

# TOWN OF BROOKLINE

Department of Public Works  
333 Washington Street  
Brookline, MA 02445-6863

## NOTICE TO CONTRACTORS SPECIFICATIONS

PROPOSAL and CONTRACT AGREEMENT

For

Larz Anderson Lagoon Structures

**CONTRACT No. PW/20-18**

This Proposal To Be Opened And Read:  
**WEDNESDAY, AUGUST 5<sup>TH</sup>, 2020 @ 10:00 AM**

Name of Contractor: \_\_\_\_\_

## SPECIAL NOTICE

*A Pre-Bid Meeting will be held on Wednesday, July 22<sup>nd</sup>, 2020 at time 10AM. All contractors requesting information shall meet outside at Larz Anderson Park, Brookline, MA, for the Pre-Bid Meeting. A representative of the Departments of Public Works will accompany any Contractor(s) wishing to visit the site in the parking lot off of Goddard Ave between Newton Street and Avon Street.*

The following pages shall be filled out completely at the time of bidding:

Proposal Page P - 1 thru P - 11

Bid security in the amount of 5% of Bid **shall be attached to the outside of the Bid Book** in a sealed envelope.

### THIS CONTRACT SHALL BE SUBMITTED INTACT

Contract No. PW/20-18  
CONTRACT NAME: Larz Anderson Lagoon Structures  
BID DUE: **August 5<sup>th</sup>, Wednesday, 2020 @ time 10AM** Local Time.

The following pages shall be filled out completely subsequent to the time of contract award:

Contractor's Certification Page SC-15

Certificate of Non-Discrimination Page SC-16

Contract Page C-1 thru C-5

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## Larz Anderson Lagoon Structures

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## TOWN OF BROOKLINE NOTICE TO CONTRACTORS

Sealed bids for proposals addressed to the Commissioner of Public Works, Brookline, and endorsed, "**Larz Anderson Lagoon Structures**", **Contract No. PW/20-18**, will be received at the office of the Brookline Department of Public Works, Town Hall, 333 Washington Street, Fourth Floor, Brookline, Massachusetts, until **Wednesday, August 5, 2020, at 10AM local time**, and at that time will be publicly read in the Fourth Floor Conference Room of the Town Hall. (Due to COVID-19 Concerns, bids will be mailed in or dropped at dropbox in front of Town Hall door. Bids will be read aloud via video conference)

Project specifications, including proposal forms, may be obtained at the Engineering Office, Town Hall, 333 Washington Street, Fourth Floor, Brookline, Massachusetts, on **Wednesday, July 15, 2020**, upon payment of a **NON-REFUNDABLE CHARGE OF FIFTY (\$50.00) DOLLARS. (Project and Bid Docs will be emailed upon receipt of \$50 Fee)**

Bid security in the form of a bid bond or certified check in the amount of 5% of the bid payable to the Town of Brookline is required. Bid security shall not be enclosed with the proposal but shall be delivered separately to the office of the Department of Public Works, attached to the outside of the bid proposal.

The successful bidder shall furnish guarantee bonds in the form of a performance bond and a payment bond, each in the amount equal to 100% of the bid, from a surety company satisfactory to the Town.

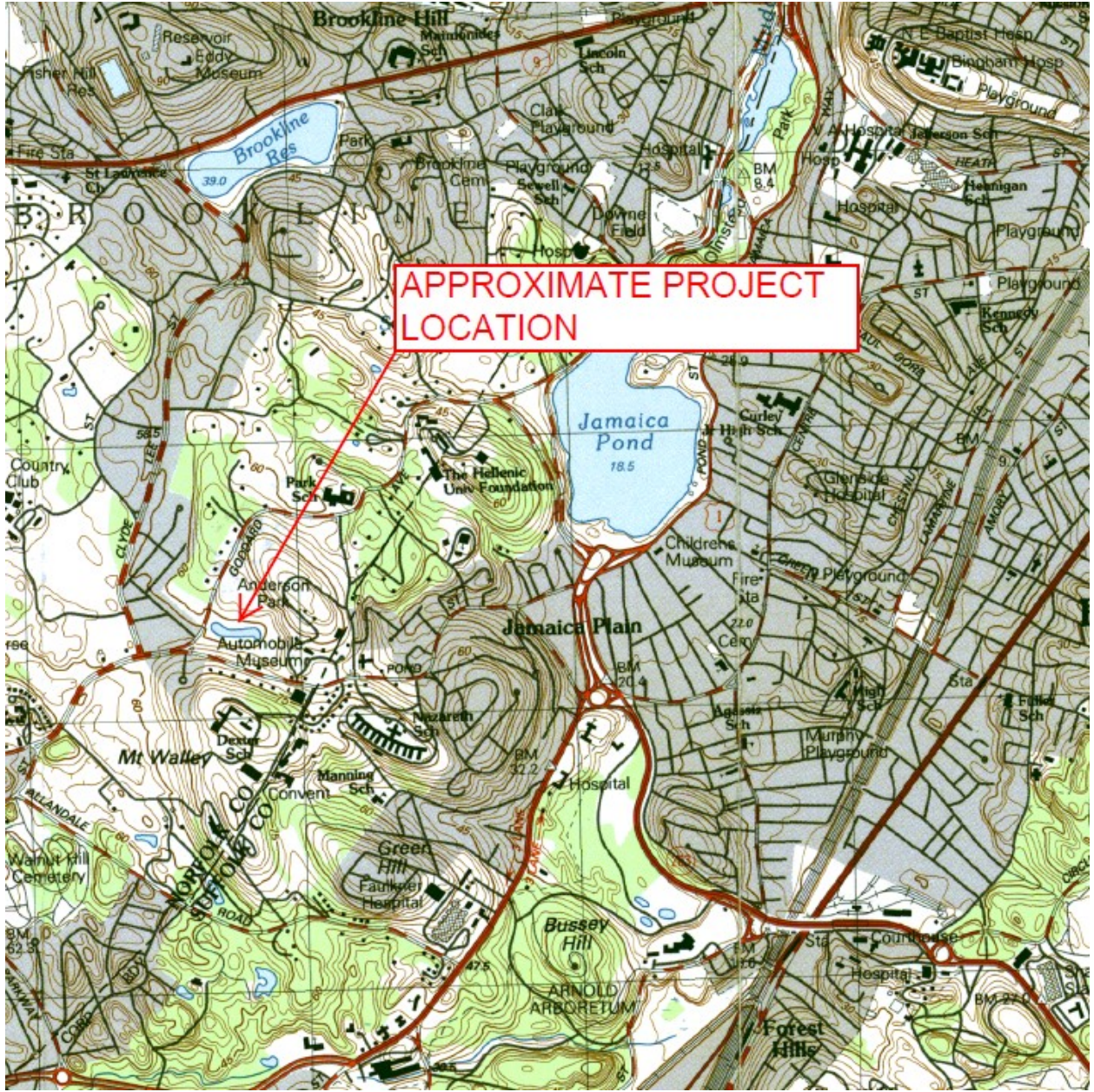
Minimum wage rates have been fixed by the Massachusetts Department of Labor and Industries and shall be in conformance with Section 26 through Section 27G of Chapter 149 of the Massachusetts General Laws. The Town is an equal opportunity employer and will require compliance with its Affirmative Action program and with the Affirmative Actions stated in Article 4R.4 of the Town by-law.

A **pre-bid conference** advising bidders of bid conditions and Affirmative Action Guidelines will held outside at Larz Anderson Park (Goddard Ave. parking lot), Brookline MA, on **Wednesday, July 22<sup>nd</sup>, 2020, at 10AM, local time**.

The contract book shall be submitted intact for comparison of bids.

The Commissioner of Public Works reserves the right to reject any or all bids, or to accept any bid, or to defer the start of work operations should he deem it in the best interest of the Town to do so.

Andrew M. Pappastergion  
Commissioner of Public Works



**LOCUS MAP**

**PROJECT:** LARZ ANDERSON LAGOON STRUCTURES PROJECT NO. PW/20-18  
**LOCATION:** GODDARD AVE & NEWTON ST, BROOKLINE MA 02445

## SPECIAL PROVISIONS

The 1988 edition of "STANDARD SPECIFICATIONS FOR HIGHWAYS, BRIDGES AND WATERWAYS" of the Commonwealth of Massachusetts, Department of Public Works including supplementary specifications, amendments and addenda thereto are incorporated by reference in this Proposal and Contract and are referred to as the "STANDARD SPECIFICATIONS".

The "STANDARD SPECIFICATIONS" are revised by the following special provisions to conform with practices of the Town of Brookline. In case of conflict between these Special Provisions and the aforesaid "STANDARD SPECIFICATIONS", these Special Provisions shall take precedence and shall govern.

The enforcement of the requirements of any of the following Special Provisions shall not be constructed as waiving any of the rights of the Party of the First Part contained in any of the other divisions of the contract.

This contract shall be interpreted in accordance with the laws of the Commonwealth of Massachusetts. All actions, claims and disputes hereunder shall be presented to a court or agency of the Commonwealth of Massachusetts.

### SECTION 1.00

#### DEFINITION OF TERMS

##### 1.01 Definition of Terms (page 3)

The following words, terms, or their pronouns used in the "STANDARD SPECIFICATIONS" shall be understood to mean as follows:

Chief Engineer .....	The Commissioner of Public Works, Town of Brookline
Commissioner, Commissioners and Board of Commissioners.....	The Select Board, Brookline, Massachusetts
Commonwealth.....	The Town of Brookline
Department .....	The Town of Brookline Department of Public Works
Department Secretary .....	Administrative Assistant, Town of Brookline, Department of Public Works

Engineer, Resident Engineer, Research and Materials Engineer .....	The Commissioner of Public Works, Town of Brookline, acting directly or through an authorized representative acting within the scope of the particular duties entrusted to him.
Notice to Contractors.....	The notice published in newspapers or publicly posted within the Town of Brookline announcing the time and place for the opening of bids for work to be done.
Party of the First Part.....	The Town of Brookline acting through its duly authorized officials.
Right of Way.....	That area which has been laid out or acquired for municipal purposes.
Special Provisions.....	The special directions, provisions and requirements prepared to cover proposed work not satisfactorily provided for by the "STANDARD SPECIFICATIONS". These special provisions shall be included within the general term "STANDARD SPECIFICATIONS" and shall be made a part of the contract with the express purpose that they shall prevail over all other specifications.
Specifications.....	The directions, provisions and requirements contained herein and contained in the aforesaid "STANDARD SPECIFICATIONS", together with all written agreements made or to be made pertaining to the method and manner of performing the work of the quantities and qualities of materials to be furnished under the contract.
Supervisor of Fiscal Management .....	Administrative Assistant, Town of Brookline, Department of Public Works.

## SECTION 2.00

### PROPOSAL REQUIREMENTS AND CONDITIONS

#### 2.01 Proposal Forms and Plans (page 7)

##### **B. Issuance of Proposal Forms and Plans**

Revise as follows:

First paragraph - Delete lines 7, 8 and 9 and Add:

that "Approval for Proposal Form" to the Engineering Division, Department of Public Works, 4th Floor, 333 Washington Street, Brookline, Massachusetts, accompanied by cash, bank check, certified check or money order in the amount stated in the "Notice to Contractors" made payable to the Town of Brookline.

#### 2.05 Delivery of Proposals (page 9)

Revise as follows:

Each proposal shall be submitted to the Administrative Assistant of the Department of Public Works, Town of Brookline, sealed in an envelope on which is clearly indicated the contents, including the name of the municipality in which the improvement is to be made, and the name and address of the Bidder.

If forwarded by mail, preferably by registered mail, the above mentioned envelope shall be enclosed in another envelope which shall be addressed to the Administrative Assistant, Town of Brookline, Department of Public Works, Brookline, Massachusetts. Proposals received at the office of the Administrative Assistant after the time for opening of bids designated in the Notice to Contractors will be returned to the bidder unopened.

#### 2.07 Withdrawal of Proposals (page 9)

Revise as follows:

A bidder may withdraw his proposal provided the request in writing is in the hands of the Administrative Assistant of the Department of Public Works, Town of Brookline, by the time set for opening proposals. When such proposal is reached during the opening of the bids it will be returned to the bidder unopened.



## **2.11 Competency of Bidders (page 10)**

Revise as follows:

No contract will be awarded except to responsible bidders capable of performing the class of work contemplated. Before the award of the contract, any bidder may be required to show that he has the necessary facilities, experience, ability and financial resources to perform the work in a satisfactory manner and within the time stipulated. If the contract contains special work of a complicated nature or if it contains items for materials or work experience, he will be required to show proof that he has a satisfactory record of similar work performed or materials furnished under other contracts. A bidder who fails to comply with this requirement will not be considered for award of contract.

### **SECTION 3.00**

#### **AWARD AND EXECUTION OF CONTRACT**

##### **3.05 Execution of Contract (page 11)**

Revise as follows:

The prepared contract and bond forms will be sent with the notification of award to the successful bidder who shall execute and deliver the contract and furnish the surety, in conformity with the stipulations contained in Subsection 3.04, and Subsection 7.05 in the amounts named in the Special Provisions, to the Department within seven (7) calendar days after the date of the award.

The contract shall be in writing and be executed in quadruplicate; one of which shall be retained by the Brookline Select Board, one retained by the Department, and one each delivered to the Comptroller of the Town of Brookline and the contractor.

### **SECTION 5.00**

#### **CONTROL OF WORK**

##### **5.06 Adjacent Contracts (page 17)**

Add the following paragraph:

The Contractor's attention is directed to the fact that work by utility companies, municipal departments and other contractors will be carried on concurrently within and adjacent to the limits of the contract. The said companies, departments and other contractors will require access over the site and the Contractor shall do his work in cooperation with them, in accordance with the stipulations of Subsection 5.06. The attention of the Contractor is also directed to the provisions of General Laws, Chapter 82, Section 40 as amended, no one may excavate in the Commonwealth of Massachusetts except in an emergency without giving 72 hours notice, exclusive of Saturdays, Sundays, and legal holiday's to natural gas pipeline companies, public utility companies, cable television companies, and

municipal utility departments that supply gas, electricity, telephone or cable television service in or to the city or town where the excavation is to be made.

The utility companies have established a public utility underground plant damage prevention system called "Dig Safe" to receive the above mentioned notices of excavation which are then transmitted to member utilities. There is no cost to the excavator. The calls are received over toll free lines (phone number: 1-888-DIG-SAFE or 1-888-322-4844).

**THIS NOTIFICATION IS THE SOLE RESPONSIBILITY OF THE CONTRACTOR.**

#### **5.07 Construction (Stakes) Staking (page 18)**

Revise as follows:

The Department will furnish base lines, benchmarks and measurements used for payment. The Contractor shall furnish all other engineering work and approved materials required for strict compliance with lines and grades shown on the plans and the contractor shall employ qualified engineering personnel for the purpose.

The Department may check the engineering work of the Contractor as the work progresses and will inform the Contractor of the results of the check. Such notice does not relieve the Contractor of his responsibility for the accuracy of the engineering work.

#### **5.11 Final Acceptance (page 19)**

Revise as follows:

Before any acceptance of the entire project the Engineer will make a complete final inspection of the work done.

If the work or any part thereof is not acceptable to the Engineer at the time of the final inspection, he shall notify the Contractor in writing of the particular defects or parts to be remedied before final acceptance. If the contractor has not arranged, within a period of five (5) days after the date of transmittal of such notice of unacceptance, to complete the work as speedily as described by the Engineer, the Engineer may without further notice and without in any way affecting the contract, make such other arrangements as the contractor may consider necessary to insure the satisfactory completion of the project. The cost of so completing the work shall be deducted from any moneys due or which may become due the Contractor under the contract.

**SECTION 6.00**

**CONTROL OF MATERIALS**

**6.01 Source of Supply and Quality (page 20)**

Add the following paragraph:

Trade names and catalog numbers mentioned on the Plans or in the Special Provisions are used for the purpose of furnishing a brief description of the materials. Similar materials will be accepted if, in the opinion of the Engineer, they are equal in quality and operation to those specifically mentioned. All materials must have the name or trademark of the manufacturer stamped thereon when and where such identification of materials is customary.

**SECTION 7.00**

**LEGAL RELATIONS AND RESPONSIBILITY TO PUBLIC**

**7.05 Insurance Requirements (page 25)**

The minimum limits of the several kinds of liability insurance required for this contract are listed as follows:

Public liability.....	\$1,000,000 / 2,000,000
Contractor's Protective Liability .....	\$1,000,000 / 2,000,000
Property Damage .....	\$1,000,000 / 2,000,000
Contractor's Protective Property Damage.....	\$1,000,000 / 2,000,000

The Town shall be named "**additional insured**" along with being named as owner and certificates of insurance shall be furnished to both parties. The Contractor shall do reporting of accidents and claims. These policies must contain on their face a notation that they cannot be canceled without at least thirty-(30) day's notice in writing to the Town as owner.

Attention is directed to Section C of said Subsection 7.05 wherein it stipulates that the above insurance shall cover all damages to property whether above or below ground and other pertinent requirements.

**7.09 Public Safety and Convenience (page 27)**

Add the following paragraph:

Reasonably safe and convenient facilities shall be provided by the Contractor for the passage of pedestrians, vehicles and public emergency vehicles through the site of the improvement and to and from land abutting thereon. When the construction work interferes with the use of parking meters, the

Contractor shall notify the Chief of Police of the Town of Brookline prior to beginning any work so affecting the parking meters.

### **7.11 Traffic Officers and Railroad Flagging Service (page 28)**

Revise as follows:

The Contractor shall provide for such regular police officers as the Engineer deems necessary for the direction and control of traffic within the site of the improvement. Application shall be made to the Brookline Police Department for these personnel. Such police officers shall be regular Town police officers and shall wear regulation policemen's uniforms. Upon receipt of a bill for the services of regular police officers, based upon a regular patrolman's rate of pay, the Contractor shall submit the said bill to the Engineer for payment by the Town.

When any of the work operations, required to be done by the Contractor, obstructs the tracks of a railroad or street railway, or in any way endangers the operations of a railroad or railway and the Chief Engineer or other railroad or railway official deems the employment of a flagman or flagmen necessary (Subsection 7.09, Public Safety and Convenience), the Contractor shall apply to the railroad or street railway for this personnel. Upon receipt of a bill for the services of the flagman or flagmen, based upon a regular flagman's rate of pay, the Contractor shall submit the said bill to the Engineer for payment by the Town.

### **7.13 Protection and Restoration of Property (page 29)**

Add the following paragraph:

Whenever it is necessary to interfere with the aforesaid underground structures, the Contractor shall maintain their respective services, and, if necessary for that purpose, shall cause temporary services to be laid. He shall repair all damage done to underground structures and shall leave them in as good condition as they were previous to the beginning of the work. If so directed by the Engineer, permanent changes of locations of said underground structures, not indicated on the plans or in the "STANDARD SPECIFICATIONS", shall be made by the Contractor to meet the requirements of the new construction and its appurtenances and new work shall be added, when necessary, to leave said underground structures in good working order. The cost of such permanent changes not indicated on the plans or in the "STANDARD SPECIFICATIONS" is to be paid for as Extra Work when so ordered in writing by the Engineer.

Whenever it becomes necessary to move or relocate any Postal Collection or Relay Boxes the Contractor shall notify the Postmaster, Boston, Massachusetts at least Forty-eight (48) hours before operations are carried on in the area, at which time the Postal authorities will make arrangements for the proper removal.

#### **7.14 Responsibility for Damage Claims (page 29)**

Revise first paragraph as follows:

To the fullest extent permitted by law, the Contractor shall indemnify and hold harmless the Town of Brookline, its officers, agents, servants, and employees from and against all claims, damages, losses and expenses, including but not limited to attorneys' fees, arising out of or resulting from performance of the work covered by the contract or failure to comply with the terms and conditions of said contract, provided that such claims, damages, loss or expenses is attributable to bodily injury, sickness, disease or death, or to injury to or destruction of tangible property including loss of use resulting therefrom, but only to the extent caused in whole or in part by negligent acts or omissions of the Contractor, a Subcontractor, anyone directly or indirectly employed by them or anyone for whose acts they may be liable, regardless of whether or not such claim, damage loss or expense is caused in part by a party indemnified hereunder.

Revise third paragraph as follows:

The Select Board may delay the beginning of the work or any part thereof if they shall not have obtained possession of the land in or upon which the same is to be performed, or if for any reason it becomes necessary to do so. The Contractor shall have no claim for damages on account of such delay, but shall be entitled to so much additional time wherein to perform and complete this contract on his part as the Engineer shall certify in writing to be just. Wherever any part of the work covered by this agreement is done in part by or connects with the work of other contracts, the Contractor agrees to perform his work so as to accommodate the work of the other contractors, and to cooperate with such contractors in mutual agreements as to all such work, and no contractor shall have any claim against the Town growing out of the negligence or delay of any other contractor or contractors; but each contractor shall be liable to every other contractor for any such delay or negligence.

#### **7.16 Claims of Contractor for Compensation (page 34)**

Revise as follows:

No person or corporation, other than the signer of the contract as Contractor, now has any interest hereunder, and no claim shall be made or be valid; and neither the Party of the First Part nor any member, agent or employee thereof, shall be liable for, or be held to pay, any money except as provided in Subsections 4.02, 4.03, 4.04, 4.06, 8.12, and 9.02 and Clause 3 of the Contract.

All claims of the Contractor for compensation other than as provided for in the contract on account of any act of omission or commission by the Party of the First Part or its agents must be made in writing to the Engineer within one week after the beginning of any work or the sustaining of any damage on account of such act, such written statement to contain a description of the nature of the work performed or damage sustained; and the Contractor shall, on or before the fifteenth (15) day of the month succeeding that in which such work is performed or damage sustained, file with the Engineer an itemized statement of the details and amount of such work or damage. Unless such statement shall be made as so required, the Contractor's claim for compensation shall be forfeited and invalid, and he shall

not be entitled to payment on account of any such work or damage. The determination of the Engineer shall be final upon all questions as to the amount and value of such work, and the fact and extent of such damage.

The acceptance by the Contractor of the last payment made under the provisions of Subsection 9.05 shall operate as and shall be a release to the Party of the First Part and every member, agent and employee thereof, from all claims and liability to the Contractor for anything done or furnished for, or relating to, the work, or for any act or neglect to the Party of the First Part or any person relating to or affecting the work, except the claim against the Party of the First Part for the remainder, if any there be, of the amount kept or retained as provided in Subsection 7.15.

**7.22 Labor, Lodging, Board, Maximum Hours of Employment, Weekly Payment, Keeping of Payroll Records. (page 37)**

Revise second paragraph as follows:

No laborer, workman, mechanic, foreman and inspector employed by any contractor or subcontractor, or other person, doing or contracting to do the whole or a part of the work contemplated by this contract shall be required or permitted to work more than eight (8) hours in any one day or more than forty-eight (48) hours in any one week, or more than six (6) days in any one week, except in cases of emergency (General Laws, Chapter 149, Section 30).

Subject to the provisions of Subsection 8.03 (Prosecution of Work) no work shall be performed under this contract on a Saturday, Sunday or a legal holiday or on any other day before 7:00 A.M. or after 4:00 P.M., except:

1. In case of emergency, the determination of which shall be made solely by the Engineer; or,
2. On written request by the Contractor and written approval by the Engineer. The Contractor shall be responsible for securing the approval of all bodies or tribunals having jurisdiction or authority relevant to work during restricted hours. The Contractor's written request shall contain a statement that the Contractor agrees to reimburse the Town for wage payments made to the Engineer's representative for overtime employment at normal and/or overtime rates.

Where applicable, the Town shall be reimbursed for wage payments made for such overtime work by deducting such wage payments from periodic pay estimates due to the Contractor under Subsection 9.04.

The written approval of the Engineer permitting work during the restricted hours and days shall not be construed as relieving the Contractor from any responsibility as set forth in Subsection 8.03 or any other provisions in the "STANDARD SPECIFICATIONS".

**SECTION 8.00**

**PROSECUTION AND PROGRESS**

**8.04 Removal or Demolition of Buildings and Land Takings (page 39)**

Delete the word "highway" in the first line.

**8.11 Failure to Complete Work on Time (page 42)**

Schedule of deductions:

Original Contract Amount		Daily Charge
From More Than	To and Including	Per Calendar Day
0	100,000	\$250.00
100,000	500,000	\$375.00
500,000	1,000,000	\$425.00
1,000,000	2,000,000	\$550.00
2,000,000	3,000,000	\$675.00
3,000,000	4,000,000	\$800.00
4,000,000	5,000,000	\$925.00
5,000,000	10,000,000	\$1050.00
10,000,000	15,000,000	\$1175.00
	Over 15,000,000	\$1500.00

**SECTION 9.0**

**MEASUREMENT AND PAYMENT**

**Subsection 9.04 Partial Payments (page 47)**

Revise second paragraph as follows:

There will be a retainage of Ten (10%) percent of the value of all planting items. For all other items of work, there will be a retainage of Five (5%) percent for the first Fifty (50%) percent of the Contract Price excluding planting items.

Add the following paragraph:

The Contractor shall be responsible for the reimbursement to the Town for all wages, computed at standard and/or overtime rate, paid to the Engineer or his authorized agent for employment outside of regular Town working hours for overtime work requested by the Contractor. Such reimbursement shall be made by deducting the various sums, paid by the Town to its employees, from periodic partial pay estimates due the Contractor.

## SPECIAL CONDITIONS

### Required Compliance with Chapter 151B

During the performance of this Contract, the Contractor, for himself, his assignees and successors in interest (hereinafter referred to as the "Contractor"), agrees as follows:

(1) Compliance with Requirements:

The Contractor will comply with the provisions of Chapter 151B as amended of the non-discrimination Laws of the Commonwealth, which are herein incorporated by reference and made a part of this Contract insofar as applicable to this Contract.

(2) Non-discrimination:

In the performance of work under this Contact, the Contractor shall not discriminate in employment practices or in the selection or retention of sub-contractors or in the procurement of materials or rental of equipment, on the grounds of race, color, religion, national origin, age or sex.

The Contractor will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice advising the said labor union or workers' representative of the Contractor's commitments under this section, and shall post copies of such notice in conspicuous places available to employees and applicants for employment.

(3) Solicitations for Subcontracts and in the Procurement of Materials and Equipment:

In all solicitations either by competitive bidding or negotiation made by the Contractor for work to be performed under a subcontract and for the procurement of materials or equipment, each potential sub-contractor or supplier shall be notified in writing by the Contractor of the Contractor's obligations under this Contract relative to non-discrimination on the grounds of race, color, religion, national origin, age or sex.

(4) Information and Reports:

The Contractor will provide all information and reports required, on orders or instructions issued by the Department of Public Works or the Massachusetts Commission Against Discrimination, and will permit access to his books, records, accounts and other sources of information and facilities as may be determined pertinent by the Massachusetts Commission Against Discrimination to ascertain compliance with such orders or instructions. Where the information required is in the exclusive possession of another who fails or refuses to furnish the required information, the Contractor shall so certify to the Department of Public Works or the Massachusetts Commission against Discrimination, as appropriate, and shall set forth what efforts he has made to obtain the required information.



(5) Sanctions for Non-Compliance:

In the event the Contractor fails to comply with the non-discrimination provisions of this Contract, the Department of Public Works shall impose such contract sanctions as it may determine to be appropriate, including but not limited to:

(a) withholding of payments due the Contractor under this contract until the Contractor complies, and/or

(b) cancellation, termination or suspension of this Contract, in whole or in part.

The Contractor's right of appeal is assured under Section 6 of Chapter 151B of the General Laws of the Commonwealth.

(6) Incorporation of Provisions:

The Contractor shall include the provisions of paragraph (1) through (6) in every subcontract, including the procurement of materials and rentals of equipment. The Contractor shall take such action with respect to subcontracts or procurements as the Department of Public Works may direct as a means of enforcing such provisions, including sanctions for non-compliance, provided however, that in the event the Contractor becomes involved in, or is threatened with litigation with a subcontractor or supplier or union or association as a result of such direction, the Contractor may request the Town of Brookline to enter into such litigation to protect the interests of the Town of Brookline.

# TOWN OF BROOKLINE, MASSACHUSETTS

## AFFIRMATIVE ACTION PROGRAM FOR CONTRACTORS AND VENDORS

### FOR BIDS OF \$10,000 OR OVER

#### I. PURPOSE

The purpose of the program is to guarantee that contractors\*, wishing to do business with the Town of Brookline, do not discriminate against persons for whom their race, religion, color, sex, national origin, or age have proven to be obstacles to their employment (new or continued) or advancement.

All successful contractors receiving Town contracts for \$10, 000 or more must include written documentation of compliance with its Town's Affirmative Action Program for contractors as stated in Articles 4.4 of the Town's By-Laws (attached.) Such documentation shall be in compliance with the following Affirmative Action statement.

"In connection with the execution of this contract, the Contractor shall not discriminate against any employee or applicant for employment because of race, religion, color, sex, national origin, or age. The Contractor shall take affirmative action to insure that applicants are employed, and that employees are treated during their employment, without regard to their race, religion, color, sex, national origin, or age. Such action shall include, but not be limited to, the following:

employment, upgrading, demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay, or other forms of compensation; and selection for training, including apprenticeship."

\* This includes vendors throughout.

#### II. COMPLIANCE

The Affirmative Action Program must include evidence of the following:

1. Unless Union agreements prohibit and there is no union Affirmative Action Program acceptable to the Human Relations-Youth Resources Commission, or there is no union, the Contractor must use varied sources of new employees. These sources would include state and private employment services and agencies, minority group organizations such as the Urban League, the National Association for the Advancement of Colored People (NAACP), and other ethnic associations, Action for Boston Community Development, Neighborhood Employment Centers, youth groups, special neighborhood groups, Spanish, Chinese, and other minority language sources (Note - the Brookline Human Relations-Youth Resources Commission maintains an Affirmative Action List which it will make available to any contractor upon receipt of written request). These sources (and others) and applicants from them should constitute the Contractor's Affirmative Action List.

2. Job applications shall be retained and maintained in an Affirmative Action File so that the number of minority persons interviewed who have applied to the Contractor for employment, shall be a matter of record. As job opportunities occur, these applications will be considered in filling the job.

3. All notices for job openings shall contain the phrase "An Affirmative Action Employer."

4. Where feasible, effective human relations components must be included in orientation instructions for all employees, in on-the-job training, in first-line supervisor and foreman training and continuing training (especially including reprimand and the possibility of harassment; Note - United States court decisions hold the employer responsible for such forms of discrimination.) Affirmative action in human relations should be included in all industrial and labor relations matters, including union contract discussion and negotiation.

### III. DOCUMENTATION

1. All successful contractors shall file an Affirmative Action Plan with the Human Relations-Youth Resources Commission within fifteen (15) days after the execution of the contract prior to the first payment after the fifteen day period has expired if they have not received objection from the Human Relations-Youth Resources Commission.

2. Successful contractors receiving contracts for more than \$50,000 shall be required to file in addition to their Affirmative Action Plan (No. 1 above) the following documentation:

a. Affirmative Action compliance reports that the contractor is required to file with the Area Office, U.S. Department of Housing & Urban Development.

b. A copy of the Contractor's notice to each labor union or representative of workers with which he deals, advising them of affirmative action agreement with the Town (Article 4.4, Section 1 c.)

c. A copy of the notice to each potential sub-contractor of supplies wherein is stated the Contractor's affirmative action program.

d. A copy of the Contractor's notice to all employees, especially managers, the personnel director and first-line supervisors communicating his intentions to abide by the Human Relations-Youth Resources Commission's Affirmative Action Statement.

e. Contractors filing EEO-1 Standard Form 100 with the United States Equal Employment Opportunity Commission, or Affirmative Action Compliance Reports under the Department of Labor, Office of Federal Contract Compliance Rules and Regulations Part 60-1. 40, under authority of Presidential Executive Order 11246 (amended 1968) shall include copies of the most recent returns. Copies of the most recent plans under the Governor's Executive Order 74, filed with the Massachusetts Commission Against Discrimination, should also be filed with the Human Relations-Youth Resources Commission.

3. Successful contractors receiving contracts between \$10,000 and \$50,000 may be required, if requested by the Human Relations-Youth Resources Commission, to submit some or all of the applicable documentation listed in paragraph number two above.

### IV. PROCEDURE

The following procedure must be adhered to:

1. The successful contractor will be obliged to return the necessary documentation as previously outlined to the Human-Relations-Youth Resources Commission.
2. Technical assistance in the preparation and implementation of effective Affirmative Action Compliance Programs will be supplied by the Human Relations-Youth Resources Commission, or sources for such assistance recommended, upon request by the Contractor.
3. Giving of Reports: Required documents shall be in the Human Relations-Youth Resources Commission Office within fifteen (15) days after the execution of the contract and prior to the first payment, except when extended by the Human Relations-Youth Resources Commission.

V. REVIEW

The contractor will be subject to periodic review made by the Human Relations-Youth Resources Commission on the basis of these documents and other supplementary information, including field investigation and consultation with other government agencies.

**TOWN OF BROOKLINE, MASSACHUSETTS**  
**NOTICE TO BIDDERS AND CONTRACTORS**  
**TOWN POLICY ON ARAB LEAGUE STATES BOYCOTT**  
**AGAINST THE STATE OF ISRAEL**

The Select Board unanimously voted the following Resolution on July 12, 1976:

**WHEREAS**, the Town of Brookline has established an Affirmative Action Program in accordance with the provisions of Article 4.4 of the Town By-Laws; and

**WHEREAS**, the Arab League States are enforcing a boycott against the sovereign State of Israel, an ally of the United States; and

**WHEREAS**, it is the stated policy of the United States of America to oppose economic sanctions used against our allies; and

**WHEREAS**, the Arab League States are enforcing a secondary boycott against American companies which are trading with or in Israel; and

**WHEREAS**, the Arab League States are enforcing a tertiary boycott which requires American companies to discriminate against other American companies; and

**WHEREAS**, certain Arab States require American companies to discriminate in employment against Jews, blacks and women; and

**WHEREAS**, these practices are contrary and violate the American democratic tradition, morality, and law and the policies of the Town of Brookline, and represent an imposition of foreign discriminatory practices on Americans;

**NOW THEREFORE**, it is hereby resolved as a matter of public policy that the Town of Brookline declares that it will not trade with any company or corporation which practices discrimination against persons because of their friendly relations with our ally, the State of Israel, and it is further hereby

**RESOLVED** that the Purchasing Agent for the Town of Brookline be and the same hereby is requested to inform all contractors with the Town of this non-discriminatory policy and directed to enforce the above policy with respect to all goods, services and commodities purchased by the Town.

## **Excerpt from the Bylaws of the Town of Brookline**

### **ARTICLE 4.4 FAIR EMPLOYMENT PRACTICES RELATIVE TO TOWN CONTRACTS**

#### **SECTION 4.4.1 CONTRACT PROVISIONS AND REQUIREMENTS**

Subject to the exceptions hereinafter stated, all contracts awarded by the Town and all agencies and departments thereof, shall include the following provisions:

During the performance of this Contract, the Contractor, for himself, his assignees and successors in interest (hereinafter referred to as the "Contractor"), agrees as follows:

- (a) The Contractor will comply with the provisions of Chapter 151B, as amended, of the General Laws of Massachusetts relative to non-discrimination which are incorporated herein by reference and made a part of this Contract.
- (b) In the performance of work under this Contract, the Contractor shall not discriminate in employment practices or in the selection or retention of subcontractors or in the procurement of materials or rental of equipment on the grounds of race, color, religion, gender identity or gender expression, or national origin, or on the grounds of age or sex except when age or sex is a bona fide occupational qualification.

The Contractor will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice advising the said labor union or workers' representative of the Contractor's commitments under this section, and shall post copies of such notice in conspicuous places available to employees and applicants for employment.

- (c) In all solicitations either by competitive bidding or negotiation made by the Contractor for work to be performed under a subcontract and for the procurement of materials and equipment, each potential subcontractor or supplier shall be notified in writing by the Contractor of the Contractor's obligations under this Contract relative to non-discrimination on grounds of race, color, religion, gender identity or gender expression, national origin, age or sex, and his obligations to pursue an affirmative course of action as required by paragraph (d).
- (d) The Contractor will pursue an affirmative course of action as required by affirmative action guidelines adopted by the Human Relations Commission in effect on the effective date of the contract, or when calls for proposals are made, whichever is sooner, which are herein incorporated by reference, attached hereto, and made a part of this contract and to the nature and size of his work force, to insure that applicants are sought and employed, and that employees are treated, during their employment, without regard to their race, color, gender identity or gender expression, national origin or ancestry, or religion. No changes in affirmative action guidelines hereinafter adopted by the Commission shall be effective with respect to contracts already in effect, without the express written consent of the contractor.

- (e) In the event the Contractor fails to comply with the foregoing non-discrimination provisions of this Contract, the contracting agency of the Town, upon advice and counsel of the Human Relations Commission, shall impose such contract sanctions as it may determine to be appropriate, including but not limited to:
- (1) Withholding of payment due the Contractor under this contract until the Contractor complies, and/or
  - (2) Cancellation, termination or suspension of this Contract, in whole or in part.

For the purposes of this section the contracting agency of the Town shall accept as proof of noncompliance with the provisions of subsection (a), only final orders or decisions of the Massachusetts Commission Against Discrimination.

- (f) The provisions of this section shall be deemed supplementary to, and not in lieu of, or in substitution for, the provisions of Massachusetts Law relating to non-discrimination, and other applicable Federal, State or Town law, by-law, rule, regulation and directive relative thereto. In the event of a conflict between the provisions of this section and, where inserted or incorporated in this contract, an applicable state or federal law, rule, regulation or directive, the conflicting provisions of the latter shall control.

#### **SECTION 4.4.2 EXEMPTIONS**

The requirements of Section 4.4.1 shall not apply to the following contracts :

- a) Whenever work is to be or has been performed outside the state and no recruitment of workers within the state is involved
- b) Those involving standard commercial supplies or raw materials
- c) When the Contractor is a club exclusively social, or a fraternal association or corporation, if such club, association or corporation is not organized for private profit.
- d) When the Contractor employs fewer than six persons
- e) When the total value of the contract is less than \$10,000.00
- f) Contracts involving joint purchases with the State
- g) Contracts with the Commonwealth for construction of public works
- h) Contracts for financial assistance with a government or governmental agency
- i) Notes and bonds of the Town
- j) Employment by the Town of officers and employees of the Town
- k) Whenever it is deemed necessary or appropriate the Select Board, upon the advise and counsel of the Human Relations Commission, may exempt any contract not covered by the foregoing exemptions from the operation of this By-law in whole or in part.

#### **SECTION 4.4.3 REQUESTS FOR PROPOSALS**

All REQUESTS for proposals for contracts subject to the provisions of this Article shall include a statement notifying all bidders that the contract awarded pursuant to the proposal is subject to the provision of this Article of the By-laws, relating to non-discrimination in employment.

**TOWN OF BROOKLINE**

**SUPPLEMENTAL EQUAL EMPLOYMENT OPPORTUNITY  
ANTI-DISCRIMINATION AND AFFIRMATIVE  
ACTION PROGRAM**

- I For the purposes of this contract, "minority" refers to Asian-Americans, Blacks, Spanish Surnamed Americans, North American Indians, and Cape Verdeans. "Commission" refers to the Massachusetts Commission Against Discrimination. "Town" hereinafter refers to the Town of Brookline.
- II During the performance of this contract, the Contractor and all of (his) Sub-contractors (hereinafter collectively referred to as the Contractor), for himself, his assignees, and successors in interest, agree as follows:
1. In connection with the performance of work under this contract, the contractor shall not discriminate against any employee or applicant for employment because of race, color, religious creed, national origin, age, or sex. The aforesaid provision shall include, but not be limited to, the following: employment upgrading, demotion, or transfer; recruitment advertising; recruitment layoff; termination; rates of pay or other forms of compensation; conditions or privileges of employment; and selection of apprenticeship. The Contractor shall post hereafter in conspicuous places, available for employees and applicants for employment, notices to be provided by the Town setting forth the provisions of the Fair Employment Practices Law of the Commonwealth (M.G.L. Chapter 151B).
  2. In connection with the performance of work under this contract, the Contractor shall undertake in good faith affirmative action measures designed to eliminate any discriminatory barriers in the terms and conditions of employment on the grounds of race, color, religious creed, national origin, age, or sex, and to eliminate and remedy any effects of such discrimination in the past. Such affirmative action shall entail positive and aggressive measures to ensure equal opportunity in the areas of hiring, upgrading, demotion, or transfer, recruitment, layoff or termination, rate of compensation, and in-service or apprenticeship training programs. This affirmative action shall include all action required to guarantee equal opportunity in employment for all persons, regardless of race, color, religious creed, national origin, age or sex. A purpose of this provision is to ensure to the fullest extent possible an adequate supply of skilled tradesmen for this and future Town public construction projects.
- III 1. As part of his obligation of remedial action under the foregoing section, the Contractor shall maintain on this project a not less than 5% ratio of minority employee man hours to total man hours in each job category including but not limited to brick-layers, carpenters, cement masons, electricians, ironworkers, operating engineers, and those "classes of work" enumerated in Section 44C of Chapter 149 of the Massachusetts General Laws.



2. In the hiring of minority journeyman, apprentices, trainees, and advanced trainees, the Contractor shall rely on referrals from a multi-employer affirmative action program approved by the Town, traditional referral methods utilized by the construction industry, and referrals from agencies, not more than three in number at any one time, designated by the Liaison Committee of the Town.

IV 1. At the discretion of either the Commission or the Town there may be established for the life of this contract a body to be known as the Liaison Committee. The Liaison Committee shall be composed of one representative each from the agency or agencies administering this project, hereinafter called the administering agency, the Town and such other representatives as may be designated by the Town in conjunction with the administering agency.

2. The Contractor (or his agent, if any, designated by him as the on-site equal employment opportunity officer) shall recognize the Liaison Committee as an affirmative action body, and shall establish a continuing working relationship with the Liaison Committee, consulting with the Liaison Committee on all matters related to minority recruitment, referral, employment and training.

3. The Contractor shall prepare projected manning tables on a quarterly basis. These shall be broken down into projections, by week, or workers required in each trade. Copies shall be furnished one week in advance of the commencement of the period covered, and also when updated, to the Town and Liaison Committee.

4. Records of employment referral orders, prepared by the Contractor, shall be available to the Town and to the Liaison Committee on request.

5. The Contractor shall prepare weekly reports in a form approved by the Town of hours worked in each trade by each employee, identified as minority or non-minority. Copies of these shall be provided at the end of each week to the Town and to the Liaison Committee.

V If the Contractor shall use any subcontractor on any work performed under this contract, he shall take affirmative action to negotiate with qualified minority subcontractors. This affirmative action shall cover both pre-bid and post-bid periods. It shall include notification to the Office of Minority Business Assistance (within the Executive Office of Commerce and Development) or its designee, while bids are in preparation, of all products, work or services for which the Contractor intends to negotiate bids.

VI In the employment of journeymen, apprentices, trainees and advanced trainees, the Contractor shall give preference, first to citizens of the Commonwealth who have served in the armed forces of the United States in time of war and have been honorably discharged there-from or released from active duty therein, and who are qualified to perform the work to which the employment relates, and secondly, to citizens of the Commonwealth generally, and, if such cannot be obtained in sufficient numbers, then to citizens of the United States.

VII A designee of the Town and a designee of the Liaison Committee shall each have right of access to the construction site.

VIII Compliance with Requirements

The Contractor shall comply with the provisions of Executive Order No. 74, as amended by Executive Order No. 116 dated May 1, 1975, and of Chapter 151B as amended, of the Massachusetts General Laws, both of which are herein incorporated by reference and made a part of this contract.

IX Non-Discrimination

The Contractor, in the performance of all work after award, and prior to completion of the contract work, will not discriminate on grounds of race, color, religious creed, national origin, age or sex in employment practices, in the selection or retention of subcontractors, or in the procurement of materials and rentals of equipment.

X Solicitations for Sub-Contracts, and for the Procurement of Material and Equipment

In all solicitations either by competitive bidding or negotiation made by the Contractor either for work to be performed under a subcontract or for the procurement of materials or equipment, each potential subcontractor supplier shall be notified in writing by the Contractor of the Contractor's obligations under this contract relative to non-discrimination and affirmative action.

XI Bidders Certification Requirement

The following certification statement will be inserted in the bid document just above the bidder's signature, as a substitute for the present bidder certification form:

"The bidder hereby certifies he shall comply with the minority manpower ratio and specific action steps contained in the appendix EEO attached hereto, including compliance with the minority contractor compliance specified in Section V of said appendix. The contractor receiving the award of the contract shall be required to obtain from each of its subcontractors and submit to the contracting or administering agency prior to the performance of any work under said contract a certification by said subcontractor, regardless of tier, that it will comply with the minority manpower ratio and specific affirmative action steps contained in the appendix EEO."

## XII Contractor's Certification

The Contractor's certification form must be signed by all successful low bidder(s) prior to execution by the contracting agency. (See attachment).

## XIII Compliance - Information, Reports and Sanctions

1. The Contractor will provide all information and reports required by the administering agency or the Town on instructions issued by either of them and will permit access to its facilities and any books, records, accounts and other sources of information which may be determined by the Town to affect the employment of personnel. This provision shall apply only to information pertinent to the Town's supplementary affirmative action contract requirements. Where information required is in the exclusive possession of another who fails or refuses to furnish this information, the Contractor shall so certify to the administering agency or the Town as appropriate and shall set forth what efforts he has made to obtain the information.

2. Whenever the administering agency, the Town, or the Liaison Committee believes the General Contractor or any Subcontractor may not be operating in compliance with the terms of this Section, the Town directly, or through its designated agent, shall conduct an appropriate investigation, and may confer with the parties, to determine if such Contractor is operating in compliance with the terms of this Section. If the Town or its agent finds the General Contractor or any subcontractor not in compliance, it shall make a preliminary report on non-compliance, and notify such Contractor in writing of such steps as will in the judgment of the Town or its agent bring such Contractor into compliance. In the event that such Contractor fails or refuses to fully perform such steps, the Town shall make a final report of non-compliance, and recommend to the administering agency the imposition of one or more of the sanctions listed below. If, however, the Town believes the General Contractor or any Subcontractor has taken or is taking every possible measure to achieve compliance, it shall not make a final report of non-compliance. Within fourteen days of the receipt of the recommendations of the Town, the administering agency shall move to impose one or more of the following sanctions, as it may deem appropriate to attain full and effective enforcement:

a. The recovery by the administering agency from the General Contractor of 1/100 of 1% of the contract award price or \$1000 whichever sum is greater, in the nature of liquidated damages or, if a Subcontractor is in non-compliance, the recovery by the administering agency from the General Contractor, to be assessed by the General Contractor as a back charge against the Subcontractor, of 1/10 of 1% of the subcontract price, or \$400 whichever sum is greater, in the nature of liquidated damages, for each week that such party fails or refuses to comply.

b. The suspension of any payment or part thereof due under the contract until such time as the General Contractor or any Subcontractor is able to demonstrate his compliance with the terms of the contract.

c. The termination, or cancellation, of the contract, in whole or in part, unless the General Contractor or any Subcontractor is able to demonstrate within a specified times his compliance with the terms of the contract.

d. The denial to the General Contractor or any Subcontractor of the right to participate in any future contracts awarded by the administering agency for a period of up to three years.

3. If at any time after the imposition of one or more of the above sanctions a Contractor is able to demonstrate that he is in compliance with this Section, he may request the administering agency, in consultation with the Town, to suspend the sanctions conditionally, pending a final determination by the Town as to whether the Contractor is in compliance. Upon final determination of the Town, the administering agency, based on the recommendation of the Town, shall either lift the sanctions or reimpose them.

4. Sanctions enumerated under Sections XIII-2 shall not be imposed by the administering agency except after an adjudicatory proceeding, as that term is used M.G.L. c. 30A, has been conducted. No investigation by the Town or its agent shall be initiated without prior notice to the Contractor.

#### XIV Severability

The provisions of this section are severable, and if any of these provisions shall be held unconstitutional by any court of competent jurisdiction, the decision of such court shall not affect or impair any of the remaining provisions.

# CONTRACTOR'S CERTIFICATION

## CONTRACT NO. PW/20-18 Larz Anderson Lagoon Structures

Prior to the execution of this Contract, the contractor must submit the following certification, which is deemed a part of the resulting Contract.

### CONTRACTOR'S CERTIFICATION

\_\_\_\_\_ Certifies that:

1. it intends to use the following listed construction trades in the work under the contract:

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

\_\_\_\_\_ ; and

2. will comply with the minority manpower ratio and specific affirmative action steps contained herein; and

3. will obtain from each of its subcontractors and submit to the contracting or administering agency prior to the award of any subcontract under this contract the subcontractor certification required by these bid conditions.

\_\_\_\_\_  
(Signature of Authorized representative of Contractor)

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

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Tel. No. ( \_\_\_\_\_ ) \_\_\_\_\_

## SUBCONTRACTOR'S CERTIFICATION

**CONTRACT NO. PW/20-18 Larz Anderson Lagoon Structures**

Prior to the award of any subcontract, regardless of tier, the prospective subcontractor must execute and submit to the Prime Contractor the following certification, which will be deemed a part of the resulting subcontract:

### SUBCONTRACTOR'S CERTIFICATION

\_\_\_\_\_ certifies that:

1. it intends to use the following listed construction trades in the work under the subcontract:

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

\_\_\_\_\_ ; and

2. will comply with the minority manpower ratio and specific affirmative action steps contained herein; and

3. will obtain from each of the subcontractors prior to the award of any subcontract under this subcontract the subcontractor certification required by these bid conditions.

\_\_\_\_\_  
(Signature of authorized representative of subcontractor)

In order to ensure that the said subcontractor's, certification becomes a part of all subcontracts under the prime contract, no subcontract shall be executed until an authorized representative of the Town agency (or agencies) administering this project has determined, in writing, that the said certification has been incorporated in such subcontract, regardless of tier. Any subcontract executed without such written approval shall be void.

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

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Tel. No. (\_\_\_\_) \_\_\_\_\_

## CERTIFICATE OF NON-DISCRIMINATION

Pursuant to Section 4.5.2 of the General By-laws of the Town of Brookline, the undersigned certifies under the pains and penalties of perjury that it does not discriminate against any individual because of the race, color, religious creed, national origin, sex, gender identity or gender expression, sexual orientation, which shall not include persons whose sexual orientation involves minor children as the sex object, age or ancestry of the individual.

\_\_\_\_\_  
(Name of person signing bid)

\_\_\_\_\_  
(Company)



**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**

CHARLES D. BAKER  
Governor

ROSALIN ACOSTA  
Secretary

KARYN E. POLITO  
Lt. Governor

MICHAEL FLANAGAN  
Director

**Awarding Authority:** Town of Brookline  
**Contract Number:** PW/20-18 **City/Town:** BROOKLINE  
**Description of Work:** Replacement of Larz Anderson Lagoon Structures including but not limited to: Tempietto, Causeway Bridge, Headwall / Weir, and other incidental work.  
**Job Location:** Goddard Ave

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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



Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
<b>Construction</b>						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2020	\$35.15	\$12.41	\$13.72	\$0.00	\$61.28
	08/01/2020	\$35.15	\$12.91	\$13.72	\$0.00	\$61.78
	12/01/2020	\$35.15	\$12.91	\$14.82	\$0.00	\$62.88
	06/01/2021	\$35.95	\$12.91	\$14.82	\$0.00	\$63.68
	08/01/2021	\$35.95	\$13.41	\$14.82	\$0.00	\$64.18
	12/01/2021	\$35.95	\$13.41	\$16.01	\$0.00	\$65.37
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2020	\$35.22	\$12.41	\$13.72	\$0.00	\$61.35
	08/01/2020	\$35.22	\$12.91	\$13.72	\$0.00	\$61.85
	12/01/2020	\$35.22	\$12.91	\$14.82	\$0.00	\$62.95
	06/01/2021	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	08/01/2021	\$36.02	\$13.41	\$14.82	\$0.00	\$64.25
	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2020	\$35.34	\$12.41	\$13.72	\$0.00	\$61.47
	08/01/2020	\$35.34	\$12.91	\$13.72	\$0.00	\$61.97
	12/01/2020	\$35.34	\$12.91	\$14.82	\$0.00	\$63.07
	06/01/2021	\$36.14	\$12.91	\$14.82	\$0.00	\$63.87
	08/01/2021	\$36.14	\$13.41	\$14.82	\$0.00	\$64.37
	12/01/2021	\$36.14	\$13.41	\$16.01	\$0.00	\$65.56
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2020	\$39.90	\$8.60	\$17.09	\$0.00	\$65.59
	12/01/2020	\$40.88	\$8.60	\$17.09	\$0.00	\$66.57
	06/01/2021	\$41.90	\$8.60	\$17.09	\$0.00	\$67.59
	12/01/2021	\$42.91	\$8.60	\$17.09	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT &amp; FROST INSULATORS LOCAL 6 (BOSTON)</i>	06/01/2020	\$38.00	\$12.50	\$8.85	\$0.00	\$59.35
	12/01/2020	\$39.00	\$12.50	\$8.85	\$0.00	\$60.35
ASPHALT RAKER <i>LABORERS - ZONE 1</i>	06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
	12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00	\$66.07
	06/01/2021	\$41.40	\$8.60	\$17.09	\$0.00	\$67.09
	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.58	\$13.00	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.73	\$13.00	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.58	\$13.00	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.73	\$13.00	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 1</i>	06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
	12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00	\$66.07
	06/01/2021	\$41.40	\$8.60	\$17.09	\$0.00	\$67.09
	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 1</i>	06/01/2020	\$39.90	\$8.60	\$17.09	\$0.00	\$65.59
	12/01/2020	\$40.88	\$8.60	\$17.09	\$0.00	\$66.57
	06/01/2021	\$41.90	\$8.60	\$17.09	\$0.00	\$67.59
	12/01/2021	\$42.91	\$8.60	\$17.09	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

**Apprentice - BOILERMAKER - Local 29**

**Effective Date - 01/01/2020**

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

**Notes:**

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

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (BOSTON)</i>	02/01/2020	\$54.40	\$10.75	\$21.94	\$0.00	\$87.09
	08/01/2020	\$55.75	\$10.75	\$22.09	\$0.00	\$88.59
	02/01/2021	\$56.39	\$10.75	\$22.09	\$0.00	\$89.23
	08/01/2021	\$57.79	\$10.75	\$22.25	\$0.00	\$90.79
	02/01/2022	\$58.38	\$10.75	\$22.25	\$0.00	\$91.38

**Classification**

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

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

**Effective Date - 02/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.20	\$10.75	\$21.94	\$0.00	\$59.89
2	60	\$32.64	\$10.75	\$21.94	\$0.00	\$65.33
3	70	\$38.08	\$10.75	\$21.94	\$0.00	\$70.77
4	80	\$43.52	\$10.75	\$21.94	\$0.00	\$76.21
5	90	\$48.96	\$10.75	\$21.94	\$0.00	\$81.65

**Effective Date - 08/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.88	\$10.75	\$22.09	\$0.00	\$60.72
2	60	\$33.45	\$10.75	\$22.09	\$0.00	\$66.29
3	70	\$39.03	\$10.75	\$22.09	\$0.00	\$71.87
4	80	\$44.60	\$10.75	\$22.09	\$0.00	\$77.44
5	90	\$50.18	\$10.75	\$22.09	\$0.00	\$83.02

**Notes:**

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

BULLDOZER/GRADER/SCRAPER OPERATING ENGINEERS LOCAL 4	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN LABORERS - FOUNDATION AND MARINE	06/01/2020	\$40.30	\$8.60	\$17.24	\$0.00	\$66.14
	12/01/2020	\$41.28	\$8.60	\$17.24	\$0.00	\$67.12
	06/01/2021	\$42.30	\$8.60	\$17.24	\$0.00	\$68.14
	12/01/2021	\$43.31	\$8.60	\$17.24	\$0.00	\$69.15

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING LABORER LABORERS - FOUNDATION AND MARINE	06/01/2020	\$39.15	\$8.60	\$17.24	\$0.00	\$64.99
	12/01/2020	\$40.13	\$8.60	\$17.24	\$0.00	\$65.97
	06/01/2021	\$41.15	\$8.60	\$17.24	\$0.00	\$66.99
	12/01/2021	\$42.16	\$8.60	\$17.24	\$0.00	\$68.00

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING TOP MAN LABORERS - FOUNDATION AND MARINE	06/01/2020	\$39.15	\$8.60	\$17.24	\$0.00	\$64.99
	12/01/2020	\$40.13	\$8.60	\$17.24	\$0.00	\$65.97
	06/01/2021	\$41.15	\$8.60	\$17.24	\$0.00	\$66.99
	12/01/2021	\$42.16	\$8.60	\$17.24	\$0.00	\$68.00

For apprentice rates see "Apprentice- LABORER"

CARBIDE CORE DRILL OPERATOR LABORERS - ZONE 1	06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
	12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00	\$66.07
	06/01/2021	\$41.40	\$8.60	\$17.09	\$0.00	\$67.09
	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARPENTER	03/01/2020	\$50.64	\$9.40	\$18.95	\$0.00	\$78.99
CARPENTERS -ZONE 1 (Metro Boston)	09/01/2020	\$51.54	\$9.40	\$18.95	\$0.00	\$79.89
	03/01/2021	\$52.39	\$9.40	\$18.95	\$0.00	\$80.74
	09/01/2021	\$53.29	\$9.40	\$18.95	\$0.00	\$81.64
	03/01/2022	\$54.14	\$9.40	\$18.95	\$0.00	\$82.49
	09/01/2022	\$55.04	\$9.40	\$18.95	\$0.00	\$83.39
	03/01/2023	\$55.89	\$9.40	\$18.95	\$0.00	\$84.24

**Apprentice - CARPENTER - Zone 1 Metro Boston**

**Effective Date - 03/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.32	\$9.40	\$1.73	\$0.00	\$36.45
2	60	\$30.38	\$9.40	\$1.73	\$0.00	\$41.51
3	70	\$35.45	\$9.40	\$13.76	\$0.00	\$58.61
4	75	\$37.98	\$9.40	\$13.76	\$0.00	\$61.14
5	80	\$40.51	\$9.40	\$15.49	\$0.00	\$65.40
6	80	\$40.51	\$9.40	\$15.49	\$0.00	\$65.40
7	90	\$45.58	\$9.40	\$17.22	\$0.00	\$72.20
8	90	\$45.58	\$9.40	\$17.22	\$0.00	\$72.20

**Effective Date - 09/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.77	\$9.40	\$1.73	\$0.00	\$36.90
2	60	\$30.92	\$9.40	\$1.73	\$0.00	\$42.05
3	70	\$36.08	\$9.40	\$13.76	\$0.00	\$59.24
4	75	\$38.66	\$9.40	\$13.76	\$0.00	\$61.82
5	80	\$41.23	\$9.40	\$15.49	\$0.00	\$66.12
6	80	\$41.23	\$9.40	\$15.49	\$0.00	\$66.12
7	90	\$46.39	\$9.40	\$17.22	\$0.00	\$73.01
8	90	\$46.39	\$9.40	\$17.22	\$0.00	\$73.01

**Notes:**

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80  
 Step 1&2 \$33.92/ 3&4 \$40.65/ 5&6 \$60.34/ 7&8 \$67.13

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

CARPENTER WOOD FRAME	10/01/2019	\$32.97	\$7.07	\$7.86	\$0.00	\$47.90
CARPENTERS -ZONE 1 (Wood Frame)						

All Aspects of New Wood Frame Work

**Classification**

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

**Apprentice - CARPENTER (Wood Frame) - Zone 1**

**Effective Date - 10/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.78	\$7.07	\$0.00	\$0.00	\$26.85
2	60	\$19.78	\$7.07	\$0.00	\$0.00	\$26.85
3	65	\$21.43	\$7.07	\$7.86	\$0.00	\$36.36
4	70	\$23.08	\$7.07	\$7.86	\$0.00	\$38.01
5	75	\$24.73	\$7.07	\$7.86	\$0.00	\$39.66
6	80	\$26.38	\$7.07	\$7.86	\$0.00	\$41.31
7	85	\$28.02	\$7.07	\$7.86	\$0.00	\$42.95
8	90	\$29.67	\$7.07	\$7.86	\$0.00	\$44.60

**Notes:**  
 % Indentured After 10/1/17; 45/45/55/55/70/70/80/80  
 Step 1&2 \$21.91/ 3&4 \$29.95/ 5&6 \$38.01/ 7&8 \$41.31

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

CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 3 (BOSTON)	01/01/2020	\$49.07	\$12.75	\$22.41	\$0.62	\$84.85
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**Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (Boston)**

**Effective Date - 01/01/2020**

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

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

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

CHAIN SAW OPERATOR LABORERS - ZONE 1	06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
	12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00	\$66.07
	06/01/2021	\$41.40	\$8.60	\$17.09	\$0.00	\$67.09
	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10

For apprentice rates see "Apprentice- LABORER"

CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES OPERATING ENGINEERS LOCAL 4	06/01/2020	\$50.33	\$13.00	\$15.70	\$0.00	\$79.03
	12/01/2020	\$51.48	\$13.00	\$15.70	\$0.00	\$80.18
	06/01/2021	\$52.58	\$13.00	\$15.70	\$0.00	\$81.28
	12/01/2021	\$53.73	\$13.00	\$15.70	\$0.00	\$82.43

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$32.72	\$13.00	\$15.70	\$0.00	\$61.42
	12/01/2020	\$33.50	\$13.00	\$15.70	\$0.00	\$62.20
	06/01/2021	\$34.25	\$13.00	\$15.70	\$0.00	\$62.95
	12/01/2021	\$35.04	\$13.00	\$15.70	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 1</i>	07/01/2020	\$51.51	\$8.25	\$22.40	\$0.00	\$82.16
	01/01/2021	\$52.06	\$8.25	\$22.75	\$0.00	\$83.06

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

**Effective Date - 07/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.76	\$8.25	\$0.00	\$0.00	\$34.01
2	55	\$28.33	\$8.25	\$6.05	\$0.00	\$42.63
3	60	\$30.91	\$8.25	\$6.60	\$0.00	\$45.76
4	65	\$33.48	\$8.25	\$7.15	\$0.00	\$48.88
5	70	\$36.06	\$8.25	\$19.10	\$0.00	\$63.41
6	75	\$38.63	\$8.25	\$19.65	\$0.00	\$66.53
7	80	\$41.21	\$8.25	\$20.20	\$0.00	\$69.66
8	90	\$46.36	\$8.25	\$21.30	\$0.00	\$75.91

**Effective Date - 01/01/2021**

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

**Notes:**

Steps are 750 hrs.

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

DEMO: ADZEMAN <i>LABORERS - ZONE 1</i>	12/01/2019	\$39.30	\$8.10	\$16.60	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR <i>LABORERS - ZONE 1</i>	12/01/2019	\$40.30	\$8.10	\$16.60	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS <i>LABORERS - ZONE 1</i>	12/01/2019	\$40.05	\$8.10	\$16.60	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 1</i>	12/01/2019	\$40.30	\$8.10	\$16.60	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 1</i>	12/01/2019	\$40.05	\$8.10	\$16.60	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 1</i>	12/01/2019	\$39.30	\$8.10	\$16.60	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2019	\$68.52	\$9.90	\$21.15	\$0.00	\$99.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2019	\$73.41	\$9.90	\$21.15	\$0.00	\$104.46
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) <i>ELECTRICIANS LOCAL 103</i>	03/01/2020	\$53.50	\$13.00	\$19.20	\$0.00	\$85.70
	09/01/2020	\$54.93	\$13.00	\$19.25	\$0.00	\$87.18
	03/01/2021	\$56.13	\$13.00	\$19.28	\$0.00	\$88.41
	09/01/2021	\$57.56	\$13.00	\$19.33	\$0.00	\$89.89
	03/01/2022	\$58.76	\$13.00	\$19.36	\$0.00	\$91.12
	09/01/2022	\$60.19	\$13.00	\$19.41	\$0.00	\$92.60
	03/01/2023	\$61.39	\$13.00	\$19.44	\$0.00	\$93.83
For apprentice rates see "Apprentice- ELECTRICIAN"						
ELECTRICIAN <i>ELECTRICIANS LOCAL 103</i>	03/01/2020	\$53.50	\$13.00	\$19.20	\$0.00	\$85.70
	09/01/2020	\$54.93	\$13.00	\$19.25	\$0.00	\$87.18
	03/01/2021	\$56.13	\$13.00	\$19.28	\$0.00	\$88.41
	09/01/2021	\$57.56	\$13.00	\$19.33	\$0.00	\$89.89
	03/01/2022	\$58.76	\$13.00	\$19.36	\$0.00	\$91.12
	09/01/2022	\$60.19	\$13.00	\$19.41	\$0.00	\$92.60
	03/01/2023	\$61.39	\$13.00	\$19.44	\$0.00	\$93.83

**Classification**

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

**Apprentice - ELECTRICIAN - Local 103**

**Effective Date - 03/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$21.40	\$13.00	\$0.64	\$0.00	\$35.04
2	40	\$21.40	\$13.00	\$0.64	\$0.00	\$35.04
3	45	\$24.08	\$13.00	\$14.62	\$0.00	\$51.70
4	45	\$24.08	\$13.00	\$14.62	\$0.00	\$51.70
5	50	\$26.75	\$13.00	\$15.04	\$0.00	\$54.79
6	55	\$29.43	\$13.00	\$15.46	\$0.00	\$57.89
7	60	\$32.10	\$13.00	\$15.87	\$0.00	\$60.97
8	65	\$34.78	\$13.00	\$16.29	\$0.00	\$64.07
9	70	\$37.45	\$13.00	\$16.70	\$0.00	\$67.15
10	75	\$40.13	\$13.00	\$17.12	\$0.00	\$70.25

**Effective Date - 09/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$21.97	\$13.00	\$0.66	\$0.00	\$35.63
2	40	\$21.97	\$13.00	\$0.66	\$0.00	\$35.63
3	45	\$24.72	\$13.00	\$14.64	\$0.00	\$52.36
4	45	\$24.72	\$13.00	\$14.64	\$0.00	\$52.36
5	50	\$27.47	\$13.00	\$15.06	\$0.00	\$55.53
6	55	\$30.21	\$13.00	\$15.49	\$0.00	\$58.70
7	60	\$32.96	\$13.00	\$15.90	\$0.00	\$61.86
8	65	\$35.70	\$13.00	\$16.32	\$0.00	\$65.02
9	70	\$38.45	\$13.00	\$16.73	\$0.00	\$68.18
10	75	\$41.20	\$13.00	\$17.16	\$0.00	\$71.36

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

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

ELEVATOR CONSTRUCTOR	01/01/2020	\$61.42	\$15.73	\$18.41	\$0.00	\$95.56
ELEVATOR CONSTRUCTORS LOCAL 4	01/01/2021	\$63.47	\$15.88	\$19.31	\$0.00	\$98.66
	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 - 01/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.71	\$15.73	\$0.00	\$0.00	\$46.44
2	55	\$33.78	\$15.73	\$18.41	\$0.00	\$67.92
3	65	\$39.92	\$15.73	\$18.41	\$0.00	\$74.06
4	70	\$42.99	\$15.73	\$18.41	\$0.00	\$77.13
5	80	\$49.14	\$15.73	\$18.41	\$0.00	\$83.28

**Effective Date - 01/01/2021**

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

**Notes:**

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

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

ELEVATOR CONSTRUCTOR HELPER <i>ELEVATOR CONSTRUCTORS LOCAL 4</i>	01/01/2020	\$42.99	\$15.73	\$18.41	\$0.00	\$77.13
	01/01/2021	\$44.43	\$15.88	\$19.31	\$0.00	\$79.62
	01/01/2022	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

FENCE & GUARD RAIL ERECTOR <i>LABORERS - ZONE 1</i>	06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
	12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00	\$66.07
	06/01/2021	\$41.40	\$8.60	\$17.09	\$0.00	\$67.09
	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10

For apprentice rates see "Apprentice- LABORER"

FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2020	\$44.73	\$12.50	\$15.70	\$0.00	\$72.93
	11/01/2020	\$45.73	\$12.50	\$15.70	\$0.00	\$73.93
	05/01/2021	\$46.88	\$12.50	\$15.70	\$0.00	\$75.08
	11/01/2021	\$47.88	\$12.50	\$15.70	\$0.00	\$76.08
	05/01/2022	\$49.03	\$12.50	\$15.70	\$0.00	\$77.23

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2020	\$46.23	\$12.50	\$15.70	\$0.00	\$74.43
	11/01/2020	\$47.24	\$12.50	\$15.70	\$0.00	\$75.44
	05/01/2021	\$48.40	\$12.50	\$15.70	\$0.00	\$76.60
	11/01/2021	\$49.41	\$12.50	\$15.70	\$0.00	\$77.61
	05/01/2022	\$50.57	\$12.50	\$15.70	\$0.00	\$78.77

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 <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2020	\$22.64	\$12.50	\$15.70	\$0.00	\$50.84
	11/01/2020	\$23.23	\$12.50	\$15.70	\$0.00	\$51.43
	05/01/2021	\$23.91	\$12.50	\$15.70	\$0.00	\$52.11
	11/01/2021	\$24.51	\$12.50	\$15.70	\$0.00	\$52.71
	05/01/2022	\$25.18	\$12.50	\$15.70	\$0.00	\$53.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 103</i>	03/01/2020	\$53.50	\$13.00	\$19.20	\$0.00	\$85.70
	09/01/2020	\$54.93	\$13.00	\$19.25	\$0.00	\$87.18
	03/01/2021	\$56.13	\$13.00	\$19.28	\$0.00	\$88.41
	09/01/2021	\$57.56	\$13.00	\$19.33	\$0.00	\$89.89
	03/01/2022	\$58.76	\$13.00	\$19.36	\$0.00	\$91.12
	09/01/2022	\$60.19	\$13.00	\$19.41	\$0.00	\$92.60
	03/01/2023	\$61.39	\$13.00	\$19.44	\$0.00	\$93.83
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE <i>LOCAL 103</i> / COMMISSIONING <i>ELECTRICIANS</i>	03/01/2020	\$40.13	\$13.00	\$17.12	\$0.00	\$70.25
	09/01/2020	\$41.20	\$13.00	\$17.16	\$0.00	\$71.36
	03/01/2021	\$42.66	\$13.00	\$17.27	\$0.00	\$72.93
	09/01/2021	\$44.32	\$13.00	\$17.38	\$0.00	\$74.70
	03/01/2022	\$45.83	\$13.00	\$17.49	\$0.00	\$76.32
	09/01/2022	\$47.55	\$13.00	\$17.62	\$0.00	\$78.17
	03/01/2023	\$49.11	\$13.00	\$17.73	\$0.00	\$79.84
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$40.30	\$13.00	\$15.70	\$0.00	\$69.00
	12/01/2020	\$41.25	\$13.00	\$15.70	\$0.00	\$69.95
	06/01/2021	\$42.16	\$13.00	\$15.70	\$0.00	\$70.86
	12/01/2021	\$43.11	\$13.00	\$15.70	\$0.00	\$71.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER <i>LABORERS - ZONE 1</i>	06/01/2020	\$23.50	\$8.60	\$17.09	\$0.00	\$49.19
	12/01/2020	\$24.50	\$8.60	\$17.09	\$0.00	\$50.19
	06/01/2021	\$24.50	\$8.60	\$17.09	\$0.00	\$50.19
	12/01/2021	\$24.50	\$8.60	\$17.09	\$0.00	\$50.19
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE 1</i>	03/01/2020	\$47.05	\$9.40	\$19.25	\$0.00	\$75.70
	09/01/2020	\$47.85	\$9.40	\$19.25	\$0.00	\$76.50
	03/01/2021	\$48.65	\$9.40	\$19.25	\$0.00	\$77.30
	09/01/2021	\$49.45	\$9.40	\$19.25	\$0.00	\$78.10
	03/01/2022	\$50.25	\$9.40	\$19.25	\$0.00	\$78.90

**Classification**

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

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

**Effective Date - 03/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.53	\$9.40	\$1.79	\$0.00	\$34.72
2	55	\$25.88	\$9.40	\$1.79	\$0.00	\$37.07
3	60	\$28.23	\$9.40	\$13.88	\$0.00	\$51.51
4	65	\$30.58	\$9.40	\$13.88	\$0.00	\$53.86
5	70	\$32.94	\$9.40	\$15.67	\$0.00	\$58.01
6	75	\$35.29	\$9.40	\$15.67	\$0.00	\$60.36
7	80	\$37.64	\$9.40	\$17.46	\$0.00	\$64.50
8	85	\$39.99	\$9.40	\$17.46	\$0.00	\$66.85

**Effective Date - 09/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.93	\$9.40	\$1.79	\$0.00	\$35.12
2	55	\$26.32	\$9.40	\$1.79	\$0.00	\$37.51
3	60	\$28.71	\$9.40	\$13.88	\$0.00	\$51.99
4	65	\$31.10	\$9.40	\$13.88	\$0.00	\$54.38
5	70	\$33.50	\$9.40	\$15.67	\$0.00	\$58.57
6	75	\$35.89	\$9.40	\$15.67	\$0.00	\$60.96
7	80	\$38.28	\$9.40	\$17.46	\$0.00	\$65.14
8	85	\$40.67	\$9.40	\$17.46	\$0.00	\$67.53

**Notes:** Steps are 750 hrs.  
 % After 09/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)  
 Step 1&2 \$32.36/ 3&4 \$38.80/ 5&6 \$58.01/ 7&8 \$64.50

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

<b>FORK LIFT/CHERRY PICKER</b> <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.58	\$13.00	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.73	\$13.00	\$15.70	\$0.00	\$81.43

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

<b>GENERATOR/LIGHTING PLANT/HEATERS</b> <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$32.72	\$13.00	\$15.70	\$0.00	\$61.42
	12/01/2020	\$33.50	\$13.00	\$15.70	\$0.00	\$62.20
	06/01/2021	\$34.25	\$13.00	\$15.70	\$0.00	\$62.95
	12/01/2021	\$35.04	\$13.00	\$15.70	\$0.00	\$63.74

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

<b>GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)</b> <i>GLAZIERS LOCAL 35 (ZONE 1)</i>	07/01/2020	\$46.80	\$8.25	\$22.40	\$0.00	\$77.45
	01/01/2021	\$47.35	\$8.25	\$22.75	\$0.00	\$78.35

**Classification**

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

**Apprentice - GLAZIER - Local 35 Zone 1**

**Effective Date - 07/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.40	\$8.25	\$0.00	\$0.00	\$31.65
2	55	\$25.74	\$8.25	\$6.05	\$0.00	\$40.04
3	60	\$28.08	\$8.25	\$6.60	\$0.00	\$42.93
4	65	\$30.42	\$8.25	\$7.15	\$0.00	\$45.82
5	70	\$32.76	\$8.25	\$19.10	\$0.00	\$60.11
6	75	\$35.10	\$8.25	\$19.65	\$0.00	\$63.00
7	80	\$37.44	\$8.25	\$20.20	\$0.00	\$65.89
8	90	\$42.12	\$8.25	\$21.30	\$0.00	\$71.67

**Effective Date - 01/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.68	\$8.25	\$0.00	\$0.00	\$31.93
2	55	\$26.04	\$8.25	\$6.16	\$0.00	\$40.45
3	60	\$28.41	\$8.25	\$6.72	\$0.00	\$43.38
4	65	\$30.78	\$8.25	\$7.28	\$0.00	\$46.31
5	70	\$33.15	\$8.25	\$19.39	\$0.00	\$60.79
6	75	\$35.51	\$8.25	\$19.95	\$0.00	\$63.71
7	80	\$37.88	\$8.25	\$20.51	\$0.00	\$66.64
8	90	\$42.62	\$8.25	\$21.63	\$0.00	\$72.50

**Notes:**  
Steps are 750 hrs.

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

HOISTING ENGINEER/CRANES/GRADALLS	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.58	\$13.00	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.73	\$13.00	\$15.70	\$0.00	\$81.43

**Classification**

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

**Apprentice - OPERATING ENGINEERS - Local 4**

**Effective Date - 06/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$27.13	\$13.00	\$0.00	\$0.00	\$40.13
2	60	\$29.60	\$13.00	\$15.70	\$0.00	\$58.30
3	65	\$32.06	\$13.00	\$15.70	\$0.00	\$60.76
4	70	\$34.53	\$13.00	\$15.70	\$0.00	\$63.23
5	75	\$37.00	\$13.00	\$15.70	\$0.00	\$65.70
6	80	\$39.46	\$13.00	\$15.70	\$0.00	\$68.16
7	85	\$41.93	\$13.00	\$15.70	\$0.00	\$70.63
8	90	\$44.40	\$13.00	\$15.70	\$0.00	\$73.10

**Effective Date - 12/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$27.76	\$13.00	\$0.00	\$0.00	\$40.76
2	60	\$30.29	\$13.00	\$15.70	\$0.00	\$58.99
3	65	\$32.81	\$13.00	\$15.70	\$0.00	\$61.51
4	70	\$35.34	\$13.00	\$15.70	\$0.00	\$64.04
5	75	\$37.86	\$13.00	\$15.70	\$0.00	\$66.56
6	80	\$40.38	\$13.00	\$15.70	\$0.00	\$69.08
7	85	\$42.91	\$13.00	\$15.70	\$0.00	\$71.61
8	90	\$45.43	\$13.00	\$15.70	\$0.00	\$74.13

**Notes:**

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

HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17 - A	02/01/2020	\$49.36	\$13.35	\$24.12	\$2.61	\$89.44
	08/01/2020	\$50.96	\$13.35	\$24.12	\$2.66	\$91.09
	02/01/2021	\$52.61	\$13.35	\$24.12	\$2.71	\$92.79
	08/01/2021	\$54.36	\$13.35	\$24.12	\$2.76	\$94.59
	02/01/2022	\$56.11	\$13.35	\$24.12	\$2.81	\$96.39

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 103	03/01/2020	\$53.50	\$13.00	\$19.20	\$0.00	\$85.70
	09/01/2020	\$54.93	\$13.00	\$19.25	\$0.00	\$87.18
	03/01/2021	\$56.13	\$13.00	\$19.28	\$0.00	\$88.41
	09/01/2021	\$57.56	\$13.00	\$19.33	\$0.00	\$89.89
	03/01/2022	\$58.76	\$13.00	\$19.36	\$0.00	\$91.12
	09/01/2022	\$60.19	\$13.00	\$19.41	\$0.00	\$92.60
	03/01/2023	\$61.39	\$13.00	\$19.44	\$0.00	\$93.83

For apprentice rates see "Apprentice- ELECTRICIAN"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 17 - A</i>	02/01/2020	\$49.36	\$13.35	\$24.12	\$2.61	\$89.44
	08/01/2020	\$50.96	\$13.35	\$24.12	\$2.66	\$91.09
	02/01/2021	\$52.61	\$13.35	\$24.12	\$2.71	\$92.79
	08/01/2021	\$54.36	\$13.35	\$24.12	\$2.76	\$94.59
	02/01/2022	\$56.11	\$13.35	\$24.12	\$2.81	\$96.39
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) <i>PIPEFITTERS LOCAL 537</i>	03/01/2020	\$56.19	\$10.95	\$19.74	\$0.00	\$86.88
	09/01/2020	\$57.69	\$10.95	\$19.74	\$0.00	\$88.38
	03/01/2021	\$59.19	\$10.95	\$19.74	\$0.00	\$89.88
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC <i>PIPEFITTERS LOCAL 537</i>	03/01/2020	\$56.19	\$10.95	\$19.74	\$0.00	\$86.88
	09/01/2020	\$57.69	\$10.95	\$19.74	\$0.00	\$88.38
	03/01/2021	\$59.19	\$10.95	\$19.74	\$0.00	\$89.88
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS <i>LABORERS - ZONE 1</i>	06/01/2020	\$39.90	\$8.60	\$17.09	\$0.00	\$65.59
	12/01/2020	\$40.88	\$8.60	\$17.09	\$0.00	\$66.57
	06/01/2021	\$41.90	\$8.60	\$17.09	\$0.00	\$67.59
	12/01/2021	\$42.91	\$8.60	\$17.09	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER"						
INSULATOR (PIPES & TANKS) <i>HEAT &amp; FROST INSULATORS LOCAL 6 (BOSTON)</i>	09/01/2019	\$48.44	\$12.80	\$16.40	\$0.00	\$77.64

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

**Effective Date - 09/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.22	\$12.80	\$11.90	\$0.00	\$48.92
2	60	\$29.06	\$12.80	\$12.80	\$0.00	\$54.66
3	70	\$33.91	\$12.80	\$13.70	\$0.00	\$60.41
4	80	\$38.75	\$12.80	\$14.60	\$0.00	\$66.15

**Notes:**

Steps are 1 year

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

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (BOSTON AREA)</i>	03/16/2019	\$46.66	\$8.00	\$23.50	\$0.00	\$78.16
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**Classification**

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

**Apprentice - IRONWORKER - Local 7 Boston**

**Effective Date - 03/16/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$28.00	\$8.00	\$23.50	\$0.00	\$59.50
2	70	\$32.66	\$8.00	\$23.50	\$0.00	\$64.16
3	75	\$35.00	\$8.00	\$23.50	\$0.00	\$66.50
4	80	\$37.33	\$8.00	\$23.50	\$0.00	\$68.83
5	85	\$39.66	\$8.00	\$23.50	\$0.00	\$71.16
6	90	\$41.99	\$8.00	\$23.50	\$0.00	\$73.49

**Notes:**

\*\* Structural 1:6; Ornamental 1:4

**Apprentice to Journeyworker Ratio:\*\***

JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 1	06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
	12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00	\$66.07
	06/01/2021	\$41.40	\$8.60	\$17.09	\$0.00	\$67.09
	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10

For apprentice rates see "Apprentice- LABORER"

LABORER LABORERS - ZONE 1	06/01/2020	\$39.15	\$8.60	\$17.09	\$0.00	\$64.84
	12/01/2020	\$40.13	\$8.60	\$17.09	\$0.00	\$65.82
	06/01/2021	\$41.15	\$8.60	\$17.09	\$0.00	\$66.84
	12/01/2021	\$42.16	\$8.60	\$17.09	\$0.00	\$67.85

**Apprentice - LABORER - Zone 1**

**Effective Date - 06/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.49	\$8.60	\$17.09	\$0.00	\$49.18
2	70	\$27.41	\$8.60	\$17.09	\$0.00	\$53.10
3	80	\$31.32	\$8.60	\$17.09	\$0.00	\$57.01
4	90	\$35.24	\$8.60	\$17.09	\$0.00	\$60.93

**Effective Date - 12/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$24.08	\$8.60	\$17.09	\$0.00	\$49.77
2	70	\$28.09	\$8.60	\$17.09	\$0.00	\$53.78
3	80	\$32.10	\$8.60	\$17.09	\$0.00	\$57.79
4	90	\$36.12	\$8.60	\$17.09	\$0.00	\$61.81

**Notes:**

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

<b>Classification</b>	<b>Effective Date</b>	<b>Base Wage</b>	<b>Health</b>	<b>Pension</b>	<b>Supplemental Unemployment</b>	<b>Total Rate</b>
LABORER: CARPENTER TENDER <i>LABORERS - ZONE 1</i>	06/01/2020	\$39.15	\$8.60	\$17.09	\$0.00	\$64.84
	12/01/2020	\$40.13	\$8.60	\$17.09	\$0.00	\$65.82
	06/01/2021	\$41.15	\$8.60	\$17.09	\$0.00	\$66.84
	12/01/2021	\$42.16	\$8.60	\$17.09	\$0.00	\$67.85
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 1</i>	06/01/2020	\$39.15	\$8.60	\$17.09	\$0.00	\$64.84
	12/01/2020	\$40.13	\$8.60	\$17.09	\$0.00	\$65.82
	06/01/2021	\$41.15	\$8.60	\$17.09	\$0.00	\$66.84
	12/01/2021	\$42.16	\$8.60	\$17.09	\$0.00	\$67.85
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 1</i>	06/01/2020	\$39.30	\$8.60	\$17.09	\$0.00	\$64.99
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 1</i>	06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
	12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00	\$66.07
	06/01/2021	\$41.40	\$8.60	\$17.09	\$0.00	\$67.09
	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 1</i>	06/01/2020	\$39.15	\$8.60	\$17.09	\$0.00	\$64.84
	12/01/2020	\$40.13	\$8.60	\$17.09	\$0.00	\$65.82
	06/01/2021	\$41.15	\$8.60	\$17.09	\$0.00	\$66.84
	12/01/2021	\$42.16	\$8.60	\$17.09	\$0.00	\$67.85
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 1</i>	06/01/2020	\$39.15	\$8.60	\$17.09	\$0.00	\$64.84
	12/01/2020	\$40.13	\$8.60	\$17.09	\$0.00	\$65.82
	06/01/2021	\$41.15	\$8.60	\$17.09	\$0.00	\$66.84
	12/01/2021	\$42.16	\$8.60	\$17.09	\$0.00	\$67.85
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 <i>LABORERS - ZONE 1</i>	06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
	12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00	\$66.07
	06/01/2021	\$41.40	\$8.60	\$17.09	\$0.00	\$67.09
	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE &amp; TILE</i>	02/01/2020	\$41.49	\$10.75	\$20.12	\$0.00	\$72.36
	08/01/2020	\$42.57	\$10.75	\$20.27	\$0.00	\$73.59
	02/01/2021	\$43.08	\$10.75	\$20.27	\$0.00	\$74.10
	08/01/2021	\$44.20	\$10.75	\$20.43	\$0.00	\$75.38
	02/01/2022	\$44.67	\$10.75	\$20.43	\$0.00	\$75.85



**Classification**

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

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

**Effective Date - 02/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.75	\$10.75	\$20.12	\$0.00	\$51.62
2	60	\$24.89	\$10.75	\$20.12	\$0.00	\$55.76
3	70	\$29.04	\$10.75	\$20.12	\$0.00	\$59.91
4	80	\$33.19	\$10.75	\$20.12	\$0.00	\$64.06
5	90	\$37.34	\$10.75	\$20.12	\$0.00	\$68.21

**Effective Date - 08/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.29	\$10.75	\$20.27	\$0.00	\$52.31
2	60	\$25.54	\$10.75	\$20.27	\$0.00	\$56.56
3	70	\$29.80	\$10.75	\$20.27	\$0.00	\$60.82
4	80	\$34.06	\$10.75	\$20.27	\$0.00	\$65.08
5	90	\$38.31	\$10.75	\$20.27	\$0.00	\$69.33

**Notes:**

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

MARBLE MASONS, TILELAYERS & TERRAZZO MECH	02/01/2020	\$54.42	\$10.75	\$21.93	\$0.00	\$87.10
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2020	\$55.77	\$10.75	\$22.08	\$0.00	\$88.60
	02/01/2021	\$56.41	\$10.75	\$22.08	\$0.00	\$89.24
	08/01/2021	\$57.81	\$10.75	\$22.24	\$0.00	\$90.80
	02/01/2022	\$58.38	\$10.75	\$22.24	\$0.00	\$91.37

**Classification**

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

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

**Effective Date - 02/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.21	\$10.75	\$21.93	\$0.00	\$59.89
2	60	\$32.65	\$10.75	\$21.93	\$0.00	\$65.33
3	70	\$38.09	\$10.75	\$21.93	\$0.00	\$70.77
4	80	\$43.54	\$10.75	\$21.93	\$0.00	\$76.22
5	90	\$48.98	\$10.75	\$21.93	\$0.00	\$81.66

**Effective Date - 08/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.89	\$10.75	\$22.08	\$0.00	\$60.72
2	60	\$33.46	\$10.75	\$22.08	\$0.00	\$66.29
3	70	\$39.04	\$10.75	\$22.08	\$0.00	\$71.87
4	80	\$44.62	\$10.75	\$22.08	\$0.00	\$77.45
5	90	\$50.19	\$10.75	\$22.08	\$0.00	\$83.02

**Notes:**

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

MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANICS MAINTENANCE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 2) <i>MILLWRIGHTS LOCAL 1121 - Zone 2</i>	04/01/2019	\$38.87	\$9.90	\$18.50	\$0.00	\$67.27
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**Classification**

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

**Apprentice - MILLWRIGHT - Local 1121 Zone 2**

**Effective Date - 04/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$21.38	\$9.90	\$5.31	\$0.00	\$36.59
2	65	\$25.27	\$9.90	\$15.13	\$0.00	\$50.30
3	75	\$29.15	\$9.90	\$16.10	\$0.00	\$55.15
4	85	\$33.04	\$9.90	\$17.06	\$0.00	\$60.00

**Notes:**  
 Steps are 2,000 hours

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

<b>MORTAR MIXER</b> <i>LABORERS - ZONE 1</i>	06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
	12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00	\$66.07
	06/01/2021	\$41.40	\$8.60	\$17.09	\$0.00	\$67.09
	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
<b>OILER (OTHER THAN TRUCK CRANES,GRADALLS)</b> <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$23.13	\$13.00	\$15.70	\$0.00	\$51.83
	12/01/2020	\$23.70	\$13.00	\$15.70	\$0.00	\$52.40
	06/01/2021	\$24.25	\$13.00	\$15.70	\$0.00	\$52.95
	12/01/2021	\$24.83	\$13.00	\$15.70	\$0.00	\$53.53
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
<b>OILER (TRUCK CRANES, GRADALLS)</b> <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$27.79	\$13.00	\$15.70	\$0.00	\$56.49
	12/01/2020	\$28.47	\$13.00	\$15.70	\$0.00	\$57.17
	06/01/2021	\$29.11	\$13.00	\$15.70	\$0.00	\$57.81
	12/01/2021	\$29.79	\$13.00	\$15.70	\$0.00	\$58.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
<b>OTHER POWER DRIVEN EQUIPMENT - CLASS II</b> <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
<b>PAINTER (BRIDGES/TANKS)</b> <i>PAINTERS LOCAL 35 - ZONE 1</i>	07/01/2020	\$51.51	\$8.25	\$22.40	\$0.00	\$82.16
	01/01/2021	\$52.06	\$8.25	\$22.75	\$0.00	\$83.06

**Classification**

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

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

**Effective Date - 07/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.76	\$8.25	\$0.00	\$0.00	\$34.01
2	55	\$28.33	\$8.25	\$6.05	\$0.00	\$42.63
3	60	\$30.91	\$8.25	\$6.60	\$0.00	\$45.76
4	65	\$33.48	\$8.25	\$7.15	\$0.00	\$48.88
5	70	\$36.06	\$8.25	\$19.10	\$0.00	\$63.41
6	75	\$38.63	\$8.25	\$19.65	\$0.00	\$66.53
7	80	\$41.21	\$8.25	\$20.20	\$0.00	\$69.66
8	90	\$46.36	\$8.25	\$21.30	\$0.00	\$75.91

**Effective Date - 01/01/2021**

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

**Notes:**  
Steps are 750 hrs.

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

PAINTER (SPRAY OR SANDBLAST, NEW) *	07/01/2020	\$48.28	\$8.25	\$22.40	\$0.00	\$78.93
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 1	01/01/2021	\$49.75	\$8.25	\$22.75	\$0.00	\$80.75

**Classification**

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

**Apprentice - PAINTER Local 35 Zone 1 - Spray/Sandblast - New**

**Effective Date - 07/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.14	\$8.25	\$0.00	\$0.00	\$32.39
2	55	\$26.55	\$8.25	\$6.05	\$0.00	\$40.85
3	60	\$28.97	\$8.25	\$6.60	\$0.00	\$43.82
4	65	\$31.38	\$8.25	\$7.15	\$0.00	\$46.78
5	70	\$33.80	\$8.25	\$19.10	\$0.00	\$61.15
6	75	\$36.21	\$8.25	\$19.65	\$0.00	\$64.11
7	80	\$38.62	\$8.25	\$20.20	\$0.00	\$67.07
8	90	\$43.45	\$8.25	\$21.30	\$0.00	\$73.00

**Effective Date - 01/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.88	\$8.25	\$0.00	\$0.00	\$33.13
2	55	\$27.36	\$8.25	\$6.16	\$0.00	\$41.77
3	60	\$29.85	\$8.25	\$6.72	\$0.00	\$44.82
4	65	\$32.34	\$8.25	\$7.28	\$0.00	\$47.87
5	70	\$34.83	\$8.25	\$19.39	\$0.00	\$62.47
6	75	\$37.31	\$8.25	\$19.95	\$0.00	\$65.51
7	80	\$39.80	\$8.25	\$20.51	\$0.00	\$68.56
8	90	\$44.78	\$8.25	\$21.63	\$0.00	\$74.66

**Notes:**

Steps are 750 hrs.

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

PAINTER (SPRAY OR SANDBLAST, REPAINT)	07/01/2020	\$46.26	\$8.25	\$22.40	\$0.00	\$76.91
PAINTERS LOCAL 35 - ZONE 1	01/01/2021	\$46.81	\$8.25	\$22.75	\$0.00	\$77.81

**Classification**

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

**Apprentice - PAINTER Local 35 Zone 1 - Spray/Sandblast - Repaint**

**Effective Date - 07/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.13	\$8.25	\$0.00	\$0.00	\$31.38
2	55	\$25.44	\$8.25	\$6.05	\$0.00	\$39.74
3	60	\$27.76	\$8.25	\$6.60	\$0.00	\$42.61
4	65	\$30.07	\$8.25	\$7.15	\$0.00	\$45.47
5	70	\$32.38	\$8.25	\$19.10	\$0.00	\$59.73
6	75	\$34.70	\$8.25	\$19.65	\$0.00	\$62.60
7	80	\$37.01	\$8.25	\$20.20	\$0.00	\$65.46
8	90	\$41.63	\$8.25	\$21.30	\$0.00	\$71.18

**Effective Date - 01/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.41	\$8.25	\$0.00	\$0.00	\$31.66
2	55	\$25.75	\$8.25	\$6.16	\$0.00	\$40.16
3	60	\$28.09	\$8.25	\$6.72	\$0.00	\$43.06
4	65	\$30.43	\$8.25	\$7.28	\$0.00	\$45.96
5	70	\$32.77	\$8.25	\$19.39	\$0.00	\$60.41
6	75	\$35.11	\$8.25	\$19.95	\$0.00	\$63.31
7	80	\$37.45	\$8.25	\$20.51	\$0.00	\$66.21
8	90	\$42.13	\$8.25	\$21.63	\$0.00	\$72.01

**Notes:**  
Steps are 750 hrs.

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

PAINTER (TRAFFIC MARKINGS) LABORERS - ZONE 1	06/01/2020	\$39.15	\$8.60	\$17.09	\$0.00	\$64.84
	12/01/2020	\$40.13	\$8.60	\$17.09	\$0.00	\$65.82
	06/01/2021	\$41.15	\$8.60	\$17.09	\$0.00	\$66.84
	12/01/2021	\$42.16	\$8.60	\$17.09	\$0.00	\$67.85

For Apprentice rates see "Apprentice- LABORER"

PAINTER / TAPER (BRUSH, NEW) *	07/01/2020	\$46.80	\$8.25	\$22.40	\$0.00	\$77.45
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 1	01/01/2021	\$47.35	\$8.25	\$22.75	\$0.00	\$78.35

**Classification**

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

**Apprentice - PAINTER - Local 35 Zone 1 - BRUSH NEW**

**Effective Date - 07/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.40	\$8.25	\$0.00	\$0.00	\$31.65
2	55	\$25.74	\$8.25	\$6.05	\$0.00	\$40.04
3	60	\$28.08	\$8.25	\$6.60	\$0.00	\$42.93
4	65	\$30.42	\$8.25	\$7.15	\$0.00	\$45.82
5	70	\$32.76	\$8.25	\$19.10	\$0.00	\$60.11
6	75	\$35.10	\$8.25	\$19.65	\$0.00	\$63.00
7	80	\$37.44	\$8.25	\$20.20	\$0.00	\$65.89
8	90	\$42.12	\$8.25	\$21.30	\$0.00	\$71.67

**Effective Date - 01/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.68	\$8.25	\$0.00	\$0.00	\$31.93
2	55	\$26.04	\$8.25	\$6.16	\$0.00	\$40.45
3	60	\$28.41	\$8.25	\$6.72	\$0.00	\$43.38
4	65	\$30.78	\$8.25	\$7.28	\$0.00	\$46.31
5	70	\$33.15	\$8.25	\$19.39	\$0.00	\$60.79
6	75	\$35.51	\$8.25	\$19.95	\$0.00	\$63.71
7	80	\$37.88	\$8.25	\$20.51	\$0.00	\$66.64
8	90	\$42.62	\$8.25	\$21.63	\$0.00	\$72.50

**Notes:**

Steps are 750 hrs.

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

PAINTER / TAPER (BRUSH, REPAINT)	07/01/2020	\$44.86	\$8.25	\$22.40	\$0.00	\$75.51
PAINTERS LOCAL 35 - ZONE 1	01/01/2021	\$45.41	\$8.25	\$22.75	\$0.00	\$76.41

**Classification**

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

**Apprentice - PAINTER Local 35 Zone 1 - BRUSH REPAINT**

**Effective Date - 07/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.43	\$8.25	\$0.00	\$0.00	\$30.68
2	55	\$24.67	\$8.25	\$6.05	\$0.00	\$38.97
3	60	\$26.92	\$8.25	\$6.60	\$0.00	\$41.77
4	65	\$29.16	\$8.25	\$7.15	\$0.00	\$44.56
5	70	\$31.40	\$8.25	\$19.10	\$0.00	\$58.75
6	75	\$33.65	\$8.25	\$19.65	\$0.00	\$61.55
7	80	\$35.89	\$8.25	\$20.20	\$0.00	\$64.34
8	90	\$40.37	\$8.25	\$21.30	\$0.00	\$69.92

**Effective Date - 01/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.71	\$8.25	\$0.00	\$0.00	\$30.96
2	55	\$24.98	\$8.25	\$6.16	\$0.00	\$39.39
3	60	\$27.25	\$8.25	\$6.72	\$0.00	\$42.22
4	65	\$29.52	\$8.25	\$7.28	\$0.00	\$45.05
5	70	\$31.79	\$8.25	\$19.39	\$0.00	\$59.43
6	75	\$34.06	\$8.25	\$19.95	\$0.00	\$62.26
7	80	\$36.33	\$8.25	\$20.51	\$0.00	\$65.09
8	90	\$40.87	\$8.25	\$21.63	\$0.00	\$70.75

**Notes:**

Steps are 750 hrs.

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

PANEL & PICKUP TRUCKS DRIVER <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2020	\$34.98	\$12.41	\$13.72	\$0.00	\$61.11
	08/01/2020	\$34.98	\$12.91	\$13.72	\$0.00	\$61.61
	12/01/2020	\$34.98	\$12.91	\$14.82	\$0.00	\$62.71
	06/01/2021	\$35.78	\$12.91	\$14.82	\$0.00	\$63.51
	08/01/2021	\$35.78	\$13.41	\$14.82	\$0.00	\$64.01
	12/01/2021	\$35.78	\$13.41	\$16.01	\$0.00	\$65.20
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
PILE DRIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99



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

**Effective Date - 08/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.47	\$9.90	\$21.15	\$0.00	\$55.52
2	60	\$29.36	\$9.90	\$21.15	\$0.00	\$60.41
3	70	\$34.26	\$9.90	\$21.15	\$0.00	\$65.31
4	75	\$36.71	\$9.90	\$21.15	\$0.00	\$67.76
5	80	\$39.15	\$9.90	\$21.15	\$0.00	\$70.20
6	80	\$39.15	\$9.90	\$21.15	\$0.00	\$70.20
7	90	\$44.05	\$9.90	\$21.15	\$0.00	\$75.10
8	90	\$44.05	\$9.90	\$21.15	\$0.00	\$75.10

Notes:

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

PIPEFITTER & STEAMFITTER	03/01/2020	\$56.19	\$10.95	\$19.74	\$0.00	\$86.88
PIPEFITTERS LOCAL 537	09/01/2020	\$57.69	\$10.95	\$19.74	\$0.00	\$88.38
	03/01/2021	\$59.19	\$10.95	\$19.74	\$0.00	\$89.88

**Apprentice - PIPEFITTER - Local 537**

**Effective Date - 03/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$22.48	\$10.95	\$8.00	\$0.00	\$41.43
2	45	\$25.29	\$10.95	\$19.74	\$0.00	\$55.98
3	60	\$33.71	\$10.95	\$19.74	\$0.00	\$64.40
4	70	\$39.33	\$10.95	\$19.74	\$0.00	\$70.02
5	80	\$44.95	\$10.95	\$19.74	\$0.00	\$75.64

**Effective Date - 09/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$23.08	\$10.95	\$8.00	\$0.00	\$42.03
2	45	\$25.96	\$10.95	\$19.74	\$0.00	\$56.65
3	60	\$34.61	\$10.95	\$19.74	\$0.00	\$65.30
4	70	\$40.38	\$10.95	\$19.74	\$0.00	\$71.07
5	80	\$46.15	\$10.95	\$19.74	\$0.00	\$76.84

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:\*\***

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIPELAYER <i>LABORERS - ZONE 1</i>	06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
	12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00	\$66.07
	06/01/2021	\$41.40	\$8.60	\$17.09	\$0.00	\$67.09
	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10

For apprentice rates see "Apprentice- LABORER"

PLUMBERS & GASFITTERS <i>PLUMBERS &amp; GASFITTERS LOCAL 12</i>	03/01/2020	\$58.69	\$12.07	\$17.26	\$0.00	\$88.02
	09/01/2020	\$60.19	\$12.07	\$17.26	\$0.00	\$89.52
	03/01/2021	\$61.69	\$12.07	\$17.26	\$0.00	\$91.02

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

**Effective Date - 03/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$20.54	\$12.07	\$6.24	\$0.00	\$38.85
2	40	\$23.48	\$12.07	\$7.08	\$0.00	\$42.63
3	55	\$32.28	\$12.07	\$9.63	\$0.00	\$53.98
4	65	\$38.15	\$12.07	\$11.33	\$0.00	\$61.55
5	75	\$44.02	\$12.07	\$13.03	\$0.00	\$69.12

**Effective Date - 09/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$21.07	\$12.07	\$6.24	\$0.00	\$39.38
2	40	\$24.08	\$12.07	\$7.08	\$0.00	\$43.23
3	55	\$33.10	\$12.07	\$9.63	\$0.00	\$54.80
4	65	\$39.12	\$12.07	\$11.33	\$0.00	\$62.52
5	75	\$45.14	\$12.07	\$13.03	\$0.00	\$70.24

**Notes:**

\*\* 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr  
Step4 with lic\$65.32, Step5 with lic\$72.89

**Apprentice to Journeyworker Ratio:\*\***

PNEUMATIC CONTROLS (TEMP.) <i>PIPEFITTERS LOCAL 537</i>	03/01/2020	\$56.19	\$10.95	\$19.74	\$0.00	\$86.88
	09/01/2020	\$57.69	\$10.95	\$19.74	\$0.00	\$88.38
	03/01/2021	\$59.17	\$10.95	\$19.74	\$0.00	\$89.86

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

PNEUMATIC DRILL/TOOL OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
	12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00	\$66.07
	06/01/2021	\$41.40	\$8.60	\$17.09	\$0.00	\$67.09
	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10

For apprentice rates see "Apprentice- LABORER"

POWDERMAN & BLASTER <i>LABORERS - ZONE 1</i>	06/01/2020	\$40.15	\$8.60	\$17.09	\$0.00	\$65.84
	12/01/2020	\$41.13	\$8.60	\$17.09	\$0.00	\$66.82
	06/01/2021	\$42.15	\$8.60	\$17.09	\$0.00	\$67.84
	12/01/2021	\$43.16	\$8.60	\$17.09	\$0.00	\$68.85

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.58	\$13.00	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.73	\$13.00	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.58	\$13.00	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.73	\$13.00	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$32.72	\$13.00	\$15.70	\$0.00	\$61.42
	12/01/2020	\$33.50	\$13.00	\$15.70	\$0.00	\$62.20
	06/01/2021	\$34.25	\$13.00	\$15.70	\$0.00	\$62.95
	12/01/2021	\$35.04	\$13.00	\$15.70	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY MIX CONCRETE DRIVERS after 4/30/12 (Drivers Hired After 4/30/2012) <i>TEAMSTERS 25 (Metro) - Aggregate</i>	05/01/2020	\$27.90	\$10.41	\$14.12	\$0.00	\$52.43
	08/01/2020	\$27.90	\$10.91	\$14.12	\$0.00	\$52.93
	05/01/2021	\$29.15	\$10.91	\$15.25	\$0.00	\$55.31
	08/01/2021	\$29.15	\$11.41	\$15.25	\$0.00	\$55.81
	05/01/2022	\$30.40	\$11.41	\$15.25	\$0.00	\$57.06
	08/01/2022	\$30.40	\$11.91	\$15.25	\$0.00	\$57.56
READY-MIX CONCRETE DRIVER <i>TEAMSTERS 25 (Metro) - Aggregate</i>	05/01/2020	\$32.91	\$10.41	\$14.12	\$0.00	\$57.44
	08/01/2020	\$32.91	\$10.91	\$14.12	\$0.00	\$57.94
	05/01/2021	\$33.66	\$10.91	\$15.25	\$0.00	\$59.82
	08/01/2021	\$33.66	\$11.41	\$15.25	\$0.00	\$60.32
	05/01/2022	\$34.41	\$11.41	\$15.25	\$0.00	\$61.07
	08/01/2022	\$34.41	\$11.91	\$15.25	\$0.00	\$61.57
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
	12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00	\$66.07
	06/01/2021	\$41.40	\$8.60	\$17.09	\$0.00	\$67.09
	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofers Waterproofing &Roofers Damproofg) <i>ROOFERS LOCAL 33</i>	03/01/2020	\$45.67	\$11.50	\$15.90	\$0.00	\$73.07
	08/01/2020	\$47.10	\$11.50	\$15.90	\$0.00	\$74.50
	02/01/2021	\$48.53	\$11.50	\$15.90	\$0.00	\$75.93
	08/01/2021	\$49.96	\$11.50	\$15.90	\$0.00	\$77.36
	02/01/2022	\$51.39	\$11.50	\$15.90	\$0.00	\$78.79

**Classification**

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

**Apprentice - ROOFER - Local 33**

**Effective Date - 03/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.84	\$11.50	\$3.69	\$0.00	\$38.03
2	60	\$27.40	\$11.50	\$15.90	\$0.00	\$54.80
3	65	\$29.69	\$11.50	\$15.90	\$0.00	\$57.09
4	75	\$34.25	\$11.50	\$15.90	\$0.00	\$61.65
5	85	\$38.82	\$11.50	\$15.90	\$0.00	\$66.22

**Effective Date - 08/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.55	\$11.50	\$3.69	\$0.00	\$38.74
2	60	\$28.26	\$11.50	\$15.90	\$0.00	\$55.66
3	65	\$30.62	\$11.50	\$15.90	\$0.00	\$58.02
4	75	\$35.33	\$11.50	\$15.90	\$0.00	\$62.73
5	85	\$40.04	\$11.50	\$15.90	\$0.00	\$67.44

**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	03/01/2020	\$45.92	\$11.50	\$15.90	\$0.00	\$73.32
ROOFERS LOCAL 33	08/01/2020	\$47.35	\$11.50	\$15.90	\$0.00	\$74.75
	02/01/2021	\$48.78	\$11.50	\$15.90	\$0.00	\$76.18
	08/01/2021	\$50.21	\$11.50	\$15.90	\$0.00	\$77.61
	02/01/2022	\$51.64	\$11.50	\$15.90	\$0.00	\$79.04

For apprentice rates see "Apprentice- ROOFER"

SHEETMETAL WORKER	02/01/2020	\$49.36	\$13.35	\$24.12	\$2.61	\$89.44
SHEETMETAL WORKERS LOCAL 17 - A	08/01/2020	\$50.96	\$13.35	\$24.12	\$2.66	\$91.09
	02/01/2021	\$52.61	\$13.35	\$24.12	\$2.71	\$92.79
	08/01/2021	\$54.36	\$13.35	\$24.12	\$2.76	\$94.59
	02/01/2022	\$56.11	\$13.35	\$24.12	\$2.81	\$96.39

**Classification**

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

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

**Effective Date - 02/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$20.73	\$13.35	\$5.89	\$0.00	\$39.97
2	42	\$20.73	\$13.35	\$5.89	\$0.00	\$39.97
3	47	\$23.20	\$13.35	\$11.13	\$1.43	\$49.11
4	47	\$23.20	\$13.35	\$11.13	\$1.43	\$49.11
5	52	\$25.67	\$13.35	\$12.08	\$1.53	\$52.63
6	52	\$25.67	\$13.35	\$12.33	\$1.54	\$52.89
7	60	\$29.62	\$13.35	\$13.70	\$1.70	\$58.37
8	65	\$32.08	\$13.35	\$15.15	\$1.80	\$62.38
9	75	\$37.02	\$13.35	\$16.56	\$2.01	\$68.94
10	85	\$41.96	\$13.35	\$17.96	\$2.20	\$75.47

**Effective Date - 08/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$21.40	\$13.35	\$5.89	\$0.00	\$40.64
2	42	\$21.40	\$13.35	\$5.89	\$0.00	\$40.64
3	47	\$23.95	\$13.35	\$11.13	\$1.45	\$49.88
4	47	\$23.95	\$13.35	\$11.13	\$1.45	\$49.88
5	52	\$26.50	\$13.35	\$12.08	\$1.56	\$53.49
6	52	\$26.50	\$13.35	\$12.33	\$1.57	\$53.75
7	60	\$30.58	\$13.35	\$13.70	\$1.73	\$59.36
8	65	\$33.12	\$13.35	\$15.15	\$1.85	\$63.47
9	75	\$38.22	\$13.35	\$16.56	\$2.04	\$70.17
10	85	\$43.32	\$13.35	\$17.96	\$2.24	\$76.87

**Notes:**  
Steps are 6 mos.

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

SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2020	\$35.44	\$12.41	\$13.72	\$0.00	\$61.57
	08/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.07
	12/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.17
	06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$63.97
	08/01/2021	\$36.24	\$13.41	\$14.82	\$0.00	\$64.47
	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2020	\$35.73	\$12.41	\$13.72	\$0.00	\$61.86
	08/01/2020	\$35.73	\$12.91	\$13.72	\$0.00	\$62.36
	12/01/2020	\$35.73	\$12.91	\$14.82	\$0.00	\$63.46
	06/01/2021	\$36.53	\$12.91	\$14.82	\$0.00	\$64.26
	08/01/2021	\$36.53	\$13.41	\$14.82	\$0.00	\$64.76
	12/01/2021	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1</i>	03/01/2020	\$60.82	\$9.68	\$20.55	\$0.00	\$91.05
	10/01/2020	\$62.32	\$9.68	\$20.55	\$0.00	\$92.55
	03/01/2021	\$63.82	\$9.68	\$20.55	\$0.00	\$94.05

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

**Effective Date - 03/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$21.29	\$9.68	\$11.61	\$0.00	\$42.58
2	40	\$24.33	\$9.68	\$12.30	\$0.00	\$46.31
3	45	\$27.37	\$9.68	\$12.99	\$0.00	\$50.04
4	50	\$30.41	\$9.68	\$13.73	\$0.00	\$53.82
5	55	\$33.45	\$9.68	\$14.36	\$0.00	\$57.49
6	60	\$36.49	\$9.68	\$15.05	\$0.00	\$61.22
7	65	\$39.53	\$9.68	\$15.74	\$0.00	\$64.95
8	70	\$42.57	\$9.68	\$16.43	\$0.00	\$68.68
9	75	\$45.62	\$9.68	\$17.11	\$0.00	\$72.41
10	80	\$48.66	\$9.68	\$17.80	\$0.00	\$76.14

**Effective Date - 10/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$21.81	\$9.68	\$11.61	\$0.00	\$43.10
2	40	\$24.93	\$9.68	\$12.30	\$0.00	\$46.91
3	45	\$28.04	\$9.68	\$12.99	\$0.00	\$50.71
4	50	\$31.16	\$9.68	\$13.73	\$0.00	\$54.57
5	55	\$34.28	\$9.68	\$14.36	\$0.00	\$58.32
6	60	\$37.39	\$9.68	\$15.05	\$0.00	\$62.12
7	65	\$40.51	\$9.68	\$15.74	\$0.00	\$65.93
8	70	\$43.62	\$9.68	\$16.43	\$0.00	\$69.73
9	75	\$46.74	\$9.68	\$17.11	\$0.00	\$73.53
10	80	\$49.86	\$9.68	\$17.80	\$0.00	\$77.34

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

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

STEAM BOILER OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 103</i>	03/01/2020	\$40.13	\$13.00	\$17.12	\$0.00	\$70.25
	09/01/2020	\$41.20	\$13.00	\$17.16	\$0.00	\$71.36
	03/01/2021	\$42.66	\$13.00	\$17.27	\$0.00	\$72.93
	09/01/2021	\$44.32	\$13.00	\$17.38	\$0.00	\$74.70
	03/01/2022	\$45.83	\$13.00	\$17.49	\$0.00	\$76.32
	09/01/2022	\$47.55	\$13.00	\$17.62	\$0.00	\$78.17
	03/01/2023	\$49.11	\$13.00	\$17.73	\$0.00	\$79.84

**Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103**

**Effective Date - 03/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$18.06	\$13.00	\$0.54	\$0.00	\$31.60
2	45	\$18.06	\$13.00	\$0.54	\$0.00	\$31.60
3	50	\$20.07	\$13.00	\$14.00	\$0.00	\$47.07
4	50	\$20.07	\$13.00	\$14.00	\$0.00	\$47.07
5	55	\$22.07	\$13.00	\$14.31	\$0.00	\$49.38
6	60	\$24.08	\$13.00	\$14.62	\$0.00	\$51.70
7	65	\$26.08	\$13.00	\$14.94	\$0.00	\$54.02
8	70	\$28.09	\$13.00	\$15.25	\$0.00	\$56.34
9	75	\$30.10	\$13.00	\$15.56	\$0.00	\$58.66
10	80	\$32.10	\$13.00	\$15.87	\$0.00	\$60.97

**Effective Date - 09/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$18.54	\$13.00	\$0.57	\$0.00	\$32.11
2	45	\$18.54	\$13.00	\$0.57	\$0.00	\$32.11
3	50	\$20.60	\$13.00	\$14.02	\$0.00	\$47.62
4	50	\$20.60	\$13.00	\$14.02	\$0.00	\$47.62
5	55	\$22.66	\$13.00	\$14.33	\$0.00	\$49.99
6	60	\$24.72	\$13.00	\$14.64	\$0.00	\$52.36
7	65	\$26.78	\$13.00	\$14.96	\$0.00	\$54.74
8	70	\$28.84	\$13.00	\$15.28	\$0.00	\$57.12
9	75	\$30.90	\$13.00	\$15.59	\$0.00	\$59.49
10	80	\$32.96	\$13.00	\$15.90	\$0.00	\$61.86

**Notes:**

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

TERRAZZO FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE &amp; TILE</i>	02/01/2020	\$53.34	\$10.75	\$21.94	\$0.00	\$86.03
	08/01/2020	\$54.69	\$10.75	\$22.09	\$0.00	\$87.53
	02/01/2021	\$55.33	\$10.75	\$22.09	\$0.00	\$88.17
	08/01/2021	\$56.73	\$10.75	\$22.25	\$0.00	\$89.73
	02/01/2022	\$57.32	\$10.75	\$22.25	\$0.00	\$90.32

**Classification**

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

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

**Effective Date - 02/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.67	\$10.75	\$21.94	\$0.00	\$59.36
2	60	\$32.00	\$10.75	\$21.94	\$0.00	\$64.69
3	70	\$37.34	\$10.75	\$21.94	\$0.00	\$70.03
4	80	\$42.67	\$10.75	\$21.94	\$0.00	\$75.36
5	90	\$48.01	\$10.75	\$21.94	\$0.00	\$80.70

**Effective Date - 08/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.35	\$10.75	\$22.09	\$0.00	\$60.19
2	60	\$32.81	\$10.75	\$22.09	\$0.00	\$65.65
3	70	\$38.28	\$10.75	\$22.09	\$0.00	\$71.12
4	80	\$43.75	\$10.75	\$22.09	\$0.00	\$76.59
5	90	\$49.22	\$10.75	\$22.09	\$0.00	\$82.06

**Notes:**

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

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2020	\$40.55	\$8.60	\$17.24	\$0.00	\$66.39
	12/01/2020	\$41.53	\$8.60	\$17.24	\$0.00	\$67.37
	06/01/2021	\$42.55	\$8.60	\$17.24	\$0.00	\$68.39
	12/01/2021	\$43.56	\$8.60	\$17.24	\$0.00	\$69.40

For apprentice rates see "Apprentice- LABORER"

TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2020	\$39.27	\$8.60	\$17.24	\$0.00	\$65.11
	12/01/2020	\$40.25	\$8.60	\$17.24	\$0.00	\$66.09
	06/01/2021	\$41.27	\$8.60	\$17.24	\$0.00	\$67.11
	12/01/2021	\$42.28	\$8.60	\$17.24	\$0.00	\$68.12

For apprentice rates see "Apprentice- LABORER"

TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2020	\$39.15	\$8.60	\$17.24	\$0.00	\$64.99
	12/01/2020	\$40.13	\$8.60	\$17.24	\$0.00	\$65.97
	06/01/2021	\$41.15	\$8.60	\$17.24	\$0.00	\$66.99
	12/01/2021	\$42.16	\$8.60	\$17.24	\$0.00	\$68.00

For apprentice rates see "Apprentice- LABORER"

TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88

For apprentice rates see "Apprentice- OPERATING ENGINEERS"



Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2020	\$36.02	\$12.41	\$13.72	\$0.00	\$62.15
	08/01/2020	\$36.02	\$12.91	\$13.72	\$0.00	\$62.65
	12/01/2020	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	06/01/2021	\$36.82	\$12.91	\$14.82	\$0.00	\$64.55
	08/01/2021	\$36.82	\$13.41	\$14.82	\$0.00	\$65.05
	12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	06/01/2020	\$51.38	\$8.60	\$17.69	\$0.00	\$77.67
	12/01/2020	\$52.36	\$8.60	\$17.69	\$0.00	\$78.65
	06/01/2021	\$53.38	\$8.60	\$17.69	\$0.00	\$79.67
	12/01/2021	\$54.39	\$8.60	\$17.69	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	06/01/2020	\$53.38	\$8.60	\$17.69	\$0.00	\$79.67
	12/01/2020	\$54.36	\$8.60	\$17.69	\$0.00	\$80.65
	06/01/2021	\$55.38	\$8.60	\$17.69	\$0.00	\$81.67
	12/01/2021	\$56.39	\$8.60	\$17.69	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2020	\$43.45	\$8.60	\$17.69	\$0.00	\$69.74
	12/01/2020	\$44.43	\$8.60	\$17.69	\$0.00	\$70.72
	06/01/2021	\$45.45	\$8.60	\$17.69	\$0.00	\$71.74
	12/01/2021	\$46.46	\$8.60	\$17.69	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2020	\$45.45	\$8.60	\$17.69	\$0.00	\$71.74
	12/01/2020	\$46.43	\$8.60	\$17.69	\$0.00	\$72.72
	06/01/2021	\$47.45	\$8.60	\$17.69	\$0.00	\$73.74
	12/01/2021	\$48.46	\$8.60	\$17.69	\$0.00	\$74.75
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2020	\$35.44	\$12.41	\$13.72	\$0.00	\$61.57
	08/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.07
	12/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.17
	06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$63.97
	08/01/2021	\$36.24	\$13.41	\$14.82	\$0.00	\$64.47
	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
WAGON DRILL OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
	12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00	\$66.07
	06/01/2021	\$41.40	\$8.60	\$17.09	\$0.00	\$67.09
	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.58	\$13.00	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.73	\$13.00	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER <i>PLUMBERS &amp; GASFITTERS LOCAL 12</i>	03/01/2020	\$58.69	\$12.07	\$17.26	\$0.00	\$88.02
	09/01/2020	\$60.19	\$12.07	\$17.26	\$0.00	\$89.52
	03/01/2021	\$61.69	\$12.07	\$17.26	\$0.00	\$91.02
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

**Outside Electrical - East**

<b>Classification</b>	<b>Effective Date</b>	<b>Base Wage</b>	<b>Health</b>	<b>Pension</b>	<b>Supplemental Unemployment</b>	<b>Total Rate</b>
<b>CABLE TECHNICIAN (Power Zone)</b> <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2019	\$28.83	\$8.75	\$1.86	\$0.00	\$39.44
	08/30/2020	\$29.67	\$9.25	\$1.89	\$0.00	\$40.81
For apprentice rates see "Apprentice- LINEMAN"						
<b>CABLEMAN (Underground Ducts &amp; Cables)</b> <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2019	\$40.84	\$8.75	\$10.02	\$0.00	\$59.61
	08/30/2020	\$42.03	\$9.25	\$10.27	\$0.00	\$61.55
For apprentice rates see "Apprentice- LINEMAN"						
<b>DRIVER / GROUNDMAN CDL</b> <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2019	\$33.64	\$8.75	\$9.86	\$0.00	\$52.25
	08/30/2020	\$34.62	\$9.25	\$10.07	\$0.00	\$53.94
For apprentice rates see "Apprentice- LINEMAN"						
<b>DRIVER / GROUNDMAN -Inexperienced (&lt;2000 Hrs)</b> <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2019	\$26.43	\$8.75	\$1.79	\$0.00	\$36.97
	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
For apprentice rates see "Apprentice- LINEMAN"						
<b>EQUIPMENT OPERATOR (Class A CDL)</b> <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2019	\$40.84	\$8.75	\$14.10	\$0.00	\$63.69
	08/30/2020	\$42.03	\$9.25	\$14.35	\$0.00	\$65.63
For apprentice rates see "Apprentice- LINEMAN"						
<b>EQUIPMENT OPERATOR (Class B CDL)</b> <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2019	\$36.04	\$8.75	\$10.65	\$0.00	\$55.44
	08/30/2020	\$37.09	\$9.25	\$10.87	\$0.00	\$57.21
For apprentice rates see "Apprentice- LINEMAN"						
<b>GROUNDMAN</b> <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2019	\$21.62	\$8.75	\$1.65	\$0.00	\$32.02
	08/30/2020	\$22.25	\$9.25	\$1.67	\$0.00	\$33.17
For apprentice rates see "Apprentice- LINEMAN"						
<b>GROUNDMAN -Inexperienced (&lt;2000 Hrs.)</b> <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2019	\$26.43	\$8.75	\$1.79	\$0.00	\$36.97
	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
For apprentice rates see "Apprentice- LINEMAN"						
<b>JOURNEYMAN LINEMAN</b> <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2019	\$48.05	\$8.75	\$17.19	\$0.00	\$73.99
	08/30/2020	\$49.45	\$9.25	\$17.48	\$0.00	\$76.18

**Classification**

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

**Apprentice - LINEMAN (Outside Electrical) - East Local 104**

**Effective Date - 09/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$28.83	\$8.75	\$3.36	\$0.00	\$40.94
2	65	\$31.23	\$8.75	\$3.44	\$0.00	\$43.42
3	70	\$33.64	\$8.75	\$3.51	\$0.00	\$45.90
4	75	\$36.04	\$8.75	\$5.08	\$0.00	\$49.87
5	80	\$38.44	\$8.75	\$5.15	\$0.00	\$52.34
6	85	\$40.84	\$8.75	\$5.23	\$0.00	\$54.82
7	90	\$43.25	\$8.75	\$7.30	\$0.00	\$59.30

**Effective Date - 08/30/2020**

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

**Notes:**

**Apprentice to Journeyworker Ratio:1:2**

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

**Additional Apprentice Information:**

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

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

All steps are six months (1000 hours.)

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

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

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

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

## SCOPE OF WORK

The work involved in **Contract No. PW/20-18, Larz Anderson Lagoon Structures**, includes, but is not necessarily limited to the following:

- SELECTIVE DEMOLITION
- SITE PREPARATION & DEMOLITION
- TEMPORARY SHORING, BRACING AND PROTECTION
- ARCHITECTURAL CONCRETE
- STRUCTURAL PRECAST CONCRETE AND UNIT CAST STONE
- STONE ASSEMBLIES
- METAL FABRICATIONS
- RUSTIC TERRAZZO FLOORING
- EARTHWORK
- EROSION AND SEDIMENTATION CONTROLS
- BITUMINOUS CONCRETE PAVEMENT
- CONCRETE PAVING
- SITE FURNISHINGS

Alternates include, but are not necessarily limited to the following:

- REMOVAL AND REPLACEMENT OF CAUSEWAY STRUCTURE
- TEMPORARY DEWATERING
- LOAMING AND SEEDING
- SHORELINE RESTORATION
- MECHANICAL WATER FEATURE SYSTEM
- INSTALLATION OF BEDROCK WELL

Supplemental work includes, but is not necessarily limited to the following:

- REMOVAL AND INSTALLATION OF NEW BITUMINOUS CONCRETE PATHWAYS
- REMOVAL AND INSTALLATION OF NEW CONCRETE PAVEMENT

The work shall consist of furnishing all labor, equipment, and materials necessary to perform these tasks. **The Contractor must complete all work by December 18, 2020.**

The Commissioner of Public Works reserves the right to either decrease the quantity or eliminate items of work in order to keep the project within the appropriation. The Town will award the Contract to the responsible qualified bidder, as determined by the Commissioner of Public Works, with the lowest base bid.

## MEASUREMENT AND PAYMENT

### PART 1- BID ITEMS

#### 1.01 BID

- A. The work covered by this Bid shall include the furnishing of all labor, materials, equipment and incidentals required to complete the Larz Anderson Lagoon Structures project in Brookline, Massachusetts in its entirety as shown on the Drawings and as described in the Project Specifications. Payment for all bid items shall include compensation for all work necessary to protect property during construction.

#### 1.02 Weir, Headwall and Foot Bridge (Bid Item No. 1)

##### A. Measurement

- 1. Measurement for payment under Item No. 1 on the Bid Form will be on a lump sum basis as shown on the Drawings and described in the Project Specifications.

##### B. Payment

- 1. Payment of the lump sum price bid in the Bid Form for Item No. 1 shall be full compensation as described herein:

As indicated on the Drawings and specifications, all work required to construct the Base Bid improvements to the Larz Anderson Structures including all work required for site preparation and removals clearing and grubbing as noted, removal of bituminous concrete pathways from the existing bridge up to the limits at the Causeway as shown, installation and maintenance of erosion controls as shown; installation of temporary dewatering structures necessary to perform the work, selective demolition of the weir and headwall, removal and disposal of the existing Foot Bridge structure, construction of the new improvements to the weir including the new weir guardrail, construction of the cast in place concrete footbridge structure, footings and guardrails as shown, construction of the new Foot Bridge and weir pathway, loaming and seeding, shoreline restoration, and other miscellaneous work to provide a complete the work for the Larz Anderson Structures as described in the contract documents.

#### 1.03 Tempietto (Bid Item No. 2)

##### A. Measurement

- 1. Measurement for payment under Item No. 2 on the Bid Form will be on a lump sum basis as shown on the Drawings and described in the Project Specifications.

##### B. Payment

- 2. Payment of the lump sum price bid in the Bid Form for Item No. 2 shall be full compensation as described herein:

As indicated on the Drawings and specifications, all work required to construct the Base Bid improvements to the Larz Anderson Structures including all work required for site preparation and removals clearing and grubbing as noted, removal of bituminous concrete

pathways from the Tempietto up to the Causeway as shown, installation and maintenance of erosion controls as shown; installation of temporary dewatering structures necessary to perform the work, removal and disposal of the Tempietto structure and associated structures as shown, construction of the new pre-cast concrete and cast in place concrete Tempietto, loaming and seeding, shoreline restoration, and other miscellaneous work to provide a complete the Base Bid work for the Larz Anderson Structures as described in the contract documents.

## PART 2 – ADD ALTERNATE BID ITEMS

### 2.01 ADD ALTERNATE #1 (Bid Item No. A-1)

#### A. Measurement

1. Measurement for payment under Item No. A-1 on the Bid Form will be on a lump sum basis as shown on the Drawings and described in the Project Specifications.

#### B. Payment

1. Payment of the lump sum price bid in the Bid Form for Item No. A-1 shall be full compensation as described herein:

All work required to construct the Add Alternate #1 improvements to the Larz Anderson Structures including all work required for site preparation and removals of the Causeway structure, removal of bituminous concrete pathways as shown, installation of temporary dewatering structures necessary to perform the work, removal and disposal of the Causeway structure and associated structures as shown, construction of the new cast in place concrete Causeway including the new Causeway guardrail, loaming and seeding, shoreline restoration, and other miscellaneous work to provide a complete the Add Alternate #1 work for the Larz Anderson Structures as described in the contract documents.

### 2.02 ADD ALTERNATE #2 (Bid Item No. A-2)

#### A. Measurement

1. Measurement for payment under Item No. A-2 on the Bid Form will be on a lump sum basis as shown on the Drawings and described in the Project Specifications.

#### B. Payment

1. Payment of the lump sum price bid in the Bid Form for Item No. A-2 shall be full compensation as described herein:

All work required to construct the Add Alternate #2 improvements to the Larz Anderson Structures including all work required for site preparation, installation of mechanical water feature per Specification Section 131313 for the Tempietto as shown, , and other miscellaneous work to provide a complete the Add Alternate #2 work for the Larz Anderson Structures as described in the contract documents.

### 2.03 ADD ALTERNATE #3 (Bid Item No. A-3)

A. Measurement

1. Measurement for payment under Item No. A-3 on the Bid Form will be on a lump sum basis as shown on the Drawings and specified in the Project Specifications.

B. Payment

1. Payment of the lump sum price bid in the Bid Form for Item No. A-3 shall be full compensation as described herein:

All work required to construct the Add Alternate #3 improvements to the Larz Anderson Structures including all work required for site preparation, installation bedrock well per Specification Section 32424 and pump system instead of use of pond for water feature for the Tempietto as shown, and other miscellaneous work to provide a complete the Add Alternate #3 work for the Larz Anderson Structures as described in the contract documents.

### PART 3 – SUPPLEMENTAL UNIT PRICES

Should certain additional work be required, or should the quantities of certain classes of work be increased or decreased from those on which the Contract Sum is based, by order or approval of the Owner, the undersigned agrees that the following supplemental unit prices may be used as the basis of payment to him/her or credit to the Owner for such addition, increase, or decrease in the work as determined solely by the Owner. Supplemental unit prices shall cover all costs, complete in place, and the prices given shall represent the exact amount per unit to be paid to the Contractor (in the case of additions or increases) or to be deducted from payments to the Contractor (in the case of deductions or decreases). No additional adjustments will be allowed for overhead, profit, insurance or other direct or indirect expenses of the Contractor or Subcontractor beyond the prices as listed.

#### 3.01 SUPPLEMENTAL BID ITEM NO. 1 (Bid Item S-1)

A. Measurement

1. Measurement for payment under Item No. S-1 on the Bid Form will be on a square yard basis for all bituminous concrete pavement with subbase complete and in place in accordance with local, state, and federal rules and regulations as shown on the Drawings and as described in the Project Specifications Section No. 321216.

B. Payment

1. Payment for Item S-1 on the Bid Form will be on a square yard basis for all furnished and installed bituminous concrete pathways from areas shown on the Drawings.

#### 3.02 SUPPLEMENTAL BID ITEM NO. 2 (Bid Item S-2)

A. Measurement

1. Measurement for payment under Item No. S-2 on the Bid Form will be on a square yard basis for all concrete pavement with subbase complete and in place in accordance with local, state, and federal rules and regulations as shown on the Drawings and as described in the Project Specifications Section No. 321313.

B. Payment

1. Payment for Item S-2 on the Bid Form will be on a square yard basis for all furnished and installed concrete pavement from areas shown on the Drawings.

END OF SECTION



## PROPOSAL

For: **Contract No. PW/20-18 Larz Anderson Lagoon Structures**

Town of Brookline, Brookline, Massachusetts.

### Location

The work referred to herein is in the Town of Brookline, County of Norfolk, Commonwealth of Massachusetts, as described in the enclosed specifications and proposal forms on file in the Engineering Division Office and extends as follows:

### **To the Party of the First Part:**

The undersigned, as bidder, declares that the only persons or parties interested in this proposal as principals are those named herein:- that this proposal is made without collusion with any other person, firm or corporation; that he has carefully examined the location of the proposed work, the Notice to Contractors, the Instruction to Bidders and all attachments referred to therein, the proposed form of contract, the "**STANDARD SPECIFICATIONS**" and plans therein referred to and the Special Provisions and Additions hereto annexed; and he proposes and agrees, if this proposal is accepted, that he will contract with the Party of the First Part, in the form of the contract referred to herein and to be annexed hereto, to provide all necessary machinery, tools, apparatus and other means of construction, and to do all the work and furnish all materials specified in the contract, in the manner and time therein prescribed, and according to the requirements of the Engineer as therein set forth, and that he will take in full payment therefore the following unit prices, to wit:

Item No.	Quantity	Items with Price Written in Words	Price		Amount	
			Dollars	Cents	Dollars	Cents
Brought Forward						
1	1	Weir, Headwall and Foot Bridge				
		Per Lump Sum				
2	1	Tempietto				
		Per Lump Sum				
TOTAL BASE BID Written in Words						

Item No.	Quantity	Items with Price Written in Words	Price		Amount	
			Dollars	Cents	Dollars	Cents
Add Alternate #1 – As described in Measurement & Payment section						
A-1	1					
		Per Lump Sum				
TOTAL ALTERNATE #1 Written in Words						

Item No.	Quantity	Items with Price Written in Words	Price		Amount	
			Dollars	Cents	Dollars	Cents
Add Alternate #2 – As described in Measurement & Payment section						
A-2	1					
		Per Lump Sum				
TOTAL ALTERNATE #2 Written in Words						

Item No.	Quantity	Items with Price Written in Words	Price		Amount	
			Dollars	Cents	Dollars	Cents
Add Alternate #3 – As described in Measurement & Payment section						
A-3	1					
		Per Lump Sum				
TOTAL ALTERNATE #3 Written in Words						

Item No.	Quantity	Items with Price Written in Words	Price		Amount	
			Dollars	Cents	Dollars	Cents
Add Supplemental Bid Item #1 Bituminous Concrete Pathway Pavement w/ Subbase (As described in Measurement & Payment section )						
S-1	-					
		Per Square Yard				
TOTAL SUPPLEMENTAL BID ITEM #1 Written in Words						

Item No.	Quantity	Items with Price Written in Words	Price		Amount	
			Dollars	Cents	Dollars	Cents
Add Supplemental Bid Item #2 Concrete Pavement w/ Subbase (As described in Measurement & Payment section)						
S-2	-					
		Per Square Yard				
TOTAL SUPPLEMENTAL BID ITEM #2 Written in Words						

The above prices are to include and cover the furnishing of all materials (except as herein otherwise specified), the performing of all the labor requisite or proper, the providing of all necessary machinery, tools, apparatus and other means of construction; and the doing of all the above-mentioned work in the manner set forth, described and shown in the specifications and on the drawings for the work, and in the form of contract, and the completion thereof on or before **December 18, 2020**.

If this proposal shall be accepted and the undersigned shall fail to contract as aforesaid and to give a bond in the sum to be determined as aforesaid with surety satisfactory to the Party of the First Part, within six (6) business days from the date of the mailing of a notice from the Party of the First Part to him, according to the address herewith given, that the contract is ready for signature, the Party of the First Part may, at its option, determine that the bidder has abandoned the contract, and thereupon this proposal, and the acceptance thereof shall be null and void, and the proposal guaranty submitted covering this proposal shall become the property of the Town of Brookline, otherwise the said proposal guaranty shall be returned to the undersigned.

The bidder hereby certifies he shall comply with the minority manpower ratio and specific action steps contained in the appendix EEO attached hereto, including compliance with the minority contractor compliance specified in Section V of said appendix. The contractor receiving the award of the contract shall be required to obtain from each of its subcontractors and submit to the contracting or administering agency prior to the performance of any work under said contract a certification by said subcontractor, regardless of tier, that it will comply with the minority manpower ratio and specific affirmative action steps contained in the appendix EEO.

Full name and address of individual or concern submitting this bid:

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Signed \_\_\_\_\_

Title \_\_\_\_\_

NOTICE: Bid should be signed in ink by a person having proper legal authority, and the person's title should be given, such as "owner" in the case of an individual, "partner" in the case of a general partnership, "president", "treasurer", or other authorized officer in the case of a corporation.

**AFFIDAVIT**

State of \_\_\_\_\_ ) Date \_\_\_\_\_ 20\_\_\_\_  
 ) ss.:  
County of \_\_\_\_\_ )

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

\_\_\_\_\_  
(sole owner; partner; president, treasurer, or other duly authorized official of a corporation)

of \_\_\_\_\_, for Contract  
(name of bidder as appearing in submitted proposal)

Number **PW/20-18 for: "Larz Anderson Lagoon Structures"**

in the Town of Brookline on \_\_\_\_\_. The undersigned certifies under  
(date bids were opened)  
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 paragraph the word "person" shall mean any natural person, joint venture, partnership, corporation or other business or legal entity.

\_\_\_\_\_  
Name of person signing bid

\_\_\_\_\_  
Name of Company

\_\_\_\_\_  
**Affix Corporate Seal**

Sworn to before me this \_\_\_\_\_ day of \_\_\_\_\_ 20\_\_\_\_

\_\_\_\_\_  
Notary Public

My Commission expires \_\_\_\_\_

\_\_\_\_\_  
**Affix Notary Seal**

If bidder is a corporation, give the State in which incorporated:

---

If bid is submitted by joint venturers, this should be stated here:

\_\_\_\_\_ ; and if any of the joint venturers is a corporation, an attested copy of the vote of the corporation authorizing the joint venture should be attached hereto.

The proposed surety on the bond to be given is:

---

Name

---

Home Office Address

---

Massachusetts Address (if different)

**CERTIFICATE OF VOTE**

I, \_\_\_\_\_, Clerk of

\_\_\_\_\_, hereby certify

that, at a meeting of the Board of Directors of said Corporation duly held on

\_\_\_\_\_, 20\_\_\_\_\_, at which a quorum was present and voting throughout, the following vote was duly passed and is now in full force and effect:

"VOTED: That \_\_\_\_\_ be and  
(Name of Officer authorized to sign for Corporation)

he hereby is authorized, directed and empowered for, in the name and on behalf of this Corporation, to sign, seal with the corporate seal, execute, acknowledge and deliver all contracts, bonds and other obligations of this Corporation; the execution of any such contract, bond or

obligation by such \_\_\_\_\_ to be valid and binding  
(Name of Officer)

upon this Corporation for all purposes, and that a certificate of the Clerk of This Corporation setting forth this vote shall be delivered to the Town of Brookline; and that this vote shall remain in full force and effect unless and until the same has been altered, amended or revoked by a subsequent vote of such directors and a certificate of such later vote attested by the Clerk of this Corporation is delivered to the Town of Brookline."

I further certify that \_\_\_\_\_  
(Name of Officer)

is the duly elected \_\_\_\_\_ of said Corporation.  
(Title)

Signed \_\_\_\_\_  
(Clerk - Secretary)

\_\_\_\_\_  
Place of Business

\_\_\_\_\_  
Date of Contract

\_\_\_\_\_  
**Affix Corporate Seal**

\* \_\_\_\_\_  
Countersignature (Name and Title)

\* In the event that the Clerk or Secretary is the same person as the Officer authorized to sign that contract or other instrument for the Corporation, this certificate must be countersigned by another officer of the Corporation.

## **STATEMENT OF BIDDER'S QUALIFICATIONS**

All information requested below must be submitted. Answers must be clear and comprehensive. Questions should be answered on separate attached sheets. The bidder may submit any additional information he desires.

- 1.0 How many years have you been engaged in the contracting business under your present firm or trade name?
  
- 2.0 Contracts on hand: List each of them, showing the gross amount of each contract and the appropriate anticipated dates of completion. Give the name and address of the client and the name of the person supervising for the client.
  
- 3.0 List the Municipal, State and Private contracts you have been awarded in the past five years, stating the approximate cost for each, and the month and year completed. Give the name and address of the client and the name of the person supervising for the client.  
(Contractor must have five years experience in Municipal work of similar nature.)
  
- 4.0 List your major equipment that is available for this contract.
  
- 5.0 List subcontractor(s) you expect to use on this contract and the dollar value of work.
  
- 6.0 Bonding capacity of your company.



**IF BID IS BY A CORPORATION FILL IN INFORMATION BELOW**

\_\_\_\_\_  
Contractor

\_\_\_\_\_  
Address

\_\_\_\_\_  
City or Town State Zip

\_\_\_\_\_  
Treasury Reporting Number

\_\_\_\_\_  
Telephone Number

\*\*\*\*\*

\_\_\_\_\_  
President

\_\_\_\_\_  
Vice-President

\_\_\_\_\_  
Home Address

\_\_\_\_\_  
Home Address

\_\_\_\_\_  
City or Town State Zip

\_\_\_\_\_  
City or Town State Zip

\_\_\_\_\_  
Social Security Number

\_\_\_\_\_  
Social Security Number

\_\_\_\_\_  
Home Telephone Number

\_\_\_\_\_  
Home Telephone Number

\*\*\*\*\*

\_\_\_\_\_  
Treasurer

\_\_\_\_\_  
Clerk

\_\_\_\_\_  
Home Address

\_\_\_\_\_  
Home Address

\_\_\_\_\_  
City or Town State Zip

\_\_\_\_\_  
City or Town State Zip

\_\_\_\_\_  
Social Security Number

\_\_\_\_\_  
Social Security Number

\_\_\_\_\_  
Home Telephone Number

\_\_\_\_\_  
Home Telephone Number



**IF BID IS BY AN INDIVIDUAL FILL IN INFORMATION BELOW**

---

Contractor

---

Address

---

City or Town                      State Zip

---

Social Security Number

---

Home Telephone Number

---

Firm Telephone Number

**TOWN OF BROOKLINE**

**MASSACHUSETTS**

**CONTRACT**

CLAUSE 1 - This agreement, made this \_\_\_\_\_ day of \_\_\_\_\_, in the year two thousand and twenty, between the Town of Brookline by its Select Board, acting on behalf of said Town, and not individually, and without incurring any individual liability thereby, hereinafter called the Town as party of the first part and \_\_\_\_\_ party of the second part, hereinafter called the Contractor.

CLAUSE 2 - WITNESSETH, That the parties to this agreement, each in consideration of the agreements on the part of the other herein contained, do hereby agree, the Town of Brookline for itself and said Contractor for itself and its successors and assigns, as follows:

The Contractor agrees to furnish all equipment, machinery tools and labor, to furnish and deliver all materials required to be furnished and delivered in and about the improvement and to do and perform all work in **Contract No. PW/20-18, Larz Anderson Lagoon Structures** in strict conformity with the provisions herein contained and in the Notice to Contractors, Instruction to Bidders, Special Provisions and Additions hereto attached and the "STANDARD SPECIFICATIONS" on file at the office of the Commissioner of Public Works in Brookline and with the plans referred to therein.

The "STANDARD SPECIFICATIONS" herein referred to shall consist of the following documents as modified by the said Instruction to Bidders, including Amendments to Division II (Construction Details), Amendments to Division III (Materials Specifications) and Special Provisions and Supplementary Specifications attached hereto:

1. The 1988 edition of STANDARD SPECIFICATIONS FOR HIGHWAYS AND BRIDGES of the Commonwealth of Massachusetts, Department of Public Works and;
2. AMENDMENTS AND SUPPLEMENTAL SPECIFICATIONS to the said STANDARD SPECIFICATIONS FOR HIGHWAYS AND BRIDGES in effect on date project was advertised.

All said plans, the said "STANDARD SPECIFICATIONS", the said Instruction to Bidders, Amendments to Division II (Construction Details), Amendments to Division III (Materials Specifications), Proposal, Special Provisions and Supplementary Specifications are hereby specifically made a part of this contract as fully and to the same effect as if the same had been set forth at length herein.

CLAUSE 3 - In consideration of the foregoing premises, the Town agrees to pay and the Contractor agrees to receive as full compensation for all work required but not shown on the plans for the items herein mentioned, and also for all loss or damage arising out of the nature of the work aforesaid, or from the action of the elements (except as excluded in Subsection 7.18) or

from any delay (see Subsection 8.04) or from any unforeseen obstruction or difficulty encountered in the prosecution of the work, and for all risks of every description connected with the work, and for all expenses incurred by or in consequence of the suspension or discontinuance of the work herein specified, and for well and faithfully completing the work, and the whole thereof, as herein provided, such unit process as are set out in the accompanying Proposal, and for all work required, for which there is no item in the Proposal, such compensation as is provided for in the aforesaid "STANDARD SPECIFICATION".

In witness whereof, the said Contractor has caused these presents to be signed and its corporate seal to be hereto affixed by

\_\_\_\_\_ Its \_\_\_\_\_

thereto duly authorized, and the said Town executed these presents by its Select Board, acting for said Town, and not individually, and without incurring and individual liability, on the year and day above written.

Town of Brookline

By \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Select Board

By \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Contractor

\_\_\_\_\_

Seal

Approved as to Form:

\_\_\_\_\_

Town Counsel

Certified in accordance with  
Chapter 44, Section 31C and  
based upon Engineering estimates

\_\_\_\_\_

Comptroller

**PERFORMANCE BOND**

Know all persons by these presents, that \_\_\_\_\_ name, address  
\_\_\_\_\_ as principal, and  
\_\_\_\_\_ as surety, are held and firmly  
bound unto the Town of Brookline, Massachusetts in the sum of \$ \_\_\_\_\_  
in lawful money of the United States of America, to be paid to the Town of Brookline,  
Massachusetts, 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 Town of Brookline, acting  
through its Select Board (“Awarding Authority”), bearing the date of \_\_\_\_\_ 2020  
for the construction of Contract No.: **PW/ 20-18** Project Name: **Larz Anderson Lagoon  
Structures.**

Now the condition of this obligation is such that if the principal shall well and truly keep  
and perform all the undertakings, covenants, agreements, terms and conditions of said Contract  
and any extensions thereof that may be granted by the Town of Brookline, with or without notice  
to the surety, and during the life of any guarantee required under the Contract, and shall also well  
and truly keep and perform all the undertakings, covenants, agreements, terms and conditions of  
any and all duly authorized modifications, alterations, changes or additions to said Contract that  
may hereafter be made, notice to the surety of such modifications, alterations, changes or  
additions being hereby waived, then this obligation shall become null and void; otherwise it shall  
remain in full force and effect.

In the event that the Contract is abandoned by the Contractor, or is terminated by the  
Town of Brookline under the provisions of said Contract, said surety shall, if requested in  
writing by the Town of Brookline, take such action as is necessary to complete the Contract.

In witness whereof we hereunto set our hand and seals this \_\_\_\_\_ day of  
\_\_\_\_\_, 2020.

\_\_\_\_\_  
(Print Name of General Contractor) (Seal)

\_\_\_\_\_  
(Print Name of Surety) (Seal)

BY \_\_\_\_\_  
(Signature- Title)

BY \_\_\_\_\_  
(Signature- Title)

Surety Address \_\_\_\_\_  
\_\_\_\_\_

**PAYMENT BOND**

Know all persons by these presents, that Name and address as principal, and \_\_\_\_\_ as surety, are held and firmly bound unto the Town of Brookline, Massachusetts in the sum of \$ \_\_\_\_\_ in lawful money of the United States of America, to be paid to the Town of Brookline, Massachusetts, for which payments, well and truly 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 Town of Brookline, acting through its Select Board ("Awarding Authority"), bearing the date of \_\_\_\_\_ 2020 for the construction of Contract No.: **PW/20-18** Project Name: **Larz Anderson Lagoon Structures.**

Now the condition of this obligation is such that if the principal 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 purpose or items set out in, and to be subject to, provisions of Massachusetts General laws Chapter 30 section 39A, and Chapter 149, section 29, as amended, then this obligation shall become null and void; otherwise it shall remain in full force and effect.

In witness whereof we hereunto set out hand and seals this \_\_\_\_\_, day of \_\_\_\_\_, 2020.

\_\_\_\_\_  
(Print Name of General Contract) (Seal)

\_\_\_\_\_  
(Print Name of Surety) (Seal)

BY \_\_\_\_\_  
(Signature- Title)

BY \_\_\_\_\_  
(Signature- Title)

Surety Address \_\_\_\_\_  
\_\_\_\_\_

**STATE TAX CERTIFICATE**

Pursuant to M.G.L. Ch. 62C, sec. 49A, I certify under the penalties of perjury that I, to the best of my knowledge and belief, have filed all state tax returns and paid all state taxes required under law.

\_\_\_\_\_  
Social Security Number\*  
or Federal Identification Number\*

\_\_\_\_\_  
Signature of Individual or  
Corporate Name

by: \_\_\_\_\_  
Corporate Officer  
(If applicable)

\* Submission of a Social Security Number or a Federal Identification Number is voluntary.