

GENERAL INFORMATION

A. INTRODUCTION

The Springfield Redevelopment Authority (SRA) is seeking bids from qualified entities to provide the fabrication and installation of an entrance sign to the Springfield Smith & Wesson Industrial Park. Questions regarding the IFB must be submitted in writing by 2:00 p.m. EDT on Monday May 7, 2013 to Richard Griffin, Office of Planning and Economic Development, Springfield, MA 01104 or by fax at 787-6524. **The SRA strongly encourages Springfield businesses and MBE/WBE certified businesses** to apply but all responsive and responsible bids are welcomed and will be considered.

The SRA reserves the right to reject any or all proposals in whole or in part for any reason and to waive any minor informality within bids or this document.

B. Springfield Redevelopment Authority (Owner)

The Springfield Redevelopment Authority is a corporate and political body established by the City of Springfield on June 24, 1960.

C. LOCATION AND SITE INFORMATION

The Springfield Smith and Wesson Industrial Park is an 85 acre industrial park site located in the East Springfield neighborhood. The area is owned by the Springfield Redevelopment Authority (SRA). Performance Foodservice Company and FW Webb are the current occupants in the park. Please see the site map included in **Exhibit A**, attached hereto and incorporated herein.

D. PURCHASE DESCRIPTION, SCOPE OF SERVICES AND QUALITY REQUIREMENTS

All bidders shall be subject to all restrictions and controls as stipulated in applicable bidding requirements set forth by the Springfield Redevelopment Authority. The winning bidder will be required to pull applicable permits and pay prevailing wages.

The specifications for the sign are set forth in **Exhibit B**, attached hereto and incorporated herein.

Quality Requirements:

All Bidders are required to complete the attached non-collusion and tax affidavit forms, and shall submit said forms to the SRA with their respective bids. Any bids that do not contain executed non-collusion and tax affidavit forms shall be rejected.

All Bidders must include a statement of professional background experience, showing at least three-years of relevant experience in the sign construction industry, making signs similar in scope to the dimensions and drawings in **Exhibit B**.

All Bidders are required to submit to the SRA a five percent (5%) deposit with their respective bids.

The SRA expressly states that this project is time sensitive, and that the services procured under this IFB shall be completed in a timely fashion, in any event, no later than June 15, 2013. The SRA will award this contract to the responsible and responsive bidder who meets the SRA's quality requirements and offers the best price.

E. ANTICIPATED SCHEDULE OF EVENTS

The anticipated schedule is as follows:

April 23, 2013	IFB advertise in Springfield Republican
April 23, 2013	IFB advertise in MA Central Register
April 24, 2013	IFB issued
May 7, 2013	IFB questions due by 4:00 p.m
May 9, 2013	IFB questions answered
May 15, 2013	IFB responses due by 2:00 p.m.
May 16-20, 2013	Proposals Reviewed
May 31, 2013	Proposal selected/contract award

Schedule may be modified as needed at the discretion of the SRA.

Award of a contract under this RFP is subject to approval by the Governing Board of the Springfield Redevelopment Authority, and the appropriation of adequate funding.

F. PRE-PROPOSAL ASSISTANCE

Questions regarding the IFB may be submitted in writing to Mr. Richard Griffin, Office of Planning and Economic Development, 70 Tapley Street, Springfield, Massachusetts 01104, no later than 4:00 p.m. EDT May 7, 2013. Questions may be faxed or mailed. The fax number is (413) 787-6524. The SRA will compile written answers which will be mailed to all Bidders who requested a copy of the IFB within two business days.

To maintain a fair and impartial competitive process, the SRA can only answer written questions. Private communication with the SRA or its agents during the evaluation process for this IFB is strictly prohibited not allowed. Bidders who initiate private communication or attempt to influence or otherwise violate the process outlined herein will be disqualified.

H. SUBMISSION DEADLINE AND REQUIREMENTS

COMPLETED SUBMISSION PROPOSALS MUST BE RECEIVED BY May 15, 2013 at 2:00p.m.EDT TO:

**Mrs. Amanda Pham
Springfield Redevelopment Authority
Office of Community Development
1600 East Columbus Avenue
Springfield, MA 01103**

If the office is closed due to uncontrolled events such as fire, snow, ice, wind, or building evacuation, the proposal acceptance will be postponed until 1:00 p.m. on the next normal business day. If any changes are made to this IFB, an addendum will be issued. Addenda will be mailed to all bidders on record as having picked up the IFB.

A bidder may correct, modify, or withdraw a bid by written notice received by the SRA prior to the time and date set for the bid opening. Proposal modifications must be submitted in a sealed envelope clearly labeled with the Bidder's Name,

After the proposal opening, a bidder may not change any provision of the proposal in a manner prejudicial to the interests of the SRA or fair competition. Minor informalities will be waived or the bidder will be allowed to correct them. If a mistake and the intended proposal are clearly evident on the face of the proposal document, the mistake will be corrected to reflect the intended correct proposal, and the bidder will be notified in writing; the bidder may not withdraw the proposal. A bidder may withdraw a bid if a mistake is clearly evident on the face of the bid document, but the intended correct bid is not similarly evident.

The SRA reserves the right to reject any and all bids in whole or in part if the SRA determines that cancellation or rejection serves the best interests of the SRA and to waive any minor informalities and defects or irregularity to form in the bids.

All bid prices submitted in response to this RFP must remain firm for forty-five (45) days following the bid opening.

EXHIBIT A

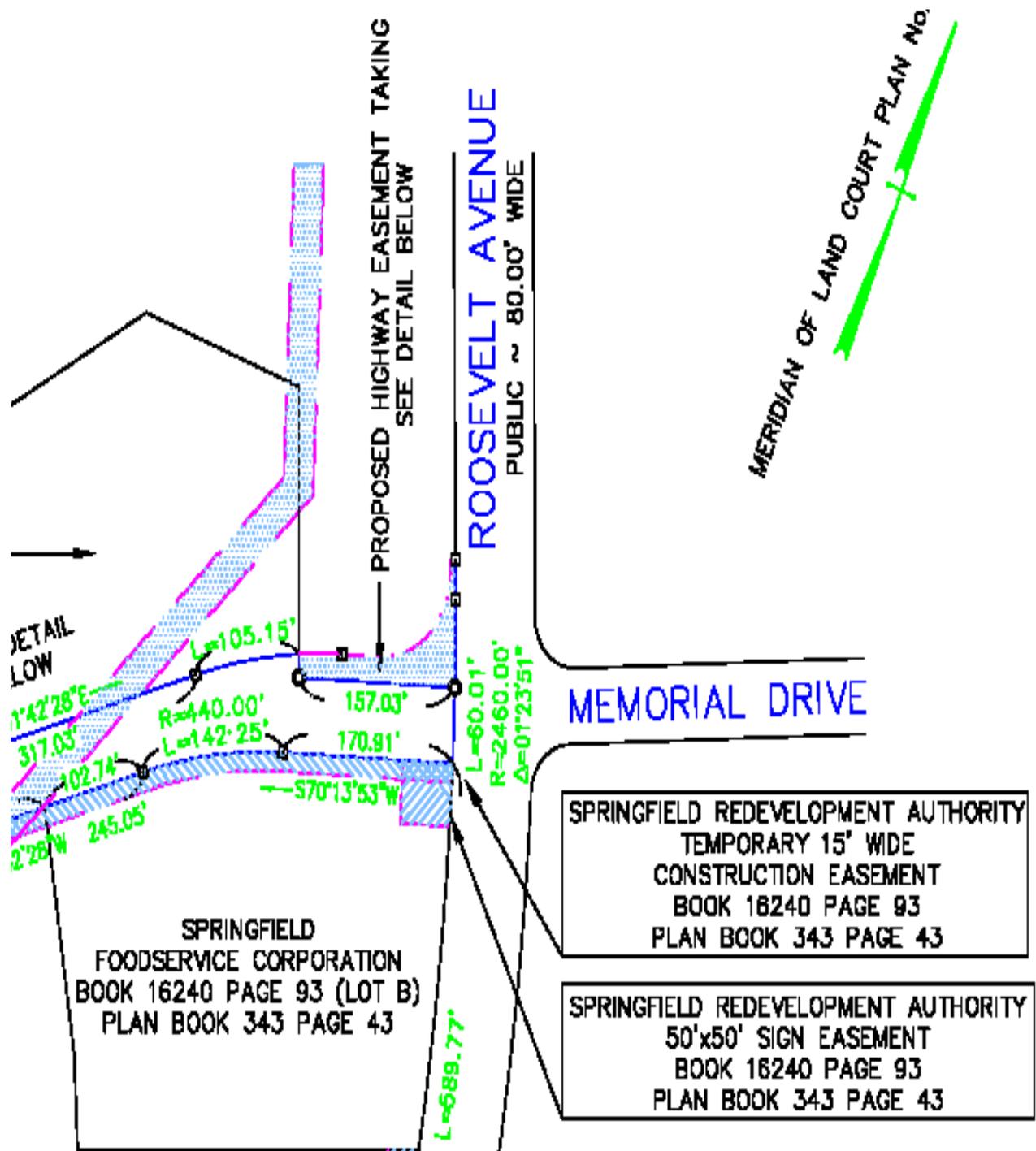


EXHIBIT B

COLLUSION OR FRAUD STATEMENT

THE UNDERSIGNED CERTIFIES UNDER PENALTIES OF PERJURY THAT THIS BID IS IN ALL RESPECTS BONA FIDE, FAIR AND MADE WITHOUT COLLUSION OR FRAUD WITH ANY OTHER PERSON. AS USED IN THIS SECTION THE WORD "PERSON" SHALL MEAN ANY NATURAL PERSON, JOINT VENTURE, PARTNERSHIP, CORPORATION OR OTHER BUSINESS OR LEGAL ENTITY.

(NAME OF PERSON SIGNING BID)

(SIGNATURE)

(COMPANY)

TAX CERTIFICATION AFFIDAVIT FOR CONTRACTS

Individual Social Security Number

State Identification Number

Federal Identification Number

Company: _____

P.O. Box (if any): _____ **Street Address Only:** _____

City/State/Zip Code: _____

Telephone Number: _____ **Fax Number:** _____

List address(es) of all other property owned by company in Springfield:

Please Identify if the bidder/proposer is a:

Corporation _____

Individual _____

Name of Individual: _____

Partnership _____

Names of all Partners: _____

Limited Liability Company _____

Names of all Managers: _____

Limited Liability Partnership _____

Names of Partners: _____

Limited Partnership _____

Names of all General Partners: _____

You must complete the following certifications and have the signature(s) notarized on the lines below. Any certification that does not apply to you, write N/A in the blanks provided.

FEDERAL TAX CERTIFICATION

I, _____ certify under the pains and penalties of perjury that _____, to my best knowledge and
and
(authorized agent) (Bidder/Proposer)
belief, has/have complied with all **United States Federal taxes** required by law.

Bidder/Proposer/Contracting Entity Authorized Person's Signature Date: _____

CITY OF SPRINGFIELD TAX CERTIFICATION

I, _____ certify under the pains and penalties of perjury that _____, to my best knowledge and
and
(authorized agent) (Bidder/Proposer)
belief, has/have complied with all **City of Springfield taxes** required by law (has/have entered into a Payment Agreement with the City).

Bidder/Proposer/Contracting Entity Authorized Person's Signature Date: _____

COMMONWEALTH OF MASSACHUSETTS TAX CERTIFICATION

Pursuant to M.G.L. c. 62C §49A, I, _____ certify under the pains and penalties of perjury that

(authorized agent)
(Bidder/Proposer)

to my best knowledge and belief, has/have complied with all laws of the Commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

Bidder/Proposer/Contracting Entity Authorized Person's Signature Date: _____

Notary Public

STATE OF _____, 2011

County of _____, ss.

Then personally appeared before me [name] _____, [title] _____ of
[company name] _____, being duly sworn, and made oath that he/she has read the foregoing
document, and knows the contents thereof; and that the facts stated therein are true of his/her own knowledge, and stated the
foregoing to be his/her free act and deed and the free act and deed of [company name] _____.

Notary Public

My commission expires: _____

**YOU MUST FILL THIS FORM OUT COMPLETELY AND, SIGNATURES MUST BE
NOTARIZED ON THIS FORM
AND YOU MUST FILE THIS FORM WITH YOUR BID/CONTRACT. TAX AFFIDAVITS
THAT ARE NOT SIGNED AND NOTARIZED WILL BE REJECTED.**



DEVAL L. PATRICK
Governor
TIMOTHY P. MURRAY
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

JOANNE F. GOLDSTEIN
Secretary
HEATHER E. ROWE
Director

Awarding Authority: Springfield Redevelopment Authority

Contract Number:

City/Town: SPRINGFIELD

Description of Work: The Springfield Redevelopment Authority (SRA) is seeking bids from qualified entities to provide the fabrication and installation of an entrance sign to the Springfield Smith & Wesson Industrial Park.

Job Location: Roosevelt Avenue

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.
- Awarding authorities 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.
- 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. Once a contractor has been selected by the awarding authority, the wage schedule shall be made a part of the contract for that project. The wage schedule must be posted in a conspicuous place at the work site during 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 regardless of whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- All apprentices must be registered with the Massachusetts Division of Apprenticeship Training (DAT) in order to be paid at the lower apprentice rates. All apprentices must keep his/her apprentice identification card on his/her person during all work hours. If a worker is not registered with DAT, he/she must be paid the "total rate" listed on the wage schedule regardless of experience or skills.
- 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. 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 directly to the awarding authority 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
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2012	\$30.45	\$8.91	\$8.00	\$0.00	\$47.36
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2012	\$30.52	\$8.91	\$8.00	\$0.00	\$47.43
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2012	\$30.64	\$9.07	\$8.00	\$0.00	\$47.71
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2012	\$82.32	\$9.80	\$17.67	\$0.00	\$109.79
	08/01/2013	\$85.47	\$9.80	\$17.67	\$0.00	\$112.94
	08/01/2014	\$88.62	\$9.80	\$17.67	\$0.00	\$116.09
	08/01/2015	\$91.77	\$9.80	\$17.67	\$0.00	\$119.24
AIR TRACK OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/03/2012	\$27.80	\$7.10	\$10.19	\$0.00	\$45.09
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2012	\$27.24	\$7.10	\$9.88	\$0.00	\$44.22
	06/01/2013	\$27.74	\$7.10	\$9.88	\$0.00	\$44.72
	12/01/2013	\$28.24	\$7.10	\$9.88	\$0.00	\$45.22
	06/01/2014	\$28.74	\$7.10	\$9.88	\$0.00	\$45.72
	12/01/2014	\$29.24	\$7.10	\$9.88	\$0.00	\$46.22
	06/01/2015	\$29.74	\$7.10	\$9.88	\$0.00	\$46.72
	12/01/2015	\$30.24	\$7.10	\$9.88	\$0.00	\$47.22
	06/01/2016	\$30.74	\$7.10	\$9.88	\$0.00	\$47.72
	12/01/2016	\$31.49	\$7.10	\$9.88	\$0.00	\$48.47
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS WORKER (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	12/01/2012	\$26.17	\$10.40	\$5.45	\$0.00	\$42.02
	06/01/2013	\$26.89	\$10.40	\$5.45	\$0.00	\$42.74
	12/01/2013	\$27.61	\$10.40	\$5.45	\$0.00	\$43.46
	06/01/2014	\$28.42	\$10.40	\$5.45	\$0.00	\$44.27
	12/01/2014	\$29.23	\$10.40	\$5.45	\$0.00	\$45.08
	06/01/2015	\$30.09	\$10.40	\$5.45	\$0.00	\$45.94
	12/01/2015	\$30.94	\$10.40	\$5.45	\$0.00	\$46.79
ASPHALT RAKER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/03/2012	\$27.30	\$7.10	\$10.19	\$0.00	\$44.59
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2012	\$26.74	\$7.10	\$9.88	\$0.00	\$43.72
	06/01/2013	\$27.24	\$7.10	\$9.88	\$0.00	\$44.22
	12/01/2013	\$27.74	\$7.10	\$9.88	\$0.00	\$44.72
	06/01/2014	\$28.24	\$7.10	\$9.88	\$0.00	\$45.22
	12/01/2014	\$28.74	\$7.10	\$9.88	\$0.00	\$45.72
	06/01/2015	\$29.24	\$7.10	\$9.88	\$0.00	\$46.22
	12/01/2015	\$29.74	\$7.10	\$9.88	\$0.00	\$46.72
	06/01/2016	\$30.24	\$7.10	\$9.88	\$0.00	\$47.22
	12/01/2016	\$30.99	\$7.10	\$9.88	\$0.00	\$47.97
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2012	\$30.67	\$9.70	\$9.92	\$0.00	\$50.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/03/2012	\$27.30	\$7.10	\$10.19	\$0.00	\$44.59
For apprentice rates see "Apprentice- LABORER"						
BATCH/CEMENT PLANT - ON SITE <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2012	\$30.14	\$9.70	\$9.92	\$0.00	\$49.76
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/03/2012	\$27.80	\$7.10	\$10.19	\$0.00	\$45.09
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2012	\$27.24	\$7.10	\$9.88	\$0.00	\$44.22
	06/01/2013	\$27.74	\$7.10	\$9.88	\$0.00	\$44.72
	12/01/2013	\$28.24	\$7.10	\$9.88	\$0.00	\$45.22
	06/01/2014	\$28.74	\$7.10	\$9.88	\$0.00	\$45.72
	12/01/2014	\$29.24	\$7.10	\$9.88	\$0.00	\$46.22
	06/01/2015	\$29.74	\$7.10	\$9.88	\$0.00	\$46.72
	12/01/2015	\$30.24	\$7.10	\$9.88	\$0.00	\$47.22
	06/01/2016	\$30.74	\$7.10	\$9.88	\$0.00	\$47.72
	12/01/2016	\$31.49	\$7.10	\$9.88	\$0.00	\$48.47
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2010	\$37.70	\$6.97	\$11.18	\$0.00	\$55.85

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2010

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$24.51	\$6.97	\$11.18	\$0.00	\$42.66
2	65	\$24.51	\$6.97	\$11.18	\$0.00	\$42.66
3	70	\$26.39	\$6.97	\$11.18	\$0.00	\$44.54
4	75	\$28.28	\$6.97	\$11.18	\$0.00	\$46.43
5	80	\$30.16	\$6.97	\$11.18	\$0.00	\$48.31
6	85	\$32.05	\$6.97	\$11.18	\$0.00	\$50.20
7	90	\$33.93	\$6.97	\$11.18	\$0.00	\$52.08
8	95	\$35.82	\$6.97	\$11.18	\$0.00	\$53.97

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)</i>	03/04/2013	\$35.91	\$10.18	\$15.99	\$0.00	\$62.08
	09/02/2013	\$36.81	\$10.18	\$16.06	\$0.00	\$63.05
	03/03/2014	\$37.37	\$10.18	\$16.06	\$0.00	\$63.61
	09/01/2014	\$38.27	\$10.18	\$16.13	\$0.00	\$64.58
	03/02/2015	\$38.83	\$10.18	\$16.13	\$0.00	\$65.14
	08/31/2015	\$39.73	\$10.18	\$16.20	\$0.00	\$66.11
	02/29/2016	\$40.30	\$10.18	\$16.20	\$0.00	\$66.68
	09/05/2016	\$41.20	\$10.18	\$16.28	\$0.00	\$67.66
	02/27/2017	\$41.77	\$10.18	\$16.28	\$0.00	\$68.23

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Springfield/Pittsfield

Effective Date - 03/04/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.96	\$10.18	\$15.99	\$0.00	\$44.13
2	60	\$21.55	\$10.18	\$15.99	\$0.00	\$47.72
3	70	\$25.14	\$10.18	\$15.99	\$0.00	\$51.31
4	80	\$28.73	\$10.18	\$15.99	\$0.00	\$54.90
5	90	\$32.32	\$10.18	\$15.99	\$0.00	\$58.49

Effective Date - 09/02/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.41	\$10.18	\$16.06	\$0.00	\$44.65
2	60	\$22.09	\$10.18	\$16.06	\$0.00	\$48.33
3	70	\$25.77	\$10.18	\$16.06	\$0.00	\$52.01
4	80	\$29.45	\$10.18	\$16.06	\$0.00	\$55.69
5	90	\$33.13	\$10.18	\$16.06	\$0.00	\$59.37

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/POWER SHOVEL/TREE SHREDDER <i>/CLAM SHELL OPERATING</i>	12/01/2012	\$30.67	\$9.70	\$9.92	\$0.00	\$50.29
<i>ENGINEERS LOCAL 98</i>						
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2012	\$33.45	\$7.10	\$12.60	\$0.00	\$53.15
	06/01/2013	\$34.20	\$7.10	\$12.60	\$0.00	\$53.90
	12/01/2013	\$34.95	\$7.10	\$12.60	\$0.00	\$54.65
	06/01/2014	\$35.70	\$7.10	\$12.60	\$0.00	\$55.40
	12/01/2014	\$36.45	\$7.10	\$12.60	\$0.00	\$56.15
	06/01/2015	\$37.20	\$7.10	\$12.60	\$0.00	\$56.90
	12/01/2015	\$37.95	\$7.10	\$12.60	\$0.00	\$57.65
	06/01/2016	\$38.70	\$7.10	\$12.60	\$0.00	\$58.40
	12/01/2016	\$39.70	\$7.10	\$12.60	\$0.00	\$59.40

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2012	\$32.30	\$7.10	\$12.60	\$0.00	\$52.00
	06/01/2013	\$33.05	\$7.10	\$12.60	\$0.00	\$52.75
	12/01/2013	\$33.80	\$7.10	\$12.60	\$0.00	\$53.50
	06/01/2014	\$34.55	\$7.10	\$12.60	\$0.00	\$54.25
	12/01/2014	\$35.30	\$7.10	\$12.60	\$0.00	\$55.00
	06/01/2015	\$36.05	\$7.10	\$12.60	\$0.00	\$55.75
	12/01/2015	\$36.80	\$7.10	\$12.60	\$0.00	\$56.50
	06/01/2016	\$37.55	\$7.10	\$12.60	\$0.00	\$57.25
	12/01/2016	\$38.55	\$7.10	\$12.60	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2012	\$32.30	\$7.10	\$12.60	\$0.00	\$52.00
	06/01/2013	\$33.05	\$7.10	\$12.60	\$0.00	\$52.75
	12/01/2013	\$33.80	\$7.10	\$12.60	\$0.00	\$53.50
	06/01/2014	\$34.55	\$7.10	\$12.60	\$0.00	\$54.25
	12/01/2014	\$35.30	\$7.10	\$12.60	\$0.00	\$55.00
	06/01/2015	\$36.05	\$7.10	\$12.60	\$0.00	\$55.75
	12/01/2015	\$36.80	\$7.10	\$12.60	\$0.00	\$56.50
	06/01/2016	\$37.55	\$7.10	\$12.60	\$0.00	\$57.25
	12/01/2016	\$38.55	\$7.10	\$12.60	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/03/2012	\$27.30	\$7.10	\$10.19	\$0.00	\$44.59
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS LOCAL 108 - HAMPDEN HAMPSHIRE</i>	03/04/2013	\$31.04	\$7.20	\$13.36	\$0.00	\$51.60
	09/02/2013	\$31.79	\$7.20	\$13.36	\$0.00	\$52.35
	03/03/2014	\$32.54	\$7.20	\$13.36	\$0.00	\$53.10
	09/01/2014	\$33.29	\$7.20	\$13.36	\$0.00	\$53.85
	03/02/2015	\$34.09	\$7.20	\$13.36	\$0.00	\$54.65
	08/31/2015	\$34.89	\$7.20	\$13.36	\$0.00	\$55.45
	02/29/2016	\$35.64	\$7.20	\$13.36	\$0.00	\$56.20

Apprentice - CARPENTER - Local 108 Hampden Hampshire

Effective Date - 03/04/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.52	\$7.20	\$1.12	\$0.00	\$23.84
2	60	\$18.62	\$7.20	\$1.12	\$0.00	\$26.94
3	70	\$21.73	\$7.20	\$10.00	\$0.00	\$38.93
4	75	\$23.28	\$7.20	\$10.00	\$0.00	\$40.48
5	80	\$24.83	\$7.20	\$11.12	\$0.00	\$43.15
6	80	\$24.83	\$7.20	\$11.12	\$0.00	\$43.15
7	90	\$27.94	\$7.20	\$12.24	\$0.00	\$47.38
8	90	\$27.94	\$7.20	\$12.24	\$0.00	\$47.38

Effective Date - 09/02/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.90	\$7.20	\$1.12	\$0.00	\$24.22
2	60	\$19.07	\$7.20	\$1.12	\$0.00	\$27.39
3	70	\$22.25	\$7.20	\$10.00	\$0.00	\$39.45
4	75	\$23.84	\$7.20	\$10.00	\$0.00	\$41.04
5	80	\$25.43	\$7.20	\$11.12	\$0.00	\$43.75
6	80	\$25.43	\$7.20	\$11.12	\$0.00	\$43.75
7	90	\$28.61	\$7.20	\$12.24	\$0.00	\$48.05
8	90	\$28.61	\$7.20	\$12.24	\$0.00	\$48.05

Notes: Pre-6/09 Step1\$23.47/2\$25.02/3\$39.18/4\$42.29/5\$45.39/6\$46.94
 ** 1: 1-5/2: 6-8/3:9-11/Steps: 6 mos (600 hrs)/rates by step
 7\$48.50/8\$50.05

Apprentice to Journeyworker Ratio:**

CEMENT MASONRY/PLASTERING	03/04/2013	\$36.20	\$10.60	\$13.84	\$1.30	\$61.94
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	09/02/2013	\$37.14	\$10.60	\$13.84	\$1.30	\$62.88
	03/03/2014	\$37.68	\$10.60	\$13.84	\$1.30	\$63.42
	09/01/2014	\$38.62	\$10.60	\$13.84	\$1.30	\$64.36
	03/02/2015	\$39.17	\$10.60	\$13.84	\$1.30	\$64.91
	08/31/2015	\$40.11	\$10.60	\$13.84	\$1.30	\$65.85
	02/29/2016	\$40.66	\$10.60	\$13.84	\$1.30	\$66.40
	09/05/2016	\$41.61	\$10.60	\$13.84	\$1.30	\$67.35
	02/27/2017	\$42.16	\$10.60	\$13.84	\$1.30	\$67.90

Apprentice - CEMENT MASONRY/PLASTERING - Springfield/Pittsfield

Effective Date - 03/04/2013

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

Notes: Apprentice wages shall be no less than the following Steps;
 1\$45.34/2\$51.09/3\$54.22/4\$57.35/5\$60.47/6\$63.60/7\$68.86
 Steps are 6000 hours

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/03/2012	\$27.30	\$7.10	\$10.19	\$0.00	\$44.59
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For apprentice rates see "Apprentice- LABORER"

COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2012	\$30.14	\$9.70	\$9.92	\$0.00	\$49.76
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CRANE/BACKHOE/FRONT-END LOADER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2012	\$30.67	\$9.70	\$9.92	\$0.00	\$50.29
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 3</i>	01/01/2013	\$45.01	\$7.80	\$15.60	\$0.00	\$68.41
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Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.51	\$7.80	\$0.00	\$0.00	\$30.31
2	55	\$24.76	\$7.80	\$3.52	\$0.00	\$36.08
3	60	\$27.01	\$7.80	\$3.84	\$0.00	\$38.65
4	65	\$29.26	\$7.80	\$4.16	\$0.00	\$41.22
5	70	\$31.51	\$7.80	\$13.68	\$0.00	\$52.99
6	75	\$33.76	\$7.80	\$14.00	\$0.00	\$55.56
7	80	\$36.01	\$7.80	\$14.32	\$0.00	\$58.13
8	90	\$40.51	\$7.80	\$14.96	\$0.00	\$63.27

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2011	\$31.80	\$7.10	\$12.45	\$0.00	\$51.35
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For apprentice rates see "Apprentice- LABORER"

DEMO: BACKHOE/LOADER/HAMMER OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2011	\$32.80	\$7.10	\$12.45	\$0.00	\$52.35
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For apprentice rates see "Apprentice- LABORER"

DEMO: BURNERS <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2011	\$32.55	\$7.10	\$12.45	\$0.00	\$52.10
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For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2011	\$32.80	\$7.10	\$12.45	\$0.00	\$52.35
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2011	\$32.55	\$7.10	\$12.45	\$0.00	\$52.10
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2011	\$31.80	\$7.10	\$12.45	\$0.00	\$51.35
For apprentice rates see "Apprentice- LABORER"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2012	\$54.88	\$9.80	\$17.67	\$0.00	\$82.35
	08/01/2013	\$56.98	\$9.80	\$17.67	\$0.00	\$84.45
	08/01/2014	\$59.08	\$9.80	\$17.67	\$0.00	\$86.55
	08/01/2015	\$61.18	\$9.80	\$17.67	\$0.00	\$88.65
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2012	\$54.88	\$9.80	\$17.67	\$0.00	\$82.35
	08/01/2013	\$56.98	\$9.80	\$17.67	\$0.00	\$84.45
	08/01/2014	\$59.08	\$9.80	\$17.67	\$0.00	\$86.55
	08/01/2015	\$61.18	\$9.80	\$17.67	\$0.00	\$88.65
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2012	\$58.80	\$9.80	\$17.67	\$0.00	\$86.27
	08/01/2013	\$61.05	\$9.80	\$17.67	\$0.00	\$88.52
	08/01/2014	\$63.30	\$9.80	\$17.67	\$0.00	\$90.77
	08/01/2015	\$65.55	\$9.80	\$17.67	\$0.00	\$93.02
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2012	\$82.32	\$9.80	\$17.67	\$0.00	\$109.79
	08/01/2013	\$85.47	\$9.80	\$17.67	\$0.00	\$112.94
	08/01/2014	\$88.62	\$9.80	\$17.67	\$0.00	\$116.09
	08/01/2015	\$91.77	\$9.80	\$17.67	\$0.00	\$119.24
ELECTRICIAN (Including Core Drilling) <i>ELECTRICIANS LOCAL 7</i>	03/01/2013	\$35.36	\$9.05	\$9.21	\$0.00	\$53.62
	07/01/2013	\$36.36	\$9.05	\$9.24	\$0.00	\$54.65
	12/30/2013	\$36.86	\$9.05	\$9.26	\$0.00	\$55.17

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELECTRICIAN - Local 7

Effective Date - 03/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$14.14	\$4.00	\$0.42	\$0.00	\$18.56
2	45	\$15.91	\$4.00	\$0.48	\$0.00	\$20.39
3	50	\$17.68	\$9.05	\$5.18	\$0.00	\$31.91
4	55	\$19.45	\$9.05	\$5.23	\$0.00	\$33.73
5	65	\$22.98	\$9.05	\$6.34	\$0.00	\$38.37
6	70	\$24.75	\$9.05	\$7.39	\$0.00	\$41.19

Effective Date - 07/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$14.54	\$4.00	\$0.44	\$0.00	\$18.98
2	45	\$16.36	\$4.00	\$0.49	\$0.00	\$20.85
3	50	\$18.18	\$9.05	\$5.20	\$0.00	\$32.43
4	55	\$20.00	\$9.05	\$5.25	\$0.00	\$34.30
5	65	\$23.63	\$9.05	\$6.36	\$0.00	\$39.04
6	70	\$25.45	\$9.05	\$7.41	\$0.00	\$41.91

Notes: Pre-5/31/11 1\$27.26/2\$29.08/3\$35.55/4\$37.37/5\$41.64/6\$43.64
Steps 1-2 are 1000 hrs; Steps 3-6 are 1500 hrs.

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

ELEVATOR CONSTRUCTOR ELEVATOR CONSTRUCTORS LOCAL 41	01/01/2012	\$47.37	\$8.78	\$6.96	\$0.00	\$63.11
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Apprentice - ELEVATOR CONSTRUCTOR - Local 41

Effective Date - 01/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.69	\$8.78	\$6.96	\$0.00	\$39.43
2	55	\$26.05	\$8.78	\$6.96	\$0.00	\$41.79
3	65	\$30.79	\$8.78	\$6.96	\$0.00	\$46.53
4	70	\$33.16	\$8.78	\$6.96	\$0.00	\$48.90
5	80	\$37.90	\$8.78	\$6.96	\$0.00	\$53.64

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

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER ELEVATOR CONSTRUCTORS LOCAL 41	01/01/2012	\$33.16	\$8.78	\$6.96	\$0.00	\$48.90
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2012	\$26.74	\$7.10	\$9.88	\$0.00	\$43.72
	06/01/2013	\$27.24	\$7.10	\$9.88	\$0.00	\$44.22
	12/01/2013	\$27.74	\$7.10	\$9.88	\$0.00	\$44.72
	06/01/2014	\$28.24	\$7.10	\$9.88	\$0.00	\$45.22
	12/01/2014	\$28.74	\$7.10	\$9.88	\$0.00	\$45.72
	06/01/2015	\$29.24	\$7.10	\$9.88	\$0.00	\$46.22
	12/01/2015	\$29.74	\$7.10	\$9.88	\$0.00	\$46.72
	06/01/2016	\$30.24	\$7.10	\$9.88	\$0.00	\$47.22
	12/01/2016	\$30.99	\$7.10	\$9.88	\$0.00	\$47.97
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
FIELD ENG.INST/ROD-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$18.84	\$4.80	\$4.10	\$0.00	\$27.74
FIELD ENG.PARTY CHIEF:BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$21.33	\$4.80	\$4.10	\$0.00	\$30.23
FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$22.33	\$4.80	\$4.10	\$0.00	\$31.23
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 7</i>	03/01/2013	\$35.36	\$9.05	\$9.21	\$0.00	\$53.62
	07/01/2013	\$36.36	\$9.05	\$9.24	\$0.00	\$54.65
	12/30/2013	\$36.86	\$9.05	\$9.26	\$0.00	\$55.17
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE <i>LOCAL 7</i>	03/01/2013	\$35.36	\$9.05	\$9.21	\$0.00	\$53.62
	07/01/2013	\$36.36	\$9.05	\$9.24	\$0.00	\$54.65
	12/30/2013	\$36.86	\$9.05	\$9.26	\$0.00	\$55.17
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2012	\$30.14	\$9.70	\$9.92	\$0.00	\$49.76

Apprentice - OPERATING ENGINEERS - Local 98 Class 3

Effective Date - 12/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.08	\$9.70	\$9.92	\$0.00	\$37.70
2	70	\$21.10	\$9.70	\$9.92	\$0.00	\$40.72
3	80	\$24.11	\$9.70	\$9.92	\$0.00	\$43.73
4	90	\$27.13	\$9.70	\$9.92	\$0.00	\$46.75

Notes:

Steps 1-2 are 1000 hrs.; Steps 3-4 are 2000 hrs.

Apprentice to Journeyworker Ratio:1:6

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FLAGGER & SIGNALER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2012	\$20.50	\$7.10	\$9.88	\$0.00	\$37.48
	06/01/2013	\$20.50	\$7.10	\$9.88	\$0.00	\$37.48
	12/01/2013	\$20.50	\$7.10	\$9.88	\$0.00	\$37.48
	06/01/2014	\$20.50	\$7.10	\$9.88	\$0.00	\$37.48
	12/01/2014	\$20.50	\$7.10	\$9.88	\$0.00	\$37.48
	06/01/2015	\$20.50	\$7.10	\$9.88	\$0.00	\$37.48
	12/01/2015	\$20.50	\$7.10	\$9.88	\$0.00	\$37.48
	06/01/2016	\$20.50	\$7.10	\$9.88	\$0.00	\$37.48
	12/01/2016	\$20.50	\$7.10	\$9.88	\$0.00	\$37.48

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

FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE III</i>	03/01/2013	\$31.04	\$7.20	\$13.36	\$0.00	\$51.60
	09/01/2013	\$31.04	\$7.20	\$13.36	\$0.00	\$51.60
	03/01/2014	\$31.04	\$7.20	\$13.36	\$0.00	\$51.60

Apprentice - FLOORCOVERER - Local 2168 Zone III

Effective Date - 03/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.52	\$7.20	\$1.12	\$0.00	\$23.84
2	55	\$17.07	\$7.20	\$1.12	\$0.00	\$25.39
3	60	\$18.62	\$7.20	\$10.00	\$0.00	\$35.82
4	65	\$20.18	\$7.20	\$10.00	\$0.00	\$37.38
5	70	\$21.73	\$7.20	\$11.12	\$0.00	\$40.05
6	75	\$23.28	\$7.20	\$11.12	\$0.00	\$41.60
7	80	\$24.83	\$7.20	\$12.24	\$0.00	\$44.27
8	85	\$26.38	\$7.20	\$12.24	\$0.00	\$45.82

Effective Date - 09/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.52	\$7.20	\$1.12	\$0.00	\$23.84
2	55	\$17.07	\$7.20	\$1.12	\$0.00	\$25.39
3	60	\$18.62	\$7.20	\$10.00	\$0.00	\$35.82
4	65	\$20.18	\$7.20	\$10.00	\$0.00	\$37.38
5	70	\$21.73	\$7.20	\$11.12	\$0.00	\$40.05
6	75	\$23.28	\$7.20	\$11.12	\$0.00	\$41.60
7	80	\$24.83	\$7.20	\$12.24	\$0.00	\$44.27
8	85	\$26.38	\$7.20	\$12.24	\$0.00	\$45.82

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

FORK LIFT <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2012	\$30.36	\$9.70	\$9.92	\$0.00	\$49.98
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATORS/LIGHTING PLANTS <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2012	\$26.91	\$9.70	\$9.92	\$0.00	\$46.53
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) GLAZIERS LOCAL 1333	06/01/2012	\$33.78	\$8.90	\$7.25	\$0.00	\$49.93

Apprentice - GLAZIER - Local 1333

Effective Date - 06/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.89	\$8.90	\$1.00	\$0.00	\$26.79
2	56	\$19.00	\$8.90	\$1.00	\$0.00	\$28.90
3	63	\$21.11	\$8.90	\$1.50	\$0.00	\$31.51
4	69	\$23.22	\$8.90	\$1.50	\$0.00	\$33.62
5	75	\$25.34	\$8.90	\$2.00	\$0.00	\$36.24
6	81	\$27.45	\$8.90	\$2.00	\$0.00	\$38.35
7	88	\$29.56	\$8.90	\$7.25	\$0.00	\$45.71
8	94	\$31.67	\$8.90	\$7.25	\$0.00	\$47.82

Notes:

Apprentice to Journeyworker Ratio:1:3

GRADER/TRENCHING MACHINE/DERRICK OPERATING ENGINEERS LOCAL 98	12/01/2012	\$30.67	\$9.70	\$9.92	\$0.00	\$50.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 63	01/01/2013	\$31.56	\$8.64	\$12.93	\$1.59	\$54.72
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
	07/01/2013	\$32.31	\$8.64	\$12.93	\$1.62	\$55.50
HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 7	03/01/2013	\$35.36	\$9.05	\$9.21	\$0.00	\$53.62
For apprentice rates see "Apprentice- ELECTRICIAN"						
	07/01/2013	\$36.36	\$9.05	\$9.24	\$0.00	\$54.65
	12/30/2013	\$36.86	\$9.05	\$9.26	\$0.00	\$55.17
HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 63	01/01/2013	\$31.56	\$8.64	\$12.93	\$1.59	\$54.72
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
	07/01/2013	\$32.31	\$8.64	\$12.93	\$1.62	\$55.50
HVAC (TESTING AND BALANCING -WATER) PLUMBERS & PIPEFITTERS LOCAL 104	03/17/2013	\$35.81	\$8.30	\$13.75	\$0.00	\$57.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC PLUMBERS & PIPEFITTERS LOCAL 104	03/17/2013	\$35.81	\$8.30	\$13.75	\$0.00	\$57.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2012	\$27.24	\$7.10	\$9.88	\$0.00	\$44.22
	06/01/2013	\$27.74	\$7.10	\$9.88	\$0.00	\$44.72
	12/01/2013	\$28.24	\$7.10	\$9.88	\$0.00	\$45.22
	06/01/2014	\$28.74	\$7.10	\$9.88	\$0.00	\$45.72
	12/01/2014	\$29.24	\$7.10	\$9.88	\$0.00	\$46.22
	06/01/2015	\$29.74	\$7.10	\$9.88	\$0.00	\$46.72
	12/01/2015	\$30.24	\$7.10	\$9.88	\$0.00	\$47.22
	06/01/2016	\$30.74	\$7.10	\$9.88	\$0.00	\$47.72
	12/01/2016	\$31.49	\$7.10	\$9.88	\$0.00	\$48.47

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

INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	09/01/2012	\$33.17	\$10.65	\$11.50	\$0.00	\$55.32
	09/01/2013	\$34.77	\$10.65	\$11.50	\$0.00	\$56.92
	09/01/2014	\$36.77	\$10.65	\$11.50	\$0.00	\$58.92

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

Effective Date - 09/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.59	\$10.65	\$8.60	\$0.00	\$35.84
2	60	\$19.90	\$10.65	\$9.18	\$0.00	\$39.73
3	70	\$23.22	\$10.65	\$9.76	\$0.00	\$43.63
4	80	\$26.54	\$10.65	\$10.34	\$0.00	\$47.53

Effective Date - 09/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.39	\$10.65	\$8.60	\$0.00	\$36.64
2	60	\$20.86	\$10.65	\$9.18	\$0.00	\$40.69
3	70	\$24.34	\$10.65	\$9.76	\$0.00	\$44.75
4	80	\$27.82	\$10.65	\$10.34	\$0.00	\$48.81

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)</i>	09/16/2012	\$28.05	\$7.70	\$18.10	\$0.00	\$53.85
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Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - IRONWORKER - Local 7 Springfield

Effective Date - 09/16/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.83	\$7.70	\$18.10	\$0.00	\$42.63
2	70	\$19.64	\$7.70	\$18.10	\$0.00	\$45.44
3	75	\$21.04	\$7.70	\$18.10	\$0.00	\$46.84
4	80	\$22.44	\$7.70	\$18.10	\$0.00	\$48.24
5	85	\$23.84	\$7.70	\$18.10	\$0.00	\$49.64
6	90	\$25.25	\$7.70	\$18.10	\$0.00	\$51.05

Notes:
Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:

JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 3 (BUILDING & SITE)	12/03/2012	\$27.30	\$7.10	\$10.19	\$0.00	\$44.59
For apprentice rates see "Apprentice- LABORER"						
LABORER LABORERS - ZONE 3 (BUILDING & SITE)	12/03/2012	\$27.05	\$7.10	\$10.19	\$0.00	\$44.34

Apprentice - LABORER - Zone 3 Building & Site

Effective Date - 12/03/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.23	\$7.10	\$10.19	\$0.00	\$33.52
2	70	\$18.94	\$7.10	\$10.19	\$0.00	\$36.23
3	80	\$21.64	\$7.10	\$10.19	\$0.00	\$38.93
4	90	\$24.35	\$7.10	\$10.19	\$0.00	\$41.64

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2012	\$26.49	\$7.10	\$9.88	\$0.00	\$43.47
	06/01/2013	\$26.99	\$7.10	\$9.88	\$0.00	\$43.97
	12/01/2013	\$27.49	\$7.10	\$9.88	\$0.00	\$44.47
	06/01/2014	\$27.99	\$7.10	\$9.88	\$0.00	\$44.97
	12/01/2014	\$28.49	\$7.10	\$9.88	\$0.00	\$45.47
	06/01/2015	\$28.99	\$7.10	\$9.88	\$0.00	\$45.97
	12/01/2015	\$29.49	\$7.10	\$9.88	\$0.00	\$46.47
	06/01/2016	\$29.99	\$7.10	\$9.88	\$0.00	\$46.97
	12/01/2016	\$30.74	\$7.10	\$9.88	\$0.00	\$47.72

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LABORER (Heavy & Highway) - Zone 3

Effective Date - 12/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$15.89	\$7.10	\$9.88	\$0.00	\$32.87
2	70	\$18.54	\$7.10	\$9.88	\$0.00	\$35.52
3	80	\$21.19	\$7.10	\$9.88	\$0.00	\$38.17
4	90	\$23.84	\$7.10	\$9.88	\$0.00	\$40.82

Effective Date - 06/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.19	\$7.10	\$9.88	\$0.00	\$33.17
2	70	\$18.89	\$7.10	\$9.88	\$0.00	\$35.87
3	80	\$21.59	\$7.10	\$9.88	\$0.00	\$38.57
4	90	\$24.29	\$7.10	\$9.88	\$0.00	\$41.27

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER
LABORERS - ZONE 3 (BUILDING & SITE) 12/03/2012 \$27.05 \$7.10 \$10.19 \$0.00 \$44.34

For apprentice rates see "Apprentice- LABORER"

LABORER: CEMENT FINISHER TENDER
LABORERS - ZONE 3 (BUILDING & SITE) 12/03/2012 \$27.30 \$7.10 \$10.19 \$0.00 \$44.59

For apprentice rates see "Apprentice- LABORER"

LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER
LABORERS - ZONE 3 (BUILDING & SITE) 12/03/2012 \$27.64 \$7.10 \$9.60 \$0.00 \$44.34

For apprentice rates see "Apprentice- LABORER"

LABORER: MASON TENDER
LABORERS - ZONE 3 (BUILDING & SITE) 12/03/2012 \$28.05 \$7.10 \$10.19 \$0.00 \$45.34

For apprentice rates see "Apprentice- LABORER"

LABORER: MASON TENDER (HEAVY & HIGHWAY)
LABORERS - ZONE 3 (HEAVY & HIGHWAY)

12/01/2012	\$26.74	\$7.10	\$9.88	\$0.00	\$43.72
06/01/2013	\$27.24	\$7.10	\$9.88	\$0.00	\$44.22
12/01/2013	\$27.74	\$7.10	\$9.88	\$0.00	\$44.72
06/01/2014	\$28.24	\$7.10	\$9.88	\$0.00	\$45.22
12/01/2014	\$28.74	\$7.10	\$9.88	\$0.00	\$45.72
06/01/2015	\$29.24	\$7.10	\$9.88	\$0.00	\$46.22
12/01/2015	\$29.74	\$7.10	\$9.88	\$0.00	\$46.72
06/01/2016	\$30.24	\$7.10	\$9.88	\$0.00	\$47.22
12/01/2016	\$30.99	\$7.10	\$9.88	\$0.00	\$47.97

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

LABORER: MULTI-TRADE TENDER
LABORERS - ZONE 3 (BUILDING & SITE) 12/03/2012 \$27.05 \$7.10 \$10.19 \$0.00 \$44.34

For apprentice rates see "Apprentice- LABORER"

LABORER: TREE REMOVER
LABORERS - ZONE 3 (BUILDING & SITE) 12/03/2012 \$27.05 \$7.10 \$10.19 \$0.00 \$44.34

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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This classification applies to the wholesale removal of standing trees including all associated trimming of branches and limbs, and applies to the removal of branches at locations not on or around utility lines. For apprentice rates see "Apprentice- LABORER"

LASER BEAM OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/03/2012	\$27.30	\$7.10	\$10.19	\$0.00	\$44.59
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For apprentice rates see "Apprentice- LABORER"

LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2012	\$26.74	\$7.10	\$9.88	\$0.00	\$43.72
	06/01/2013	\$27.24	\$7.10	\$9.88	\$0.00	\$44.22
	12/01/2013	\$27.74	\$7.10	\$9.88	\$0.00	\$44.72
	06/01/2014	\$28.24	\$7.10	\$9.88	\$0.00	\$45.22
	12/01/2014	\$28.74	\$7.10	\$9.88	\$0.00	\$45.72
	06/01/2015	\$29.24	\$7.10	\$9.88	\$0.00	\$46.22
	12/01/2015	\$29.74	\$7.10	\$9.88	\$0.00	\$46.72
	06/01/2016	\$30.24	\$7.10	\$9.88	\$0.00	\$47.22
	12/01/2016	\$30.99	\$7.10	\$9.88	\$0.00	\$47.97

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

MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE</i>	03/04/2013	\$29.28	\$10.18	\$15.70	\$0.00	\$55.16
	09/02/2013	\$30.19	\$10.18	\$15.76	\$0.00	\$56.13
	03/03/2014	\$30.75	\$10.18	\$15.76	\$0.00	\$56.69
	09/01/2014	\$31.66	\$10.18	\$15.82	\$0.00	\$57.66
	03/02/2015	\$32.22	\$10.18	\$15.82	\$0.00	\$58.22
	08/31/2015	\$33.13	\$10.18	\$15.88	\$0.00	\$59.19
	02/29/2016	\$33.70	\$10.18	\$15.88	\$0.00	\$59.76
	09/05/2016	\$34.61	\$10.18	\$15.95	\$0.00	\$60.74
	02/27/2017	\$35.18	\$10.18	\$15.95	\$0.00	\$61.31

Apprentice - MARBLE-TILE-TERRAZZO FINISHER-Local 3 Marble/Tile (Spr/Pitt)

Effective Date - 03/04/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$14.64	\$10.18	\$15.70	\$0.00	\$40.52
2	60	\$17.57	\$10.18	\$15.70	\$0.00	\$43.45
3	70	\$20.50	\$10.18	\$15.70	\$0.00	\$46.38
4	80	\$23.42	\$10.18	\$15.70	\$0.00	\$49.30
5	90	\$26.35	\$10.18	\$15.70	\$0.00	\$52.23

Effective Date - 09/02/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.10	\$10.18	\$15.76	\$0.00	\$41.04
2	60	\$18.11	\$10.18	\$15.76	\$0.00	\$44.05
3	70	\$21.13	\$10.18	\$15.76	\$0.00	\$47.07
4	80	\$24.15	\$10.18	\$15.76	\$0.00	\$50.09
5	90	\$27.17	\$10.18	\$15.76	\$0.00	\$53.11

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MARBLE MASONS, TILELAYERS & TERRAZZO MECH <i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE</i>	03/04/2013	\$35.91	\$10.18	\$15.99	\$0.00	\$62.08
	09/02/2013	\$36.81	\$10.18	\$16.06	\$0.00	\$63.05
	03/03/2014	\$37.37	\$10.18	\$16.06	\$0.00	\$63.61
	09/01/2014	\$38.27	\$10.18	\$16.13	\$0.00	\$64.58
	03/02/2015	\$38.83	\$10.18	\$16.13	\$0.00	\$65.14
	08/31/2015	\$39.73	\$10.18	\$16.20	\$0.00	\$66.11
	02/29/2016	\$40.30	\$10.18	\$16.20	\$0.00	\$66.68
	09/05/2016	\$41.20	\$10.18	\$16.28	\$0.00	\$67.66
	02/27/2017	\$41.77	\$10.18	\$16.28	\$0.00	\$68.23

Apprentice - MARBLE-TILE-TERRAZZO MECH - Local 3 Marble/Tile (Spr/Pitt)

Effective Date - 03/04/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.96	\$10.18	\$15.99	\$0.00	\$44.13
2	60	\$21.55	\$10.18	\$15.99	\$0.00	\$47.72
3	70	\$25.14	\$10.18	\$15.99	\$0.00	\$51.31
4	80	\$28.73	\$10.18	\$15.99	\$0.00	\$54.90
5	90	\$32.32	\$10.18	\$15.99	\$0.00	\$58.49

Effective Date - 09/02/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.41	\$10.18	\$16.06	\$0.00	\$44.65
2	60	\$22.09	\$10.18	\$16.06	\$0.00	\$48.33
3	70	\$25.77	\$10.18	\$16.06	\$0.00	\$52.01
4	80	\$29.45	\$10.18	\$16.06	\$0.00	\$55.69
5	90	\$33.13	\$10.18	\$16.06	\$0.00	\$59.37

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2012	\$30.67	\$9.70	\$9.92	\$0.00	\$50.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANIC/WELDER/BOOM TRUCK <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2012	\$30.14	\$9.70	\$9.92	\$0.00	\$49.76
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 3) <i>MILLWRIGHTS LOCAL 1121 - Zone 3</i>	04/01/2011	\$30.25	\$8.67	\$15.61	\$0.00	\$54.53

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - MILLWRIGHT - Local 1121 Zone 3

Effective Date - 04/01/2011

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.13	\$8.67	\$11.64	\$0.00	\$35.44
2	55	\$16.64	\$8.67	\$11.64	\$0.00	\$36.95
3	60	\$18.15	\$8.67	\$13.23	\$0.00	\$40.05
4	65	\$19.66	\$8.67	\$13.23	\$0.00	\$41.56
5	70	\$21.18	\$8.67	\$14.02	\$0.00	\$43.87
6	75	\$22.69	\$8.67	\$14.02	\$0.00	\$45.38
7	80	\$24.20	\$8.67	\$14.82	\$0.00	\$47.69
8	85	\$25.71	\$8.67	\$14.82	\$0.00	\$49.20

Notes:

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER LABORERS - ZONE 3 (BUILDING & SITE)	12/03/2012	\$27.30	\$7.10	\$10.19	\$0.00	\$44.59
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For apprentice rates see "Apprentice- LABORER"

OILER OPERATING ENGINEERS LOCAL 98	12/01/2012	\$25.83	\$9.70	\$9.92	\$0.00	\$45.45
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS VI OPERATING ENGINEERS LOCAL 98	12/01/2012	\$23.85	\$9.70	\$9.92	\$0.00	\$43.47
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 - ZONE 3	01/01/2013	\$45.01	\$7.80	\$15.60	\$0.00	\$68.41
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Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.51	\$7.80	\$0.00	\$0.00	\$30.31
2	55	\$24.76	\$7.80	\$3.52	\$0.00	\$36.08
3	60	\$27.01	\$7.80	\$3.84	\$0.00	\$38.65
4	65	\$29.26	\$7.80	\$4.16	\$0.00	\$41.22
5	70	\$31.51	\$7.80	\$13.68	\$0.00	\$52.99
6	75	\$33.76	\$7.80	\$14.00	\$0.00	\$55.56
7	80	\$36.01	\$7.80	\$14.32	\$0.00	\$58.13
8	90	\$40.51	\$7.80	\$14.96	\$0.00	\$63.27

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2013	\$28.88	\$7.80	\$11.80	\$0.00	\$48.48

* If 30% or more of surfaces to be painted are new construction,
NEW paint rate shall be used.*PAINTERS LOCAL 35 - ZONE 3*

Apprentice - *PAINTER Local 35 Zone 3 - Spray/Sandblast - New*

Effective Date - 01/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$14.44	\$7.80	\$0.00	\$0.00	\$22.24
2	55	\$15.88	\$7.80	\$1.43	\$0.00	\$25.11
3	60	\$17.33	\$7.80	\$1.56	\$0.00	\$26.69
4	65	\$18.77	\$7.80	\$1.69	\$0.00	\$28.26
5	70	\$20.22	\$7.80	\$11.02	\$0.00	\$39.04
6	75	\$21.66	\$7.80	\$11.15	\$0.00	\$40.61
7	80	\$23.10	\$7.80	\$11.28	\$0.00	\$42.18
8	90	\$25.99	\$7.80	\$11.54	\$0.00	\$45.33

Notes:

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	01/01/2013	\$26.20	\$7.80	\$11.80	\$0.00	\$45.80
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PAINTERS LOCAL 35 - ZONE 3

Apprentice - *PAINTER Local 35 Zone 3 - Spray/Sandblast - Repaint*

Effective Date - 01/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$13.10	\$7.80	\$0.00	\$0.00	\$20.90
2	55	\$14.41	\$7.80	\$1.43	\$0.00	\$23.64
3	60	\$15.72	\$7.80	\$1.56	\$0.00	\$25.08
4	65	\$17.03	\$7.80	\$1.69	\$0.00	\$26.52
5	70	\$18.34	\$7.80	\$11.02	\$0.00	\$37.16
6	75	\$19.65	\$7.80	\$11.15	\$0.00	\$38.60
7	80	\$20.96	\$7.80	\$11.28	\$0.00	\$40.04
8	90	\$23.58	\$7.80	\$11.54	\$0.00	\$42.92

Notes:

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *	01/01/2013	\$27.48	\$7.80	\$11.80	\$0.00	\$47.08
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* If 30% or more of surfaces to be painted are new construction,
NEW paint rate shall be used.*PAINTERS LOCAL 35 - ZONE 3*

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER - Local 35 Zone 3 - BRUSH NEW

Effective Date - 01/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$13.74	\$7.80	\$0.00	\$0.00	\$21.54
2	55	\$15.11	\$7.80	\$1.43	\$0.00	\$24.34
3	60	\$16.49	\$7.80	\$1.56	\$0.00	\$25.85
4	65	\$17.86	\$7.80	\$1.69	\$0.00	\$27.35
5	70	\$19.24	\$7.80	\$11.02	\$0.00	\$38.06
6	75	\$20.61	\$7.80	\$11.15	\$0.00	\$39.56
7	80	\$21.98	\$7.80	\$11.28	\$0.00	\$41.06
8	90	\$24.73	\$7.80	\$11.54	\$0.00	\$44.07

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT) PAINTERS LOCAL 35 - ZONE 3	01/01/2013	\$24.80	\$7.80	\$11.80	\$0.00	\$44.40
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Apprentice - PAINTER Local 35 Zone 3 - BRUSH REPAINT

Effective Date - 01/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$12.40	\$7.80	\$0.00	\$0.00	\$20.20
2	55	\$13.64	\$7.80	\$1.43	\$0.00	\$22.87
3	60	\$14.88	\$7.80	\$1.56	\$0.00	\$24.24
4	65	\$16.12	\$7.80	\$1.69	\$0.00	\$25.61
5	70	\$17.36	\$7.80	\$11.02	\$0.00	\$36.18
6	75	\$18.60	\$7.80	\$11.15	\$0.00	\$37.55
7	80	\$19.84	\$7.80	\$11.28	\$0.00	\$38.92
8	90	\$22.32	\$7.80	\$11.54	\$0.00	\$41.66

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2012	\$26.49	\$7.10	\$9.88	\$0.00	\$43.47
	06/01/2013	\$26.99	\$7.10	\$9.88	\$0.00	\$43.97
	12/01/2013	\$27.49	\$7.10	\$9.88	\$0.00	\$44.47
	06/01/2014	\$27.99	\$7.10	\$9.88	\$0.00	\$44.97
	12/01/2014	\$28.49	\$7.10	\$9.88	\$0.00	\$45.47
	06/01/2015	\$28.99	\$7.10	\$9.88	\$0.00	\$45.97
	12/01/2015	\$29.49	\$7.10	\$9.88	\$0.00	\$46.47
	06/01/2016	\$29.99	\$7.10	\$9.88	\$0.00	\$46.97
	12/01/2016	\$30.74	\$7.10	\$9.88	\$0.00	\$47.72

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PANEL & PICKUP TRUCKS DRIVER <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2012	\$30.28	\$9.07	\$8.00	\$0.00	\$47.35
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	03/04/2013	\$35.17	\$9.80	\$17.67	\$0.00	\$62.64
	09/02/2013	\$36.30	\$9.80	\$17.67	\$0.00	\$63.77
	03/03/2014	\$36.67	\$9.80	\$17.67	\$0.00	\$64.14
	09/01/2014	\$37.80	\$9.80	\$17.67	\$0.00	\$65.27
	03/02/2015	\$38.20	\$9.80	\$17.67	\$0.00	\$65.67
	08/31/2015	\$39.35	\$9.80	\$17.67	\$0.00	\$66.82
PILE DRIVER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	03/04/2013	\$35.17	\$9.80	\$17.67	\$0.00	\$62.64
	09/02/2013	\$36.30	\$9.80	\$17.67	\$0.00	\$63.77
	03/03/2014	\$36.67	\$9.80	\$17.67	\$0.00	\$64.14
	09/01/2014	\$37.80	\$9.80	\$17.67	\$0.00	\$65.27
	03/02/2015	\$38.20	\$9.80	\$17.67	\$0.00	\$65.67
	08/31/2015	\$39.35	\$9.80	\$17.67	\$0.00	\$66.82

Apprentice - PILE DRIVER - Local 56 Zone 3

Effective Date - 03/04/2013

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

Notes: Apprentice wages shall be no less than the following Steps;
(Same as set in Zone 1)
1\$47.07/2\$50.99/3\$54.91/4\$56.87/5\$58.83/6\$58.83/7\$62.75/8\$62.75

Apprentice to Journeyworker Ratio:1:3

PIPELAYER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/03/2012	\$27.30	\$7.10	\$10.19	\$0.00	\$44.59
For apprentice rates see "Apprentice- LABORER"						
PIPELAYER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2012	\$26.74	\$7.10	\$9.88	\$0.00	\$43.72
	06/01/2013	\$27.24	\$7.10	\$9.88	\$0.00	\$44.22
	12/01/2013	\$27.74	\$7.10	\$9.88	\$0.00	\$44.72
	06/01/2014	\$28.24	\$7.10	\$9.88	\$0.00	\$45.22
	12/01/2014	\$28.74	\$7.10	\$9.88	\$0.00	\$45.72
	06/01/2015	\$29.24	\$7.10	\$9.88	\$0.00	\$46.22
	12/01/2015	\$29.74	\$7.10	\$9.88	\$0.00	\$46.72
	06/01/2016	\$30.24	\$7.10	\$9.88	\$0.00	\$47.22
	12/01/2016	\$30.99	\$7.10	\$9.88	\$0.00	\$47.97
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
PLUMBER & PIPEFITTER <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	03/17/2013	\$35.81	\$8.30	\$13.75	\$0.00	\$57.86

Apprentice - PLUMBER/PIPEFITTER - Local 104

Effective Date - 03/17/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$16.11	\$8.30	\$8.40	\$0.00	\$32.81
2	50	\$17.91	\$8.30	\$8.40	\$0.00	\$34.61
3	60	\$21.49	\$8.30	\$8.40	\$0.00	\$38.19
4	70	\$25.07	\$8.30	\$8.40	\$0.00	\$41.77
5	80	\$28.65	\$8.30	\$13.75	\$0.00	\$50.70

Notes:

Steps are 2000 hrs.

Apprentice to Journeyworker Ratio:1:5

PNEUMATIC CONTROLS (TEMP.) <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	03/17/2013	\$35.81	\$8.30	\$13.75	\$0.00	\$57.86
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For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2012	\$26.74	\$7.10	\$9.88	\$0.00	\$43.72
	06/01/2013	\$27.24	\$7.10	\$9.88	\$0.00	\$44.22
	12/01/2013	\$27.74	\$7.10	\$9.88	\$0.00	\$44.72
	06/01/2014	\$28.24	\$7.10	\$9.88	\$0.00	\$45.22
	12/01/2014	\$28.74	\$7.10	\$9.88	\$0.00	\$45.72
	06/01/2015	\$29.24	\$7.10	\$9.88	\$0.00	\$46.22
	12/01/2015	\$29.74	\$7.10	\$9.88	\$0.00	\$46.72
	06/01/2016	\$30.24	\$7.10	\$9.88	\$0.00	\$47.22
	12/01/2016	\$30.99	\$7.10	\$9.88	\$0.00	\$47.97

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

POWDERMAN & BLASTER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/03/2012	\$28.05	\$7.10	\$10.19	\$0.00	\$45.34
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For apprentice rates see "Apprentice- LABORER"

POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2012	\$27.49	\$7.10	\$9.88	\$0.00	\$44.47
	06/01/2013	\$27.99	\$7.10	\$9.88	\$0.00	\$44.97
	12/01/2013	\$28.49	\$7.10	\$9.88	\$0.00	\$45.47
	06/01/2014	\$28.99	\$7.10	\$9.88	\$0.00	\$45.97
	12/01/2014	\$29.49	\$7.10	\$9.88	\$0.00	\$46.47
	06/01/2015	\$29.99	\$7.10	\$9.88	\$0.00	\$46.97
	12/01/2015	\$30.49	\$7.10	\$9.88	\$0.00	\$47.47
	06/01/2016	\$30.99	\$7.10	\$9.88	\$0.00	\$47.97
	12/01/2016	\$31.74	\$7.10	\$9.88	\$0.00	\$48.72

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

PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2012	\$30.67	\$9.70	\$9.92	\$0.00	\$50.29
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2012	\$30.14	\$9.70	\$9.92	\$0.00	\$49.76
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

READY-MIX CONCRETE DRIVER <i>TEAMSTERS LOCAL 404</i>	05/01/2008	\$19.13	\$6.59	\$5.15	\$0.00	\$30.87
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
RESIDENTIAL WOOD FRAME CARPENTER ** ** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement. <i>CARPENTERS LOCAL 108 - HAMPDEN HAMPSHIRE</i>	03/04/2013	\$22.21	\$7.20	\$5.35	\$0.00	\$34.76
	09/02/2013	\$22.96	\$7.20	\$5.35	\$0.00	\$35.51
	03/03/2014	\$23.71	\$7.20	\$5.35	\$0.00	\$36.26
	09/01/2014	\$24.46	\$7.20	\$5.35	\$0.00	\$37.01
	03/02/2015	\$25.26	\$7.20	\$5.35	\$0.00	\$37.81
	08/31/2015	\$26.06	\$7.20	\$5.35	\$0.00	\$38.61
	02/29/2016	\$26.81	\$7.20	\$5.35	\$0.00	\$39.36
As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate.						
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/03/2012	\$27.30	\$7.10	\$10.19	\$0.00	\$44.59
For apprentice rates see "Apprentice- LABORER"						
ROLLER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2012	\$29.53	\$9.70	\$9.92	\$0.00	\$49.15
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Coal tar pitch) <i>ROOFERS LOCAL 248</i>	01/01/2013	\$26.85	\$8.55	\$12.10	\$0.00	\$47.50
For apprentice rates see "Apprentice- ROOFER"						
ROOFER (Inc.Roofing Waterproofing &Roofing Damproofg) <i>ROOFERS LOCAL 248</i>	01/01/2013	\$26.35	\$8.55	\$11.60	\$0.00	\$46.50

Apprentice - ROOFER - Local 248

Effective Date - 01/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$15.81	\$8.55	\$0.00	\$0.00	\$24.36
2	65	\$17.13	\$8.55	\$11.60	\$0.00	\$37.28
3	70	\$18.45	\$8.55	\$11.60	\$0.00	\$38.60
4	75	\$19.76	\$8.55	\$11.60	\$0.00	\$39.91
5	80	\$21.08	\$8.55	\$11.60	\$0.00	\$41.23
6	85	\$22.40	\$8.55	\$11.60	\$0.00	\$42.55
7	90	\$23.72	\$8.55	\$11.60	\$0.00	\$43.87
8	95	\$25.03	\$8.55	\$11.60	\$0.00	\$45.18

Notes:

Steps are 750 hrs.Roofing(Tear Off)1:1; Same as above

Apprentice to Journeyworker Ratio:1:3

ROOFER SLATE / TILE / PRECAST CONCRETE <i>ROOFERS LOCAL 248</i>	01/01/2013	\$26.85	\$8.55	\$12.10	\$0.00	\$47.50
For apprentice rates see "Apprentice- ROOFER"						
SCRAPER <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2012	\$30.14	\$9.70	\$9.92	\$0.00	\$49.76
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2012	\$29.53	\$9.70	\$9.92	\$0.00	\$49.15
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-PROPELLED POWER BROOM <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2012	\$26.91	\$9.70	\$9.92	\$0.00	\$46.53
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SHEETMETAL WORKER	01/01/2013	\$31.56	\$8.64	\$12.93	\$1.59	\$54.72
SHEETMETAL WORKERS LOCAL 63	07/01/2013	\$32.31	\$8.64	\$12.93	\$1.62	\$55.50

Apprentice - SHEET METAL WORKER - Local 63

Effective Date - 01/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$14.20	\$5.65	\$3.33	\$0.00	\$23.18
2	50	\$15.78	\$5.93	\$3.70	\$0.00	\$25.41
3	55	\$17.36	\$6.20	\$6.66	\$0.91	\$31.13
4	60	\$18.94	\$6.47	\$6.66	\$0.96	\$33.03
5	65	\$20.51	\$6.74	\$6.66	\$1.02	\$34.93
6	70	\$22.09	\$7.01	\$6.66	\$1.07	\$36.83
7	75	\$23.67	\$7.28	\$6.66	\$1.13	\$38.74
8	80	\$25.25	\$7.55	\$12.19	\$1.35	\$46.34
9	85	\$26.83	\$7.83	\$12.19	\$1.41	\$48.26
10	90	\$28.40	\$8.10	\$12.19	\$1.46	\$50.15

Effective Date - 07/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$14.54	\$5.65	\$3.33	\$0.00	\$23.52
2	50	\$16.16	\$5.93	\$3.70	\$0.00	\$25.79
3	55	\$17.77	\$6.20	\$6.66	\$0.92	\$31.55
4	60	\$19.39	\$6.47	\$6.66	\$0.98	\$33.50
5	65	\$21.00	\$6.74	\$6.66	\$1.03	\$35.43
6	70	\$22.62	\$7.01	\$6.66	\$1.09	\$37.38
7	75	\$24.23	\$7.28	\$6.66	\$1.15	\$39.32
8	80	\$25.85	\$7.55	\$12.19	\$1.37	\$46.96
9	85	\$27.46	\$7.83	\$12.19	\$1.42	\$48.90
10	90	\$29.08	\$8.10	\$12.19	\$1.48	\$50.85

Notes:

Apprentice to Journeyworker Ratio:1:3

SIGN ERECTOR	06/01/2012	\$25.37	\$6.82	\$6.85	\$0.00	\$39.04
PAINTERS LOCAL 35 - ZONE 3	06/01/2013	\$25.81	\$7.07	\$7.05	\$0.00	\$39.93

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SIGN ERECTOR - Local 35 Zone 3

Effective Date - 06/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$12.69	\$6.82	\$0.00	\$0.00	\$19.51
2	55	\$13.95	\$6.82	\$2.35	\$0.00	\$23.12
3	60	\$15.22	\$6.82	\$2.35	\$0.00	\$24.39
4	65	\$16.49	\$6.82	\$2.35	\$0.00	\$25.66
5	70	\$17.76	\$6.82	\$6.85	\$0.00	\$31.43
6	75	\$19.03	\$6.82	\$6.85	\$0.00	\$32.70
7	80	\$20.30	\$6.82	\$6.85	\$0.00	\$33.97
8	85	\$21.56	\$6.82	\$6.85	\$0.00	\$35.23
9	90	\$22.83	\$6.82	\$6.85	\$0.00	\$36.50

Effective Date - 06/01/2013

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

Notes:

Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2012	\$30.74	\$8.91	\$8.00	\$0.00	\$47.65
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2012	\$31.03	\$8.91	\$8.00	\$0.00	\$47.94
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 669</i>	01/01/2013	\$36.13	\$8.42	\$11.58	\$0.00	\$56.13

Apprentice - SPRINKLER FITTER - Local 669

Effective Date - 01/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.07	\$7.45	\$0.79	\$0.00	\$26.31
2	50	\$18.07	\$7.45	\$0.79	\$0.00	\$26.31
3	55	\$19.87	\$8.42	\$6.09	\$0.00	\$34.38
4	60	\$21.68	\$8.42	\$6.15	\$0.00	\$36.25
5	65	\$23.48	\$8.42	\$11.20	\$0.00	\$43.10
6	70	\$25.29	\$8.42	\$11.26	\$0.00	\$44.97
7	75	\$27.10	\$8.42	\$11.31	\$0.00	\$46.83
8	80	\$28.90	\$8.42	\$11.36	\$0.00	\$48.68
9	85	\$30.71	\$8.42	\$11.42	\$0.00	\$50.55
10	90	\$32.52	\$8.42	\$11.47	\$0.00	\$52.41

Notes:

Apprentice to Journeyworker Ratio:1:1

TELECOMMUNICATION TECHNICIAN	03/01/2013	\$35.36	\$9.05	\$9.21	\$0.00	\$53.62
ELECTRICIANS LOCAL 7	07/01/2013	\$36.36	\$9.05	\$9.24	\$0.00	\$54.65
	12/30/2013	\$36.86	\$9.05	\$9.26	\$0.00	\$55.17

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 7

Effective Date - 03/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$14.14	\$4.00	\$0.42	\$0.00	\$18.56
2	45	\$15.91	\$4.00	\$0.48	\$0.00	\$20.39
3	50	\$17.68	\$9.05	\$5.18	\$0.00	\$31.91
4	55	\$19.45	\$9.05	\$5.23	\$0.00	\$33.73
5	65	\$22.98	\$9.05	\$6.34	\$0.00	\$38.37
6	70	\$24.75	\$9.05	\$7.39	\$0.00	\$41.19

Effective Date - 07/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$14.54	\$4.00	\$0.44	\$0.00	\$18.98
2	45	\$16.36	\$4.00	\$0.49	\$0.00	\$20.85
3	50	\$18.18	\$9.05	\$5.20	\$0.00	\$32.43
4	55	\$20.00	\$9.05	\$5.25	\$0.00	\$34.30
5	65	\$23.63	\$9.05	\$6.36	\$0.00	\$39.04
6	70	\$25.45	\$9.05	\$7.41	\$0.00	\$41.91

Notes: Pre-5/31/11 1\$35.41/2\$37.23/3\$39.06/4\$40.87/5\$42.69/6\$44.52
Steps are 800 hours

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS	03/04/2013	\$29.28	\$10.18	\$15.70	\$0.00	\$55.16
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	09/02/2013	\$30.19	\$10.18	\$15.76	\$0.00	\$56.13
	03/03/2014	\$30.75	\$10.18	\$15.76	\$0.00	\$56.69
	09/01/2014	\$31.66	\$10.18	\$15.82	\$0.00	\$57.66
	03/02/2015	\$32.22	\$10.18	\$15.82	\$0.00	\$58.22
	08/31/2015	\$33.13	\$10.18	\$15.88	\$0.00	\$59.19
	02/29/2016	\$33.70	\$10.18	\$15.88	\$0.00	\$59.76
	09/05/2016	\$34.61	\$10.18	\$15.95	\$0.00	\$60.74
	02/27/2017	\$35.18	\$10.18	\$15.95	\$0.00	\$61.31

Apprentice - MARBLE-TILE-TERRAZZO FINISHER-Local 3 Marble/Tile (Spr/Pitt)

Effective Date - 03/04/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$14.64	\$10.18	\$15.70	\$0.00	\$40.52
2	60	\$17.57	\$10.18	\$15.70	\$0.00	\$43.45
3	70	\$20.50	\$10.18	\$15.70	\$0.00	\$46.38
4	80	\$23.42	\$10.18	\$15.70	\$0.00	\$49.30
5	90	\$26.35	\$10.18	\$15.70	\$0.00	\$52.23

Effective Date - 09/02/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.10	\$10.18	\$15.76	\$0.00	\$41.04
2	60	\$18.11	\$10.18	\$15.76	\$0.00	\$44.05
3	70	\$21.13	\$10.18	\$15.76	\$0.00	\$47.07
4	80	\$24.15	\$10.18	\$15.76	\$0.00	\$50.09
5	90	\$27.17	\$10.18	\$15.76	\$0.00	\$53.11

Notes:

Apprentice to Journeyworker Ratio:1:5

TEST BORING DRILLER LABORERS - FOUNDATION AND MARINE	12/01/2012	\$33.70	\$7.10	\$12.60	\$0.00	\$53.40
	06/01/2013	\$34.45	\$7.10	\$12.60	\$0.00	\$54.15
	12/01/2013	\$35.20	\$7.10	\$12.60	\$0.00	\$54.90
	06/01/2014	\$35.95	\$7.10	\$12.60	\$0.00	\$55.65
	12/01/2014	\$36.70	\$7.10	\$12.60	\$0.00	\$56.40
	06/01/2015	\$37.45	\$7.10	\$12.60	\$0.00	\$57.15
	12/01/2015	\$38.20	\$7.10	\$12.60	\$0.00	\$57.90
	06/01/2016	\$38.95	\$7.10	\$12.60	\$0.00	\$58.65
	12/01/2016	\$39.95	\$7.10	\$12.60	\$0.00	\$59.65

For apprentice rates see "Apprentice- LABORER"

TEST BORING DRILLER HELPER LABORERS - FOUNDATION AND MARINE	12/01/2012	\$32.42	\$7.10	\$12.60	\$0.00	\$52.12
	06/01/2013	\$33.17	\$7.10	\$12.60	\$0.00	\$52.87
	12/01/2013	\$33.92	\$7.10	\$12.60	\$0.00	\$53.62
	06/01/2014	\$34.67	\$7.10	\$12.60	\$0.00	\$54.37
	12/01/2014	\$35.42	\$7.10	\$12.60	\$0.00	\$55.12
	06/01/2015	\$36.17	\$7.10	\$12.60	\$0.00	\$55.87
	12/01/2015	\$36.92	\$7.10	\$12.60	\$0.00	\$56.62
	06/01/2016	\$37.67	\$7.10	\$12.60	\$0.00	\$57.37
	12/01/2016	\$38.67	\$7.10	\$12.60	\$0.00	\$58.37

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2012	\$32.30	\$7.10	\$12.60	\$0.00	\$52.00
	06/01/2013	\$33.05	\$7.10	\$12.60	\$0.00	\$52.75
	12/01/2013	\$33.80	\$7.10	\$12.60	\$0.00	\$53.50
	06/01/2014	\$34.55	\$7.10	\$12.60	\$0.00	\$54.25
	12/01/2014	\$35.30	\$7.10	\$12.60	\$0.00	\$55.00
	06/01/2015	\$36.05	\$7.10	\$12.60	\$0.00	\$55.75
	12/01/2015	\$36.80	\$7.10	\$12.60	\$0.00	\$56.50
	06/01/2016	\$37.55	\$7.10	\$12.60	\$0.00	\$57.25
	12/01/2016	\$38.55	\$7.10	\$12.60	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
TRACTORS <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2012	\$29.53	\$9.70	\$9.92	\$0.00	\$49.15
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2012	\$31.32	\$8.91	\$8.00	\$0.00	\$48.23
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2012	\$44.58	\$7.10	\$13.00	\$0.00	\$64.68
	06/01/2013	\$45.33	\$7.10	\$13.00	\$0.00	\$65.43
	12/01/2013	\$46.08	\$7.10	\$13.00	\$0.00	\$66.18
	06/01/2014	\$46.83	\$7.10	\$13.00	\$0.00	\$66.93
	12/01/2014	\$47.58	\$7.10	\$13.00	\$0.00	\$67.68
	06/01/2015	\$48.33	\$7.10	\$13.00	\$0.00	\$68.43
	12/01/2015	\$49.08	\$7.10	\$13.00	\$0.00	\$69.18
	06/01/2016	\$49.83	\$7.10	\$13.00	\$0.00	\$69.93
	12/01/2016	\$50.83	\$7.10	\$13.00	\$0.00	\$70.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2012	\$46.58	\$7.10	\$13.00	\$0.00	\$66.68
	06/01/2013	\$47.33	\$7.10	\$13.00	\$0.00	\$67.43
	12/01/2013	\$48.08	\$7.10	\$13.00	\$0.00	\$68.18
	06/01/2014	\$48.83	\$7.10	\$13.00	\$0.00	\$68.93
	12/01/2014	\$49.58	\$7.10	\$13.00	\$0.00	\$69.68
	06/01/2015	\$50.33	\$7.10	\$13.00	\$0.00	\$70.43
	12/01/2015	\$51.08	\$7.10	\$13.00	\$0.00	\$71.18
	06/01/2016	\$51.83	\$7.10	\$13.00	\$0.00	\$71.93
	12/01/2016	\$52.83	\$7.10	\$13.00	\$0.00	\$72.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2012	\$36.65	\$7.10	\$13.00	\$0.00	\$56.75
	06/01/2013	\$37.40	\$7.10	\$13.00	\$0.00	\$57.50
	12/01/2013	\$38.15	\$7.10	\$13.00	\$0.00	\$58.25
	06/01/2014	\$38.90	\$7.10	\$13.00	\$0.00	\$59.00
	12/01/2014	\$39.65	\$7.10	\$13.00	\$0.00	\$59.75
	06/01/2015	\$40.40	\$7.10	\$13.00	\$0.00	\$60.50
	12/01/2015	\$41.15	\$7.10	\$13.00	\$0.00	\$61.25
	06/01/2016	\$41.90	\$7.10	\$13.00	\$0.00	\$62.00
	12/01/2016	\$42.90	\$7.10	\$13.00	\$0.00	\$63.00
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2012	\$38.65	\$7.10	\$13.00	\$0.00	\$58.75
	06/01/2013	\$39.40	\$7.10	\$13.00	\$0.00	\$59.50
	12/01/2013	\$40.15	\$7.10	\$13.00	\$0.00	\$60.25
	06/01/2014	\$40.90	\$7.10	\$13.00	\$0.00	\$61.00
	12/01/2014	\$41.65	\$7.10	\$13.00	\$0.00	\$61.75
	06/01/2015	\$42.40	\$7.10	\$13.00	\$0.00	\$62.50
	12/01/2015	\$43.15	\$7.10	\$13.00	\$0.00	\$63.25
	06/01/2016	\$43.90	\$7.10	\$13.00	\$0.00	\$64.00
	12/01/2016	\$44.90	\$7.10	\$13.00	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2012	\$30.74	\$8.91	\$8.00	\$0.00	\$47.65
WAGON DRILL OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/03/2012	\$27.30	\$7.10	\$10.19	\$0.00	\$44.59
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2012	\$26.74	\$7.10	\$9.88	\$0.00	\$43.72
	06/01/2013	\$27.24	\$7.10	\$9.88	\$0.00	\$44.22
	12/01/2013	\$27.74	\$7.10	\$9.88	\$0.00	\$44.72
	06/01/2014	\$28.24	\$7.10	\$9.88	\$0.00	\$45.22
	12/01/2014	\$28.74	\$7.10	\$9.88	\$0.00	\$45.72
	06/01/2015	\$29.24	\$7.10	\$9.88	\$0.00	\$46.22
	12/01/2015	\$29.74	\$7.10	\$9.88	\$0.00	\$46.72
	06/01/2016	\$30.24	\$7.10	\$9.88	\$0.00	\$47.22
	12/01/2016	\$30.99	\$7.10	\$9.88	\$0.00	\$47.97
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WATER METER INSTALLER <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	03/17/2013	\$35.81	\$8.30	\$13.75	\$0.00	\$57.86
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
Outside Electrical - West						
EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	08/31/2008	\$35.04	\$5.70	\$5.80	\$0.00	\$46.54
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	08/31/2008	\$22.67	\$5.70	\$1.18	\$0.00	\$29.55
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN / TRUCK DRIVER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	08/31/2008	\$30.92	\$5.70	\$4.93	\$0.00	\$41.55
For apprentice rates see "Apprentice- LINEMAN"						
HEAVY EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	08/31/2008	\$37.10	\$5.70	\$6.11	\$0.00	\$48.91
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	08/31/2008	\$41.22	\$5.70	\$7.74	\$0.00	\$54.66

Apprentice - LINEMAN (Outside Electrical) - West Local 42

Effective Date - 08/31/2008

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$24.73	\$5.70	\$0.74	\$0.00	\$31.17
2	65	\$26.79	\$5.70	\$0.80	\$0.00	\$33.29
3	70	\$28.85	\$5.70	\$7.37	\$0.00	\$41.92
4	75	\$30.92	\$5.70	\$7.43	\$0.00	\$44.05
5	80	\$32.98	\$5.70	\$7.49	\$0.00	\$46.17
6	85	\$35.04	\$5.70	\$7.55	\$0.00	\$48.29
7	90	\$37.10	\$5.70	\$7.61	\$0.00	\$50.41

Notes:

Apprentice to Journeyworker Ratio:1:2

TELEDATA CABLE SPLICER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	07/16/2012	\$26.33	\$4.18	\$2.79	\$0.00	\$33.30
TELEDATA LINEMAN/EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	07/16/2012	\$24.78	\$4.18	\$2.74	\$0.00	\$31.70
TELEDATA WIREMAN/INSTALLER/TECHNICIAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	07/16/2012	\$24.78	\$4.18	\$2.74	\$0.00	\$31.70
TRACTOR-TRAILER DRIVER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	08/31/2008	\$35.04	\$5.70	\$5.80	\$0.00	\$46.54
TREE TRIMMER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	02/01/2009	\$16.59	\$2.42	\$0.00	\$0.00	\$19.01
This classification applies only to the trimming of branches on and around utility lines.						
TREE TRIMMER GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	02/01/2009	\$14.64	\$2.42	\$0.00	\$0.00	\$17.06
This classification applies only to the trimming of branches on and around utility lines.						

Additional Apprentice Information:

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

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

All steps are six months (1000 hours) unless otherwise specified.

* Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof.

** 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.