

**RECEIVED**

*By Townsend Town Clerk at 9:38 am, Feb 17, 2022*

## Invitation for Bids (IFB)

For

Bike Lane and Crosswalk Striping

Town of Townsend

## Legal Notice of Invitation for Bids for Bike Lanes and Crosswalk Striping

The Town invites bids for the following public works services and materials to be provided through May 31, 2022:

Item #	Description	Estimated Contract Value
Item 1	Depot St Contra-Flow Bike Lane	\$9,000
Item 2	Bow St Contra-Flow Bike Lane	\$5,500
Item 3	Highland St Contra-Flow Bike Lane	\$10,500
Item 4	7 Crosswalks - re-striping	\$14,500

Details on each item are described in attached documents:

### Scope of Work IFB: Appendix A

Re-Striping Project Overview.pdf

Townsend\_SWSS\_Striping\_Schematic.pdf

The Town of Townsend, at 272 Main Street, Townsend MA, 01469, hereafter “Town” or “Municipality” is administering this procurement and will identify responsible and responsive low bidders and make recommendations of award. Individual contracts will be executed between the Town of Townsend and the low bidders. The Town of Townsend reserves the right to accept or reject any and all bids or portions thereof, to waive any informalities in bidding, and to recommend awards as appear in the best interest of the Town.

Bid documents may be obtained by contacting Ross Perry by email at [rperry@townsendma.gov](mailto:rperry@townsendma.gov), beginning February 2, 2022. Massachusetts Prevailing Wage Laws apply. Payment Bonds are required. Sealed bids will be accepted until **2:00 PM, Wednesday March 2, 2022** at the Town Administrator’s Office Memorial Hall, 272 Main Street Townsend, MA, 01469 at which time they will be publicly opened.

## Table of Contents

Legal Notice of Invitation for Bids for Bike Lanes and Crosswalk Striping..	2
Scope of Work IFB: Appendix A .....	2
Table of Contents.....	3
Section I: General Information .....	5
Introduction.....	5
About the IFB Documents.....	5
Pre-Bid Conference .....	6
Bidder Eligibility .....	6
Award .....	7
Contracts .....	7
Applicable Laws and Certifications .....	7
How to Submit a Bid .....	8
Bid Pricing .....	9
Bonds .....	9
Insurance and Indemnification .....	9
Normal Hours of Work .....	11
Safety .....	11
Schedules and Deadlines .....	11
Termination .....	12
Invoicing & Payment.....	13
Section II: Forms .....	14
Form A - General Bid Form .....	15
<b>Form A - General Bid Form (Page 2)</b> .....	17
Form B     Certificate of Non-Collusion.....	19
Form C     Certificate of Tax Compliance.....	19
Form D     Conflict of Interest Certification .....	20

---

Form E	Certificate of Compliance with M.G.L. c. 151B.....	21
Form F	Certificate of Non-Disbarment.....	21
Form G – Contract.....		22
CONTRACTUAL AGREEMENT FOR PUBLIC WORKS SERVICES.....		23
ARTICLE 1 CONTRACTING PARTIES .....		23
ARTICLE 2 SUBJECT .....		23
ARTICLE 3 ENGAGEMENT OF THE CONTRACTOR.....		24
ARTICLE 4 SERVICES OF THE CONTRACTOR.....		24
ARTICLE 5 PERIOD OF SERVICES.....		24
ARTICLE 6 PAYMENTS TO THE CONTRACTOR.....		25
ARTICLE 7 TERMINATION.....		25
ARTICLE 8 INSURANCE AND INDEMNIFICATION.....		25
ARTICLE 9 GENERAL PROVISIONS .....		26
ARTICLE 10 SIGNATURES .....		28
10.1	For the Municipality by, or on behalf of its Contracting Authority: 28	
Contract EXHIBIT A.....		30
Contract EXHIBIT B.....		31



## Section I: General Information

### Introduction

- a. The Town of Townsend will identify low bidders and recommend award deemed in the Town's best interest.

### About the IFB Documents

- a. All bidders will receive this Invitation for Bids (IFB) which contains all required information for bidders and required forms and the Specifications and the Bid Price Forms for the item or items for which the Bidder wishes to submit a bid.
- b. See Appendix A, List of Bid Documents for documents that apply to this IFB.
- c. Bidders are required to thoroughly review the IFB and Specifications and promptly notify the Town of Townsend of any ambiguity, inconsistency, or error which they may discover. Direct all inquiries to Ross Perry via e-mail at [rperry@townsendma.gov](mailto:rperry@townsendma.gov). No inquiries will be accepted within four business days prior to the bid opening. Response to inquiries that affect all bidders will be issued as addenda. The Town of Townsend will not provide, authorize, or honor any alleged oral interpretations.
- d. Any Addenda issued will be distributed via e-mail to all parties that have notified the Town that they obtained IFB Documents. Alternate arrangements may be made if requested by a bidder.
- e. A bidder may correct, modify, or withdraw a bid by written notice received by the Town of Townsend not later than the close of business on the day before the bid opening. Bid modifications can be submitted in a new bid clearly labeled "Modification No. \_\_\_" mailed to the Town Administrator before the due date. The bidder is also able to retrieve their bid at any time until the due date. Each modification must be numbered in sequence, must reference the original IFB and must be signed by the same person who signed the General Bid Form or a surrogate so authorized in writing.
- f. After the bid opening, a bidder may not change any provision of the bid in a manner prejudicial to the interests of The Town of Townsend, or fair competition as determined by the Town of Townsend.
- g. Each Bid shall be submitted in accordance with the Bid Submission Requirements to be considered for award. Any Bid submitted shall be binding for thirty (30) days after the time of the opening of Bids.
- h. The Payment Bond of 50% of the bid price is required upon contract award and signing of contract agreement.
- i. The Town of Townsend will not reimburse Bidders for any costs incurred in preparing Bids in response to this IFB.
- j. Submission of a Bid shall be conclusive evidence that the Bidder has examined this IFB and is familiar with all the conditions of the Contract. Upon finding any omissions or

---

discrepancy in this IFB, each Bidder shall notify The Town of Townsend immediately so that any necessary addenda may be issued. Failure of a Bidder to investigate completely the IFB and/or to be thoroughly familiar with this IFB shall in no way relieve any such Bidder from any obligation with respect to the Bid.

- k. By submitting a Bid, a Bidder indicates acceptance of all terms and conditions of this IFB.
- l. The Town of Townsend may cancel this IFB, may waive any informalities to the extent allowed by law, and may reject any and all Bids, if The Town of Townsend, in its sole discretion, determines said action to be in the best interest of The Town of Townsend or the Participating Member Municipalities. The Town of Townsend may reject as nonresponsive any Bid that fails to satisfy any of the Bid Submission Requirements.
- m. The Successful Bidder shall, within ten (10) days after official award by the Select Board execute a Contract in accordance with the terms of this IFB, in the form of the attached Contract.
- n. The Successful Bidder who enters into a Contract with the Town shall be responsible for obtaining, at his/her/its own expense, all appropriate federal, state and local permits, licenses and approvals.
- o. The Town may terminate any such Contract upon written notice to the Contractor if a source of money to fund the Contract is lost during the Contract term. In the alternative, the parties may agree in writing to amend any such Contract to provide for a Contract price which represents a reduced appropriation for the Contract term.
- p. Prevailing wage rates as determined by the Commissioner of the Massachusetts Department of Labor and Workforce Development under the provisions of the M.G.L. c. 149 §§ 26 to 27G, as amended, apply to this work. It is the responsibility of the Bidder, before Bid opening, to request, if necessary, any additional information on Minimum Wage Rates for those trades who may be employed for the proposed work under any such Contract awarded.
- q. M.G.L. c 30 § 39M and M.G.L. c. 30B shall govern all procedures and are incorporated herein by reference.
- r. For further information, please refer to the succeeding sections, with which each Bidder shall comply in submitting a Bid.

## Pre-Bid Conference

- a. No pre-bid conference will be held for this IFB. The crosswalk and bike lanes will be located on public ways. Potential bidders may visit these locations on their own.

## Bidder Eligibility

- a. Bidders must comply with all requirements of this IFB in order to be considered eligible for award.

---

## Award

- a. The Town of Townsend will identify valid Low Bidders (i.e. the responsive—bidders who comply with all requirements for submittal of bids—and responsible—including positive references.—bidders offering the lowest aggregate prices as indicated on the Item-specific Bid Price Forms) and will present the summary the Bid for consideration, vote, and award of the Select Board.
- b. **Selection will be awarded, starting with item #1, then item #2, and so on to the extent funds are available. All items may not be awarded. If more than one item is awarded, it be to lowest responsive and responsible bidder for the total of the selected items.**
- c. In the event of mathematical error on extensions of unit prices to total costs, unit prices will prevail.
- d. In the event of a Tie Bid:
  1. Tied bidders will be required to submit revised bids of equal or lower value. Such bids shall be received, opened, and publicly read at a time, date, and place specified by The Town of Townsend no sooner than three (3) business days and no more than five (5) days after notification to the tied bidders.
  2. By submitting a bid, bidders acknowledge and agree to the tie-breaking method selected by The Town of Townsend.

## Contracts

- a. The uniform contractual agreement used by all parties shall be the Contractual Agreement for Public Works Services contained in this IFB. (Refer to Form G – Contract). The Contractual Agreement must be completed, signed, sealed (if applicable), and within 10 day of contract award.
- b. Contracts will be in effect from their dates of execution through May 31, 2022.
- c. Except as provided elsewhere in this IFB, there will be no change in the terms and conditions, proposal prices, or products offered during the contract periods without mutual agreement.
- d. All general requirements and terms and conditions contained in the "GENERAL
- e. INFORMATION" section of this IFB shall become part of and contained in any resulting Contract, except that terms, conditions and requirements peculiar to specifications for named types of work shall supersede.
- f. Bidders are required to certify at the time of contract execution, using the form contained in this document entitled Certification of Tax Compliance (Form C) that they have met all Massachusetts tax obligations as a condition of eligibility to contract with the Town.
- g. This IFB document and all included forms and requirements will be incorporated into all resulting contracts.

## Applicable Laws and Certifications

- a. Municipal governments are exempt from Massachusetts sales tax and U.S. excise tax.

- 
- b. Bids are subject to the laws and certifications noted in the following:
    - a. Prevailing Wages
    - b. M.G.L.C. 30 Sec 39M
    - c. Low Bidders must provide proof of possession in good standing of all applicable licenses and must obtain, prior to performing contract work, all permits required by the Town of Townsend unless waived by the appropriate issuing authority.
    - d. Contractors must pay their employees the Prevailing Wages provided to the awarding authority by the Massachusetts Division of Occupational Safety pursuant to M.G.L. c.149. Prevailing Wage information and rates will be provided at the time a the project is bid. Awarding authorities will require copies of certified payrolls before payments can be made to contractors for work performed.

## How to Submit a Bid

- a. Bids must be submitted and received prior to 2:00 PM on March 2, 2022 to the Attention of Town Administrator, 272 Main Street, Townsend, MA 01469. No late bids shall be accepted. No faxed or emailed bids shall be accepted. Conditional bids will not be accepted.
- b. All submitted documents must be clearly labeled with “Bike Lanes and Crosswalk Striping Project”
- c. Bids must be submitted on the accompanying applicable Bid Price Forms. All blanks must be marked with a bid price or an extended price, or marked out so as to clearly indicate the Bidder's intentions
- d. Out of State Bidders – Bidders having their place of business outside of the Commonwealth of Massachusetts are considered a “Foreign Corporation”, as defined in M.G.L. c. 181. Each Out of State Bidder shall furnish certification from the MA Secretary of State verifying qualification to do business in the Commonwealth in accordance with M.G.L. c. 30 § 39L. g.
- e. Bid Submittal CHECKLIST
  - Bid PDF/document contains the following items properly completed, executed and sealed (if needed). Please submit only the listed required forms and documents and in the order requested. Do not include copies of the IFB, addenda, and specifications:
    - Form A – The General Bid Form
    - Form B – Certificate of Non-Collusion
    - Form C – Certificate of Tax Compliance
    - Form D – Conflict of Interest Certification
    - Form E – Certificate of Compliance with M.G.L c. 151B
    - Form F - Certificate of Non-Disbarment

- 
- A list of References numbering not less than three (3) Massachusetts municipalities with specific, complete, current and accurate contact information for similar work to this project.
  - A list of Subcontractors to whom the Contractor may sub-contract any of its scheduled work.
  - A list of municipal work performed within the past three (3) years.
  - Three (3) paper copies and one digital copy in PDF format on a USB memory stick.
- a. Bonds, insurance certificates and any other documents required to be included in the completed contracts will be obtained from Low Bidders by the Town upon the award of the contract by the Select Board.
  - b. Prices as Bid shall remain firm 1) for the term of the Contract;
  - c. Bids shall remain valid and in effect for a period of sixty (30) days beyond 1) the initial date of opening and 2) the end of the specified contract periods to allow sufficient time for the work to be completed.
  - d. Low Bidders shall process and deliver required Contract documents within ten (10) calendar days of receipt of notification by Town of their "Intention to Award a Contract".

## Bid Pricing

- a. The unit price for any item, bid and contracted for, unless otherwise noted or specified, shall include full compensation for all labor, equipment, materials, tools, mobilization, demobilization, administration and overhead, and incidental work necessary to complete the item to the satisfaction of the Municipality. The prices without exception, shall be net, not subject to discount, and shall include all royalties and costs arising from patents, trademarks, and copyrights in any way involved in the work.
- b. Normally, all prices called for contribute to the calculation of an award amount. There may be exceptions, in which case, all unit prices called for must be bid in order for a bid to be considered valid.

## Bonds

- a. A Performance Bond in an amount not less than 50% of the estimated value of the contract work will be required of all bidders as part of their contracts for services.

## Insurance and Indemnification

- a. Low Bidders shall be required to provide Insurance Certificates as part of the contract documents demonstrating that the following forms and limits are in effect during the term of the Contract:

General Liability		
· Comprehensive form  Including  Premises/Operations	Aggregate	\$2,000,000
	Each Occurrence	\$1,000,000
Automobile Liability		
· All Owned Vehicles	Bodily Injury & Property Damage Combined	\$1,000,000
· Hired Vehicles		
· Non-owned Vehicles		
Workers Compensation & Employers Liability		
· As Required by Commonwealth of Massachusetts	Each Accident	\$500,000
	Bodily Injury by Disease (Policy Limit)	\$500,000
	Bodily Injury by Disease (Each Employee)	\$500,000
Excess Liability, Umbrella Form		
	Aggregate	\$2,000,000
	Occurrence	\$1,000,000

- b. The Town of Townsend shall be named as Additional Insured and shall be provided with copies of actual policies upon request.
- c. All insurance policies shall be in force from the time of execution of the Agreement to the date when all work under the contract is completed and accepted by the Town. Contractors shall notify the Town should coverage become unavailable or if its policy should change.

- 
- d. Certificates and any and all renewals substantiating that required insurance coverage is in effect shall be filed with the contract. Any cancellation of insurance, whether by the insurers or by the insured, shall not be valid unless written notice thereof is given by the party proposing cancellation to the other party and to the Town at least 15 days prior to the intended effective date thereof, which date should be expressed in said notice.
  - e. Contractors shall also be required to provide to the Town with their proof of insurance coverage endorsements or riders to the policies of commercial general liability insurance, automobile liability insurance, and excess liability insurance, umbrella form, which indicate that the Town is named as an additional insured on each such policy.
  - f. Contractors shall indemnify, defend, and save harmless the Town, and all of its officers, agents, and employees against all suits, claims of liability of every name and nature, for or on account of any injuries to persons or damaged to property arising out of errors, omissions, or negligence of Contractors in the performance of the work covered by this Agreement and/or failure to comply with terms and conditions of this contract, whether by him/herself or their employees or subcontractors.

## Normal Hours of Work

- a. Normal Hours of Work shall be between the hours of 7:00 AM and 4:00 PM, Monday through Friday, unless otherwise specified. Work shall not be performed on Saturdays, Sundays, Holidays or other than during Normal Hours of Work without express authorization from the Town's Authorized Representative as identified in the Contract documents.

## Safety

- a. Police details will be scheduled and paid for by the Contractor unless otherwise specified in the bid documents.
- b. Contractors that cancel scheduled work to which police, flag people or public works personnel are assigned on an additional pay basis are subject to contract back charges for costs incurred at the discretion of Town.
- c. It is the Contractor's responsibility to contact DIG SAFE or any other utility company not notified per Dig Safe such as the municipal water department.
- d. Contractors will be familiar with and conduct operations as required by OSHA regulations at all times.
- e. Contractors will immediately advise the Town of inspections conducted by OSHA at the work site, and immediately provide copies of citations and violations to the Town.

## Schedules and Deadlines

- a. Contractors must make a diligent effort to coordinate scheduled work with Town, as a minimum the Highway Dept and Communications / Dispatch Dept.

- 
- b. Contractors shall complete all work of a continuous nature scheduled and called for by the Town prior to leaving a worksite or the municipality unless so authorized by the Town.
  - c. Contractor supervisory personnel shall be consistent for all work of a continuous nature (i.e. same job, same supervisor).
  - d. Best Efforts: All parties will make their best efforts to schedule work so as to avoid undue delay and repeated postponements, and to keep costs as low as possible.
  - e. Start and Finish Work: Contractors shall be available to begin work at locations designated by the Town no later than fifteen (15) business days from the date of execution of a Contract or on a schedule approved by the Town. Once work has been started, Contractors shall remain on the job until all scheduled work is completed to the satisfaction of the Town.
  - f. Sub-Contracting: Contracts may not be assigned, in whole or in part, by any Contractor without the prior written consent of the Town. Contractors may sub-contract any, or all of a scheduled work; however, the Contractor must inform the Town as to the name and qualifications of the selected sub-contractor 72 hours prior to the work being performed and work can only proceed if the Town approves the use of the selected subcontractor. Such consent shall be considered temporary and conditional and may be revoked at any time at the Town's discretion. All standards expressed in the contract documents apply to the approved sub-contractor as well. The Contractor will be responsible for the quality of the work by the sub-contractor. All damages by the sub-contractor will be repaired in a timely manner at no additional cost to the Town.
  - g. Presence Known to Municipality: All work must be scheduled in advance and performed with the knowledge and consent of the Municipality.
  - h. Timeliness and Approved Delays: Time shall be of the essence regarding performance of each and every portion of the contracted work. Work schedules approved by the Municipality shall be binding upon the Contractor except for reasonable delays due to weather, failure of the Municipality in the timely performance of any of its prerequisite obligations, or site related circumstances beyond the control of the Contractor. Extensions of time resulting from such delays are subject to approval by the Municipality and may not be unreasonably withheld.
  - i. Postponed Work: Postponed work attributable to the Town will be rescheduled at the earliest possible date after the postponed start date, but not later than 3 weeks thereafter

## Termination

- a. The Town or a Contractor may terminate the Agreement for cause upon written notice given by the non-defaulting party. For the purposes of this provision, "cause" shall include the failure of a party to fulfill its material duties in a timely and proper manner.
- b. The Town shall have the right to terminate this Agreement for its convenience upon ten (10) days written notice.



- 
- c. Following termination of this Agreement, the parties shall be relieved of all further obligations hereunder except that:

The Town shall remain liable for payments for the services and/or expenses of a Contractor accrued prior to the effective date of the notice of termination in compliance with this Agreement (less all costs reasonably incurred by the Town as a result of the Contractor's default, if any), as determined by the Town, but for no other amounts including, without limitation, claims for lost profits on work not performed.

The Contractor shall remain liable for any damages, expenses or liabilities arising under this Agreement (including its indemnity obligations) with respect to work performed pursuant to the Agreement.

## Invoicing & Payment

- d. With any invoice, the Contractor shall submit evidence satisfactory to the Town that the goods or services have been delivered and/or that the work has been completed in accordance with this Agreement.
- e. Invoices shall clearly indicate specific work and project location and other applicable measures that can be verified by the Town on the basis of documented inspection by the Municipality.
- f. Invoices shall reference the correct Town contract number i.e. "Shared Streets 22-101 Crosswalks and bike lanes"
- g. Pricing shall be based on unit (or other) prices as bid. Any pricing not listed in the bid will not be honored.
- h. Payment for services rendered in accordance with any Contract will be made pursuant to M.G.L. c. 30 §39G on a monthly basis, thirty days after receipt of an invoice for work performed or materials supplied the previous month.
- i. The Town shall pay the CONTRACTOR ninety percent of the invoice. Upon satisfactory completion and acceptance of the work and thirty days after receipt of an invoice for final payment, the Town shall pay the CONTRACTOR all amounts due under the Contract, including the retainage.
- j. The Town shall not make payments in advance.
- k. If the Municipality objects to all or part of any invoice, the Municipality shall notify the Contractor in writing within two (2) weeks of the date of receipt of the invoice, and shall pay that portion of the invoice not in dispute within thirty (30) days after the date of receipt of the invoice.
- l. Payment of the amounts due under any Contract shall release the Municipality and its officers, employees, boards, commissions, committees, agents and representatives from any and all claims and liability in any way relating to the Contract or anything done in pursuance thereof.

- 
- m. No payment by the Municipality to a Contractor shall be deemed to be a waiver of any right of the Municipality, or ratification by the Municipality of any breach by the Contractor.

## Section II: Forms

The following pages contain ALL FORMS that must be included with each bid. Please read each form, complete them accurately and make certain they are enclosed with each bid in the order in which they are listed. Contact Ross Perry at [rperry@townsendma.gov](mailto:rperry@townsendma.gov) or 978-597-1701 with any questions.

## Form A - General Bid Form

[ATTACH this cover sheet to each Bid Price Form submitted. Note: Company name and agent's initials are required on Each Bid Price Form.]

Townsend Shared Street Crosswalk and Bike Lane Stripping Project

IFB #22-101

Item # 1: **Depot St Contra-Flow Bike Lane**

Bid Price: \_\_\_\_\_

Townsend Shared Street Crosswalk and Bike Lane Stripping Project

IFB #22-101

Item # 2: **Bow St Contra-Flow Bike Lane**

Bid Price: \_\_\_\_\_

Townsend Shared Street Crosswalk and Bike Lane Stripping Project

IFB #22-101

Item # 3: **Highland St Contra-Flow Bike Lane**

Bid Price: \_\_\_\_\_

\_\_\_\_\_

Company Name

\_\_\_\_\_

Initials

## Townsend Shared Street Crosswalk and Bike Lane Stripping Project

IFB #22-101

**Item # 4: 7 Crosswalks - re-striping**Bid Price per Crosswalk: \_\_\_\_\_

Bid for all seven (7) Crosswalks: \_\_\_\_\_

## Townsend Shared Street Crosswalk and Bike Lane Stripping Project

IFB #22-101

**Items # 1-4: Total bid for all items (including all 7 crosswalks)**

Bid Price: \_\_\_\_\_

\_\_\_\_\_

Company Name

\_\_\_\_\_

Initials

Bidder certifies as follows:

- Bidder possesses the skill, ability, and integrity necessary for the faithful performance of the work.
- Bidder certifies that he/she/it is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed in the work.
- Bidder certifies that all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least ten (10) hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee.)
- Bidder certifies that all employees on this project are fully authorized to work in the USA
- Bidder agrees to always have a supervisor on site that speaks English, and all languages of other contractor's employees present at this project

Submits the attached Bid Price Form as its bid pertaining to the Invitation for Bids and the specific Item(s) referenced above to the Towns Shared Streets project on the authority of the undersigned and as dated below. The Bidder confirms and pledges to abide by and be held to the requirements of this IFB and its resulting Contract(s), and further, to diligently and promptly perform any tasks and deliver any documents required, and to execute a Contract with any Participating Member Municipality.

### Form A - General Bid Form (Page 2)

Authorized agent of the Bidder [If a corporation, attach certificate of vote or apply corporate seal to this page.]

\_\_\_\_\_  
Name of Bidder

\_\_\_\_\_

\_\_\_\_\_  
Address of Bidder

\_\_\_\_\_

\* Affix Corporate Seal ⇒



---

Telephone Number

By: \_\_\_\_\_  
(Signature)

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Printed Title

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

\_\_\_\_\_  
Contact for Bidder

\_\_\_\_\_  
Telephone for Contact

\_\_\_\_\_

\_\_\_\_\_  
E-Mail for Contact

## Form B Certificate of Non-Collusion

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

\_\_\_\_\_  
Name of Bidder

\_\_\_\_\_

By: \_\_\_\_\_  
(Signature)

\_\_\_\_\_  
Printed Name

## Form C Certificate of Tax Compliance

Pursuant to M.G.L. c. 62C §49A, I certify under the penalties of perjury that the Bidder named below has complied with all laws of the Commonwealth of Massachusetts pertaining to the payment of taxes, to the reporting of employees and contractors, and to the withholding and remitting of child support.

\_\_\_\_\_  
Name of Bidder

By: \_\_\_\_\_  
(Signature)

## Form D Conflict of Interest Certification

The Bidder hereby certifies that:

1. The Bidder has not given, offered, or agreed to give any gift, contribution, or offer of employment as an inducement for, or in connection with, the award of a Contract pursuant to this Invitation for Bids.
2. No consultant to, or subcontractor for, the Bidder has given, offered, or agreed to give any gift, contribution, or offer of employment to the Bidder, or to any other person, corporation, or entity as an inducement for, or in connection with, the award to the consultant or subcontractor of a Contract by the Bidder.
3. No person, corporation, or other entity, other than a bona fide full time employee of the Bidder has been retained or hired to solicit for or in any way assist the Bidder in obtaining the Contract (pursuant to this Invitation for Bids) upon an agreement or understanding that such person, corporation or entity be paid a fee or other compensation contingent upon the award of a Contract to the Bidder.
4. The Bidder understands that the Massachusetts Conflict of Interest Law, M.G.L. c. 268A, applies to the Bidder with respect to the transaction outlined in the Invitation for Bids.
5. The Bidder understands that the Bidder, his/her/its officers, employees, agents, subcontractors, and affiliated entities, shall not participate in any activity which constitutes a violation of the Massachusetts Conflict of Interest Law or which creates an appearance of a violation of the Massachusetts Conflict of Interest Law.

\_\_\_\_\_  
Name of Bidder

By: \_\_\_\_\_  
(Signature)



## Form E Certificate of Compliance with M.G.L. c. 151B

The Bidder hereby certifies that it is in compliance with and shall remain in compliance with M.G.L. c. 151B and shall not discriminate on any prohibited basis outlined therein.

\_\_\_\_\_  
Name of Bidder

By: \_\_\_\_\_  
(Signature)

## Form F Certificate of Non-Disbarment

The Bidder hereby certifies that it is presently not debarred, suspended, or otherwise prohibited from practice by any federal, state, or local agency, and that, should any proceeding arise in which it is debarred, suspended, or otherwise prohibited from practice by any federal, state, or local agency, the Bidder shall inform The Town of Townsend within one (1) business day of such debarment, suspension, or prohibition from practice.

\_\_\_\_\_  
Name of Bidder

By: \_\_\_\_\_  
(Signature)

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

---

## Form G – Contract

The following pages contain the general contract. It will be combined with the content of the IFB Document #22-101), relevant specifications and Bid Price Forms, and the required bonds and certificates to be provided by the Contractor.

---

# CONTRACTUAL AGREEMENT FOR PUBLIC WORKS SERVICES

---

## ARTICLE 1 CONTRACTING PARTIES

- 1.1 THIS AGREEMENT made effective by dated signature of the Parties hereto, by and between the Municipality named in IFB legal Notice and signatory hereto ["Municipality"], a municipal corporation organized under the laws of the Commonwealth of Massachusetts acting by and through its Contracting Authority ["Contracting Authority"], and \_\_\_\_\_
- ["Contractor"] whose principal office address and state of incorporation are set forth in this Section and Form A General Bid Forms.

## ARTICLE 2 SUBJECT

- 2.1 WHEREAS, the Municipality desires to retain the Contractor to provide certain services for the Municipality, and the Contractor is willing to accept such engagement, on the terms of the Invitation for Bids [IFB] entitled:
- IFB#22-101: Shared Streets Crosswalk and Bike Lane Striping, as it relates to:

Bid Item #(s): \_\_\_\_\_

Description: \_\_\_\_\_

and as hereinafter set forth as "WORK".

The provisions of the IFB and the Contractor's Bid are incorporated herein by reference. In the event of any conflict among the Contract Documents, the Documents shall be construed according to the following priorities:

Highest Priority:	Amendments to Contract (if any)
Second Priority:	Contract
Third Priority:	Addenda to the IFB (if any)
Fourth Priority:	IFB
Fifth Priority:	Contractor's Bid.

- 2.2 NOW, THEREFORE, in consideration of the mutual covenants hereinafter set forth, and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties agree as follows:

---

## ARTICLE 3 ENGAGEMENT OF THE CONTRACTOR

- 3.1 The Municipality hereby engages the Contractor, and the Contractor hereby accepts the engagement, to perform certain services to the Municipality, as described in Article 2 and Appendix A.
- 3.2 In the performance of service under this Agreement, the Contractor acts at all times as an independent contractor and shall not be entitled to receive any benefits of employment with the Municipality, including without limitation salary, overtime, vacation pay, holiday pay, sick leave, health insurance, life insurance, pension or deferred compensation. There is no relationship of employment or agency between the Municipality, on the one hand, and the Contractor on the other, and neither party shall have nor exercise any control or direction over the method by which the other performs its work or functions aside from such control or directions as provided in this Agreement which the parties view as consistent with their independent contractor relationship.

## ARTICLE 4 SERVICES OF THE CONTRACTOR

- 4.1 The Contractor will perform the services described in the specifications pertaining to the Service Item identified in Section 2.1 (above) ["Work"].
- 4.2 The Contractor shall report, and be responsible, to the Contracting Authority or his/its designee as set forth in the IFB Schedules and Deadlines section.
- 4.3 There shall be no amendment to the Scope of Services (Appendix A) or Work provided for in this Agreement without the written approval of the Contracting Authority. The Municipality shall be under no obligation to pay for any services performed by the Contractor not explicitly agreed to by the Municipality in advance in writing.
- 4.4 The Contractor represents and warrants to the Municipality as follows:
  - 4.4.1 That it and all its personnel (whether employees, agents or independent contractors) are qualified and duly licensed as required by law and/or local municipal code to perform the services required by this Agreement, and all employees are legally able to work in the USA.
  - 4.4.2 That it further agrees to perform services in a professional manner adhering to a reasonable standard of care and in accordance with all applicable State or Federal laws, rules and regulations.
  - 4.4.3 That it will obtain any and all permits, bonds and other items required for the proper and legal performance of the work.
  - 4.4.4 That it is not a party to any agreement, contract or understanding, which would in any way restrict or prohibit it from undertaking or performing its obligations hereunder in accordance with the terms and conditions of this Agreement.
  - 4.4.5 That all written materials and any other documents (whether in the form of "hard" copies, graphics, magnetic media or otherwise), which are produced by the Contractor as work pursuant to this agreement, shall be deemed to be "work for hire" and the copyright thereto shall be the property of the Municipality.

## ARTICLE 5 PERIOD OF SERVICES

- 5.1 The term of this Agreement shall commence on date of execution, and continue until May 31, 2022, and may be extended at the sole discretion of the Municipality

- 
- 5.2 The Contractor agrees to proceed with Work promptly after receiving authorization to proceed and will diligently and faithfully prosecute the Work to completion in accordance with the provisions hereof. The Contractor acknowledges that time is of the essence as it relates to performance under this Agreement.

## ARTICLE 6 PAYMENTS TO THE CONTRACTOR

- 6.1 Compensation to due to the Contractor shall be paid as specified in Invoicing & Payment Section of the IFB.

## ARTICLE 7 TERMINATION

- 7.1 Either the Municipality or the Contractor may terminate this Agreement for cause upon written notice given by the non-defaulting party. For the purposes of this provision, "cause" shall include the failure of a party to fulfill its material duties hereunder in a timely and proper manner.
- 7.2 The Municipality shall have the right to terminate this Agreement for its convenience upon ten (10) days written notice.
- 7.3 Following termination of this Agreement, the parties shall be relieved of all further obligations hereunder except that:
- 7.3.1 The Municipality shall remain liable for payments for the services and/or expenses of Contractor accrued prior to the effective date of the notice of termination in compliance with this Agreement (less all costs reasonably incurred by the Municipality as a result of the Contractor's default, if any), as determined by the Contracting Authority, but for no other amounts including, without limitation, claims for lost profits on work not performed.
- 7.3.2 The Contractor shall remain liable for any damages, expenses or liabilities arising under this Agreement (including its indemnity obligations) with respect to work performed pursuant to the Agreement.

## ARTICLE 8 INSURANCE AND INDEMNIFICATION

- 8.1 The Contractor shall compensate the Municipality for all damage to the Municipality's property of any nature arising out of the Contractor's work. To the fullest extent permitted by law, the Contractor shall indemnify, defend, and hold harmless the Municipality and all of its officers, employees, boards, commissions, committees, agents and representatives from and against all claims, causes of action, suits, costs, damages, and liability of any kind which arise out of the breach by the Contractor of its obligations under this Contract, or the act or omission of the Contractor, its subcontractors, or their officers, employees, agents and representatives or anyone directly or indirectly employed by them, or anyone for whose acts or omissions they may be liable, regarding the work to be performed by the Contractor under the Contract, or which arise out of the violation of any federal, Massachusetts or local statute, by-law, rule, regulation, order or directive, or which relate to personal injury or property damage suffered by the Contractor or any of its officers or employees regarding the subject matter of this Contract. Said costs shall include, without limitation, reasonable legal costs, collections fees, and counsel fees incurred in defending any claim or suit that may be brought against the Town and any judgment that may be obtained in any such claim or suit.

---

Neither the Municipality, nor its officers, employees, boards, committees, commissions, agents and representatives shall be under any personal obligation or incur any personal liability by reason of this Contract, the execution thereof or anything relating thereto which arises out of the breach or violation of any provision of this Contract, or the violation of any Federal, Massachusetts or local statute, by-law, rule, regulation, order or directive, or which relates to personal injury or property damage suffered by the Contractor or its employees, regarding the subject matter of this Contract.

- 8.2 Before commencing Work, the Contractor shall obtain, and shall maintain throughout the term of this Agreement, insurance at limits specified in the IFB and provide written documentation of such in the form specified in the IFB.
- 8.3 The Contractor shall give the Municipality twenty (20) days written notice and characterization in the event of any change or cancellation of coverage.

## ARTICLE 9 GENERAL PROVISIONS

- 9.1 Upon the expiration or termination of this Agreement for any reason, any data, drawings, specifications, reports, estimates, summaries and other work product which have been accumulated, developed or prepared by the Contractor (whether completed or in process) shall become the property of the Municipality. The Contractor shall immediately deliver or otherwise make available all such material to the Municipality.
- 9.2 Neither party may assign, transfer or otherwise dispose of this Agreement or any of its rights hereunder or otherwise delegate any of its duties hereunder without the prior written consent of the other party. Any such attempted assignment or other disposition without such consent shall be null and void and of no force and effect. The Contractor shall not assign any money due or to become due to the Contractor unless the Municipality shall have received prior written notice of such assignment. No such assignment shall relieve the Contractor of its obligations under this Contract.
- 9.3 Except as otherwise expressly provided in this Agreement, any decision or action by the Municipality relating to this Agreement, its operation, or termination, shall be made by the Contracting Authority or otherwise as delegated or assigned in Exhibit B.
- 9.4 This Agreement, together with its Exhibits, the IFB referenced above and its Addenda, the required supplemental documents and any additional exhibits, constitute the entire agreement between the Municipality and the Contractor with respect to the matters set forth therein and may not be changed (amended, modified or terms waived) except by a writing signed by the Municipality and the Contractor. Any notices required or allowed shall be sent by receipt-verified mail or courier to the persons designated in IFB Legal Notice.
- 9.5 In the event any terms and conditions of this Agreement conflict with those contained in the IFB and its Addenda, the IFB and its Addenda shall prevail.
- 9.6 This Agreement is governed by the laws of Massachusetts and shall be construed in accordance therewith, regardless of choice of law principles.
- 9.7 Any action at law or suit in equity instituted by the Contractor as a result of the performance, non-performance or alleged breach of this Contract shall be filed in the Superior Court of the Commonwealth of Massachusetts in the county in which the Municipality lies, and in no other court or jurisdiction.
- 9.8 The Contractor shall hereby acknowledge that the use of alcoholic beverages, narcotics, and mood altering substances, except for current valid, legal prescriptions, by any officer, employee, agent, or representative of the Contractor is prohibited on Municipal property

- 
- which is the subject matter of this Agreement and during all hours of work under this Agreement. If any officer, employee, agent, or representative of the Contractor violates the foregoing provision, the Municipality shall have the right to order that such officer, employee, agent, or representative of the Contractor shall not be permitted to return to work on this Agreement. Under such circumstances, the Contractor shall promptly remove the subject officer, employee, agent, or representative from the job site and shall not permit the subject officer, employee, agent, or representative to perform further work in conjunction with this Agreement.
- 9.9 No action or failure to act by the Municipality shall constitute a waiver of a right or duty afforded to the Municipality under the Contract, nor shall such action or failure to act constitute approval of or acquiescence in a breach thereunder, except as may be specifically agreed in writing. No forbearance or indulgence in any form or manner by the Municipality shall be construed as a waiver or in any way limit the legal or equitable remedies available to the Municipality. No waiver by the Municipality of any default or breach by the Contractor shall constitute a waiver of any subsequent default or breach.
- 9.10 If the Contractor discovers or is informed of any discrepancy or inconsistency in the Contract Documents in relation to any law, statute, ordinance, by-law, decree, code, rule, regulation, or order, the Contractor shall promptly, before commencing services under this Contract, report the same to the Municipality in writing.
- 9.11 The Contractor acknowledges that it has not been influenced to enter into this Contract, nor has the Contractor relied upon any warranties or representations not set forth in this instrument.
- 9.12 The Contractor shall not represent or purport to represent that it speaks for the Municipality vis-à-vis the media or the public at-large without the Municipality's express, written consent in advance.
- 9.13 Prior to commencing services under this Contract, the Contractor shall furnish the Municipality, in writing, the names, addresses and telephone numbers of not fewer than two (2) principal employees of his business who are to be contacted in the event of an afterhours emergency. The contractor shall provide on site supervisor that speaks English and the language(s) of all on site employees of the Contractor.
- 9.14 By entering into this Agreement, the Contractor certifies under penalties of perjury that its Bid was made and submitted in good faith and without collusion or fraud with any person. As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club, or other organization, entity, or group of individuals.
- 9.15 By entering into this Agreement, the Contractor certifies under the penalties of perjury, pursuant to M.G.L. c.62C § 49A(b), that it has complied with all laws of the Commonwealth relating to taxes, to reporting of employees and contractors, and to withholding and remitting child support.
- 9.16 The Contractor understands that the Massachusetts Conflict of Interest Law, M.G.L. c. 268A, applies to the Contractor with respect to the services required to be provided under this Contract. The Contractor and its officers, employees, agents, subcontractors and affiliated agencies shall not participate in any activity which constitutes a violation of the Massachusetts Conflict of Interest Law or which creates an appearance of a violation of the Massachusetts Conflict of Interest Law.
- 9.17 Prevailing wage rates shall be paid, pursuant to M.G.L. c.149 §§ 26-27G, if they are applicable.
- 9.18 The Contractor shall not discriminate against or exclude any person from participation herein on grounds of race, color, religious creed, national origin, sex, sexual orientation (which shall not include persons whose sexual orientation involves minor children as the sex object), age, genetic information, ancestry, children, marital status, veteran status or membership in the armed services, the receiving of public assistance, and handicap. The previous sentence shall include,

---

but not be limited to, the following: advertising, recruitment; hiring; rates of pay or other forms of compensation; terms; conditions or privileges of employment; employment upgrading; transfer; demotion; layoff; and termination. The Contractor shall take affirmative actions to insure that applicants are employed, and that employees are treated during their employment, without regard to race, color, religious creed, national origin, sex, sexual orientation (which shall not include persons whose sexual orientation involves minor children as the sex object), age, genetic information, ancestry, children, marital status, veteran status or membership in the armed services, the receiving of public assistance, and handicap.

- 9.19 If any provision, or portion thereof, of this Contract shall be adjudged to be invalid or unenforceable by final judgment or order of a court of competent jurisdiction the remaining provisions shall continue in effect to the extent permitted by law.
- 9.20 The provisions of this Contract shall be binding upon and shall inure to the benefit of the heirs, assigns and successors in interest of the parties.

## ARTICLE 10 SIGNATURES

This Contract is executed in one (1) copy as a sealed instrument.

### 10.1 For the Municipality by, or on behalf of its Contracting Authority:

\_\_\_\_\_  
Municipality

x \_\_\_\_\_  
Signature

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Printed Title

\_\_\_\_\_  
Phone

\_\_\_\_\_  
Fax

\_\_\_\_\_  
e-mail

### 10.2 Approved As To Funds Available:

x _____ Signature	_____ Title
_____ Name	_____ Date



---

10.3      Approved as to form only:

x \_\_\_\_\_

Signature	_____
Printed Name	
_____	
Printed Title	
_____	
Date	
_____	
Firm	

10.4 For the CONTRACTOR:

x. \_\_\_\_\_

Signature

\_\_\_\_\_

Printed Title

\_\_\_\_\_

Printed Name

\_\_\_\_\_

Date

\_\_\_\_\_

Company Name

\_\_\_\_\_

Street/P.O. Box

\_\_\_\_\_

City, State, ZIP

\_\_\_\_\_

Phone

\_\_\_\_\_

Fax

\_\_\_\_\_

e-mail

Affix Corporate Seal ⇨  
(or mark

---

## Contract EXHIBIT A

### NOTICE ADDRESSEES

#### A.1 For the Municipality:

\_\_\_\_\_  
Printed Title

\_\_\_\_\_  
Printed Name

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

\_\_\_\_\_  
Street/P.O. Box

\_\_\_\_\_  
City, State, ZIP

\_\_\_\_\_  
Phone

\_\_\_\_\_  
Fax

\_\_\_\_\_  
e-mail

#### A.2 For the Contractor:

\_\_\_\_\_  
Printed Title

\_\_\_\_\_  
Printed Name

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

\_\_\_\_\_  
Street/P.O. Box

\_\_\_\_\_  
City, State, ZIP

\_\_\_\_\_  
Phone

\_\_\_\_\_  
email

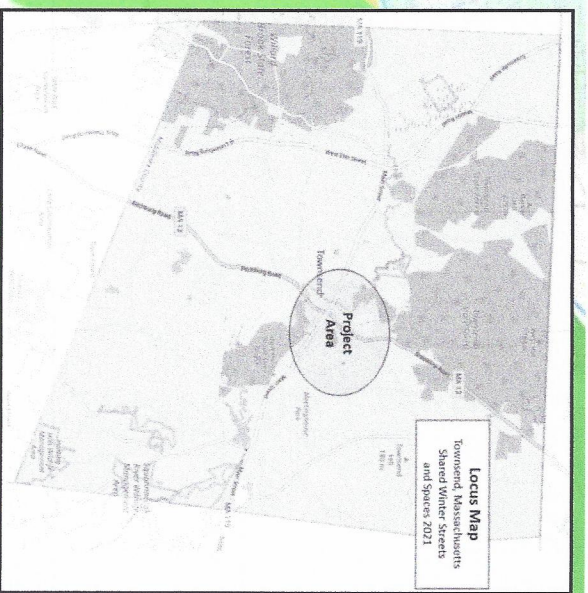
---

# Contract EXHIBIT B

## ATTACHMENTS

1. Invitation for Bids # 22-101
2. Bid Item Specification \*Appendix A \_\_\_\_\_
3. Other Bid Documents:
  - Bid Price Form
  - General Bid Form
  - Certificate of Non-Collusion
  - Certificate of Tax Compliance
  - Conflict of Interest Certification
  - Certificate of Corporate Bidder
  - Certificate of Compliance with M.G.L. c. 151B
  - Certificate of Non-Debarment
  - Letter of Availability
  - References
  - List of Subcontractors
4. Other Documents:
  - Performance Bond (provided prior to start of work)
  - Insurance Certificate (provided prior to start of work)

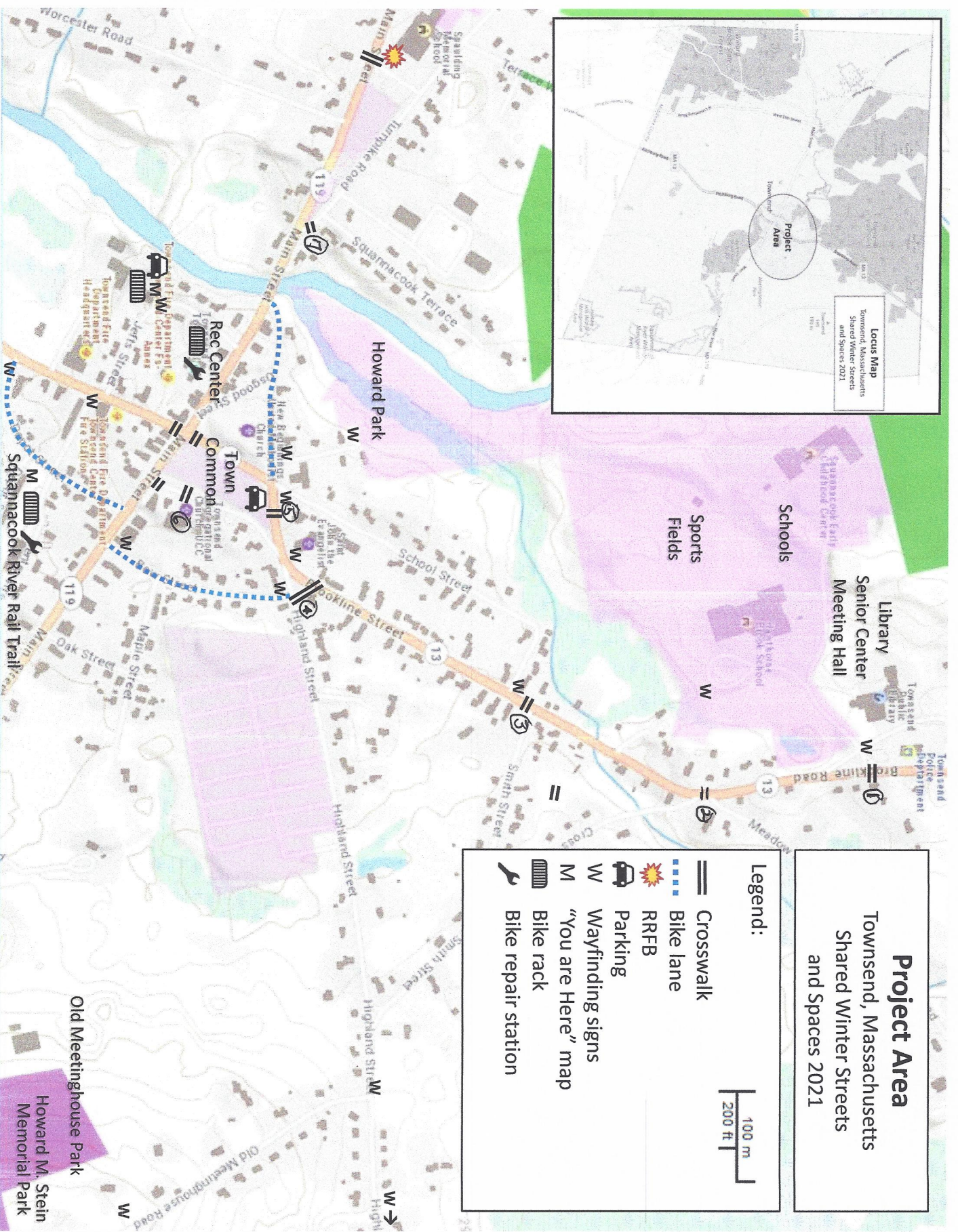
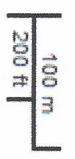
\*\*\*\*\* END OF DOCUMENT \*\*\*\*\*



# **Project Area** Townsend, Massachusetts Shared Winter Streets and Spaces 2021

Legend:

- == Crosswalk
- Bike lane
- RRFB
- Parking
- W Wayfinding signs
- M "You are Here" map
- Bike rack
- Bike repair station





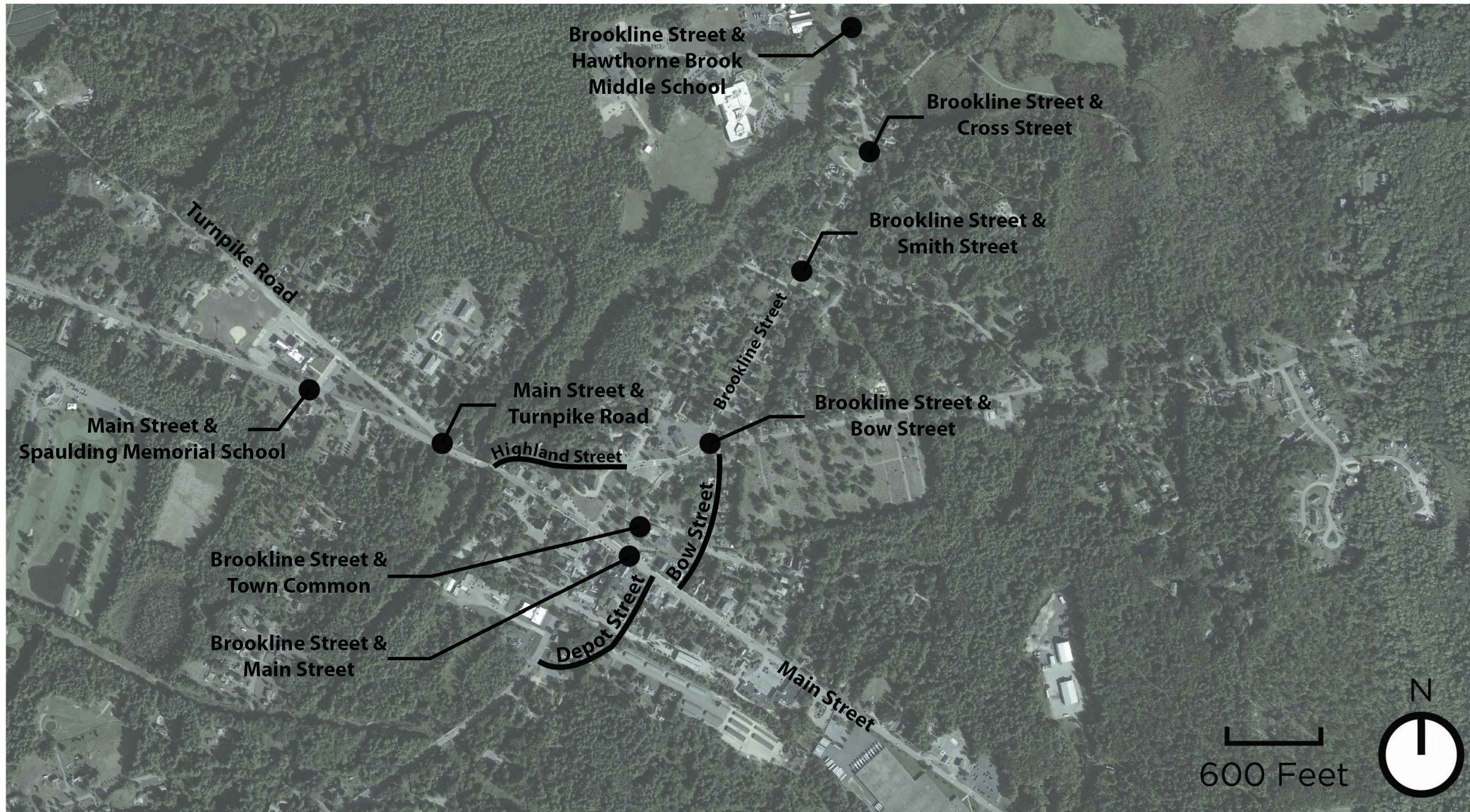
CITY OF TOWNSEND  
SHARED WINTER STREETS & SPACES  
PAVEMENT MARKING SCHEMATIC

TOWNSEND MA QUICK BUILD			
STATE	FED. AID PROJ. NO.	SHEET NO.	TOTAL SHEETS
MA	-	C	10
PROJECT FILE NO.		25319	
TITLE SHEET			

QUICK-BUILD BIKE LANE NETWORK : BOW STREET, DEPOT STREET & HIGHLAND STREET

PEDESTRIAN CROSSINGS : MAIN STREET & SPAULDING MEMORIAL SCHOOL, BROOKLINE STREET & TOWN CENTER, BROOKLINE STREET & MAIN STREET, TURNPIKE ROAD & MAIN STREET, BROOKLINE STREET & HAWTHORNE BROOK MIDDLE SCHOOL, BROOKLINE STREET & CROSS STREET, BROOKLINE STREET & SMITH STREET, BROOKLINE STREET & BOW STREET, BROOKLINE STREET & SCHOOL STREET

PROJECT LOCATION



LENGTH OF PROJECT = 3,000 FEET = 0.57 MILES

INDEX

SHEET NO.	DESCRIPTION
C	TITLE SHEET, INDEX, & NOTES
D	DETAILS
1	BOW ST
2-3	DEPOT ST
4	HIGHLAND ST
5-8	PEDESTRIAN CROSSINGS

Note:  
This schematic is not based on field survey. The existing roadway widths and proposed dimension shown herein shall be verified and adjusted if needed in the field by the Engineer before installation. The field verification shall be completed as part of the layout activities outlined in Section 860.61 of MassDOT Highway Division's Standard Specifications for Highways and Bridges (2020 Edition).



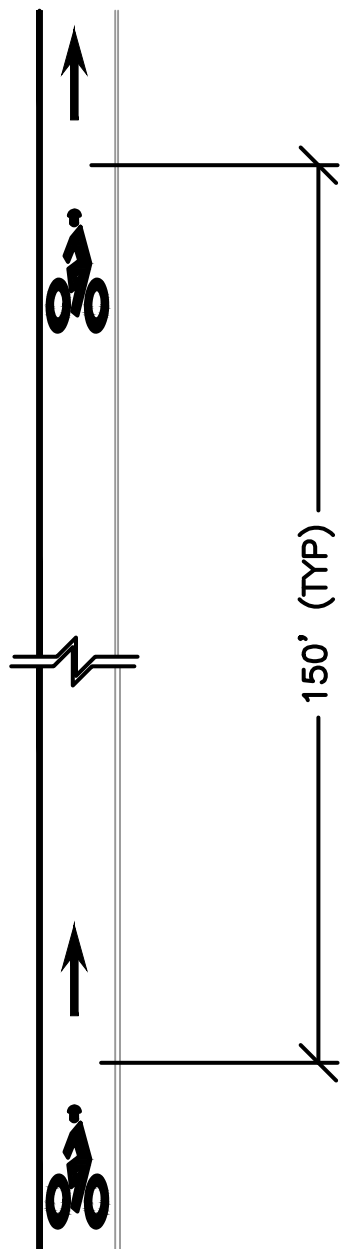
294 WASHINGTON ST SUITE 11  
BOSTON, MA 02108  
www.kittelison.com  
617-377-4000

04/09/2020



GENERAL NOTES

- FOR FULL PROJECT LENGTH, ALL EXISTING SIGNS & SIGN POSTS ARE TO BE REMOVED & STACKED EXCEPT PRIVATE SIGNS UNLESS OTHERWISE NOTED, OR AS DIRECTED BY FIELD ENGINEER.
- ALL SIGNS SHALL CONFORM TO THE MANUAL ON UNIVERSAL TRAFFIC CONTROL DEVICES (MUTCD) 2009 EDITION WITH REVISIONS AND AS AMENDED BY THE MASSACHUSETTS DEPARTMENT OF TRANSPORTATION.
- THE MINIMUM SIGN MOUNTING HEIGHT, MEASURED VERTICALLY FROM THE BOTTOM OF THE LOWEST SIGN TO THE TOP OF THE CURB OR SIDEWALK SHALL BE 7 FEET UNLESS OTHERWISE SPECIFIED ON THE PLANS.
- WHEN MOUNTING NEW SIGNS & POSTS, CONTRACTOR SHALL NOT PLACE THEM WHERE THE VISIBILITY OF THE SIGN WILL BE OBSTRUCTED. THE SIGNS SHALL BE UNOBSTRUCTED TO ALL ROAD USERS. IF THE NEW SIGN POST IS IN CONFLICT WITH OTHER SURFACE STRUCTURES, THE PROBLEM SHALL BE REPORTED TO THE FIELD ENGINEER.
- ALL SIGNS MOUNTED ALONG THE SIDE OF THE STREET SHALL REMAIN IN PLACE.
- IF NECESSARY, CONFLICTING EXISTING PAVEMENT MARKINGS SHALL BE REMOVED BY USING MASSDOT APPROVED METHODS ONLY.

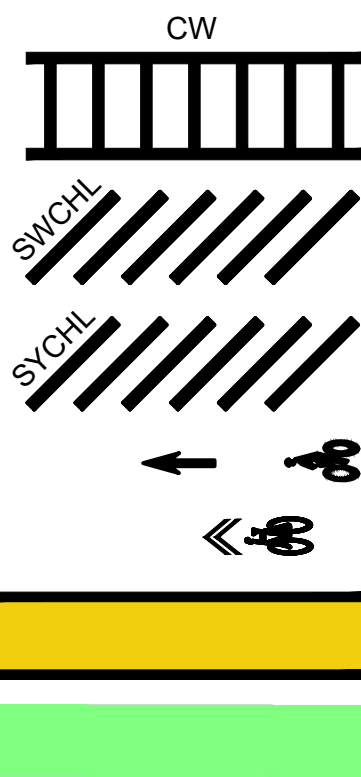


- NOTES:
- DESIGN PLANS SHOULD BE CONSULTED FOR VARIATIONS

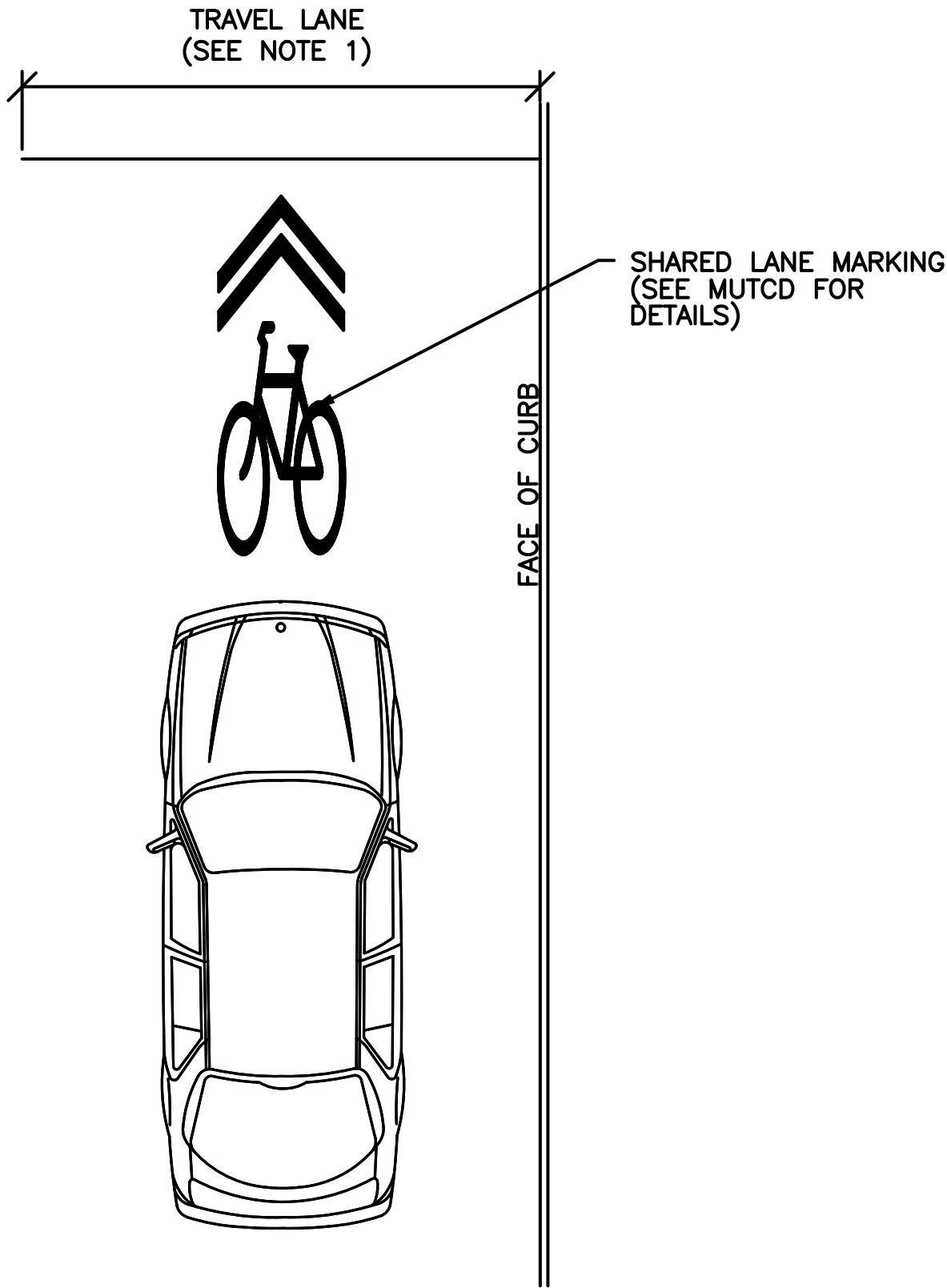
BIKE LANE SYMBOL SPACING  
N.T.S.

PAVEMENT MARKING LEGEND

SWL	6" SOLID WHITE LINE
SL	12" SOLID WHITE STOP LINE
DYCL	4" SOLID DOUBLE YELLOW CENTER LINE

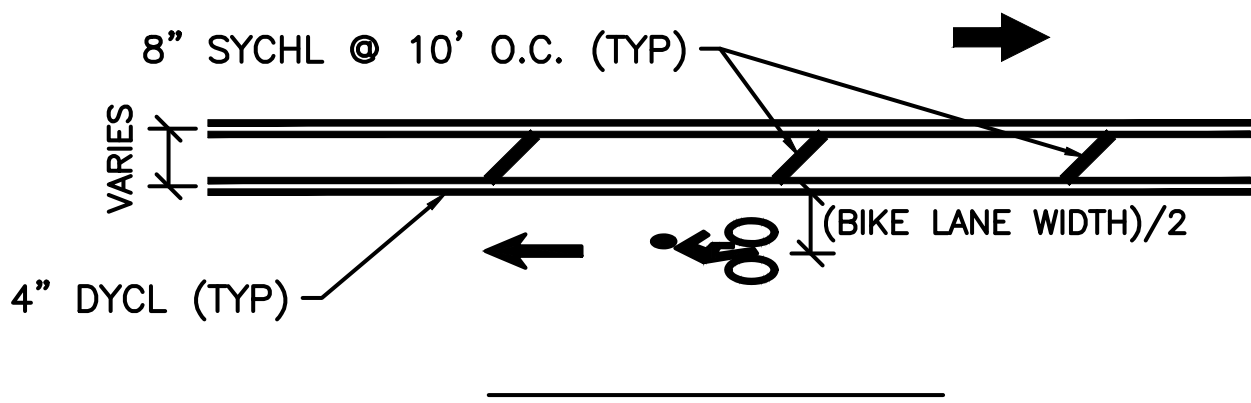


- SPECIAL EMPHASIS CROSS WALK
- 12" SOLID WHITE CHANNELIZATION LINE
- 8" SOLID YELLOW CHANNELIZATION LINE
- BICYCLE LANE SYMBOL
- SHARED LANE MARKING SYMBOL
- HIGH FRICTION SURFACE TREATMENT CROSSWALK (PER DETAIL)
- GREEN HIGH FRICTION SURFACE TREATMENT (PER MASS DOT STANDARDS)

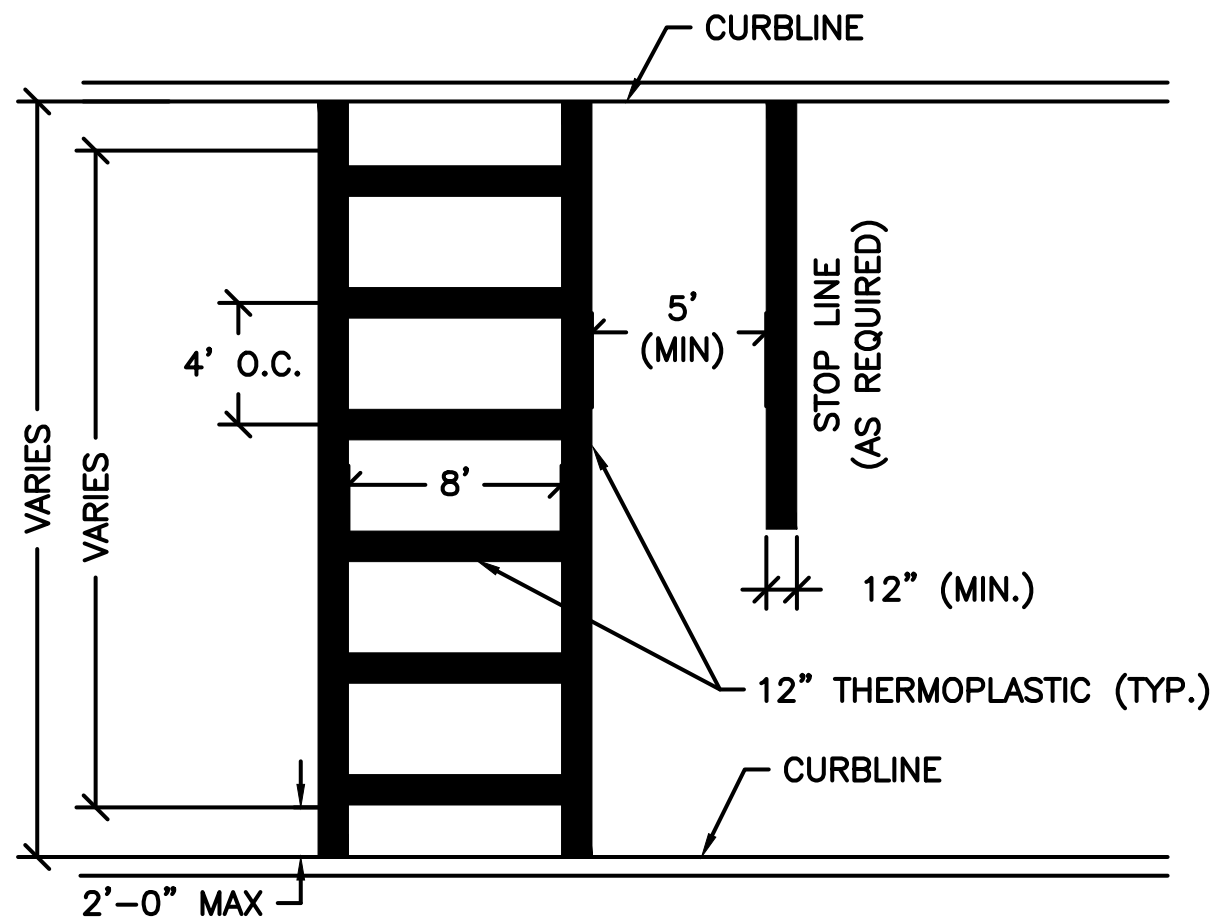


- NOTES:
- IF TRAVEL LANE IS LESS THAN 14' SHARED LANE MARKING SHALL BE CENTERED IN TRAVEL LANE.
  - AT A MINIMUM, SHARED LANE MARKING SHALL BE PLACED 4' FROM THE FACE OF THE CURB, OR FROM THE EDGE OF THE PAVEMENT WHERE THERE IS NO CURB.
  - DESIGN PLANS SHOULD BE CONSULTED FOR VARIATIONS.

TYPICAL SHARED LANE MARKING SYMBOL WITHOUT  
ON-STREET PARKING  
N.T.S.

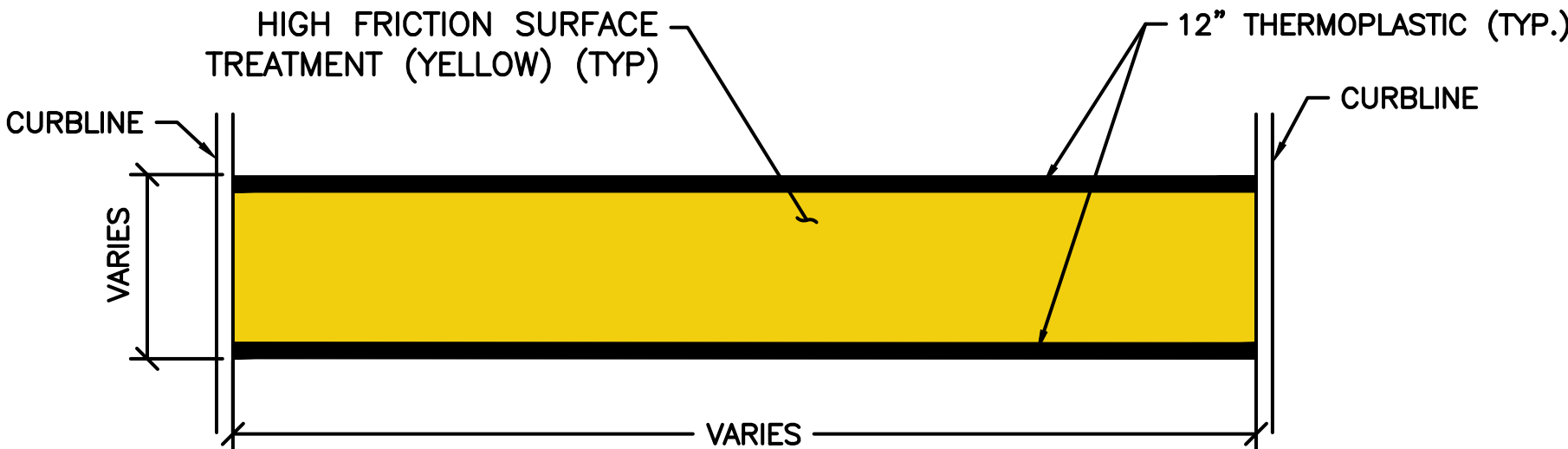


CONTRAFLOW BIKE LANE BUFFER MARKING  
N.T.S.



- NOTES:
- ALL TWELVE INCH (12") THERMOPLASTIC LINES SHALL BE APPLIED IN ONE (1) APPLICATION, NO COMBINATION OF LINES (I.E. TWO - 6" LINES) WILL BE ACCEPTED.
  - ALL CROSSWALKS SHALL CONFORM TO ALL RELEVANT PROVISIONS OF THE MASSACHUSETTS HIGHWAY DEPARTMENT "STANDARD SPECIFICATIONS FOR HIGHWAYS AND BRIDGES" DATED 1988, SECTION 860 REGARDING REFLECTORIZED PAVEMENT MARKINGS & MATERIAL m7.01.20, LATEST REVISIONS.
  - CROSSWALK BARS SHALL BE PLACED OUTSIDE THE VEHICULAR WHEEL PATH WHEREVER POSSIBLE.

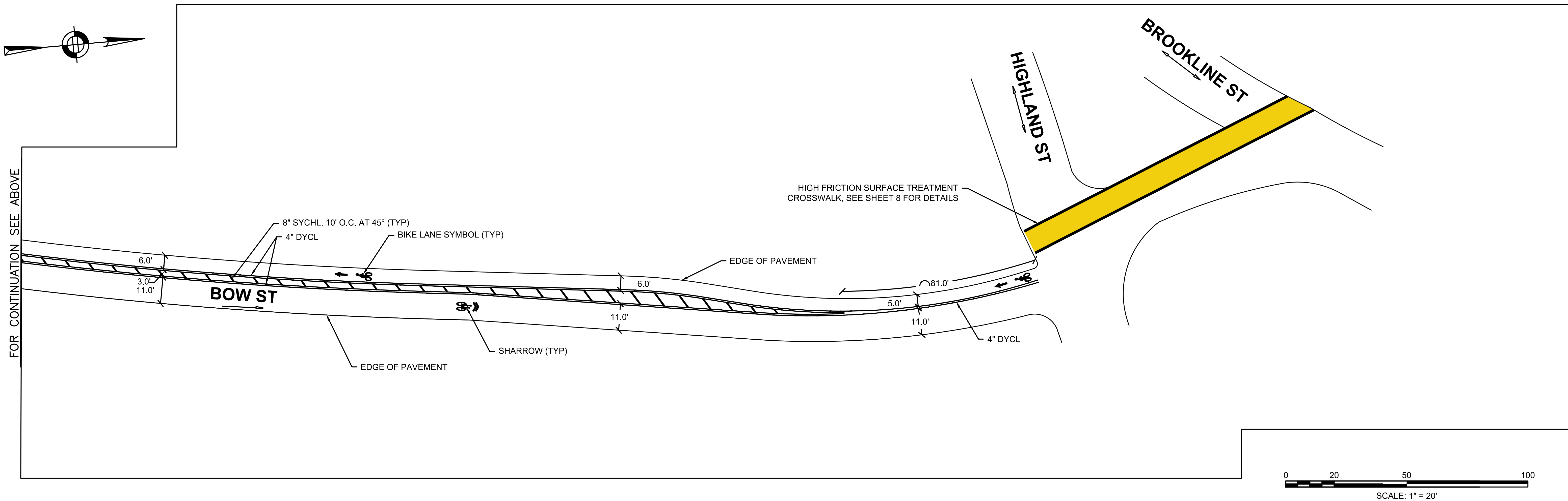
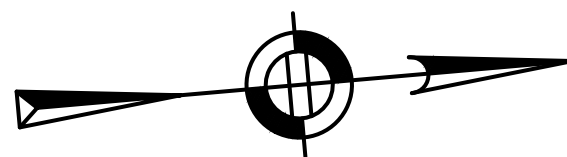
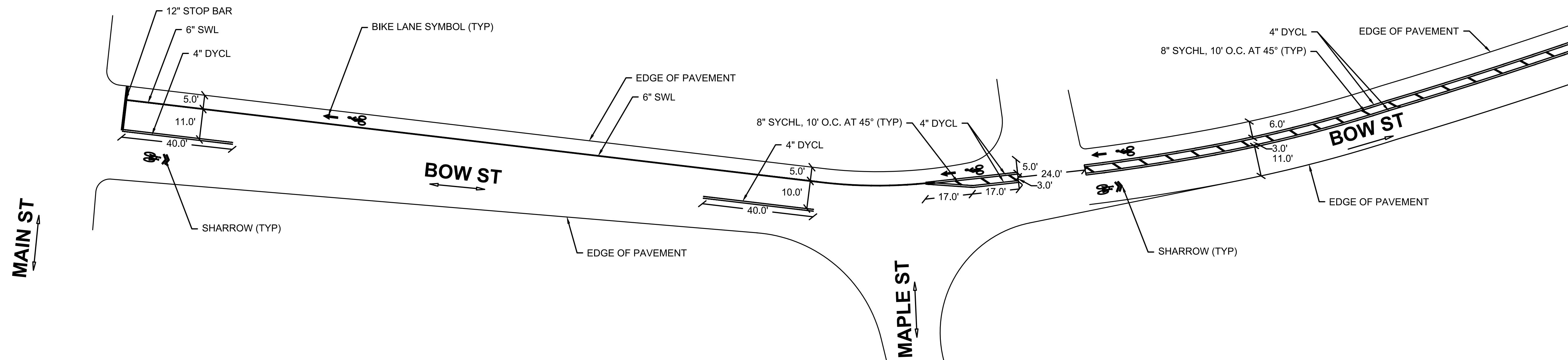
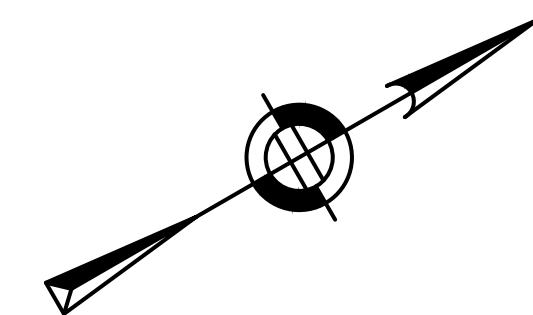
SPECIAL EMPHASIS CROSSWALK  
N.T.S.



- NOTES:
- CROSSWALK WIDTH SHOULD MATCH EXISTING CROSSWALK WIDTH, WITH A MINIMUM WIDTH OF 6' PER MUTCD.
- HIGH FRICTION SURFACE TREATMENT CROSSWALK  
N.T.S.

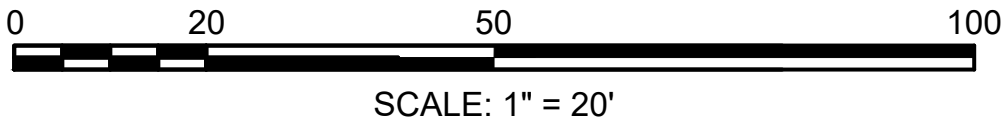
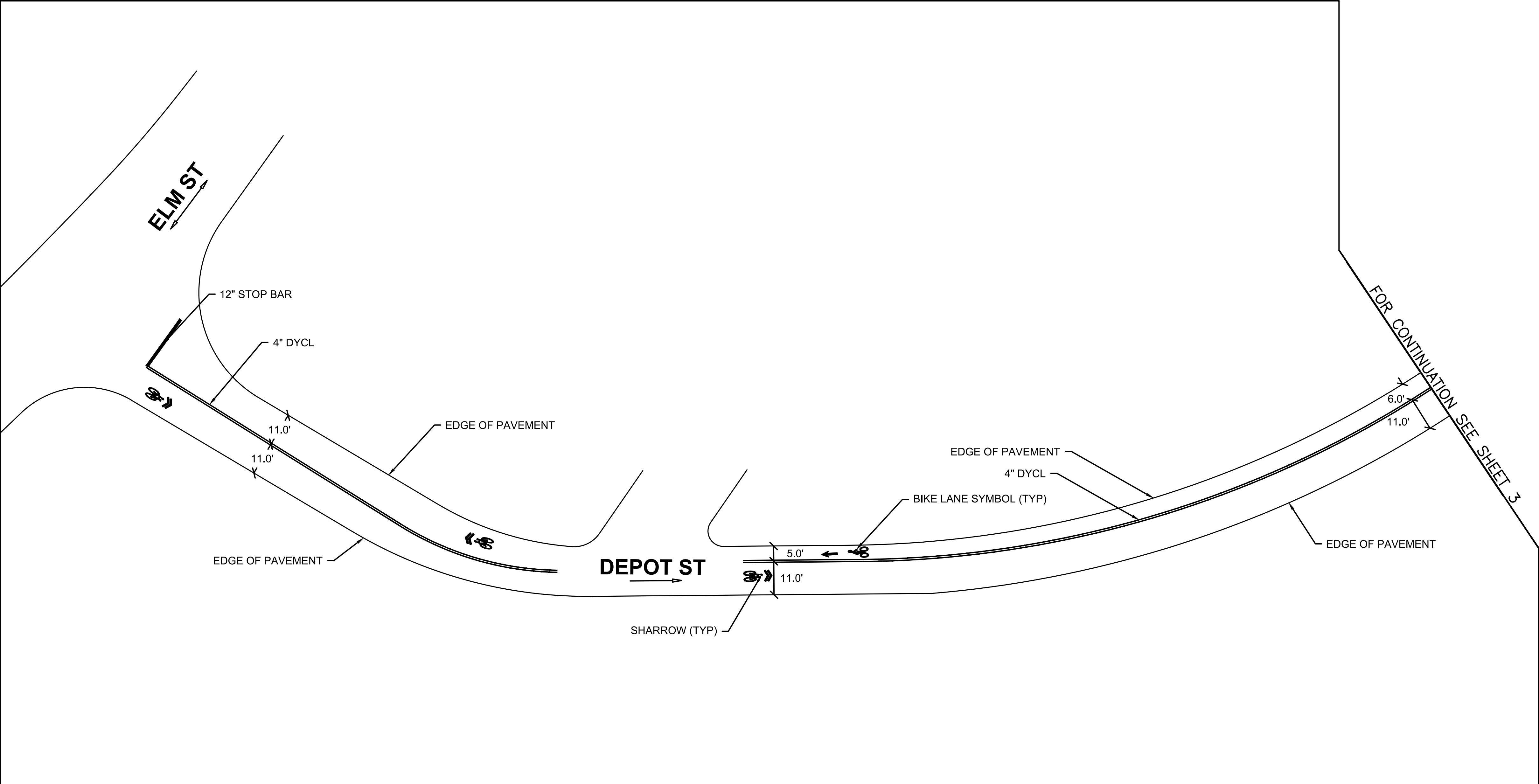
TOWNSEND MA QUICK BUILD			
STATE	FED. AID PROJ. NO.	SHEET NO.	TOTAL SHEETS
MA	-	D	10
PROJECT FILE NO.		25319	
DETAILS			

TOWNSEND MA QUICK BUILD			
STATE	FED. AID PROJ. NO.	SHEET NO.	TOTAL SHEETS
MA	-	1	10
PROJECT FILE NO.		25319	
PAVEMENT MARKINGS			



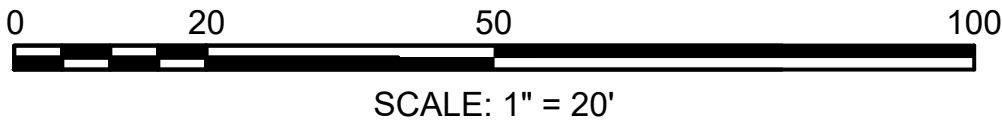
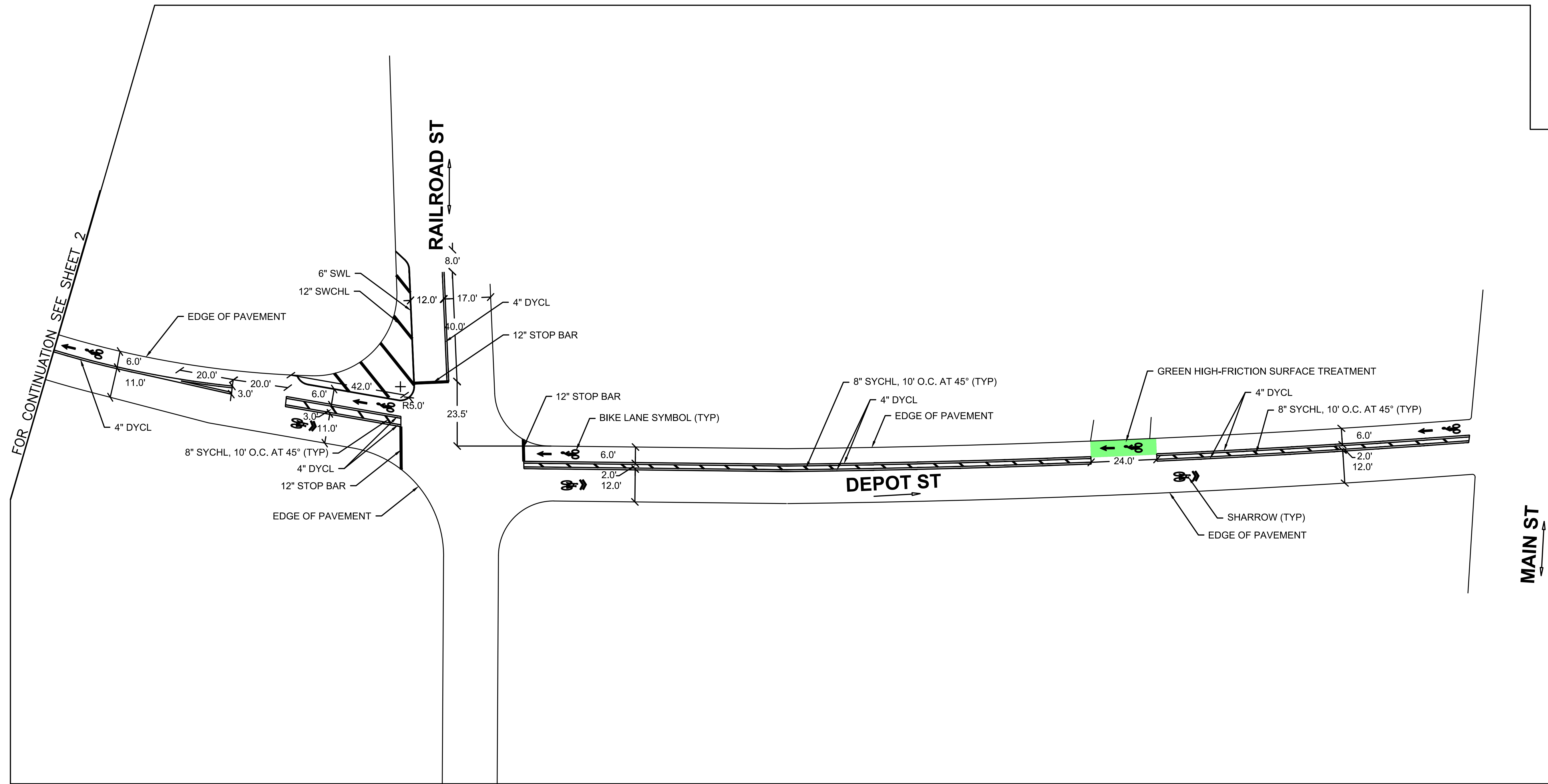
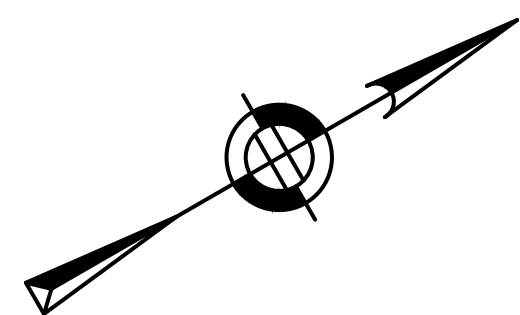


TOWNSEND MA QUICK BUILD			
STATE	FED. AID PROJ. NO.	SHEET NO.	TOTAL SHEETS
MA	-	2	10
PROJECT FILE NO.		25319	
PAVEMENT MARKINGS			

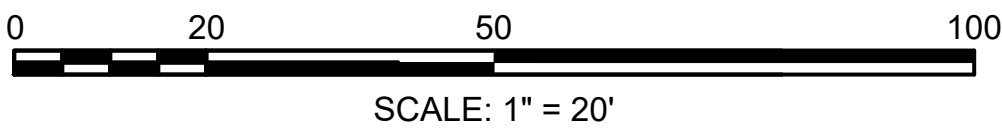
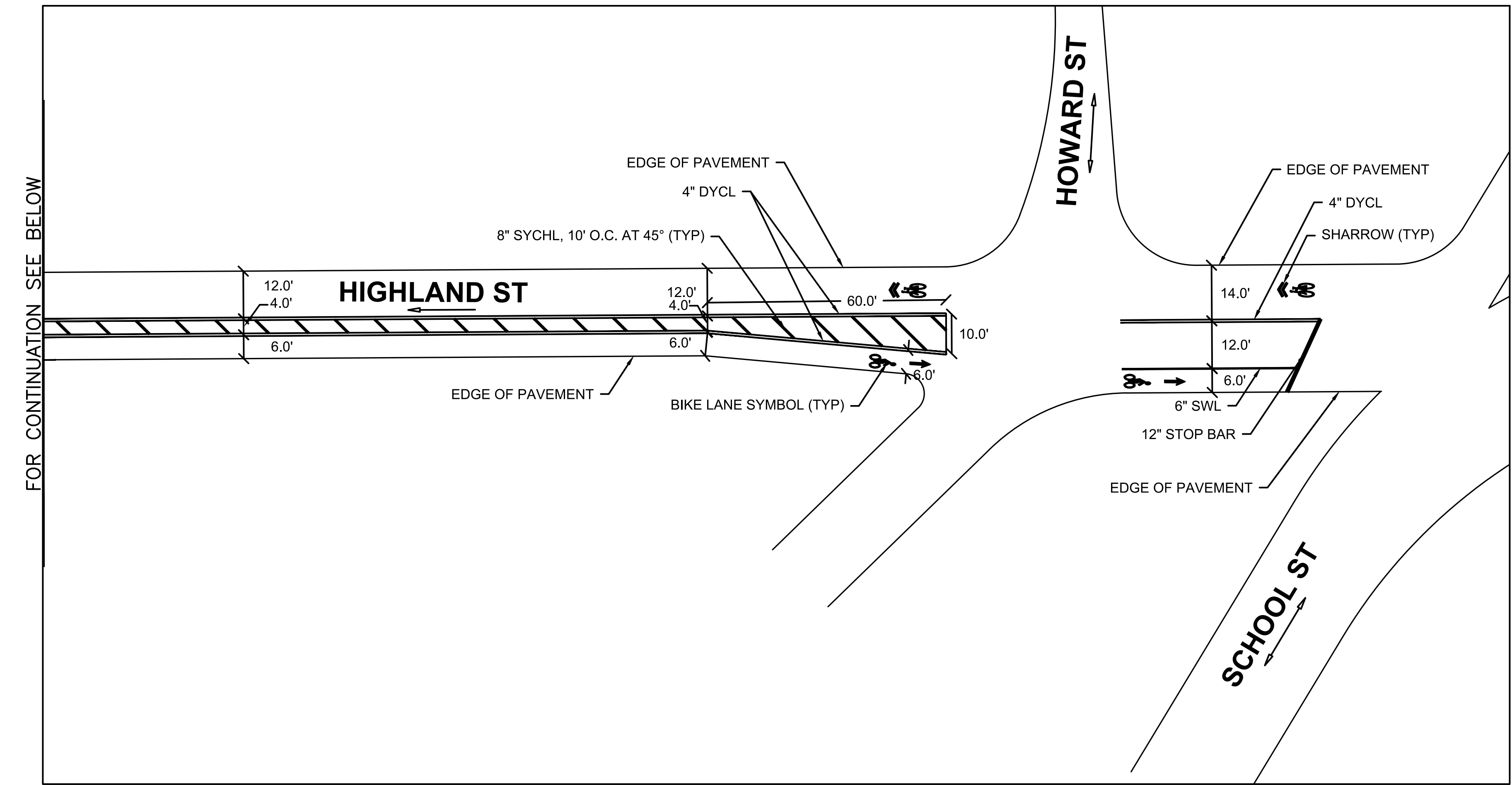
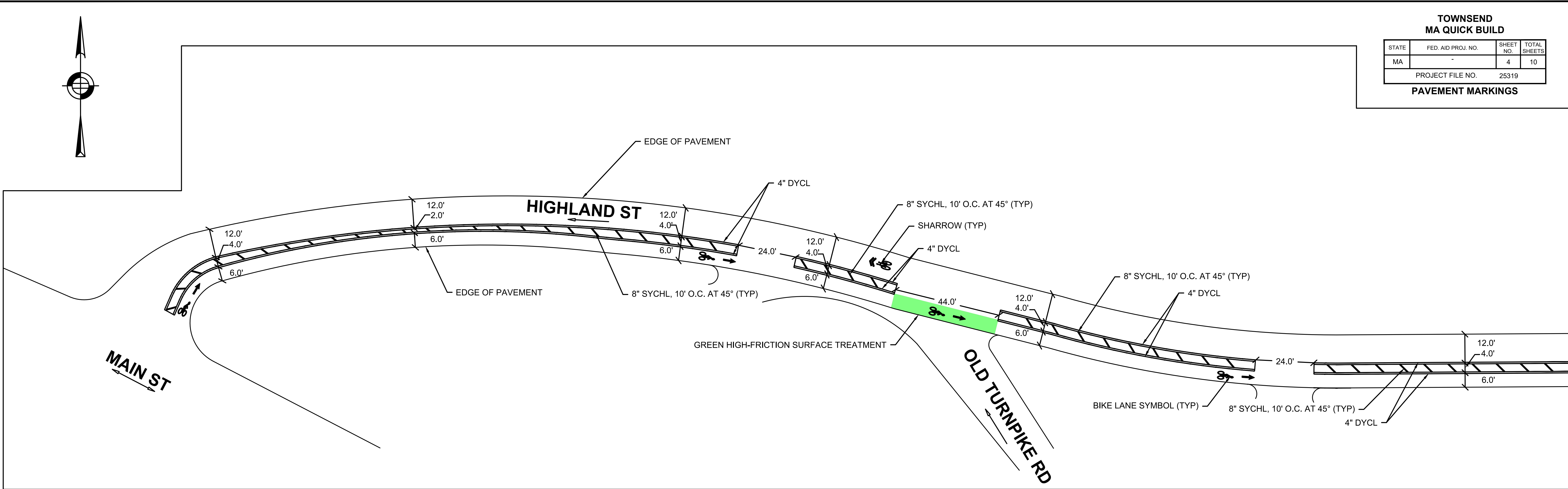




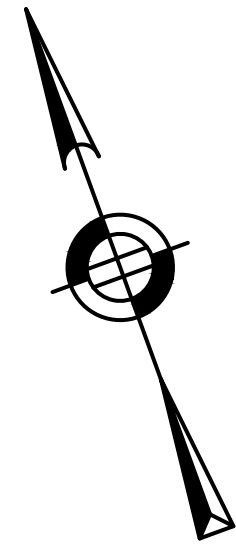
TOWNSEND MA QUICK BUILD			
STATE	FED. AID PROJ. NO.	SHEET NO.	TOTAL SHEETS
MA	-	3	10
PROJECT FILE NO.		25319	
PAVEMENT MARKINGS			



TOWNSEND MA QUICK BUILD			
STATE	FED. AID PROJ. NO.	SHEET NO.	TOTAL SHEETS
MA	-	4	10
PROJECT FILE NO.		25319	
PAVEMENT MARKINGS			







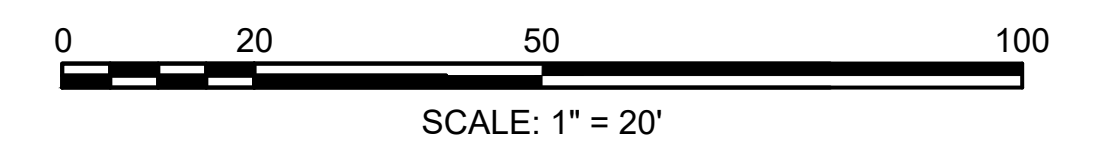
**TOWNSEND  
MA QUICK BUILD**

STATE	FED. AID PROJ. NO.	SHEET NO.	TOTAL SHEETS
MA	-	5	10
PROJECT FILE NO.		25319	

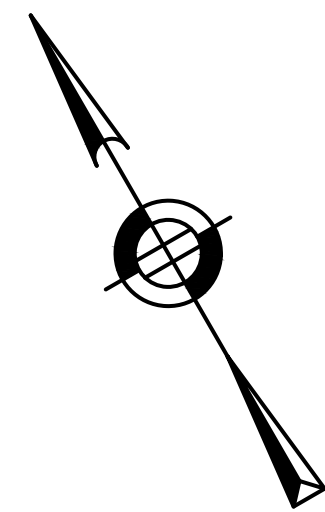
**PAVEMENT MARKINGS**



**Pedestrian Crossings at Main Street & Spaulding Memorial School**







TOWNSEND MA QUICK BUILD			
STATE	FED. AID PROJ. NO.	SHEET NO.	TOTAL SHEETS
MA	-	6	10
PROJECT FILE NO.		25319	
PAVEMENT MARKINGS			



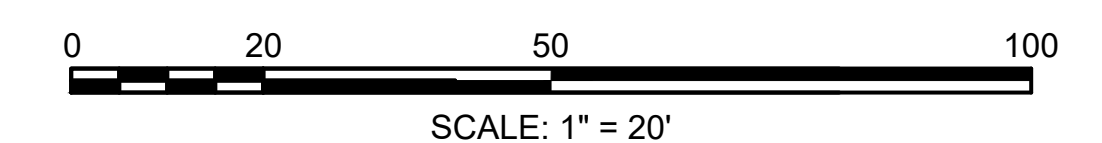
**Brookline Street & Town Common**



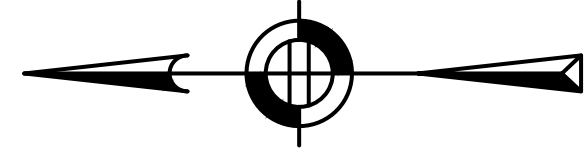
**Brookline Street & Main Street  
(Honeyland Farms)**



**Turnpike Road & Main Street**



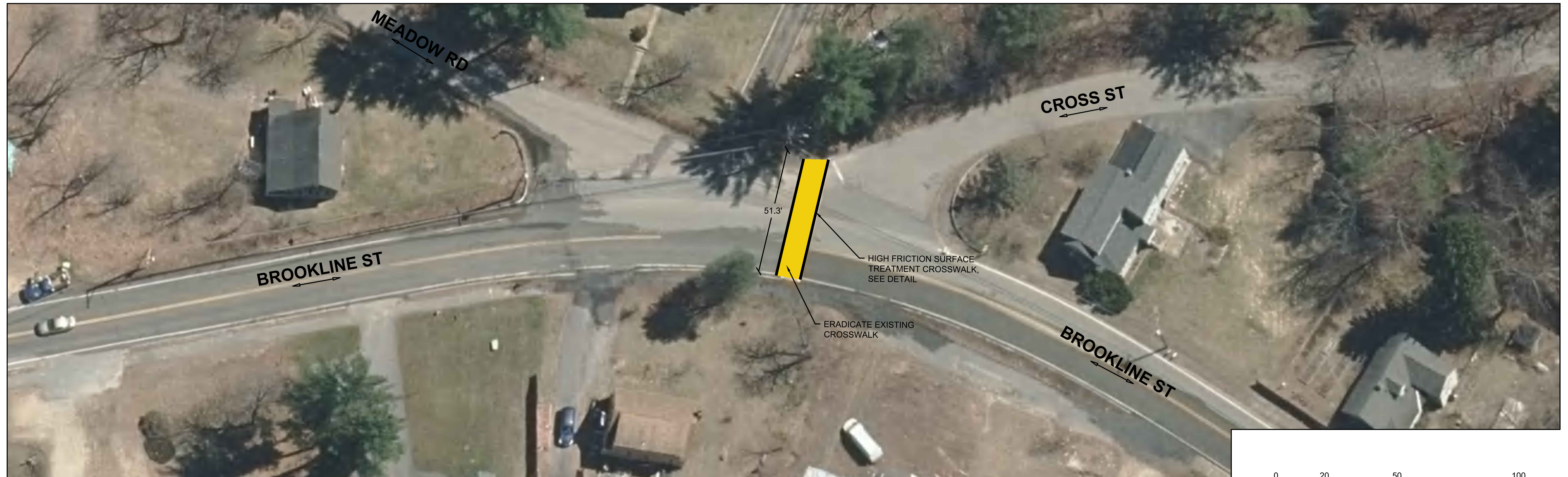




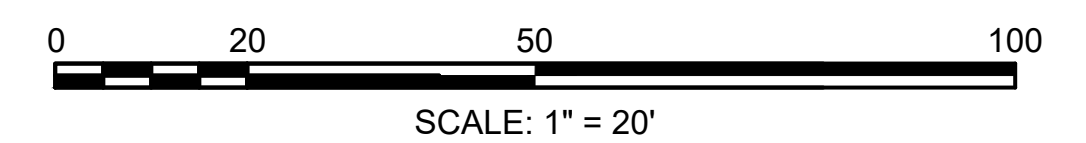
TOWNSEND MA QUICK BUILD			
STATE	FED. AID PROJ. NO.	SHEET NO.	TOTAL SHEETS
MA	-	7	10
PROJECT FILE NO.		25319	
PAVEMENT MARKINGS			



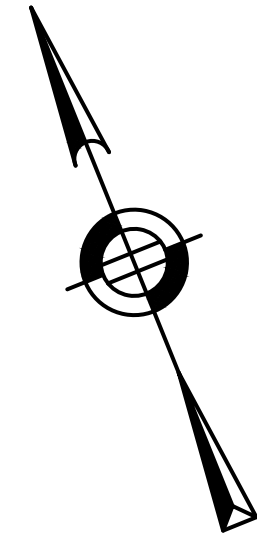
**Pedestrian Crossings at Brookline Street & Hawthorne Brook Middle School Driveway**



**Pedestrian Crossings at Brookline Street & Cross Street**



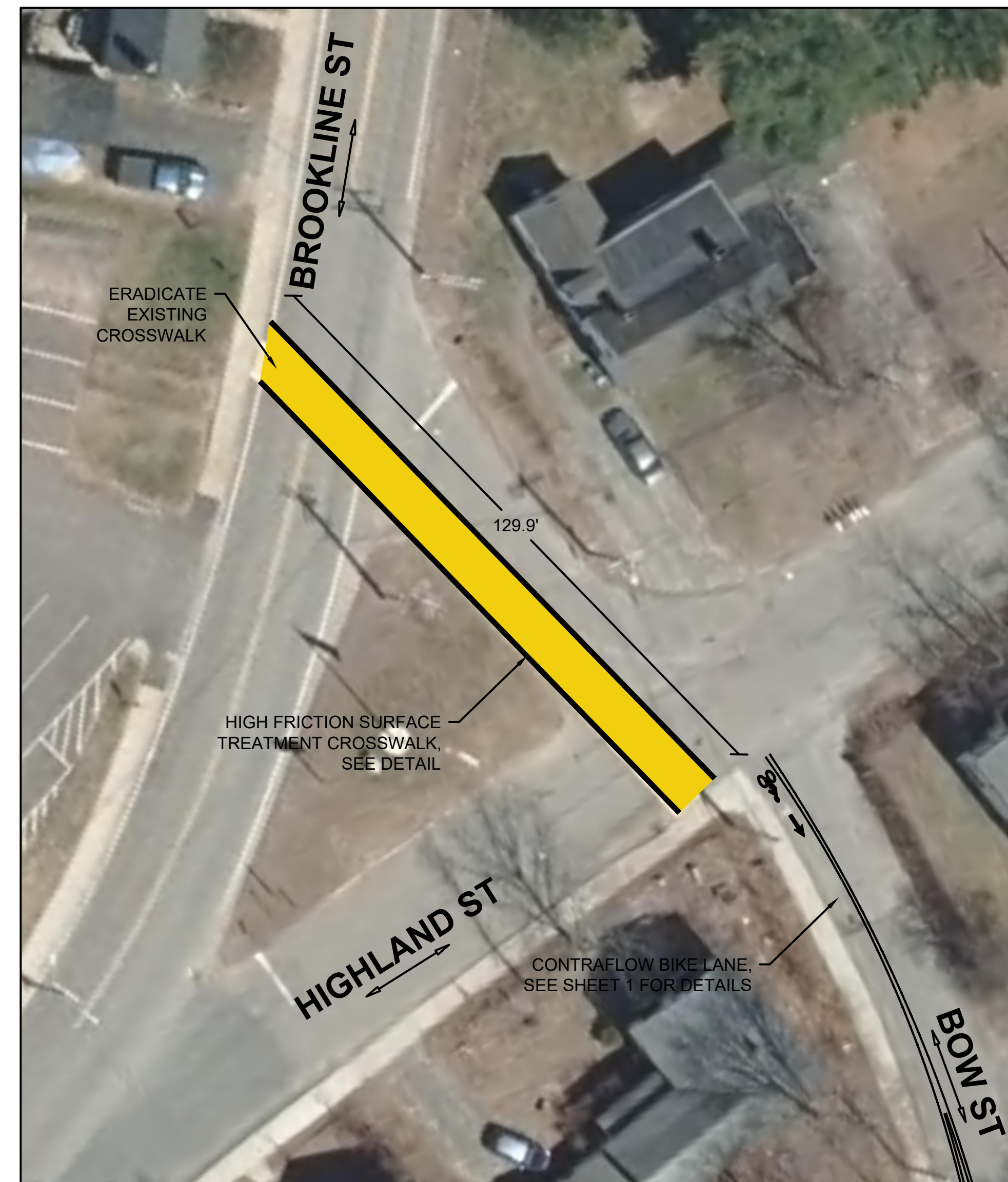




TOWNSEND MA QUICK BUILD			
STATE	FED. AID PROJ. NO.	SHEET NO.	TOTAL SHEETS
MA	-	8	10
PROJECT FILE NO.		25319	
PAVEMENT MARKINGS			



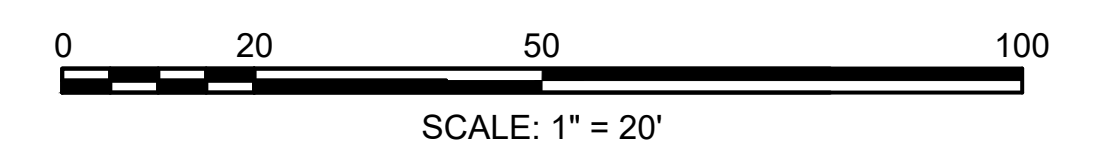
Brookline Street & Smith Street



Brookline Street & Bow Street



Brookline Street & School Street







CHARLES D. BAKER  
Governor

KARYN E. POLITO  
Lt. Governor

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

Prevailing Wage Rates

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

ROSALIN ACOSTA  
Secretary  
MICHAEL FLANAGAN  
Director

**Awarding Authority:** Town of Townsend  
**Contract Number:** 2022-101 **City/Town:** TOWNSEND  
**Description of Work:** Strip (paint) bike lanes and crosswalks  
**Job Location:** 272 Main street

---

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the “Wage Request Number” on all pages of this schedule.
  - An Awarding Authority must request an updated wage schedule from the Department of Labor Standards (“DLS”) if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
  - The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
  - All apprentices working on the project are required to be registered with the Massachusetts Department of Labor Standards, Division of Apprentice Standards (DLS/DAS). Apprentice must keep his/her apprentice identification card on his/her person during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DLS/DAS regardless of whether or not they are registered with any other federal, state, local, or private agency must be paid the journeyworker's rate for the trade.**
  - The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F “rental of equipment” contracts.
  - Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee’s name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at <http://www.mass.gov/dols/pw>.
  - Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
  - Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
  - Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and 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>	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>	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>	12/01/2021	\$36.14	\$13.41	\$16.01	\$0.00	\$65.56
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2021	\$36.16	\$9.10	\$16.64	\$0.00	\$61.90
	06/01/2022	\$37.06	\$9.10	\$16.64	\$0.00	\$62.80
	12/01/2022	\$37.91	\$9.10	\$16.64	\$0.00	\$63.65
	06/01/2023	\$38.81	\$9.10	\$16.64	\$0.00	\$64.55
	12/01/2023	\$39.71	\$9.10	\$16.64	\$0.00	\$65.45
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	12/01/2021	\$36.16	\$9.10	\$16.64	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT &amp; FROST INSULATORS LOCAL 6 (BOSTON)</i>	12/01/2020	\$38.10	\$12.80	\$9.45	\$0.00	\$60.35
ASPHALT RAKER <i>LABORERS - ZONE 2</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2021	\$51.38	\$14.00	\$16.05	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2021	\$51.38	\$14.00	\$16.05	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 2</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 2</i>	12/01/2021	\$36.16	\$9.10	\$16.64	\$0.00	\$61.90
	06/01/2022	\$37.06	\$9.10	\$16.64	\$0.00	\$62.80
	12/01/2022	\$37.91	\$9.10	\$16.64	\$0.00	\$63.65
	06/01/2023	\$38.81	\$9.10	\$16.64	\$0.00	\$64.55
	12/01/2023	\$39.71	\$9.10	\$16.64	\$0.00	\$65.45
For apprentice rates see "Apprentice- LABORER"						



Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i> For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2021	\$36.16	\$9.10	\$16.64	\$0.00	\$61.90
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)	08/01/2021	\$55.01	\$11.39	\$21.57	\$0.00	\$87.97
<i>BRICKLAYERS LOCAL 3 (LOWELL)</i>	02/01/2022	\$55.01	\$11.39	\$21.65	\$0.00	\$88.05

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
----------------	----------------	-----------	--------	---------	------------------------------	------------

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

**Effective Date - 08/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.51	\$11.39	\$21.57	\$0.00	\$60.47
2	60	\$33.01	\$11.39	\$21.57	\$0.00	\$65.97
3	70	\$38.51	\$11.39	\$21.57	\$0.00	\$71.47
4	80	\$44.01	\$11.39	\$21.57	\$0.00	\$76.97
5	90	\$49.51	\$11.39	\$21.57	\$0.00	\$82.47

**Effective Date - 02/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.51	\$11.39	\$21.57	\$0.00	\$60.47
2	60	\$33.01	\$11.39	\$21.57	\$0.00	\$65.97
3	70	\$38.51	\$11.39	\$21.57	\$0.00	\$71.47
4	80	\$44.01	\$11.39	\$21.57	\$0.00	\$76.97
5	90	\$49.51	\$11.39	\$21.57	\$0.00	\$82.47

**Notes:**

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

BULLDOZER/GRADER/SCRAPER OPERATING ENGINEERS LOCAL 4	12/01/2021	\$50.83	\$14.00	\$16.05	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN LABORERS - FOUNDATION AND MARINE	12/01/2021	\$42.33	\$9.10	\$17.72	\$0.00	\$69.15
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER LABORERS - FOUNDATION AND MARINE	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN LABORERS - FOUNDATION AND MARINE	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR LABORERS - ZONE 2	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
CARPENTER CARPENTERS -ZONE 2 (Eastern Massachusetts)	09/01/2021	\$44.18	\$8.58	\$19.82	\$0.00	\$72.58
	03/01/2022	\$44.78	\$8.58	\$19.82	\$0.00	\$73.18
	09/01/2022	\$45.43	\$8.58	\$19.82	\$0.00	\$73.83
	03/01/2023	\$46.03	\$8.58	\$19.82	\$0.00	\$74.43

**Classification**

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

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

**Effective Date - 09/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.09	\$8.58	\$1.73	\$0.00	\$32.40
2	60	\$26.51	\$8.58	\$1.73	\$0.00	\$36.82
3	70	\$30.93	\$8.58	\$14.63	\$0.00	\$54.14
4	75	\$33.14	\$8.58	\$14.63	\$0.00	\$56.35
5	80	\$35.34	\$8.58	\$16.36	\$0.00	\$60.28
6	80	\$35.34	\$8.58	\$16.36	\$0.00	\$60.28
7	90	\$39.76	\$8.58	\$18.09	\$0.00	\$66.43
8	90	\$39.76	\$8.58	\$18.09	\$0.00	\$66.43

**Effective Date - 03/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.39	\$8.58	\$1.73	\$0.00	\$32.70
2	60	\$26.87	\$8.58	\$1.73	\$0.00	\$37.18
3	70	\$31.35	\$8.58	\$14.63	\$0.00	\$54.56
4	75	\$33.59	\$8.58	\$14.63	\$0.00	\$56.80
5	80	\$35.82	\$8.58	\$16.36	\$0.00	\$60.76
6	80	\$35.82	\$8.58	\$16.36	\$0.00	\$60.76
7	90	\$40.30	\$8.58	\$18.09	\$0.00	\$66.97
8	90	\$40.30	\$8.58	\$18.09	\$0.00	\$66.97

**Notes:**

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80  
Step 1&2 \$30.19/ 3&4 \$36.28/ 5&6 \$55.87/ 7&8 \$62.01

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

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

All Aspects of New Wood Frame Work

## Classification

Effective Date

Base Wage

Health

Pension

Supplemental  
Unemployment

Total Rate

**Apprentice - CARPENTER (Wood Frame) - Zone 3****Effective Date -** 04/01/2021

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

**Effective Date -** 04/01/2022

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

**Notes:**

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

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

CEMENT MASONRY/PLASTERING

01/01/2020

\$45.23

\$12.75

\$22.41

\$0.62

\$81.01

BRICKLAYERS LOCAL 3 (LOWELL)

**Apprentice - CEMENT MASONRY/PLASTERING - Lowell****Effective Date -** 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.62	\$12.75	\$15.41	\$0.00	\$50.78
2	60	\$27.14	\$12.75	\$17.41	\$0.62	\$57.92
3	65	\$29.40	\$12.75	\$18.41	\$0.62	\$61.18
4	70	\$31.66	\$12.75	\$19.41	\$0.62	\$64.44
5	75	\$33.92	\$12.75	\$20.41	\$0.62	\$67.70
6	80	\$36.18	\$12.75	\$21.41	\$0.62	\$70.96
7	90	\$40.71	\$12.75	\$22.41	\$0.62	\$76.49

**Notes:**

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

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2021	\$52.38	\$14.00	\$16.05	\$0.00	\$82.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2021	\$33.69	\$14.00	\$16.05	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2022	\$53.66	\$8.65	\$23.05	\$0.00	\$85.36
	07/01/2022	\$54.86	\$8.65	\$23.05	\$0.00	\$86.56
	01/01/2023	\$56.06	\$8.65	\$23.05	\$0.00	\$87.76
	07/01/2023	\$57.26	\$8.65	\$23.05	\$0.00	\$88.96
	01/01/2024	\$58.46	\$8.65	\$23.05	\$0.00	\$90.16
	07/01/2024	\$59.66	\$8.65	\$23.05	\$0.00	\$91.36
	01/01/2025	\$60.86	\$8.65	\$23.05	\$0.00	\$92.56

**Classification**
**Effective Date**
**Base Wage**
**Health**
**Pension**
**Supplemental  
Unemployment**
**Total Rate**
**Apprentice - PAINTER Local 35 - BRIDGES/TANKS**
**Effective Date - 01/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.83	\$8.65	\$0.00	\$0.00	\$35.48
2	55	\$29.51	\$8.65	\$6.27	\$0.00	\$44.43
3	60	\$32.20	\$8.65	\$6.84	\$0.00	\$47.69
4	65	\$34.88	\$8.65	\$7.41	\$0.00	\$50.94
5	70	\$37.56	\$8.65	\$19.63	\$0.00	\$65.84
6	75	\$40.25	\$8.65	\$20.20	\$0.00	\$69.10
7	80	\$42.93	\$8.65	\$20.77	\$0.00	\$72.35
8	90	\$48.29	\$8.65	\$21.91	\$0.00	\$78.85

**Effective Date - 07/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.43	\$8.65	\$0.00	\$0.00	\$36.08
2	55	\$30.17	\$8.65	\$6.27	\$0.00	\$45.09
3	60	\$32.92	\$8.65	\$6.84	\$0.00	\$48.41
4	65	\$35.66	\$8.65	\$7.41	\$0.00	\$51.72
5	70	\$38.40	\$8.65	\$19.63	\$0.00	\$66.68
6	75	\$41.15	\$8.65	\$20.20	\$0.00	\$70.00
7	80	\$43.89	\$8.65	\$20.77	\$0.00	\$73.31
8	90	\$49.37	\$8.65	\$21.91	\$0.00	\$79.93

**Notes:**

Steps are 750 hrs.

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

DEMO: ADZEMAN

LABORERS - ZONE 2

12/01/2021	\$41.33	\$9.10	\$17.57	\$0.00	\$68.00
06/01/2022	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
12/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
06/01/2023	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
12/01/2023	\$45.58	\$9.10	\$17.57	\$0.00	\$72.25

For apprentice rates see "Apprentice- LABORER"

DEMO: BACKHOE/LOADER/HAMMER OPERATOR

LABORERS - ZONE 2

12/01/2021	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
06/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
12/01/2022	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
06/01/2023	\$45.33	\$9.10	\$17.57	\$0.00	\$72.00
12/01/2023	\$46.58	\$9.10	\$17.57	\$0.00	\$73.25

For apprentice rates see "Apprentice- LABORER"

DEMO: BURNERS

LABORERS - ZONE 2

12/01/2021	\$42.08	\$9.10	\$17.57	\$0.00	\$68.75
06/01/2022	\$43.08	\$9.10	\$17.57	\$0.00	\$69.75
12/01/2022	\$44.08	\$9.10	\$17.57	\$0.00	\$70.75
06/01/2023	\$45.08	\$9.10	\$17.57	\$0.00	\$71.75
12/01/2023	\$46.33	\$9.10	\$17.57	\$0.00	\$73.00

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 2</i>	12/01/2021	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
	06/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	12/01/2022	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	06/01/2023	\$45.33	\$9.10	\$17.57	\$0.00	\$72.00
	12/01/2023	\$46.58	\$9.10	\$17.57	\$0.00	\$73.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2021	\$42.08	\$9.10	\$17.57	\$0.00	\$68.75
	06/01/2022	\$43.08	\$9.10	\$17.57	\$0.00	\$69.75
	12/01/2022	\$44.08	\$9.10	\$17.57	\$0.00	\$70.75
	06/01/2023	\$45.08	\$9.10	\$17.57	\$0.00	\$71.75
	12/01/2023	\$46.33	\$9.10	\$17.57	\$0.00	\$73.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 2</i>	12/01/2021	\$41.33	\$9.10	\$17.57	\$0.00	\$68.00
	06/01/2022	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
	12/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	12/01/2023	\$45.58	\$9.10	\$17.57	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2021	\$50.83	\$14.00	\$16.05	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) <i>DRAWBRIDGE - SEIU LOCAL 888</i>	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN <i>ELECTRICIANS LOCAL 96</i>	09/05/2021	\$45.01	\$11.57	\$17.42	\$0.00	\$74.00
	09/04/2022	\$45.59	\$12.20	\$17.50	\$0.00	\$75.29

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
----------------	----------------	-----------	--------	---------	---------------------------	------------

**Apprentice - ELECTRICIAN - Local 96**

**Effective Date - 09/05/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.00	\$11.57	\$0.54	\$0.00	\$30.11
2	43	\$19.35	\$11.57	\$0.58	\$0.00	\$31.50
3	48	\$21.60	\$11.57	\$14.15	\$0.00	\$47.32
4	55	\$24.76	\$11.57	\$14.58	\$0.00	\$50.91
5	65	\$29.26	\$11.57	\$15.22	\$0.00	\$56.05
6	80	\$36.01	\$11.57	\$16.16	\$0.00	\$63.74

**Effective Date - 09/04/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.24	\$12.20	\$0.55	\$0.00	\$30.99
2	43	\$19.60	\$12.20	\$0.59	\$0.00	\$32.39
3	48	\$21.88	\$12.20	\$14.18	\$0.00	\$48.26
4	55	\$25.07	\$12.20	\$14.63	\$0.00	\$51.90
5	65	\$29.63	\$12.20	\$15.27	\$0.00	\$57.10
6	80	\$36.47	\$12.20	\$16.22	\$0.00	\$64.89

**Notes:**

Steps 1-2 are 1000 hrs; Steps 3-6 are 1500 hrs.

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

ELEVATOR CONSTRUCTOR	01/01/2022	\$58.62	\$16.03	\$20.21	\$0.00	\$94.86
ELEVATOR CONSTRUCTORS LOCAL 41						

**Apprentice - ELEVATOR CONSTRUCTOR - Local 41**

**Effective Date - 01/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.31	\$16.03	\$0.00	\$0.00	\$45.34
2	55	\$32.24	\$16.03	\$20.21	\$0.00	\$68.48
3	65	\$38.10	\$16.03	\$20.21	\$0.00	\$74.34
4	70	\$41.03	\$16.03	\$20.21	\$0.00	\$77.27
5	80	\$46.90	\$16.03	\$20.21	\$0.00	\$83.14

**Notes:**

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

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

ELEVATOR CONSTRUCTOR HELPER	01/01/2022	\$41.03	\$16.03	\$20.21	\$0.00	\$77.27
ELEVATOR CONSTRUCTORS LOCAL 41						

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
LABORERS - ZONE 2 (HEAVY & HIGHWAY)						

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



Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	11/01/2021	\$46.53	\$13.75	\$15.80	\$0.00	\$76.08
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	05/01/2022	\$47.86	\$13.75	\$15.80	\$0.00	\$77.41
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	11/01/2021	\$48.06	\$13.75	\$15.80	\$0.00	\$77.61
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	05/01/2022	\$49.22	\$13.75	\$15.80	\$0.00	\$78.77
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	11/01/2021	\$23.16	\$13.75	\$15.80	\$0.00	\$52.71
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	05/01/2022	\$23.83	\$13.75	\$15.80	\$0.00	\$53.38
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 96</i>	09/05/2021	\$45.01	\$11.57	\$17.42	\$0.00	\$74.00
For apprentice rates see "Apprentice- ELECTRICIAN"	09/04/2022	\$45.59	\$12.20	\$17.50	\$0.00	\$75.29
FIRE ALARM REPAIR / MAINT/COMMISSIONING <i>ELECTRICIANS LOCAL 96</i>	09/05/2021	\$45.01	\$11.57	\$17.42	\$0.00	\$74.00
For apprentice rates see "Apprentice- ELECTRICIAN"	09/04/2022	\$45.59	\$12.20	\$17.50	\$0.00	\$75.29
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2021	\$41.76	\$14.00	\$16.05	\$0.00	\$71.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	12/01/2021	\$24.50	\$9.10	\$16.64	\$0.00	\$50.24
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE 1</i>	09/01/2021	\$49.38	\$8.58	\$20.12	\$0.00	\$78.08
	03/01/2022	\$50.18	\$8.58	\$20.12	\$0.00	\$78.88

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

**Effective Date - 09/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.69	\$8.58	\$1.79	\$0.00	\$35.06
2	55	\$27.16	\$8.58	\$1.79	\$0.00	\$37.53
3	60	\$29.63	\$8.58	\$14.75	\$0.00	\$52.96
4	65	\$32.10	\$8.58	\$14.75	\$0.00	\$55.43
5	70	\$34.57	\$8.58	\$16.54	\$0.00	\$59.69
6	75	\$37.04	\$8.58	\$16.54	\$0.00	\$62.16
7	80	\$39.50	\$8.58	\$18.33	\$0.00	\$66.41
8	85	\$41.97	\$8.58	\$18.33	\$0.00	\$68.88

**Effective Date - 03/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.09	\$8.58	\$1.79	\$0.00	\$35.46
2	55	\$27.60	\$8.58	\$1.79	\$0.00	\$37.97
3	60	\$30.11	\$8.58	\$14.75	\$0.00	\$53.44
4	65	\$32.62	\$8.58	\$14.75	\$0.00	\$55.95
5	70	\$35.13	\$8.58	\$16.54	\$0.00	\$60.25
6	75	\$37.64	\$8.58	\$16.54	\$0.00	\$62.76
7	80	\$40.14	\$8.58	\$18.33	\$0.00	\$67.05
8	85	\$42.65	\$8.58	\$18.33	\$0.00	\$69.56

Notes: Steps are 750 hrs.

% After 10/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)

Step 1&2 \$32.59/ 3&4 \$39.26/ 5&6 \$59.69/ 7&8 \$66.41

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

FORK LIFT/CHERRY PICKER OPERATING ENGINEERS LOCAL 4	12/01/2021	\$51.38	\$14.00	\$16.05	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS OPERATING ENGINEERS LOCAL 4	12/01/2021	\$33.69	\$14.00	\$16.05	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) GLAZIERS LOCAL 35 (ZONE 2)	01/01/2022	\$43.16	\$8.65	\$23.05	\$0.00	\$74.86
	07/01/2022	\$44.36	\$8.65	\$23.05	\$0.00	\$76.06
	01/01/2023	\$45.56	\$8.65	\$23.05	\$0.00	\$77.26
	07/01/2023	\$46.76	\$8.65	\$23.05	\$0.00	\$78.46
	01/01/2024	\$47.96	\$8.65	\$23.05	\$0.00	\$79.66
	07/01/2024	\$49.16	\$8.65	\$23.05	\$0.00	\$80.86
	01/01/2025	\$50.36	\$8.65	\$23.05	\$0.00	\$82.06

**Classification**

**Effective Date**

**Base Wage**

**Health**

**Pension**

**Supplemental  
Unemployment**

**Total Rate**

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

**Effective Date - 01/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.58	\$8.65	\$0.00	\$0.00	\$30.23
2	55	\$23.74	\$8.65	\$6.27	\$0.00	\$38.66
3	60	\$25.90	\$8.65	\$6.84	\$0.00	\$41.39
4	65	\$28.05	\$8.65	\$7.41	\$0.00	\$44.11
5	70	\$30.21	\$8.65	\$19.63	\$0.00	\$58.49
6	75	\$32.37	\$8.65	\$20.20	\$0.00	\$61.22
7	80	\$34.53	\$8.65	\$20.77	\$0.00	\$63.95
8	90	\$38.84	\$8.65	\$21.91	\$0.00	\$69.40

**Effective Date - 07/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.18	\$8.65	\$0.00	\$0.00	\$30.83
2	55	\$24.40	\$8.65	\$6.27	\$0.00	\$39.32
3	60	\$26.62	\$8.65	\$6.84	\$0.00	\$42.11
4	65	\$28.83	\$8.65	\$7.41	\$0.00	\$44.89
5	70	\$31.05	\$8.65	\$19.63	\$0.00	\$59.33
6	75	\$33.27	\$8.65	\$20.20	\$0.00	\$62.12
7	80	\$35.49	\$8.65	\$20.77	\$0.00	\$64.91
8	90	\$39.92	\$8.65	\$21.91	\$0.00	\$70.48

**Notes:**

Steps are 750 hrs.

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

HOISTING ENGINEER/CRANES/GRADALLS

OPERATING ENGINEERS LOCAL 4

12/01/2021

\$51.38

\$14.00

\$16.05

\$0.00

\$81.43

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
<b>Apprentice - OPERATING ENGINEERS - Local 4</b>						
<b>Effective Date - 12/01/2021</b>						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$28.26	\$14.00	\$0.00	\$0.00	\$42.26
2	60	\$30.83	\$14.00	\$16.05	\$0.00	\$60.88
3	65	\$33.40	\$14.00	\$16.05	\$0.00	\$63.45
4	70	\$35.97	\$14.00	\$16.05	\$0.00	\$66.02
5	75	\$38.54	\$14.00	\$16.05	\$0.00	\$68.59
6	80	\$41.10	\$14.00	\$16.05	\$0.00	\$71.15
7	85	\$43.67	\$14.00	\$16.05	\$0.00	\$73.72
8	90	\$46.24	\$14.00	\$16.05	\$0.00	\$76.29
<b>Notes:</b>						
<b>Apprentice to Journeyworker Ratio:1:6</b>						

HVAC (DUCTWORK) <i>SHEETMETAL WORKERS LOCAL 17 - A</i>	08/01/2021	\$51.95	\$13.80	\$25.60	\$2.74	\$94.09
	02/01/2022	\$53.70	\$13.80	\$25.60	\$2.79	\$95.89
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) <i>ELECTRICIANS LOCAL 96</i>	09/05/2021	\$45.01	\$11.57	\$17.42	\$0.00	\$74.00
	09/04/2022	\$45.59	\$12.20	\$17.50	\$0.00	\$75.29
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 17 - A</i>	08/01/2021	\$51.95	\$13.80	\$25.60	\$2.74	\$94.09
	02/01/2022	\$53.70	\$13.80	\$25.60	\$2.79	\$95.89
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) <i>PLUMBERS LOCAL 4</i>	09/01/2021	\$48.50	\$9.80	\$16.12	\$0.00	\$74.42
	03/01/2022	\$49.50	\$9.80	\$16.12	\$0.00	\$75.42
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC <i>PLUMBERS LOCAL 4</i>	09/01/2021	\$48.50	\$9.80	\$16.12	\$0.00	\$74.42
	03/01/2022	\$49.50	\$9.80	\$16.12	\$0.00	\$75.42
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS <i>LABORERS - ZONE 2</i>	12/01/2021	\$36.16	\$9.10	\$16.64	\$0.00	\$61.90
	06/01/2022	\$37.06	\$9.10	\$16.64	\$0.00	\$62.80
	12/01/2022	\$37.91	\$9.10	\$16.64	\$0.00	\$63.65
	06/01/2023	\$38.81	\$9.10	\$16.64	\$0.00	\$64.55
	12/01/2023	\$39.71	\$9.10	\$16.64	\$0.00	\$65.45
For apprentice rates see "Apprentice- LABORER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	12/01/2021	\$36.16	\$9.10	\$16.64	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
INSULATOR (PIPES & TANKS) <i>HEAT &amp; FROST INSULATORS LOCAL 6 (BOSTON)</i>	09/01/2021	\$51.40	\$13.80	\$17.14	\$0.00	\$82.34
	09/01/2022	\$53.85	\$13.80	\$17.14	\$0.00	\$84.79

Classification			Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Boston								
Effective Date - 09/01/2021								
Step	percent	Apprentice Base Wage		Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$25.70		\$13.80	\$12.42	\$0.00	\$51.92	
2	60	\$30.84		\$13.80	\$13.36	\$0.00	\$58.00	
3	70	\$35.98		\$13.80	\$14.31	\$0.00	\$64.09	
4	80	\$41.12		\$13.80	\$15.25	\$0.00	\$70.17	
Effective Date - 09/01/2022								
Step	percent	Apprentice Base Wage		Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$26.93		\$13.80	\$12.42	\$0.00	\$53.15	
2	60	\$32.31		\$13.80	\$13.36	\$0.00	\$59.47	
3	70	\$37.70		\$13.80	\$14.31	\$0.00	\$65.81	
4	80	\$43.08		\$13.80	\$15.25	\$0.00	\$72.13	
Notes:								
Steps are 1 year								
Apprentice to Journeyworker Ratio:1:4								
IRONWORKER/WELDER			09/16/2020	\$48.36	\$8.10	\$25.10	\$0.00	\$81.56
IRONWORKERS LOCAL 7 (WORCESTER AREA)								

Apprentice - IRONWORKER - Local 7 Worcester							
Effective Date - 09/16/2020							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	60	\$29.02	\$8.10	\$25.10	\$0.00	\$62.22	
2	70	\$33.85	\$8.10	\$25.10	\$0.00	\$67.05	
3	75	\$36.27	\$8.10	\$25.10	\$0.00	\$69.47	
4	80	\$38.69	\$8.10	\$25.10	\$0.00	\$71.89	
5	85	\$41.11	\$8.10	\$25.10	\$0.00	\$74.31	
6	90	\$43.52	\$8.10	\$25.10	\$0.00	\$76.72	
<div>Notes:</div> <div>Structural 1:6; Ornamental 1:4</div>							
Apprentice to Journeyworker Ratio:							
JACKHAMMER & PAVING BREAKER OPERATOR		12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
LABORERS - ZONE 2		06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
		12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
		06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
		12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER	12/01/2021	\$35.41	\$9.10	\$16.64	\$0.00	\$61.15
LABORERS - ZONE 2	06/01/2022	\$36.31	\$9.10	\$16.64	\$0.00	\$62.05
	12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
	12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70

**Apprentice - LABORER - Zone 2**

**Effective Date - 12/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.25	\$9.10	\$16.64	\$0.00	\$46.99
2	70	\$24.79	\$9.10	\$16.64	\$0.00	\$50.53
3	80	\$28.33	\$9.10	\$16.64	\$0.00	\$54.07
4	90	\$31.87	\$9.10	\$16.64	\$0.00	\$57.61

**Effective Date - 06/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.79	\$9.10	\$16.64	\$0.00	\$47.53
2	70	\$25.42	\$9.10	\$16.64	\$0.00	\$51.16
3	80	\$29.05	\$9.10	\$16.64	\$0.00	\$54.79
4	90	\$32.68	\$9.10	\$16.64	\$0.00	\$58.42

**Notes:**

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

LABORER (HEAVY & HIGHWAY)	12/01/2021	\$35.41	\$9.10	\$16.64	\$0.00	\$61.15
LABORERS - ZONE 2 (HEAVY & HIGHWAY)						

**Apprentice - LABORER (Heavy & Highway) - Zone 2**

**Effective Date - 12/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.25	\$9.10	\$16.64	\$0.00	\$46.99
2	70	\$24.79	\$9.10	\$16.64	\$0.00	\$50.53
3	80	\$28.33	\$9.10	\$16.64	\$0.00	\$54.07
4	90	\$31.87	\$9.10	\$16.64	\$0.00	\$57.61

**Notes:**

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

LABORER: CARPENTER TENDER	12/01/2021	\$35.41	\$9.10	\$16.64	\$0.00	\$61.15
LABORERS - ZONE 2	06/01/2022	\$36.31	\$9.10	\$16.64	\$0.00	\$62.05
	12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
	12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 2</i>	12/01/2021	\$35.41	\$9.10	\$16.64	\$0.00	\$61.15
	06/01/2022	\$36.31	\$9.10	\$16.64	\$0.00	\$62.05
	12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
	12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 2</i>	12/01/2021	\$35.50	\$9.10	\$16.70	\$0.00	\$61.30
	06/01/2022	\$36.40	\$9.10	\$16.70	\$0.00	\$62.20
	12/01/2022	\$37.25	\$9.10	\$16.70	\$0.00	\$63.05
	06/01/2023	\$38.15	\$9.10	\$16.70	\$0.00	\$63.95
	12/01/2023	\$39.05	\$9.10	\$16.70	\$0.00	\$64.85
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 2</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 2</i>	12/01/2021	\$35.41	\$9.10	\$16.64	\$0.00	\$61.15
	06/01/2022	\$36.31	\$9.10	\$16.64	\$0.00	\$62.05
	12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
	12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 2</i>	12/01/2021	\$35.41	\$9.10	\$16.64	\$0.00	\$61.15
	06/01/2022	\$36.31	\$9.10	\$16.64	\$0.00	\$62.05
	12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
	06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
	12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE &amp; TILE</i>	08/01/2021	\$43.69	\$11.39	\$20.30	\$0.00	\$75.38
	02/01/2022	\$43.69	\$11.39	\$20.37	\$0.00	\$75.45

**Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile****Effective Date - 08/01/2021**

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

**Effective Date - 02/01/2022**

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

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

MARBLE MASONS,TILELAYERS & TERRAZZO MECH	08/01/2021	\$57.17	\$11.39	\$22.24	\$0.00	\$90.80
BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2022	\$57.17	\$11.39	\$22.31	\$0.00	\$90.87

**Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile****Effective Date - 08/01/2021**

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

**Effective Date - 02/01/2022**

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

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



Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2021	\$50.83	\$14.00	\$16.05	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANICS MAINTENANCE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2021	\$50.83	\$14.00	\$16.05	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 3) <i>MILLWRIGHTS LOCAL 1121 - Zone 3</i>	01/03/2022	\$38.91	\$8.58	\$21.57	\$0.00	\$69.06
	01/02/2023	\$40.16	\$8.58	\$21.57	\$0.00	\$70.31
<b>Apprentice - <i>MILLWRIGHT - Local 1121 Zone 3</i></b>						
<b>Effective Date - 01/03/2022</b>						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$21.40	\$8.58	\$5.72	\$0.00	\$35.70
2	65	\$25.29	\$8.58	\$17.93	\$0.00	\$51.80
3	75	\$29.18	\$8.58	\$18.98	\$0.00	\$56.74
4	85	\$33.07	\$8.58	\$20.01	\$0.00	\$61.66
<b>Effective Date - 01/02/2023</b>						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$22.09	\$8.58	\$5.72	\$0.00	\$36.39
2	65	\$26.10	\$8.58	\$17.93	\$0.00	\$52.61
3	75	\$30.12	\$8.58	\$18.98	\$0.00	\$57.68
4	85	\$34.14	\$8.58	\$20.01	\$0.00	\$62.73
<div> <b>Notes:</b> Step 1&amp;2 Appr. indentured after 1/6/2020 receive no pension,  but do receive annuity. (Step 1 \$5.72, Step 2 \$6.66)  Steps are 2,000 hours </div>						
<b>Apprentice to Journeyworker Ratio:1:4</b>						
MORTAR MIXER <i>LABORERS - ZONE 2</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
OILER (OTHER THAN TRUCK CRANES,GRADALLS) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2021	\$23.48	\$14.00	\$16.05	\$0.00	\$53.53
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OILER (TRUCK CRANES, GRADALLS) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2021	\$28.44	\$14.00	\$16.05	\$0.00	\$58.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2021	\$50.83	\$14.00	\$16.05	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PAINTER (BRIDGES/TANKS)	01/01/2022	\$53.66	\$8.65	\$23.05	\$0.00	\$85.36
<i>PAINTERS LOCAL 35 - ZONE 2</i>	07/01/2022	\$54.86	\$8.65	\$23.05	\$0.00	\$86.56
	01/01/2023	\$56.06	\$8.65	\$23.05	\$0.00	\$87.76
	07/01/2023	\$57.26	\$8.65	\$23.05	\$0.00	\$88.96
	01/01/2024	\$58.46	\$8.65	\$23.05	\$0.00	\$90.16
	07/01/2024	\$59.66	\$8.65	\$23.05	\$0.00	\$91.36
	01/01/2025	\$60.86	\$8.65	\$23.05	\$0.00	\$92.56

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

**Effective Date -** 01/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.83	\$8.65	\$0.00	\$0.00	\$35.48
2	55	\$29.51	\$8.65	\$6.27	\$0.00	\$44.43
3	60	\$32.20	\$8.65	\$6.84	\$0.00	\$47.69
4	65	\$34.88	\$8.65	\$7.41	\$0.00	\$50.94
5	70	\$37.56	\$8.65	\$19.63	\$0.00	\$65.84
6	75	\$40.25	\$8.65	\$20.20	\$0.00	\$69.10
7	80	\$42.93	\$8.65	\$20.77	\$0.00	\$72.35
8	90	\$48.29	\$8.65	\$21.91	\$0.00	\$78.85

**Effective Date -** 07/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.43	\$8.65	\$0.00	\$0.00	\$36.08
2	55	\$30.17	\$8.65	\$6.27	\$0.00	\$45.09
3	60	\$32.92	\$8.65	\$6.84	\$0.00	\$48.41
4	65	\$35.66	\$8.65	\$7.41	\$0.00	\$51.72
5	70	\$38.40	\$8.65	\$19.63	\$0.00	\$66.68
6	75	\$41.15	\$8.65	\$20.20	\$0.00	\$70.00
7	80	\$43.89	\$8.65	\$20.77	\$0.00	\$73.31
8	90	\$49.37	\$8.65	\$21.91	\$0.00	\$79.93

**Notes:**

Steps are 750 hrs.

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

PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2022	\$44.56	\$8.65	\$23.05	\$0.00	\$76.26
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 2</i>	07/01/2022	\$45.76	\$8.65	\$23.05	\$0.00	\$77.46
	01/01/2023	\$46.96	\$8.65	\$23.05	\$0.00	\$78.66
	07/01/2023	\$48.16	\$8.65	\$23.05	\$0.00	\$79.86
	01/01/2024	\$49.36	\$8.65	\$23.05	\$0.00	\$81.06
	07/01/2024	\$50.56	\$8.65	\$23.05	\$0.00	\$82.26
	01/01/2025	\$51.76	\$8.65	\$23.05	\$0.00	\$83.46

**Classification**

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

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

**Effective Date - 01/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.28	\$8.65	\$0.00	\$0.00	\$30.93
2	55	\$24.51	\$8.65	\$6.27	\$0.00	\$39.43
3	60	\$26.74	\$8.65	\$6.84	\$0.00	\$42.23
4	65	\$28.96	\$8.65	\$7.41	\$0.00	\$45.02
5	70	\$31.19	\$8.65	\$19.63	\$0.00	\$59.47
6	75	\$33.42	\$8.65	\$20.20	\$0.00	\$62.27
7	80	\$35.65	\$8.65	\$20.77	\$0.00	\$65.07
8	90	\$40.10	\$8.65	\$21.91	\$0.00	\$70.66

**Effective Date - 07/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.88	\$8.65	\$0.00	\$0.00	\$31.53
2	55	\$25.17	\$8.65	\$6.27	\$0.00	\$40.09
3	60	\$27.46	\$8.65	\$6.84	\$0.00	\$42.95
4	65	\$29.74	\$8.65	\$7.41	\$0.00	\$45.80
5	70	\$32.03	\$8.65	\$19.63	\$0.00	\$60.31
6	75	\$34.32	\$8.65	\$20.20	\$0.00	\$63.17
7	80	\$36.61	\$8.65	\$20.77	\$0.00	\$66.03
8	90	\$41.18	\$8.65	\$21.91	\$0.00	\$71.74

**Notes:**

Steps are 750 hrs.

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

PAINTER (SPRAY OR SANDBLAST, REPAINT)	01/01/2022	\$42.62	\$8.65	\$23.05	\$0.00	\$74.32
PAINTERS LOCAL 35 - ZONE 2	07/01/2022	\$43.82	\$8.65	\$23.05	\$0.00	\$75.52
	01/01/2023	\$45.02	\$8.65	\$23.05	\$0.00	\$76.72
	07/01/2023	\$46.22	\$8.65	\$23.05	\$0.00	\$77.92
	01/01/2024	\$47.42	\$8.65	\$23.05	\$0.00	\$79.12
	07/01/2024	\$48.62	\$8.65	\$23.05	\$0.00	\$80.32
	01/01/2025	\$49.82	\$8.65	\$23.05	\$0.00	\$81.52

**Classification**
**Effective Date**
**Base Wage**
**Health**
**Pension**
**Supplemental  
Unemployment**
**Total Rate**
**Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint**
**Effective Date - 01/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.31	\$8.65	\$0.00	\$0.00	\$29.96
2	55	\$23.44	\$8.65	\$6.27	\$0.00	\$38.36
3	60	\$25.57	\$8.65	\$6.84	\$0.00	\$41.06
4	65	\$27.70	\$8.65	\$7.41	\$0.00	\$43.76
5	70	\$29.83	\$8.65	\$19.63	\$0.00	\$58.11
6	75	\$31.97	\$8.65	\$20.20	\$0.00	\$60.82
7	80	\$34.10	\$8.65	\$20.77	\$0.00	\$63.52
8	90	\$38.36	\$8.65	\$21.91	\$0.00	\$68.92

**Effective Date - 07/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.91	\$8.65	\$0.00	\$0.00	\$30.56
2	55	\$24.10	\$8.65	\$6.27	\$0.00	\$39.02
3	60	\$26.29	\$8.65	\$6.84	\$0.00	\$41.78
4	65	\$28.48	\$8.65	\$7.41	\$0.00	\$44.54
5	70	\$30.67	\$8.65	\$19.63	\$0.00	\$58.95
6	75	\$32.87	\$8.65	\$20.20	\$0.00	\$61.72
7	80	\$35.06	\$8.65	\$20.77	\$0.00	\$64.48
8	90	\$39.44	\$8.65	\$21.91	\$0.00	\$70.00

**Notes:**

Steps are 750 hrs.

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

PAINTER / TAPER (BRUSH, NEW) \*

 \* If 30% or more of surfaces to be painted are new construction,  
NEW paint rate shall be used. *PAINTERS LOCAL 35 - ZONE 2*

01/01/2022	\$43.16	\$8.65	\$23.05	\$0.00	\$74.86
07/01/2022	\$44.36	\$8.65	\$23.05	\$0.00	\$76.06
01/01/2023	\$45.56	\$8.65	\$23.05	\$0.00	\$77.26
07/01/2023	\$46.76	\$8.65	\$23.05	\$0.00	\$78.46
01/01/2024	\$47.96	\$8.65	\$23.05	\$0.00	\$79.66
07/01/2024	\$49.16	\$8.65	\$23.05	\$0.00	\$80.86
01/01/2025	\$50.36	\$8.65	\$23.05	\$0.00	\$82.06

**Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW****Effective Date - 01/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.58	\$8.65	\$0.00	\$0.00	\$30.23
2	55	\$23.74	\$8.65	\$6.27	\$0.00	\$38.66
3	60	\$25.90	\$8.65	\$6.84	\$0.00	\$41.39
4	65	\$28.05	\$8.65	\$7.41	\$0.00	\$44.11
5	70	\$30.21	\$8.65	\$19.63	\$0.00	\$58.49
6	75	\$32.37	\$8.65	\$20.20	\$0.00	\$61.22
7	80	\$34.53	\$8.65	\$20.77	\$0.00	\$63.95
8	90	\$38.84	\$8.65	\$21.91	\$0.00	\$69.40

**Effective Date - 07/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.18	\$8.65	\$0.00	\$0.00	\$30.83
2	55	\$24.40	\$8.65	\$6.27	\$0.00	\$39.32
3	60	\$26.62	\$8.65	\$6.84	\$0.00	\$42.11
4	65	\$28.83	\$8.65	\$7.41	\$0.00	\$44.89
5	70	\$31.05	\$8.65	\$19.63	\$0.00	\$59.33
6	75	\$33.27	\$8.65	\$20.20	\$0.00	\$62.12
7	80	\$35.49	\$8.65	\$20.77	\$0.00	\$64.91
8	90	\$39.92	\$8.65	\$21.91	\$0.00	\$70.48

**Notes:**

Steps are 750 hrs.

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

PAINTER / TAPER (BRUSH, REPAINT)

PAINTERS LOCAL 35 - ZONE 2

01/01/2022	\$41.22	\$8.65	\$23.05	\$0.00	\$72.92
07/01/2022	\$42.42	\$8.65	\$23.05	\$0.00	\$74.12
01/01/2023	\$43.62	\$8.65	\$23.05	\$0.00	\$75.32
07/01/2023	\$44.82	\$8.65	\$23.05	\$0.00	\$76.52
01/01/2024	\$46.02	\$8.65	\$23.05	\$0.00	\$77.72
07/01/2024	\$47.22	\$8.65	\$23.05	\$0.00	\$78.92
01/01/2025	\$48.42	\$8.65	\$23.05	\$0.00	\$80.12

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

**Effective Date - 01/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.61	\$8.65	\$0.00	\$0.00	\$29.26
2	55	\$22.67	\$8.65	\$6.27	\$0.00	\$37.59
3	60	\$24.73	\$8.65	\$6.84	\$0.00	\$40.22
4	65	\$26.79	\$8.65	\$7.41	\$0.00	\$42.85
5	70	\$28.85	\$8.65	\$19.63	\$0.00	\$57.13
6	75	\$30.92	\$8.65	\$20.20	\$0.00	\$59.77
7	80	\$32.98	\$8.65	\$20.77	\$0.00	\$62.40
8	90	\$37.10	\$8.65	\$21.91	\$0.00	\$67.66

**Effective Date - 07/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.21	\$8.65	\$0.00	\$0.00	\$29.86
2	55	\$23.33	\$8.65	\$6.27	\$0.00	\$38.25
3	60	\$25.45	\$8.65	\$6.84	\$0.00	\$40.94
4	65	\$27.57	\$8.65	\$7.41	\$0.00	\$43.63
5	70	\$29.69	\$8.65	\$19.63	\$0.00	\$57.97
6	75	\$31.82	\$8.65	\$20.20	\$0.00	\$60.67
7	80	\$33.94	\$8.65	\$20.77	\$0.00	\$63.36
8	90	\$38.18	\$8.65	\$21.91	\$0.00	\$68.74

**Notes:**

Steps are 750 hrs.

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

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2021	\$35.41	\$9.10	\$16.64	\$0.00	\$61.15
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$35.78	\$13.41	\$16.01	\$0.00	\$65.20
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2020	\$46.11	\$9.40	\$23.12	\$0.00	\$78.63
For apprentice rates see "Apprentice- PILE DRIVER"						
PILE DRIVER PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2020	\$46.11	\$9.40	\$23.12	\$0.00	\$78.63

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
<b>Apprentice - PILE DRIVER - Local 56 Zone 2</b>						
<b>Effective Date - 08/01/2020</b>						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Notes:</b> Apprentice wages shall be no less than the following Steps; (Same as set in Zone 1) 1\$57.06/2\$61.96/3\$66.87/4\$69.32/5\$71.78/6\$71.78/7\$76.68/8\$76.68						
<b>Apprentice to Journeyworker Ratio:1:5</b>						
<b>PIPELAYER</b>						
<i>LABORERS - ZONE 2</i>						
		12/01/2021	\$35.66	\$9.10	\$16.64	\$61.40
		06/01/2022	\$36.56	\$9.10	\$16.64	\$62.30
		12/01/2022	\$37.41	\$9.10	\$16.64	\$63.15
		06/01/2023	\$38.31	\$9.10	\$16.64	\$64.05
		12/01/2023	\$39.21	\$9.10	\$16.64	\$64.95
For apprentice rates see "Apprentice- LABORER"						
<b>PIPELAYER (HEAVY &amp; HIGHWAY)</b>						
<i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>						
		12/01/2021	\$35.66	\$9.10	\$16.64	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
<b>PLUMBER &amp; PIPEFITTER</b>						
<i>PLUMBERS LOCAL 4</i>						
		09/01/2021	\$48.50	\$9.80	\$16.12	\$74.42
		03/01/2022	\$49.50	\$9.80	\$16.12	\$75.42
<b>Apprentice - PLUMBER/PIPEFITTER - Local 4</b>						
<b>Effective Date - 09/01/2021</b>						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$19.40	\$9.80	\$0.00	\$0.00	\$29.20
2	50	\$24.25	\$9.80	\$0.00	\$0.00	\$34.05
3	60	\$29.10	\$9.80	\$0.00	\$0.00	\$38.90
4	70	\$33.95	\$9.80	\$6.41	\$0.00	\$50.16
5	80	\$38.80	\$9.80	\$6.41	\$0.00	\$55.01
<b>Effective Date - 03/01/2022</b>						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$19.80	\$9.80	\$0.00	\$0.00	\$29.60
2	50	\$24.75	\$9.80	\$0.00	\$0.00	\$34.55
3	60	\$29.70	\$9.80	\$0.00	\$0.00	\$39.50
4	70	\$34.65	\$9.80	\$6.41	\$0.00	\$50.86
5	80	\$39.60	\$9.80	\$6.41	\$0.00	\$55.81
<b>Notes:</b> Steps - 2000 hrs; Step 4 w/lic 75%, Step 5 w/lic 85% Step 4 w/lic \$52.59, Step 5 w/lic \$57.44						
<b>Apprentice to Journeyworker Ratio:1:3</b>						
<b>PNEUMATIC CONTROLS (TEMP.)</b>						
<i>PLUMBERS LOCAL 4</i>						
		09/01/2021	\$48.50	\$9.80	\$16.12	\$74.42
		03/01/2022	\$49.50	\$9.80	\$16.12	\$75.42
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PNEUMATIC DRILL/TOOL OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
POWDERMAN & BLASTER <i>LABORERS - ZONE 2</i>	12/01/2021	\$36.41	\$9.10	\$16.64	\$0.00	\$62.15
	06/01/2022	\$37.31	\$9.10	\$16.64	\$0.00	\$63.05
	12/01/2022	\$38.16	\$9.10	\$16.64	\$0.00	\$63.90
	06/01/2023	\$39.06	\$9.10	\$16.64	\$0.00	\$64.80
	12/01/2023	\$39.96	\$9.10	\$16.64	\$0.00	\$65.70
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	12/01/2021	\$36.41	\$9.10	\$16.64	\$0.00	\$62.15
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2021	\$51.38	\$14.00	\$16.05	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2021	\$51.38	\$14.00	\$16.05	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2021	\$33.69	\$14.00	\$16.05	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS 170 -J.G.MacLellan (Lunenburg)</i>	01/01/2022	\$24.84	\$10.37	\$8.00	\$0.00	\$43.21
	02/02/2022	\$25.04	\$10.37	\$8.00	\$0.00	\$43.41
	01/01/2023	\$25.04	\$10.77	\$8.00	\$0.00	\$43.81
	02/02/2023	\$25.29	\$10.77	\$8.00	\$0.00	\$44.06
	01/01/2024	\$25.29	\$11.17	\$0.00	\$0.00	\$36.46
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2021	\$50.83	\$14.00	\$16.05	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2021	\$50.83	\$14.00	\$16.05	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofers Waterproofing &Roofers Damproofg) <i>ROOFERS LOCAL 33</i>	08/01/2021	\$47.03	\$12.28	\$18.15	\$0.00	\$77.46
	02/01/2022	\$48.46	\$12.28	\$18.15	\$0.00	\$78.89



**Classification**
**Effective Date**
**Base Wage**
**Health**
**Pension**
**Supplemental  
Unemployment**
**Total Rate**
**Apprentice - ROOFER - Local 33**
**Effective Date - 08/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.52	\$12.28	\$4.56	\$0.00	\$40.36
2	60	\$28.22	\$12.28	\$18.15	\$0.00	\$58.65
3	65	\$30.57	\$12.28	\$18.15	\$0.00	\$61.00
4	75	\$35.27	\$12.28	\$18.15	\$0.00	\$65.70
5	85	\$39.98	\$12.28	\$18.15	\$0.00	\$70.41

**Effective Date - 02/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.23	\$12.28	\$4.56	\$0.00	\$41.07
2	60	\$29.08	\$12.28	\$18.15	\$0.00	\$59.51
3	65	\$31.50	\$12.28	\$18.15	\$0.00	\$61.93
4	75	\$36.35	\$12.28	\$18.15	\$0.00	\$66.78
5	85	\$41.19	\$12.28	\$18.15	\$0.00	\$71.62

**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**
*ROOFERS LOCAL 33*

08/01/2021	\$47.28	\$12.28	\$18.15	\$0.00	\$77.71
02/01/2022	\$48.71	\$12.28	\$18.15	\$0.00	\$79.14

For apprentice rates see "Apprentice- ROOFER"

**SHEETMETAL WORKER**
*SHEETMETAL WORKERS LOCAL 17 - A*

08/01/2021	\$51.95	\$13.80	\$25.60	\$2.74	\$94.09
02/01/2022	\$53.70	\$13.80	\$25.60	\$2.79	\$95.89

**Apprentice - SHEET METAL WORKER - Local 17-A****Effective Date - 08/01/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$21.82	\$13.80	\$6.01	\$0.00	\$41.63
2	42	\$21.82	\$13.80	\$6.01	\$0.00	\$41.63
3	47	\$24.42	\$13.80	\$11.26	\$1.48	\$50.96
4	47	\$24.42	\$13.80	\$11.26	\$1.48	\$50.96
5	52	\$27.01	\$13.80	\$12.23	\$1.59	\$54.63
6	52	\$27.01	\$13.80	\$12.48	\$1.60	\$54.89
7	60	\$31.17	\$13.80	\$13.87	\$1.77	\$60.61
8	65	\$33.77	\$13.80	\$14.84	\$1.87	\$64.28
9	75	\$38.96	\$13.80	\$16.77	\$2.09	\$71.62
10	85	\$44.16	\$13.80	\$18.20	\$2.28	\$78.44

**Effective Date - 02/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$22.55	\$13.80	\$6.01	\$0.00	\$42.36
2	42	\$22.55	\$13.80	\$6.01	\$0.00	\$42.36
3	47	\$25.24	\$13.80	\$11.26	\$1.51	\$51.81
4	47	\$25.24	\$13.80	\$11.26	\$1.51	\$51.81
5	52	\$27.92	\$13.80	\$12.23	\$1.62	\$55.57
6	52	\$27.92	\$13.80	\$12.48	\$1.63	\$55.83
7	60	\$32.22	\$13.80	\$13.87	\$1.80	\$61.69
8	65	\$34.91	\$13.80	\$14.84	\$1.91	\$65.46
9	75	\$40.28	\$13.80	\$16.77	\$2.13	\$72.98
10	85	\$45.65	\$13.80	\$18.20	\$2.33	\$79.98

**Notes:**

Steps are 6 mos.

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

SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95
SPRINKLER FITTER SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1	03/01/2021	\$62.45	\$10.00	\$21.25	\$0.00	\$93.70

Classification		Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
<b>Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1</b>							
<b>Effective Date - 03/01/2021</b>							
Step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35		\$21.86	\$10.00	\$11.99	\$0.00	\$43.85
2	40		\$24.98	\$10.00	\$12.70	\$0.00	\$47.68
3	45		\$28.10	\$10.00	\$13.41	\$0.00	\$51.51
4	50		\$31.23	\$10.00	\$14.13	\$0.00	\$55.36
5	55		\$34.35	\$10.00	\$14.84	\$0.00	\$59.19
6	60		\$37.47	\$10.00	\$15.55	\$0.00	\$63.02
7	65		\$40.59	\$10.00	\$16.26	\$0.00	\$66.85
8	70		\$43.72	\$10.00	\$16.98	\$0.00	\$70.70
9	75		\$46.84	\$10.00	\$17.69	\$0.00	\$74.53
10	80		\$49.96	\$10.00	\$18.40	\$0.00	\$78.36
<div> <b>Notes:</b> Apprentice entered prior 9/30/10:  40/45/50/55/60/65/70/75/80/85  Steps are 850 hours </div>							
<b>Apprentice to Journeyworker Ratio:1:3</b>							
<hr/>							
STEAM BOILER OPERATOR		12/01/2021	\$50.83	\$14.00	\$16.05	\$0.00	\$80.88
<i>OPERATING ENGINEERS LOCAL 4</i>							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN		12/01/2021	\$50.83	\$14.00	\$16.05	\$0.00	\$80.88
<i>OPERATING ENGINEERS LOCAL 4</i>							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
TERRAZZO FINISHERS		08/01/2021	\$56.09	\$11.39	\$22.25	\$0.00	\$89.73
<i>BRICKLAYERS LOCAL 3 - MARBLE &amp; TILE</i>							
		02/01/2022	\$56.09	\$11.39	\$22.34	\$0.00	\$89.82

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
----------------	----------------	-----------	--------	---------	---------------------------	------------

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

**Effective Date -** 08/01/2021

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

**Effective Date -** 02/01/2022

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

**Notes:**

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

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$42.58	\$9.10	\$17.72	\$0.00	\$69.40
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.30	\$9.10	\$17.72	\$0.00	\$68.12
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2021	\$50.83	\$14.00	\$16.05	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2021	\$53.41	\$9.10	\$18.17	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2021	\$55.41	\$9.10	\$18.17	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2021	\$45.48	\$9.10	\$18.17	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2021	\$47.48	\$9.10	\$18.17	\$0.00	\$74.75
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
VOICE-DATA-VIDEO TECHNICIAN <i>ELECTRICIANS LOCAL 96</i>	09/05/2021	\$32.86	\$11.57	\$15.72	\$0.00	\$60.15
	09/04/2022	\$34.19	\$12.20	\$15.91	\$0.00	\$62.30

**Apprentice - VOICE-DATA-VIDEO TECHNICIAN - Local 96**

**Effective Date - 09/05/2021**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.43	\$11.57	\$4.10	\$0.00	\$32.10
2	55	\$18.07	\$11.57	\$4.15	\$0.00	\$33.79
3	60	\$19.72	\$11.57	\$15.32	\$0.00	\$46.61
4	65	\$21.36	\$11.57	\$15.37	\$0.00	\$48.30
5	70	\$23.00	\$11.57	\$15.42	\$0.00	\$49.99
6	75	\$24.65	\$11.57	\$15.47	\$0.00	\$51.69
7	80	\$26.29	\$11.57	\$15.52	\$0.00	\$53.38
8	85	\$27.93	\$11.57	\$15.57	\$0.00	\$55.07

**Effective Date - 09/04/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.10	\$12.20	\$4.27	\$0.00	\$33.57
2	55	\$18.80	\$12.20	\$4.32	\$0.00	\$35.32
3	60	\$20.51	\$12.20	\$15.50	\$0.00	\$48.21
4	65	\$22.22	\$12.20	\$15.55	\$0.00	\$49.97
5	70	\$23.93	\$12.20	\$15.60	\$0.00	\$51.73
6	75	\$25.64	\$12.20	\$15.65	\$0.00	\$53.49
7	80	\$27.35	\$12.20	\$15.70	\$0.00	\$55.25
8	85	\$29.06	\$12.20	\$15.75	\$0.00	\$57.01

**Notes:**

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

WAGON DRILL OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2021	\$51.38	\$14.00	\$16.05	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER <i>PLUMBERS LOCAL 4</i>	09/01/2021	\$48.50	\$9.80	\$16.12	\$0.00	\$74.42
	03/01/2022	\$49.50	\$9.80	\$16.12	\$0.00	\$75.42
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
----------------	----------------	-----------	--------	---------	------------------------------	------------

Additional Apprentices 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.