95    |
| For apprentice rates see "Apprentice- LABORER"   |  |           |         |         |                           |            |
| VAC-HAUL<br><i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>                                 | 12/01/2023                                     | \$40.34   | \$14.41 | \$18.67 | \$0.00                    | \$73.42    |
|  | 06/01/2024                                     | \$41.34   | \$14.41 | \$18.67 | \$0.00                    | \$74.42    |
|  | 08/01/2024                                     | \$41.34   | \$14.91 | \$18.67 | \$0.00                    | \$74.92    |
|  | 12/01/2024                                     | \$41.34   | \$14.91 | \$20.17 | \$0.00                    | \$76.42    |
|  | 06/01/2025                                     | \$42.34   | \$14.91 | \$20.17 | \$0.00                    | \$77.42    |
|  | 08/01/2025                                     | \$42.34   | \$15.41 | \$20.17 | \$0.00                    | \$77.92    |
|  | 12/01/2025                                     | \$42.34   | \$15.41 | \$21.78 | \$0.00                    | \$79.53    |
|  | 06/01/2026                                     | \$43.34   | \$15.41 | \$21.78 | \$0.00                    | \$80.53    |
|  | 08/01/2026                                     | \$43.34   | \$15.91 | \$21.78 | \$0.00                    | \$81.03    |
|  | 12/01/2026                                     | \$43.34   | \$15.91 | \$23.52 | \$0.00                    | \$82.77    |
| WAGON DRILL OPERATOR<br><i>LABORERS - ZONE 1</i>   | 12/01/2023                                     | \$44.58   | \$9.65  | \$18.07 | \$0.00                    | \$72.30    |
|  | For apprentice rates see "Apprentice- LABORER" |           |         |         |                           |            |
| WAGON DRILL OPERATOR (HEAVY & HIGHWAY)<br><i>LABORERS - ZONE 1 (HEAVY &amp; HIGHWAY)</i> | 12/01/2023                                     | \$44.58   | \$9.65  | \$18.07 | \$0.00                    | \$72.30    |
|  | 06/01/2024                                     | \$46.06   | \$9.65  | \$18.07 | \$0.00                    | \$73.78    |
|  | 12/01/2024                                     | \$47.53   | \$9.65  | \$18.07 | \$0.00                    | \$75.25    |
|  | 06/01/2025                                     | \$49.03   | \$9.65  | \$18.07 | \$0.00                    | \$76.75    |
|  | 12/01/2025                                     | \$50.53   | \$9.65  | \$18.07 | \$0.00                    | \$78.25    |
|  | 06/01/2026                                     | \$52.08   | \$9.65  | \$18.07 | \$0.00                    | \$79.80    |
|  | 12/01/2026                                     | \$53.58   | \$9.65  | \$18.07 | \$0.00                    | \$81.30    |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"                       |  |           |         |         |                           |            |
| WASTE WATER PUMP OPERATOR<br><i>OPERATING ENGINEERS LOCAL 4</i>                          | 12/01/2023                                     | \$55.03   | \$15.00 | \$16.40 | \$0.00                    | \$86.43    |
|  | 06/01/2024                                     | \$56.33   | \$15.00 | \$16.40 | \$0.00                    | \$87.73    |
|  | 12/01/2024                                     | \$57.78   | \$15.00 | \$16.40 | \$0.00                    | \$89.18    |
|  | 06/01/2025                                     | \$59.08   | \$15.00 | \$16.40 | \$0.00                    | \$90.48    |
|  | 12/01/2025                                     | \$60.53   | \$15.00 | \$16.40 | \$0.00                    | \$91.93    |
|  | 06/01/2026                                     | \$61.83   | \$15.00 | \$16.40 | \$0.00                    | \$93.23    |
|  | 12/01/2026                                     | \$63.28   | \$15.00 | \$16.40 | \$0.00                    | \$94.68    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                               |  |           |         |         |                           |            |
| WATER METER INSTALLER<br><i>PLUMBERS &amp; GASFITTERS LOCAL 12</i>                       | 03/03/2024                                     | \$67.74   | \$14.32 | \$19.11 | \$0.00                    | \$101.17   |
|  | 09/01/2024                                     | \$69.54   | \$14.32 | \$19.11 | \$0.00                    | \$102.97   |
|  | 03/02/2025                                     | \$71.34   | \$14.32 | \$19.11 | \$0.00                    | \$104.77   |
| For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"         |  |           |         |         |                           |            |



# **The Massachusetts Prevailing Wage Law**

## **M.G.L. ch. 149, §§ 26 – 27**

### **NOTICE TO AWARDING AUTHORITIES**

- The enclosed wage schedule applies only to the specific project listed at the top and will be updated for any public construction project lasting longer than one (1) year.
- You should request an updated wage schedule from the Division of Occupational Safety if you have not opened bids or selected a contractor within 90 days of the date of issuance of the enclosed wage schedule.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project for which it has been issued.
- Once a contractor has been selected by the awarding authority, the wage schedule shall be made a part of the contract for that project.

### **NOTICE TO CONTRACTORS**

- The enclosed wage schedule, and any updated schedule, must be posted in a conspicuous place at the work site during the life of the project.
- The wages listed on the enclosed wage schedule must be paid to employees on public works projects regardless of whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- The enclosed wage schedule applies to all phases of the project including the final clean-up. Contractors whose only role is to perform final clean-up must pay their employees according to this wage schedule.
- All apprentices must be registered with the Massachusetts Division of Apprentice Training in order to be paid at the reduced apprentice rates. If a worker is not registered with the Division of Apprentice Training, they must be paid the “total rate” listed on the wage schedule regardless of experience or skill level. For further information, please call (617) 727-3486 or write to the Division of Apprentice Training, 399 Washington Street, 4th Floor, Boston, MA 02108

**END OF SECTION**



# WEEKLY PAYROLL RECORDS REPORT & STATEMENT OF COMPLIANCE

In accordance with Massachusetts General Law c149, §27B, a true and accurate record must be kept of all persons employed on the public works project for which the enclosed rates have been provided. A Payroll Form has been printed on the reverse of this page and includes all the information required to be kept by law. Every contractor or subcontractor is required to keep these records and preserve them for a period of three years from the date of completion of the contract.

In addition, every contractor and subcontractor is required to submit a copy of their weekly payroll records to the awarding authority. This is required to be done on a weekly basis. Once collected, the awarding authority is also required to preserve those records for three years.

In addition, each such contractor, subcontractor or public body shall furnish to the Department of Labor & Workforce Development/Division of Occupational Safety within fifteen days after completion of its portion of the work a statement, executed by the contractor, subcontractor or public body who supervises the payment of wages, in the following form:

## a) STATEMENT OF COMPLIANCE

\_\_\_\_\_, 2024

I, \_\_\_\_\_,

(Name of signatory party) (Title)

do hereby state:

That I pay or supervise the payment of the persons employed by

\_\_\_\_\_ on the \_\_\_\_\_

(Contractor, subcontractor or public body) (Building or project)

and that all mechanics and apprentices, teamsters, chauffeurs and laborers employed on said project have been paid in accordance with wages determined under the provisions of sections twenty-six and twenty-seven of chapter one hundred and forty-nine of the General Laws.

Signature \_\_\_\_\_

Title \_\_\_\_\_

DIVISION OF OCCUPATIONAL SAFETY, 399 WASHINGTON STREET, 5<sup>TH</sup> FL., BOSTON, MA. 02108

