PURCHASING DIVISION
CITY OF WORCESTER
MASSACHUSETTS 01608-1895
ROOM 201 - CITY HALL, 455 Main Street
PHONE (508) 799-1220

BID INVITATION
(Supplies, Material, Equipment, Services)

AN EQUAL OPPORTUNITY AFFIRMATIVE ACTION EMPLOYER

BID NO. 7461-W1
DATE: August 27, 2020
CITY OF WORCESTER **Christopher J. Gagliastro, MCPPO** **Purchasing Agent**
BUYER: Christopher J. Gagliastro

NOTICE TO BIDDERS
TERMS AND CONDITIONS

All bids are subject to the terms and conditions and specificity herein set forth except where specifically deleted by the City of Worcester in Section No. 6 below.

COMPLETE ORIGINAL COPY (including ALL required pages) OF THIS BID MUST BE SUBMITTED IN A SEALED ENVELOPE:

DATE: **September 17, 2020** TIME: 4:00 P.M. LOCAL TIME

PLACE: Purchasing Division, Room 201, City Hall, Worcester, Massachusetts

MARK ENVELOPE **"Bid No. 7461-W1, Firefighter's Memorial (Webster Square) / WFD"**

The name and address of the bidder must appear in the upper left hand corner of the envelope. The City of Worcester is not responsible for bids not properly marked.

GENERAL

1. This Bid Invitation covers: Furnish labor, materials, equipment and supervision necessary and proper for construction of a memorial in honor of Firefighter Christopher Roy at the Webster Square Fire Station as per the requirements and specifications of the City of Worcester Fire Department.

2. A certified check or bid bond made payable to the "City Treasurer, City of Worcester" in the Amount of $ None must accompany this bid.

3. **NO BID WILL BE ACCEPTED AFTER TIME AND DATE SPECIFIED**

4. A performance bond in the amount of $ n/a of the total dollar award is required.

5. A payment bond in the amount of $ 50% of the total dollar award is required **if total amount exceeds $ 25,000.**

6. All terms and conditions are applicable to this proposal except the following section numbers which are hereby deleted from this invitation: all apply

7. Questions pertaining to this bid must be directed to: Christopher J. Gagliastro in writing via e-mail at: gagliastroc@worcesterma.gov

   - **Pre-Bid Site Visit to be held on 9/9/20 at 9:00 AM at Webster Square Fire Station. Prospective bidders are encouraged to attend to view the site.**

8. The following meanings are attached to the defined words when used in this bid form.
   (a) The word "City" means The City of Worcester, Massachusetts.
   (b) The word "Bidder" means the person, firm or corporation submitting a bid on these specifications or any part thereof.
   (c) The word "Contractor" means the person, firm or corporation with whom the contract is made by carrying out the provisions of these specifications and the contract.
   (d) The words "Firm Price" shall mean a guarantee against price increases during the life of the contract.

9. Any prospective bidder requesting a change in or interpretation of existing specifications of terms and conditions must do so within five (5) days (Saturdays, Sundays and Holidays excluded) BEFORE scheduled bid opening date. All requests are to be in writing to the Purchasing Division (or e-mailed at gagliastroc@worcesterma.gov). No changes will be considered or any interpretation issued unless request is in our hands within five (5) days (Saturdays, Sundays and Holidays excluded) BEFORE scheduled bid opening date.

10. The contractor will be required to indemnify and save harmless the City of Worcester, for all damages to life and property that may occur due to his or her negligence or that of his or her employees, subcontractors, etc., during this contract.

11. The Contract Agreement will be in the form customarily employed by the City of Worcester and is on file in the Purchasing Division at City Hall.

12. Bids which are incomplete, not properly endorsed, or signed, or otherwise contrary to these instructions will be rejected as informal by the Purchasing Agent. Conditional Bids Will Not Be Accepted.

13. The Bidder must certify that no official or employee of the City of Worcester, Massachusetts is pecuniarily interested in this proposal or in the contract which the bidder offers to execute or in expected profits to arise therefrom, unless there has been compliance with provisions of G.L.C.43 Sec. 27, and that this bid is made in good faith without fraud or collusion or connection with any other person submitting a proposal.

14. As the City of Worcester is exempt from the payment of Federal Excise Taxes, and Massachusetts Sales Tax, prices quoted herein are not to include these taxes.

15. **All prices are to be firm F.O.B. Destination, City of Worcester, Massachusetts, unless otherwise indicated by the City. Time reserved for award is ninety days.**

16. In case of error in the extension prices quoted herein, the unit price will govern.

17. It is understood and agreed that should any price reductions occur between the opening of this bid and delivery of any order, the benefit of all such reductions will be extended to the City.

18. The City of Worcester reserves the right to reject any and all bids, wholly or in part, and to make awards in a manner deemed in the best interest of the City.

19. Awards will be made to the bidder quoting the lowest net price in accordance with specifications.

20. The supplier will be bound by all applicable statutory provisions of law of the Federal Government, the Commonwealth of Massachusetts, the City of Worcester, and The Department of Public Safety of the Commonwealth of Massachusetts.

21. Any bid withdrawn after time and date specified, the bidder shall forfeit deposit on bid as liquidated damages.

22. The contractor will not be permitted to either or underlet the contractor, not assign either legally or equitably any monies hereunder, or its claim thereto without the previous written consent of the City Treasurer and of the Purchasing Agent of the City.

23. If this bid shall be accepted by the City, and the bidder shall fail to contract as aforesaid and to give a bond in the amount as specified in Section 4, within ten (10) days, (not including Sunday or a Legal Holiday) from the date of the mailing of a notice from the City to him, according to the address given herewith, that the contract is ready for signature, the City may

by option determine that the bidder has abandoned the contract and thereupon the proposal and acceptance shall be null and void and the bid security accompanying this proposal shall become the property of the City as liquidated damages.

24. When quoting, the bidder shall submit a signed copy of this bid form, and if bid is accepted by the City shall constitute part of the contract of purchase. Do not detach any part of this form when submitting a bid. Bidder must sign and return complete forms.

25. If in the judgment of the Purchasing Agent any property is needlessly damaged by an act or omission of the contractor or his/her employees, servants, or agent, the amount of such damages shall be determined by the Purchasing Agent of the City of Worcester and such amount shall be deducted from any money due the contractor or may be recovered from said contractor in actions at law.

26. It is agreed that deliveries and/or completion are subject to strikes, lockouts, accidents and Acts of God.

INSURANCE AND WORKER'S COMPENSATION

27. COMMERCIAL GENERAL LIABILITY INSURANCE – Contractor to supply the City of Worcester with certificates of insurance evidencing general liability coverage of not less than $ 1,000,000.00 per occurrence / $ 2,000,000.00 aggregate.

28. AUTOMOBILE LIABILITY INSURANCE – Contractor to supply the City of Worcester with certificates of insurance evidencing automobile liability coverage, bodily injury and property damage combined single limits, of $ 1,000,000.00 (all owned, hired and non-owned autos).

29. COMPENSATION INSURANCE – Contractor shall furnish the City of Worcester with certificates showing that all of his or her employees who shall be connected with this work are protected under Massachusetts' statutory worker's compensation insurance policies.

30. The Contractor shall carry public liability insurance with an insurance company satisfactory to the City so as to save the City harmless from any and all claims for damages arising out of bodily injury to or death of any person or persons, and for all claims for damages arising out of injury to or destruction of property caused by accident resulting from the use of implements, equipment or labor used in the performance of the contractor or from any neglect, default or omission, or want of proper care, or misconduct on the part of the Contractor or for any one of his employ during the execution of the contract.

31. Prior to starting on this contract, the Contractor shall deposit with the contracting officer certificates from the insurer to the effect that the insurance policies required in the above paragraph have been issued to the Contractor. The certificates must be on a form satisfactory to the Purchasing Agent.

32. Except as may be otherwise stated herein, the Contractor shall also carry bodily injury and property damage insurance in amount not less than those set forth above covering the operation of all motor powered vehicles owned or operated by the Contractor and engage in this contract.

DISCOUNT

33. Prompt pay discounts will be considered when determining the low bid except when discounts are for a period of less than 30 days. In this event discounts will not be taken into consideration when determining low bid.

34. Time, in connection with discount offered, will be computed from date of completion and/or delivery and acceptance at destination, or from date correct bill or voucher properly certified by the contractor is received if the latter date is later than the date of completion and acceptance and/or delivery and acceptance.

GUARANTEE

35. The bidder to who a contract is awarded guarantees to the City of Worcester all equipment, materials and/or workmanship for a period of one (1) year after final inspection and acceptance and shall replace promptly any defective equipment, materials and/or workmanship required without additional cost to the City.

DELIVERIES AND COMPLETION

36. It is understood and agreed that in the event of failure on the part of the bidder to indicate date of delivery and/or completion, delivery and/or completion will be made within twelve (12) days from date of notification. Should the successful bidder fail to make delivery or complete contract within time specified, the City reserves the right to make the purchase on such orders at the open market and charge any excess over contract price to the account of the successful bidder, who shall pay the same.

37. The contractor shall familiarize himself with the location and facilities for storage.

38. The City, through its Purchasing Division, reserves the right to divert delivery from one location to another, and to allow for any change in operating conditions or for any other cause not now foreseen and to proportion deliveries according to available storage facilities.

SAMPLING AND ANALYSIS

39. Each bidder must state the commercial name of the product quoted, name, and address of operator or agent from whom the product will be purchased and in addition shall furnish an analysis of the product, date of analysis, by whom made and their address.

40. Samples of the product to be delivered may be taken by a representative of the City, either prior to delivery or while it is being delivered in the storage facilities at destination, or will be taken from the storage facilities to which the product has been delivered as determined from time to time by the Purchasing Agent. Bidder agrees to furnish the necessary manual labor, without additional cost required to assemble the physical samples, which is to be performed under the direction of the City representative.

41. The representative of the City taking the samples, shall be given the opportunity, while sampling, to affix his signature to the delivery slip each item represented in his sample.

42. Any product after the sampling and analysis, not found meeting the requirements of the contract shall be sufficient cause for the cancellation of the contract at the option of the Purchasing Agent.

43. If any product is found that does not meet the analysis submitted by the bidder in his proposal, the Purchasing Agent may at his option exercise his right to reject the product and require that all or any part thereof shall be removed promptly by and at the expense of the contractor and replace it forthwith with a product satisfactory to the Purchasing Agent, or to retain the product and compensate the contractor in an amount as determined by the Purchasing Agent and the City Manager.

44. It is understood and agreed that it shall be a material breach of any contract resulting from this bid for the Contractor to engage in any practice which shall violate any provisions of Massachusetts General Laws, Chapter 151B, relative to discrimination in hiring, discharge, compensation, or terms, conditions or privileges of employment because of race, color, religious creed, national origin, sex, age or ancestry.

45. The undersigned as bidder, declares that the only parties interested in this proposal as principals are named herein; that this proposal is made without collusion with any other person, firm or corporation; that no officer or agent of the City is directly or indirectly interested in this bid; and he proposes and agrees that if this proposal is accepted he will contract with the City in accordance with the specifications, also the terms and conditions as spelled out in this bid form.

46. No Person, including but not limited to corporations, partnerships, limited partnerships or limited liability corporations, shall be eligible to receive a contract under this invitation to bid and/or request for proposal if that person has been convicted of any felony offense involving the distribution of controlled substances as that term is defined under Chapter 94C of the General Laws and, for contracts to be performed for on-site services to the Worcester Public Schools, if that person or any person to be employed by that person in the performance of such on-site services has been convicted of a "sex offense" or a "sex offense involving a child" or a "sexually violent offense" or would meet the definition of "sexually violent predator" as those terms are defined in Chapter 6, Section 178C of the General Laws and who must register with the sex offender registry board.

47. The Contractor shall at all times enforce strict discipline and good order among his employees and shall not employ for work or services relating to this contract any unfit person or anyone not skilled in the task assigned to him. In light of the

fact that the performance of this contract requires the Contractor and its employees to have significant interaction with the public, the Contractor shall require all employees who may perform services under this contract to conduct themselves in a courteous, professional manner. If the Contractor is notified by the Contract Officer that any person engaged upon the work is incompetent, unfaithful, disorderly, discourteous, or otherwise unsatisfactory, then such person shall be discharged from providing services or work pursuant to this contract. Without limiting the generality of the foregoing, intimidation, threats and/or violent conduct of any kind or nature directed to members of the public are absolutely prohibited. Failure to comply with this requirement shall be grounds for termination of the contract.

48. The Contractor's performance may be evaluated on an ongoing basis including but not limited to consideration of complaints received from members of the public. In order to facilitate this evaluation, the Contractor shall provide the City with documents and records upon request. The Contractor shall further obtain from its employees authorization that appropriate City personnel may obtain all available criminal offender information ("CORI") from the Criminal History Systems Board. A high number of unresolved complaints, any number of complaints that are particularly severe, or employment of individuals who have been convicted or assault or other violent crimes shall be grounds for the early termination or non-renewal of the contract by the City.

49. The procurement officer shall award the contract to the lowest responsible and responsive bidder. The term "responsible bidder" means "a person who has the capability to perform fully the contract requirements, and the integrity and reliability which assures good faith performance." Consistent with its duty to maintain public order and promote public safety, the City has determined that this contract is of a type and nature so as to be particularly sensitive due, at least in part, to the contractor's inherent access and dealings with the members of the general public. Therefore, the City has concluded that additional scrutiny is justified as it determines whether a particular bidder is responsible, having the integrity and reliability to properly perform the requested services. This may entail consideration of the contractor's system of oversight, training and supervision of its employees, including but not limited to its requirement of a high standard of customer service and courtesy in its dealings with the public. The bidder's care and diligence in hiring and assigning its employees will also be considered. In making its determination, the City reserves the right to examine any and all information at its disposal, including but not limited to prior City contracts, the experiences and information obtained from current and former customers (whether identified by the bidder as references or not), as well as other sources available to the City, including but not limited to court documents, newspapers, financial reports (such as DUNS), and certain police data and reports.

50. The Contractor, acting through its owner(s) or any of its employees, or its agents or sub-contractors and any of their employees, shall not engage in any behavior, whether during the course of its duties under this contract or at any other time, that is illegal, criminal or otherwise shocking or offensive to the general public. The determination whether any particular behavior is illegal, criminal or shocking to the general public shall rest in the sound judgment of the Contracting Officer or the City Manager. In making such determination, the Contracting Officer or the City Manager shall apply the general standards of the community. No criminal conviction or formal charges shall be required to make such determination. Such behavior need be something more than trivial and something which would cause the general public to have concerns either about the safety of individuals coming in contact with the Contractor or about the character and integrity of the individuals with which the City does business. Violation of this provision shall be grounds for immediate and unilateral termination of this contract by the City upon five days' notice as otherwise provided herein

GIVE FULL NAMES AND RESIDENCES OF ALL PERSONS INTERESTED IN THE FOREGOING PROPOSAL.

(NOTICE: Give first and last name in full; in case of corporations, give corporate name and names of President, Treasurer, and Manager; and in case of firms give names of the individual members)

Name Address Zip Code

_____

_____

_____

_____

KINDLY FURNISH THE FOLLOWING INFORMATION REGARDING BIDDER:

(1) If a Proprietorship

Name of Owner _____

Business Address _____

Zip Code _____ Telephone No. _____

Home Address _____

Zip Code _____ Telephone No. _____

(2) If a Partnership
Full names and addresses of all partners

Name Address Zip Code

_____

_____

_____

Business Address _____Zip Code _____

Tel. No. _____

(3) If a Corporation

Full Legal Name _____

State of Incorporation _____ Qualified in Massachusetts ? Yes _____ No _____

Principal Place of Business _____
Street P.O. Box

_____
City/Town State Zip

Telephone No. _____

Place of Business in Massachusetts _____
Street P.O. Box

_____
City/Town State Zip

Telephone No. _____

GIVE THE FOLLOWING INFORMATION REGARDING SURETY COMPANY

Full Legal Name of Surety Company _____

State of Incorporation _____ Admitted in Massachusetts ? Yes _____ No _____

Principal Place of Business _____
Street P.O. Box

_____
City/Town State Zip

Place of Business in Massachusetts _____
Street P.O. Box

_____
City/Town State Zip

Telephone No. _____

NOTE

The Office of the Attorney General, Washington, D.C. requires the following information on all bid proposals amounting to $1,000.00 or more.

F.I.D. Number of bidder _____

This number is regularly used by companies when filing their "EMPLOYER'S FEDERAL TAX RETURN, U.S." Treasury Department Form 941.

AUTHORIZED SIGNATURE OF BIDDER _____ TITLE _____
PLEASE SIGN

DATE _____ BID SECURITY $_____

The name of Customer Service Representative and the Contract Administrator responsible for servicing this account in the event of contract award are:

_____ _____
NAME (PLEASE PRINT) *Customer Service Rep.* TEL. NO.

_____ _____
NAME (PLEASE PRINT) *Contract Administrator* TEL. NO.

FAX NUMBER **FAX #** _____

E-MAIL (Customer Service Rep.): _____

E-MAIL (Contract Administrator): _____

UNDER MASSACHUSETTS GENERAL LAWS, CHAPTER 30B: SECTION 10, THE FOLLOWING CERTIFICATION MUST BE PROVIDED:

Section 10. A person submitting a bid or a proposal for the procurement or disposal of supplies, or services to any governmental body shall certify in writing, on the bid or proposal, as follows:

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

(Please Print) _____
Name of Person Signing Bid

_____
Signature of Person Signing Bid

_____
Company

No award will be made without vendor certification of the above.

PROPOSAL PAGE

Bidders must state and identify the product offered, such as manufacturer's name, trade name, brand name and quality next to each item. WE MUST KNOW WHAT HAS BEEN OFFERED.

The quantities shown herein are estimated only and the Contractor will be required to furnish all quantities ordered by the City during the period of the contract.

YES XX NO

Delivery to be made to: Worcester, MA

This Bid includes addenda numbered _____

NO PRICE ADJUSTMENTS ALLOWED. PRICES QUOTED ARE FINAL. CHECK BEFORE SIGNING

BIDDER TO COMPLETE ITEMS BELOW

Item No.	Quantity	Description				Total Price
1	Lump Sum	**Construction of a Memorial in honor of Firefighter Christopher Roy at Webster Square Fire Stations per the attached requirements and specifications of the City of Worcester.** ***For any bid price that exceeds $25,000, the vendor must provide a payment bond in the amount of 50% of the contract amount. Payment Bond form to be provided by the City upon award.*** ***Insurance certificates are required. The awardee must forward insurance certificate copies to the Purchasing Division consistent with the requirements stated in these bid documents prior to commencement of work.*** ***No work may commence until these forms are on file with the Purchasing Division*** **Quotes may be emailed to gagliastroc@worcesterm.gov** **Questions must be directed to gagliastroc@worcesterma.gov**				**$_____** **Total Lump Sum Price**

TERMS, PROMPT PAY DISCOUNT _____% 30 DAYS, NET 45 DAYS.

DELIVERY AND/OR COMPLETION TO BE MADE WITHIN (_____) DAYS FROM TIME OF NOTIFICATION BY THE CITY.

NAME OF BIDDER_____

SPECIFICATIONS FOR CHRISTOPHER ROY MEMORIAL AT WEBSTER SQUARE FIRE STATION / WFD
BID # 7461-W1

General:
The intent of these specifications is to provide for construction of a memorial in honor of Firefighter Christopher Roy at the Webster Square Fire Station in accordance with all applicable state, local and federal laws, rules and regulations. The area to be constructed is identified in the attached photos and drawings. Bidders shall provide a lump sum price to complete all of the work identified in the scope of services below.

Scope of Services

- Contractor shall be responsible for contacting Dig-Safe and marking out of all utilities in the area
- Excavate the existing landscaped area in front of the Webster Sq. Fire Station.
    - Remove existing stone
    - Remove any fill necessary to accommodate the installation of stamped concrete pad.
    - Properly dispose of all discarded material
    - Remove current non-operational lighting
    - Remove existing concrete pad and dispose properly
- Raise fiber optic box to be level with new stamped concrete pad.
- Pour and set approximately 534 square feet of stamped concrete.
    - 4000 PSI aggregate
    - 10” reveal from existing side walk.
    - Gray concrete with charcoal border
    - Color choices to be confirmed with Worcester Fire Department Plant Engineer
- Provide concrete pad for statue to have 24” reveal from surface of stamped concrete surface, statue pad to be 3’x3’ (dark charcoal)
- Install Bronze statute (owner to provide) on granite block.
- Provide and Install 3x3 granite slab for bronze statute (owner to provide) to be mounted on.
- Decorative water gun (owner provided, picture attached) will be re-mounted to stamped concrete in desired location.
- Concrete Flower box to be 5’ width off surface of station, and 11’ long with a width of 6”. Flower box to have 18” reveal from surface of stamped concrete surface. Flower box to be Dark Charcoal in color. (see attached diagram)
- Provide and install sufficient top soil for planting.
- Provide & Plant assortment of 10 Perennials & 20 annuals
- Install
    - lighting
    - Station Granite Marker
    - Memorial Statute
    - Water gun
    - Flag

- Install electrical connection on building just below the 2001 to allow for a lighted decoration.
- Contractor will be responsible for any police details required.
- Contractor will be responsible for discarding all construction debris.
- Contractor will be responsible for obtaining all necessary permits.

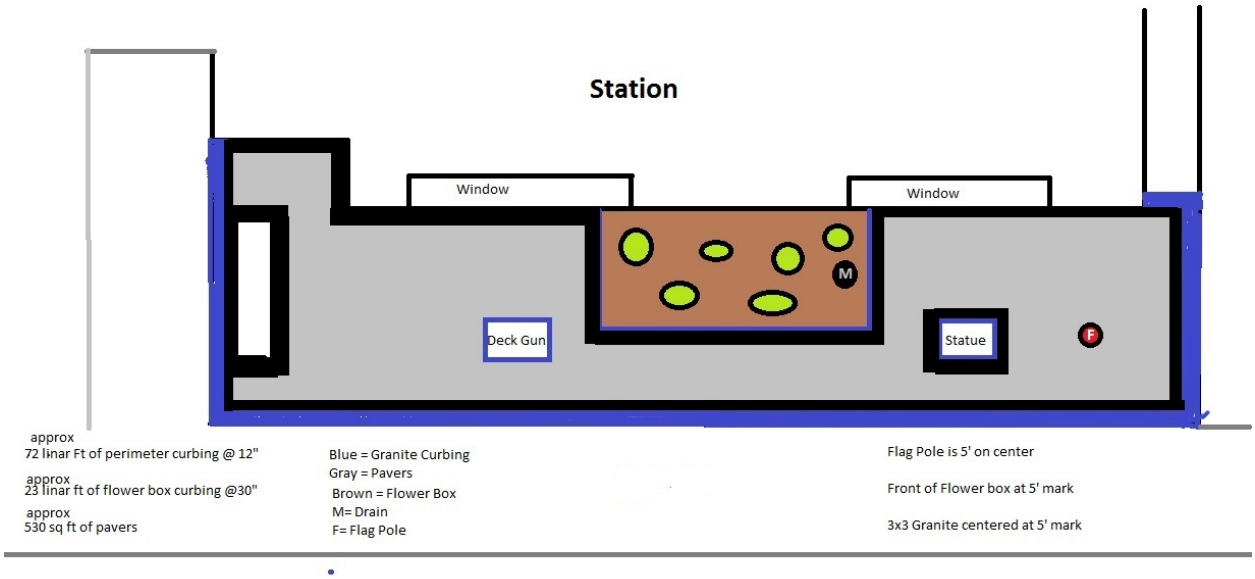
Schedule:

- Pre-bid meeting will be held at the Webster Square fire station at 9am on September 9, 2020. All bidders are encouraged to attend.
- All work must be done in accordance with a schedule approved by the Owner.
- Project must be complete by November 1, 2020.

Contractor Qualifications:

- In all circumstances the work to be performed shall be of first class quality by employees skilled in the respective trade and knowledgeable about the products and equipment being used.
- The contractor awarded this project shall provide evidence of prior experience and capabilities, including appropriate staff and equipment necessary to complete the required work in accordance with the above schedule. A list of recent projects (minimum of 3) similar in size and scope to the City's project (including name, contact number of references) is acceptable.
- The City reserves the right to contact bidders' references and the City shall serve as its own reference.

2001
ENGINE 5



approx
72 linar Ft of perimeter curbing @ 12"

approx
23 linar ft of flower box curbing @30"

approx
530 sq ft of pavers

Blue = Granite Curbing
Gray = Pavers
Brown = Flower Box
M= Drain
F= Flag Pole

Flag Pole is 5' on center

Front of Flower box at 5' mark

3x3 Granite centered at 5' mark

PREVAILING WAGE RATES

&

CERTIFIED PAYROLL REPORTING FORMS

NOTE: **Successful bidder/contractor shall submit the required certified payroll reporting forms on a weekly basis *via email* to:**

certifiedpayrollrecords@worcesterma.gov

City of Worcester – Purchasing Division
City Hall – Room 201
455 Main Street
Worcester, MA 01608

MASSACHUSETTS WEEKLY CERTIFIED PAYROLL REPORT FORM

Company's Name:	Address:	Phone No.:	Payroll No.:

Employer's Signature:	Title:	Contract No:	Tax Payer ID Number	Work Week Ending:

Awarding Authority's Name:	Public Works Project Name:	Public Works Project Location:	Min. Wage Rate Sheet Number

General / Prime Contractor's Name:	Subcontractor's Name:		"Employer" Hourly Fringe Benefit Contributions

Employee Name & Complete Address	Work Classification:	Employee is OSHA 10 certified (?)	Appr. Rate (%)	Hours Worked Su.	Mo.	Tu.	We.	Th.	Fr.	Sa.	Project Hours (A) / All Other Hours	Hourly Base Wage (B)	Health & Welfare Insurance (C)	ERISA Pension Plan (D)	Supp. Unemp. (E) (B+C+D+E)	Total Hourly Prev. Wage (F) (A x F)	Project Gross Wages / Total Gross Wages	Check No. (H)

Are all apprentice employees identified above currently registered with the MA DLS's Division of Apprentice Standards? YES ☐ NO ☐

For all apprentices performing work during the reporting period, attach a copy of the apprentice identification card issued by the Massachusetts Department of Labor Standards / Division of Apprentice Standards.

No apprentices are identified above ☐

NOTE: Pursuant to MGL c. 149, s. 27B, every contractor and subcontractor is required to submit a **true and accurate** copy of their certified weekly payroll records to the awarding authority by first-class mail or e-mail. In addition, each weekly payroll must be accompanied by a statement of compliance signed by the employer. Failure to comply may result in the commencement of a criminal action or the issuance of a civil citation.

Date Received by Awarding Authority
/ /

Weekly Workforce Utilization Report Form

Project Name:			Contract No.:		Contract Value:						
Name of General Contractor:			Address:					Tel. No.:			
Name of Contractor Filing Report:			Address:					Tel. No.:			
Week Ending:											
Report by:		Date Work Began:		Final Report?:	Y ☐	N ☐	Date Work Completed:				
Title:		Reporting Date:		Report No.:							

Job Category	Number of Employees	Number of Employees Who Are		Total Weekly Workforce Hours	Total Weekly Workforce		Weekly % Workforce Hours		Total Workforce Hours to	Total Workforce Hours to Date		% of Workforce Hours to Date	
		P.O.C.	Women		P.O.C.	Women	P.O.C.	Women		P.O.C.	Women	P.O.C.	Women
							0%	0%				0%	0%
							0%	0%				0%	0%
							0%	0%				0%	0%
							0%	0%				0%	0%
							0%	0%				0%	0%
							0%	0%				0%	0%
Totals	-	-	-	-	-	-	0%	0%	-	-	-	0%	0%

WEEKLY PAYROLL RECORDS REPORT
& STATEMENT OF COMPLIANCE

In accordance with Massachusetts General Law c. 149, §27B, a true and accurate record must be kept of all persons employed on the public works project for which the enclosed rates have been provided. A Payroll Form has been printed on the reverse of this page and includes all the information required to be kept by law. Every contractor or subcontractor is required to keep these records and preserve them for a period of three years from the date of completion of the contract.

In addition, every contractor and subcontractor is required to submit a copy of their weekly payroll records to the awarding authority. For every week in which an apprentice is employed, a photocopy of the apprentice's identification card must be attached to the payroll report. Once collected, the awarding authority is also required to preserve those records for three years.

In addition, each such contractor, subcontractor, or public body shall furnish to the awarding authority directly, within fifteen days after completion of its portion of the work a statement, executed by the contractor, subcontractor or public body who supervises the payment of wages, in the following form:

STATEMENT OF COMPLIANCE

_____, 20_____

I,_____,_____
(Name of signatory party) (Title)

do hereby state:

That I pay or supervise the payment of the persons employed by
_____ on the _____
(Contractor, subcontractor or public body) (Building or project)

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

Signature _____

Title _____

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

Prevailing Wage Rates

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

CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

ROSALIN ACOSTA
Secretary
MICHAEL FLANAGAN
Director

Awarding Authority: City of Worcester Purchasing Division

Contract Number: 7461-W1 **City/Town:** WORCESTER

Description of Work: Construction of a firefighter memorial at Webster Square Fire Station including: excavation & removal of existing materials, new concrete pad, and stamped concrete, landscaping and lighting

Job Location: Webster 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
Construction						
(2 AXLE) DRIVER - EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	08/01/2020	$35.15	$12.91	$13.72	$0.00	$61.78
	12/01/2020	$35.15	$12.91	$14.82	$0.00	$62.88
	06/01/2021	$35.95	$12.91	$14.82	$0.00	$63.68
	08/01/2021	$35.95	$13.41	$14.82	$0.00	$64.18
	12/01/2021	$35.95	$13.41	$16.01	$0.00	$65.37
(3 AXLE) DRIVER - EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	08/01/2020	$35.22	$12.91	$13.72	$0.00	$61.85
	12/01/2020	$35.22	$12.91	$14.82	$0.00	$62.95
	06/01/2021	$36.02	$12.91	$14.82	$0.00	$63.75
	08/01/2021	$36.02	$13.41	$14.82	$0.00	$64.25
	12/01/2021	$36.02	$13.41	$16.01	$0.00	$65.44
(4 & 5 AXLE) DRIVER - EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	08/01/2020	$35.34	$12.91	$13.72	$0.00	$61.97
	12/01/2020	$35.34	$12.91	$14.82	$0.00	$63.07
	06/01/2021	$36.14	$12.91	$14.82	$0.00	$63.87
	08/01/2021	$36.14	$13.41	$14.82	$0.00	$64.37
	12/01/2021	$36.14	$13.41	$16.01	$0.00	$65.56
ADS/SUBMERSIBLE PILOT *PILE DRIVER LOCAL 56 (ZONE 2)*	08/01/2019	$102.78	$9.90	$21.15	$0.00	$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR *LABORERS - ZONE 2*	06/01/2020	$34.81	$8.60	$15.77	$0.00	$59.18
	12/01/2020	$35.70	$8.60	$15.77	$0.00	$60.07
	06/01/2021	$36.62	$8.60	$15.77	$0.00	$60.99
	12/01/2021	$37.53	$8.60	$15.77	$0.00	$61.90
For apprentice rates see "Apprentice- LABORER"						
ASBESTOS WORKER (PIPES & TANKS) *HEAT & FROST INSULATORS LOCAL 6 (WORCESTER)*	06/01/2020	$38.00	$12.50	$8.85	$0.00	$59.35
	12/01/2020	$39.00	$12.50	$8.85	$0.00	$60.35
ASPHALT RAKER *LABORERS - ZONE 2*	06/01/2020	$34.31	$8.60	$15.77	$0.00	$58.68
	12/01/2020	$35.20	$8.60	$15.77	$0.00	$59.57
	06/01/2021	$36.12	$8.60	$15.77	$0.00	$60.49
	12/01/2021	$37.03	$8.60	$15.77	$0.00	$61.40
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE *OPERATING ENGINEERS LOCAL 4*	06/01/2020	$49.33	$13.00	$15.70	$0.00	$78.03
	12/01/2020	$50.48	$13.00	$15.70	$0.00	$79.18
	06/01/2021	$51.58	$13.00	$15.70	$0.00	$80.28
	12/01/2021	$52.73	$13.00	$15.70	$0.00	$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER *OPERATING ENGINEERS LOCAL 4*	06/01/2020	$49.33	$13.00	$15.70	$0.00	$78.03
	12/01/2020	$50.48	$13.00	$15.70	$0.00	$79.18
	06/01/2021	$51.58	$13.00	$15.70	$0.00	$80.28
	12/01/2021	$52.73	$13.00	$15.70	$0.00	$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER *LABORERS - ZONE 2*	06/01/2020	$34.31	$8.60	$15.77	$0.00	$58.68
	12/01/2020	$35.20	$8.60	$15.77	$0.00	$59.57
	06/01/2021	$36.12	$8.60	$15.77	$0.00	$60.49
	12/01/2021	$37.03	$8.60	$15.77	$0.00	$61.40
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BLOCK PAVER, RAMMER / CURB SETTER *LABORERS - ZONE 2*	06/01/2020	$34.81	$8.60	$15.77	$0.00	$59.18
	12/01/2020	$35.70	$8.60	$15.77	$0.00	$60.07
	06/01/2021	$36.62	$8.60	$15.77	$0.00	$60.99
	12/01/2021	$37.53	$8.60	$15.77	$0.00	$61.90
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER *BOILERMAKERS LOCAL 29*	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) *BRICKLAYERS LOCAL 3 (WORCESTER)*	08/01/2020	$53.61	$10.75	$21.45	$0.00	$85.81
	02/01/2021	$54.21	$10.75	$21.45	$0.00	$86.41
	08/01/2021	$55.61	$10.75	$21.61	$0.00	$87.97
	02/01/2022	$56.19	$10.75	$21.61	$0.00	$88.55

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$26.81	$10.75	$21.45	$0.00	$59.01
2	60	$32.17	$10.75	$21.45	$0.00	$64.37
3	70	$37.53	$10.75	$21.45	$0.00	$69.73
4	80	$42.89	$10.75	$21.45	$0.00	$75.09
5	90	$48.25	$10.75	$21.45	$0.00	$80.45

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$27.11	$10.75	$21.45	$0.00	$59.31
2	60	$32.53	$10.75	$21.45	$0.00	$64.73
3	70	$37.95	$10.75	$21.45	$0.00	$70.15
4	80	$43.37	$10.75	$21.45	$0.00	$75.57
5	90	$48.79	$10.75	$21.45	$0.00	$80.99

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER *OPERATING ENGINEERS LOCAL 4*	06/01/2020	$48.81	$13.00	$15.70	$0.00	$77.51
	12/01/2020	$49.95	$13.00	$15.70	$0.00	$78.65
	06/01/2021	$51.04	$13.00	$15.70	$0.00	$79.74
	12/01/2021	$52.18	$13.00	$15.70	$0.00	$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN *LABORERS - FOUNDATION AND MARINE*	06/01/2020	$40.30	$8.60	$17.24	$0.00	$66.14
	12/01/2020	$41.28	$8.60	$17.24	$0.00	$67.12
	06/01/2021	$42.30	$8.60	$17.24	$0.00	$68.14
	12/01/2021	$43.31	$8.60	$17.24	$0.00	$69.15
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER *LABORERS - FOUNDATION AND MARINE*	06/01/2020	$39.15	$8.60	$17.24	$0.00	$64.99
	12/01/2020	$40.13	$8.60	$17.24	$0.00	$65.97
	06/01/2021	$41.15	$8.60	$17.24	$0.00	$66.99
	12/01/2021	$42.16	$8.60	$17.24	$0.00	$68.00
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN *LABORERS - FOUNDATION AND MARINE*	06/01/2020	$39.15	$8.60	$17.24	$0.00	$64.99
	12/01/2020	$40.13	$8.60	$17.24	$0.00	$65.97
	06/01/2021	$41.15	$8.60	$17.24	$0.00	$66.99
	12/01/2021	$42.16	$8.60	$17.24	$0.00	$68.00
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR *LABORERS - ZONE 2*	06/01/2020	$34.31	$8.60	$15.77	$0.00	$58.68
	12/01/2020	$35.20	$8.60	$15.77	$0.00	$59.57
	06/01/2021	$36.12	$8.60	$15.77	$0.00	$60.49
	12/01/2021	$37.03	$8.60	$15.77	$0.00	$61.40
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARPENTER *CARPENTERS -ZONE 2 (Eastern Massachusetts)*	03/01/2020	$42.50	$9.40	$18.95	$0.00	$70.85
	09/01/2020	$43.15	$9.40	$18.95	$0.00	$71.50
	03/01/2021	$43.75	$9.40	$18.95	$0.00	$72.10
	09/01/2021	$44.40	$9.40	$18.95	$0.00	$72.75
	03/01/2022	$45.00	$9.40	$18.95	$0.00	$73.35
	09/01/2022	$45.65	$9.40	$18.95	$0.00	$74.00
	03/01/2023	$46.25	$9.40	$18.95	$0.00	$74.60

Apprentice - *CARPENTER - Zone 2 Eastern MA*

Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$21.25	$9.40	$1.73	$0.00	$32.38
2	60	$25.50	$9.40	$1.73	$0.00	$36.63
3	70	$29.75	$9.40	$13.76	$0.00	$52.91
4	75	$31.88	$9.40	$13.76	$0.00	$55.04
5	80	$34.00	$9.40	$15.49	$0.00	$58.89
6	80	$34.00	$9.40	$15.49	$0.00	$58.89
7	90	$38.25	$9.40	$17.22	$0.00	$64.87
8	90	$38.25	$9.40	$17.22	$0.00	$64.87

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$21.58	$9.40	$1.73	$0.00	$32.71
2	60	$25.89	$9.40	$1.73	$0.00	$37.02
3	70	$30.21	$9.40	$13.76	$0.00	$53.37
4	75	$32.36	$9.40	$13.76	$0.00	$55.52
5	80	$34.52	$9.40	$15.49	$0.00	$59.41
6	80	$34.52	$9.40	$15.49	$0.00	$59.41
7	90	$38.84	$9.40	$17.22	$0.00	$65.46
8	90	$38.84	$9.40	$17.22	$0.00	$65.46

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 $30.26/ 3&4 $36.18/ 5&6 $54.64/ 7&8 $60.62

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME *CARPENTERS-ZONE 3 (Wood Frame)*	04/01/2020	$22.66	$7.21	$4.80	$0.00	$34.67
	04/01/2021	$23.16	$7.21	$4.80	$0.00	$35.17
	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 - 04/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$13.60	$7.21	$0.00	$0.00	$20.81
2	60	$13.60	$7.21	$0.00	$0.00	$20.81
3	65	$14.73	$7.21	$0.00	$0.00	$21.94
4	70	$15.86	$7.21	$0.00	$0.00	$23.07
5	75	$17.00	$7.21	$3.80	$0.00	$28.01
6	80	$18.13	$7.21	$3.80	$0.00	$29.14
7	85	$19.26	$7.21	$3.80	$0.00	$30.27
8	90	$20.39	$7.21	$3.80	$0.00	$31.40

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

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 $17.41/ 3&4 $19.67/ 5&6 $26.87/ 7&8 $29.14

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING *BRICKLAYERS LOCAL 3 (WORCESTER)*	01/01/2020	$47.14	$12.75	$22.41	$0.62	$82.92

Apprentice - *CEMENT MASONRY/PLASTERING - Worcester*

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$23.57	$12.75	$15.41	$0.00	$51.73
2	60	$28.28	$12.75	$17.41	$0.62	$59.06
3	65	$30.64	$12.75	$18.41	$0.62	$62.42
4	70	$33.00	$12.75	$19.41	$0.62	$65.78
5	75	$35.36	$12.75	$20.41	$0.62	$69.14
6	80	$37.71	$12.75	$21.41	$0.62	$72.49
7	90	$42.43	$12.75	$22.41	$0.62	$78.21

Notes:

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

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR *LABORERS - ZONE 2*	06/01/2020	$34.31	$8.60	$15.77	$0.00	$58.68
	12/01/2020	$35.20	$8.60	$15.77	$0.00	$59.57
	06/01/2021	$36.12	$8.60	$15.77	$0.00	$60.49
	12/01/2021	$37.03	$8.60	$15.77	$0.00	$61.40
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES *OPERATING ENGINEERS LOCAL 4*	06/01/2020	$50.33	$13.00	$15.70	$0.00	$79.03
	12/01/2020	$51.48	$13.00	$15.70	$0.00	$80.18
	06/01/2021	$52.58	$13.00	$15.70	$0.00	$81.28
	12/01/2021	$53.73	$13.00	$15.70	$0.00	$82.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR *OPERATING ENGINEERS LOCAL 4*	06/01/2020	$32.72	$13.00	$15.70	$0.00	$61.42
	12/01/2020	$33.50	$13.00	$15.70	$0.00	$62.20
	06/01/2021	$34.25	$13.00	$15.70	$0.00	$62.95
	12/01/2021	$35.04	$13.00	$15.70	$0.00	$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) *PAINTERS LOCAL 35 - ZONE 2*	07/01/2020	$51.51	$8.25	$22.40	$0.00	$82.16
	01/01/2021	$52.06	$8.25	$22.75	$0.00	$83.06

Apprentice - *PAINTER Local 35 - BRIDGES/TANKS*

Effective Date - 07/01/2020

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

Effective Date - 01/01/2021

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: ADZEMAN *LABORERS - ZONE 2* For apprentice rates see "Apprentice- LABORER"	12/01/2019	$39.30	$8.10	$16.60	$0.00	$64.00
DEMO: BACKHOE/LOADER/HAMMER OPERATOR *LABORERS - ZONE 2* For apprentice rates see "Apprentice- LABORER"	12/01/2019	$40.30	$8.10	$16.60	$0.00	$65.00
DEMO: BURNERS *LABORERS - ZONE 2* For apprentice rates see "Apprentice- LABORER"	12/01/2019	$40.05	$8.10	$16.60	$0.00	$64.75
DEMO: CONCRETE CUTTER/SAWYER *LABORERS - ZONE 2* For apprentice rates see "Apprentice- LABORER"	12/01/2019	$40.30	$8.10	$16.60	$0.00	$65.00
DEMO: JACKHAMMER OPERATOR *LABORERS - ZONE 2* For apprentice rates see "Apprentice- LABORER"	12/01/2019	$40.05	$8.10	$16.60	$0.00	$64.75
DEMO: WRECKING LABORER *LABORERS - ZONE 2* For apprentice rates see "Apprentice- LABORER"	12/01/2019	$39.30	$8.10	$16.60	$0.00	$64.00
DIRECTIONAL DRILL MACHINE OPERATOR *OPERATING ENGINEERS LOCAL 4*	06/01/2020	$48.81	$13.00	$15.70	$0.00	$77.51
	12/01/2020	$49.95	$13.00	$15.70	$0.00	$78.65
	06/01/2021	$51.04	$13.00	$15.70	$0.00	$79.74
	12/01/2021	$52.18	$13.00	$15.70	$0.00	$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER *PILE DRIVER LOCAL 56 (ZONE 2)* For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2019	$68.52	$9.90	$21.15	$0.00	$99.57
DIVER TENDER *PILE DRIVER LOCAL 56 (ZONE 2)* For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2019	$48.94	$9.90	$21.15	$0.00	$79.99
DIVER TENDER (EFFLUENT) *PILE DRIVER LOCAL 56 (ZONE 2)* For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2019	$73.41	$9.90	$21.15	$0.00	$104.46
DIVER/SLURRY (EFFLUENT) *PILE DRIVER LOCAL 56 (ZONE 2)* For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2019	$102.78	$9.90	$21.15	$0.00	$133.83
DRAWBRIDGE OPERATOR (Construction) *DRAWBRIDGE - SEIU LOCAL 888*	07/01/2020	$26.77	$6.67	$3.93	$0.16	$37.53
ELECTRICIAN *ELECTRICIANS LOCAL 96*	07/01/2019	$44.07	$10.72	$16.04	$0.00	$70.83

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *ELECTRICIAN - Local 96*

Effective Date - 07/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$17.63	$10.72	$0.53	$0.00	$28.88
2	43	$18.95	$10.72	$0.57	$0.00	$30.24
3	48	$21.15	$10.72	$12.93	$0.00	$44.80
4	55	$24.24	$10.72	$13.27	$0.00	$48.23
5	65	$28.65	$10.72	$13.88	$0.00	$53.25
6	80	$35.26	$10.72	$14.81	$0.00	$60.79

Notes:

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

Apprentice to Journeyworker Ratio:2:3***

ELEVATOR CONSTRUCTOR *ELEVATOR CONSTRUCTORS LOCAL 41*	01/01/2020	$54.85	$15.73	$18.41	$0.00	$88.99
	01/01/2021	$56.69	$15.88	$19.31	$0.00	$91.88
	01/01/2022	$58.62	$16.03	$20.21	$0.00	$94.86

Apprentice - *ELEVATOR CONSTRUCTOR - Local 41*

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$27.43	$15.73	$0.00	$0.00	$43.16
2	55	$30.17	$15.73	$18.41	$0.00	$64.31
3	65	$35.65	$15.73	$18.41	$0.00	$69.79
4	70	$38.40	$15.73	$18.41	$0.00	$72.54
5	80	$43.88	$15.73	$18.41	$0.00	$78.02

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$28.35	$15.88	$0.00	$0.00	$44.23
2	55	$31.18	$15.88	$19.31	$0.00	$66.37
3	65	$36.85	$15.88	$19.31	$0.00	$72.04
4	70	$39.68	$15.88	$19.31	$0.00	$74.87
5	80	$45.35	$15.88	$19.31	$0.00	$80.54

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*	01/01/2020	$38.40	$15.73	$18.41	$0.00	$72.54
	01/01/2021	$39.68	$15.88	$19.31	$0.00	$74.87
	01/01/2022	$41.03	$16.03	$20.21	$0.00	$77.27

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FENCE & GUARD RAIL ERECTOR *LABORERS - ZONE 2*	06/01/2020	$34.31	$8.60	$15.77	$0.00	$58.68
	12/01/2020	$35.20	$8.60	$15.77	$0.00	$59.57
	06/01/2021	$36.12	$8.60	$15.77	$0.00	$60.49
	12/01/2021	$37.03	$8.60	$15.77	$0.00	$61.40
For apprentice rates see "Apprentice- LABORER"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY *OPERATING ENGINEERS LOCAL 4*	05/01/2020	$44.73	$12.50	$15.70	$0.00	$72.93
	11/01/2020	$45.73	$12.50	$15.70	$0.00	$73.93
	05/01/2021	$46.88	$12.50	$15.70	$0.00	$75.08
	11/01/2021	$47.88	$12.50	$15.70	$0.00	$76.08
	05/01/2022	$49.03	$12.50	$15.70	$0.00	$77.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY *OPERATING ENGINEERS LOCAL 4*	05/01/2020	$46.23	$12.50	$15.70	$0.00	$74.43
	11/01/2020	$47.24	$12.50	$15.70	$0.00	$75.44
	05/01/2021	$48.40	$12.50	$15.70	$0.00	$76.60
	11/01/2021	$49.41	$12.50	$15.70	$0.00	$77.61
	05/01/2022	$50.57	$12.50	$15.70	$0.00	$78.77
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY *OPERATING ENGINEERS LOCAL 4*	05/01/2020	$22.64	$12.50	$15.70	$0.00	$50.84
	11/01/2020	$23.23	$12.50	$15.70	$0.00	$51.43
	05/01/2021	$23.91	$12.50	$15.70	$0.00	$52.11
	11/01/2021	$24.51	$12.50	$15.70	$0.00	$52.71
	05/01/2022	$25.18	$12.50	$15.70	$0.00	$53.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER *ELECTRICIANS LOCAL 96*	07/01/2019	$44.07	$10.72	$16.04	$0.00	$70.83
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINT/COMMISSIONING *ELECTRICIANS LOCAL 96*	07/01/2019	$44.07	$10.72	$16.04	$0.00	$70.83
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIREMAN (ASST. ENGINEER) *OPERATING ENGINEERS LOCAL 4*	06/01/2020	$40.30	$13.00	$15.70	$0.00	$69.00
	12/01/2020	$41.25	$13.00	$15.70	$0.00	$69.95
	06/01/2021	$42.16	$13.00	$15.70	$0.00	$70.86
	12/01/2021	$43.11	$13.00	$15.70	$0.00	$71.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER *LABORERS - ZONE 2*	06/01/2020	$23.50	$8.60	$15.77	$0.00	$47.87
	12/01/2020	$24.50	$8.60	$15.77	$0.00	$48.87
	06/01/2021	$24.50	$8.60	$15.77	$0.00	$48.87
	12/01/2021	$24.50	$8.60	$15.77	$0.00	$48.87
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER *FLOORCOVERERS LOCAL 2168 ZONE II*	03/01/2020	$44.74	$9.40	$19.25	$0.00	$73.39
	09/01/2020	$45.54	$9.40	$19.25	$0.00	$74.19
	03/01/2021	$46.34	$9.40	$19.25	$0.00	$74.99
	09/01/2021	$47.14	$9.40	$19.25	$0.00	$75.79
	03/01/2022	$47.94	$9.40	$19.25	$0.00	$76.59

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *FLOORCOVERER - Local 2168 Zone II*

Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$22.37	$9.40	$1.79	$0.00	$33.56
2	55	$24.61	$9.40	$1.79	$0.00	$35.80
3	60	$26.84	$9.40	$13.88	$0.00	$50.12
4	65	$29.08	$9.40	$13.88	$0.00	$52.36
5	70	$31.32	$9.40	$15.67	$0.00	$56.39
6	75	$33.56	$9.40	$15.67	$0.00	$58.63
7	80	$35.79	$9.40	$17.46	$0.00	$62.65
8	85	$38.03	$9.40	$17.46	$0.00	$64.89

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$22.77	$9.40	$1.79	$0.00	$33.96
2	55	$25.05	$9.40	$1.79	$0.00	$36.24
3	60	$27.32	$9.40	$13.88	$0.00	$50.60
4	65	$29.60	$9.40	$13.88	$0.00	$52.88
5	70	$31.88	$9.40	$15.67	$0.00	$56.95
6	75	$34.16	$9.40	$15.67	$0.00	$59.23
7	80	$36.43	$9.40	$17.46	$0.00	$63.29
8	85	$38.71	$9.40	$17.46	$0.00	$65.57

Notes: Steps are 750 hrs.
% After 09/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)
Step 1&2 $31.32/ 3&4 $37.53/ 5&6 $56.39/ 7&8 $62.65

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER *OPERATING ENGINEERS LOCAL 4*	06/01/2020	$49.33	$13.00	$15.70	$0.00	$78.03
	12/01/2020	$50.48	$13.00	$15.70	$0.00	$79.18
	06/01/2021	$51.58	$13.00	$15.70	$0.00	$80.28
	12/01/2021	$52.73	$13.00	$15.70	$0.00	$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS *OPERATING ENGINEERS LOCAL 4*	06/01/2020	$32.72	$13.00	$15.70	$0.00	$61.42
	12/01/2020	$33.50	$13.00	$15.70	$0.00	$62.20
	06/01/2021	$34.25	$13.00	$15.70	$0.00	$62.95
	12/01/2021	$35.04	$13.00	$15.70	$0.00	$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) *GLAZIERS LOCAL 35 (ZONE 2)*	07/01/2020	$41.01	$8.25	$22.40	$0.00	$71.66
	01/01/2021	$41.56	$8.25	$22.75	$0.00	$72.56

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *GLAZIER - Local 35 Zone 2*

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$20.51	$8.25	$0.00	$0.00	$28.76
2	55	$22.56	$8.25	$6.05	$0.00	$36.86
3	60	$24.61	$8.25	$6.60	$0.00	$39.46
4	65	$26.66	$8.25	$7.15	$0.00	$42.06
5	70	$28.71	$8.25	$19.10	$0.00	$56.06
6	75	$30.76	$8.25	$19.65	$0.00	$58.66
7	80	$32.81	$8.25	$20.20	$0.00	$61.26
8	90	$36.91	$8.25	$21.30	$0.00	$66.46

Effective Date - 01/01/2021

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *OPERATING ENGINEERS - Local 4*

Effective Date - 06/01/2020

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

Effective Date - 12/01/2020

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

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) *SHEETMETAL WORKERS LOCAL 63*	01/01/2020	$36.99	$10.64	$16.22	$1.77	$65.62

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS) *ELECTRICIANS LOCAL 96*	07/01/2019	$44.07	$10.72	$16.04	$0.00	$70.83

For apprentice rates see "Apprentice- ELECTRICIAN"

HVAC (TESTING AND BALANCING - AIR) *SHEETMETAL WORKERS LOCAL 63*	01/01/2020	$36.99	$10.64	$16.22	$1.77	$65.62

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (TESTING AND BALANCING -WATER) *PLUMBERS LOCAL 4*	03/01/2020	$46.16	$9.80	$15.46	$0.00	$71.42
	09/01/2020	$46.91	$9.80	$15.71	$0.00	$72.42
	03/01/2021	$47.91	$9.80	$15.71	$0.00	$73.42
	09/01/2021	$48.91	$9.80	$15.71	$0.00	$74.42
	03/01/2022	$49.91	$9.80	$15.71	$0.00	$75.42

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC MECHANIC *PLUMBERS LOCAL 4*	03/01/2020	$46.16	$9.80	$15.46	$0.00	$71.42
	09/01/2020	$46.91	$9.80	$15.71	$0.00	$72.42
	03/01/2021	$47.91	$9.80	$15.71	$0.00	$73.42
	09/01/2021	$48.91	$9.80	$15.71	$0.00	$74.42
	03/01/2022	$49.91	$9.80	$15.71	$0.00	$75.42
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS *LABORERS - ZONE 2*	06/01/2020	$34.81	$8.60	$15.77	$0.00	$59.18
	12/01/2020	$35.70	$8.60	$15.77	$0.00	$60.07
	06/01/2021	$36.62	$8.60	$15.77	$0.00	$60.99
	12/01/2021	$37.53	$8.60	$15.77	$0.00	$61.90
For apprentice rates see "Apprentice- LABORER"						
INSULATOR (PIPES & TANKS) *HEAT & FROST INSULATORS LOCAL 6 (WORCESTER)*	09/01/2019	$43.60	$12.80	$16.40	$0.00	$72.80

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

Effective Date - 09/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$21.80	$12.80	$11.90	$0.00	$46.50
2	60	$26.16	$12.80	$12.80	$0.00	$51.76
3	70	$30.52	$12.80	$13.70	$0.00	$57.02
4	80	$34.88	$12.80	$14.60	$0.00	$62.28

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER *IRONWORKERS LOCAL 7 (WORCESTER AREA)*	03/16/2019	$46.36	$8.00	$23.50	$0.00	$77.86

Apprentice - *IRONWORKER - Local 7 Worcester*

Effective Date - 03/16/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$27.82	$8.00	$23.50	$0.00	$59.32
2	70	$32.45	$8.00	$23.50	$0.00	$63.95
3	75	$34.77	$8.00	$23.50	$0.00	$66.27
4	80	$37.09	$8.00	$23.50	$0.00	$68.59
5	85	$39.41	$8.00	$23.50	$0.00	$70.91
6	90	$41.72	$8.00	$23.50	$0.00	$73.22

Notes:

Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
JACKHAMMER & PAVING BREAKER OPERATOR *LABORERS - ZONE 2*	06/01/2020	$34.31	$8.60	$15.77	$0.00	$58.68
	12/01/2020	$35.20	$8.60	$15.77	$0.00	$59.57
	06/01/2021	$36.12	$8.60	$15.77	$0.00	$60.49
	12/01/2021	$37.03	$8.60	$15.77	$0.00	$61.40
For apprentice rates see "Apprentice- LABORER"						
LABORER *LABORERS - ZONE 2*	06/01/2020	$34.06	$8.60	$15.77	$0.00	$58.43
	12/01/2020	$34.95	$8.60	$15.77	$0.00	$59.32
	06/01/2021	$35.87	$8.60	$15.77	$0.00	$60.24
	12/01/2021	$36.78	$8.60	$15.77	$0.00	$61.15

Apprentice - *LABORER - Zone 2*

Effective Date - 06/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$20.44	$8.60	$15.77	$0.00	$44.81
2	70	$23.84	$8.60	$15.77	$0.00	$48.21
3	80	$27.25	$8.60	$15.77	$0.00	$51.62
4	90	$30.65	$8.60	$15.77	$0.00	$55.02

Effective Date - 12/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$20.97	$8.60	$15.77	$0.00	$45.34
2	70	$24.47	$8.60	$15.77	$0.00	$48.84
3	80	$27.96	$8.60	$15.77	$0.00	$52.33
4	90	$31.46	$8.60	$15.77	$0.00	$55.83

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER *LABORERS - ZONE 2*	06/01/2020	$34.06	$8.60	$15.77	$0.00	$58.43
	12/01/2020	$34.95	$8.60	$15.77	$0.00	$59.32
	06/01/2021	$35.87	$8.60	$15.77	$0.00	$60.24
	12/01/2021	$36.78	$8.60	$15.77	$0.00	$61.15
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER *LABORERS - ZONE 2*	06/01/2020	$34.06	$8.60	$15.77	$0.00	$58.43
	12/01/2020	$34.95	$8.60	$15.77	$0.00	$59.32
	06/01/2021	$35.87	$8.60	$15.77	$0.00	$60.24
	12/01/2021	$36.78	$8.60	$15.77	$0.00	$61.15
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER *LABORERS - ZONE 2*	06/01/2020	$34.15	$8.60	$15.83	$0.00	$58.58
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER *LABORERS - ZONE 2*	06/01/2020	$34.31	$8.60	$15.77	$0.00	$58.68
	12/01/2020	$35.20	$8.60	$15.77	$0.00	$59.57
	06/01/2021	$36.12	$8.60	$15.77	$0.00	$60.49
	12/01/2021	$37.03	$8.60	$15.77	$0.00	$61.40
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MULTI-TRADE TENDER *LABORERS - ZONE 2*	06/01/2020	$34.06	$8.60	$15.77	$0.00	$58.43
	12/01/2020	$34.95	$8.60	$15.77	$0.00	$59.32
	06/01/2021	$35.87	$8.60	$15.77	$0.00	$60.24
	12/01/2021	$36.78	$8.60	$15.77	$0.00	$61.15
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER *LABORERS - ZONE 2*	06/01/2020	$34.06	$8.60	$15.77	$0.00	$58.43
	12/01/2020	$34.95	$8.60	$15.77	$0.00	$59.32
	06/01/2021	$35.87	$8.60	$15.77	$0.00	$60.24
	12/01/2021	$36.78	$8.60	$15.77	$0.00	$61.15
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 *LABORERS - ZONE 2*	06/01/2020	$34.31	$8.60	$15.77	$0.00	$58.68
	12/01/2020	$35.20	$8.60	$15.77	$0.00	$59.57
	06/01/2021	$36.12	$8.60	$15.77	$0.00	$60.49
	12/01/2021	$37.03	$8.60	$15.77	$0.00	$61.40
For apprentice rates see "Apprentice- LABORER"						
MARBLE & TILE FINISHERS *BRICKLAYERS LOCAL 3 - MARBLE & TILE*	08/01/2020	$42.57	$10.75	$20.27	$0.00	$73.59
	02/01/2021	$43.08	$10.75	$20.27	$0.00	$74.10
	08/01/2021	$44.20	$10.75	$20.43	$0.00	$75.38
	02/01/2022	$44.67	$10.75	$20.43	$0.00	$75.85

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

Effective Date - 08/01/2020

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

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$21.54	$10.75	$20.27	$0.00	$52.56
2	60	$25.85	$10.75	$20.27	$0.00	$56.87
3	70	$30.16	$10.75	$20.27	$0.00	$61.18
4	80	$34.46	$10.75	$20.27	$0.00	$65.48
5	90	$38.77	$10.75	$20.27	$0.00	$69.79

Notes:

Apprentice to Journeyworker Ratio:1:3

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 08/01/2020

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

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$28.21	$10.75	$22.08	$0.00	$61.04
2	60	$33.85	$10.75	$22.08	$0.00	$66.68
3	70	$39.49	$10.75	$22.08	$0.00	$72.32
4	80	$45.13	$10.75	$22.08	$0.00	$77.96
5	90	$50.77	$10.75	$22.08	$0.00	$83.60

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) *OPERATING ENGINEERS LOCAL 4*	06/01/2020	$48.81	$13.00	$15.70	$0.00	$77.51
	12/01/2020	$49.95	$13.00	$15.70	$0.00	$78.65
	06/01/2021	$51.04	$13.00	$15.70	$0.00	$79.74
	12/01/2021	$52.18	$13.00	$15.70	$0.00	$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANICS MAINTENANCE *OPERATING ENGINEERS LOCAL 4*	06/01/2020	$48.81	$13.00	$15.70	$0.00	$77.51
	12/01/2020	$49.95	$13.00	$15.70	$0.00	$78.65
	06/01/2021	$51.04	$13.00	$15.70	$0.00	$79.74
	12/01/2021	$52.18	$13.00	$15.70	$0.00	$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 3) *MILLWRIGHTS LOCAL 1121 - Zone 3*	04/01/2019	$37.11	$9.90	$18.50	$0.00	$65.51

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *MILLWRIGHT - Local 1121 Zone 3*

Effective Date - 04/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	$20.41	$9.90	$5.31	$0.00	$35.62
2	65	$24.12	$9.90	$15.13	$0.00	$49.15
3	75	$27.83	$9.90	$16.10	$0.00	$53.83
4	85	$31.54	$9.90	$17.06	$0.00	$58.50

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER *LABORERS - ZONE 2*	06/01/2020	$34.31	$8.60	$15.77	$0.00	$58.68
	12/01/2020	$35.20	$8.60	$15.77	$0.00	$59.57
	06/01/2021	$36.12	$8.60	$15.77	$0.00	$60.49
	12/01/2021	$37.03	$8.60	$15.77	$0.00	$61.40
For apprentice rates see "Apprentice- LABORER"						
OILER (OTHER THAN TRUCK CRANES,GRADALLS) *OPERATING ENGINEERS LOCAL 4*	06/01/2020	$23.13	$13.00	$15.70	$0.00	$51.83
	12/01/2020	$23.70	$13.00	$15.70	$0.00	$52.40
	06/01/2021	$24.25	$13.00	$15.70	$0.00	$52.95
	12/01/2021	$24.83	$13.00	$15.70	$0.00	$53.53
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OILER (TRUCK CRANES, GRADALLS) *OPERATING ENGINEERS LOCAL 4*	06/01/2020	$27.79	$13.00	$15.70	$0.00	$56.49
	12/01/2020	$28.47	$13.00	$15.70	$0.00	$57.17
	06/01/2021	$29.11	$13.00	$15.70	$0.00	$57.81
	12/01/2021	$29.79	$13.00	$15.70	$0.00	$58.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II *OPERATING ENGINEERS LOCAL 4*	06/01/2020	$48.81	$13.00	$15.70	$0.00	$77.51
	12/01/2020	$49.95	$13.00	$15.70	$0.00	$78.65
	06/01/2021	$51.04	$13.00	$15.70	$0.00	$79.74
	12/01/2021	$52.18	$13.00	$15.70	$0.00	$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) *PAINTERS LOCAL 35 - ZONE 2*	07/01/2020	$51.51	$8.25	$22.40	$0.00	$82.16
	01/01/2021	$52.06	$8.25	$22.75	$0.00	$83.06

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *PAINTER Local 35 - BRIDGES/TANKS*

Effective Date - 07/01/2020

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

Effective Date - 01/01/2021

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	07/01/2020	$41.21	$8.25	$22.40	$0.00	$71.86
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.*PAINTERS LOCAL 35 - ZONE 2*	01/01/2021	$42.96	$8.25	$22.75	$0.00	$73.96

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$20.61	$8.25	$0.00	$0.00	$28.86
2	55	$22.67	$8.25	$6.05	$0.00	$36.97
3	60	$24.73	$8.25	$6.60	$0.00	$39.58
4	65	$26.79	$8.25	$7.15	$0.00	$42.19
5	70	$28.85	$8.25	$19.10	$0.00	$56.20
6	75	$30.91	$8.25	$19.65	$0.00	$58.81
7	80	$32.97	$8.25	$20.20	$0.00	$61.42
8	90	$37.09	$8.25	$21.30	$0.00	$66.64

Effective Date - 01/01/2021

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT) *PAINTERS LOCAL 35 - ZONE 2*	07/01/2020	$40.47	$8.25	$22.40	$0.00	$71.12
	01/01/2021	$41.02	$8.25	$22.75	$0.00	$72.02

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$20.24	$8.25	$0.00	$0.00	$28.49
2	55	$22.26	$8.25	$6.05	$0.00	$36.56
3	60	$24.28	$8.25	$6.60	$0.00	$39.13
4	65	$26.31	$8.25	$7.15	$0.00	$41.71
5	70	$28.33	$8.25	$19.10	$0.00	$55.68
6	75	$30.35	$8.25	$19.65	$0.00	$58.25
7	80	$32.38	$8.25	$20.20	$0.00	$60.83
8	90	$36.42	$8.25	$21.30	$0.00	$65.97

Effective Date - 01/01/2021

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (TRAFFIC MARKINGS) *LABORERS - ZONE 2*	06/01/2020	$34.06	$8.60	$15.77	$0.00	$58.43
	12/01/2020	$34.95	$8.60	$15.77	$0.00	$59.32
	06/01/2021	$35.87	$8.60	$15.77	$0.00	$60.24
	12/01/2021	$36.78	$8.60	$15.77	$0.00	$61.15
For Apprentice rates see "Apprentice- LABORER"						
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*	07/01/2020	$41.01	$8.25	$22.40	$0.00	$71.66
	01/01/2021	$41.56	$8.25	$22.75	$0.00	$72.56

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$20.51	$8.25	$0.00	$0.00	$28.76
2	55	$22.56	$8.25	$6.05	$0.00	$36.86
3	60	$24.61	$8.25	$6.60	$0.00	$39.46
4	65	$26.66	$8.25	$7.15	$0.00	$42.06
5	70	$28.71	$8.25	$19.10	$0.00	$56.06
6	75	$30.76	$8.25	$19.65	$0.00	$58.66
7	80	$32.81	$8.25	$20.20	$0.00	$61.26
8	90	$36.91	$8.25	$21.30	$0.00	$66.46

Effective Date - 01/01/2021

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT) *PAINTERS LOCAL 35 - ZONE 2*	07/01/2020	$39.07	$8.25	$22.40	$0.00	$69.72
	01/01/2021	$39.62	$8.25	$22.75	$0.00	$70.62

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.54	$8.25	$0.00	$0.00	$27.79
2	55	$21.49	$8.25	$6.05	$0.00	$35.79
3	60	$23.44	$8.25	$6.60	$0.00	$38.29
4	65	$25.40	$8.25	$7.15	$0.00	$40.80
5	70	$27.35	$8.25	$19.10	$0.00	$54.70
6	75	$29.30	$8.25	$19.65	$0.00	$57.20
7	80	$31.26	$8.25	$20.20	$0.00	$59.71
8	90	$35.16	$8.25	$21.30	$0.00	$64.71

Effective Date - 01/01/2021

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PANEL & PICKUP TRUCKS DRIVER *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	08/01/2020	$34.98	$12.91	$13.72	$0.00	$61.61
	12/01/2020	$34.98	$12.91	$14.82	$0.00	$62.71
	06/01/2021	$35.78	$12.91	$14.82	$0.00	$63.51
	08/01/2021	$35.78	$13.41	$14.82	$0.00	$64.01
	12/01/2021	$35.78	$13.41	$16.01	$0.00	$65.20
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) *PILE DRIVER LOCAL 56 (ZONE 2)* For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2019	$44.61	$9.90	$21.15	$0.00	$75.66
PILE DRIVER *PILE DRIVER LOCAL 56 (ZONE 2)*	08/01/2019	$44.61	$9.90	$21.15	$0.00	$75.66

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *PILE DRIVER - Local 56 Zone 2*

Effective Date - 08/01/2019

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$54.34/2$58.99/3$63.65/4$65.98/5$68.31/6$68.31/7$72.96/8$72.96

Apprentice to Journeyworker Ratio:1:5

PIPELAYER *LABORERS - ZONE 2*	06/01/2020	$34.31	$8.60	$15.77	$0.00	$58.68
	12/01/2020	$35.20	$8.60	$15.77	$0.00	$59.57
	06/01/2021	$36.12	$8.60	$15.77	$0.00	$60.49
	12/01/2021	$37.03	$8.60	$15.77	$0.00	$61.40
For apprentice rates see "Apprentice- LABORER"						
PLUMBER & PIPEFITTER *PLUMBERS LOCAL 4*	03/01/2020	$46.16	$9.80	$15.46	$0.00	$71.42
	09/01/2020	$46.91	$9.80	$15.71	$0.00	$72.42
	03/01/2021	$47.91	$9.80	$15.71	$0.00	$73.42
	09/01/2021	$48.91	$9.80	$15.71	$0.00	$74.42
	03/01/2022	$49.91	$9.80	$15.71	$0.00	$75.42

Apprentice - *PLUMBER/PIPEFITTER - Local 4*

Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$18.46	$9.80	$0.00	$0.00	$28.26
2	50	$23.08	$9.80	$0.00	$0.00	$32.88
3	60	$27.70	$9.80	$0.00	$0.00	$37.50
4	70	$32.31	$9.80	$5.75	$0.00	$47.86
5	80	$36.93	$9.80	$5.75	$0.00	$52.48

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$18.76	$9.80	$0.00	$0.00	$28.56
2	50	$23.46	$9.80	$0.00	$0.00	$33.26
3	60	$28.15	$9.80	$0.00	$0.00	$37.95
4	70	$32.84	$9.80	$6.00	$0.00	$48.64
5	80	$37.53	$9.80	$6.00	$0.00	$53.33

Notes:
Steps - 2000 hrs; Step 4 w/lic 75%, Step 5 w/lic 85%
Step 4 w/lic $50.17, Step 5 w/lic $54.79

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PNEUMATIC CONTROLS (TEMP.) *PLUMBERS LOCAL 4*	03/01/2020	$46.16	$9.80	$15.46	$0.00	$71.42
	09/01/2020	$46.91	$9.80	$15.71	$0.00	$72.42
	03/01/2021	$47.91	$9.80	$15.71	$0.00	$73.42
	09/01/2021	$48.91	$9.80	$15.71	$0.00	$74.42
	03/01/2022	$49.91	$9.80	$15.71	$0.00	$75.42
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL OPERATOR *LABORERS - ZONE 2*	06/01/2020	$34.31	$8.60	$15.77	$0.00	$58.68
	12/01/2020	$35.20	$8.60	$15.77	$0.00	$59.57
	06/01/2021	$36.12	$8.60	$15.77	$0.00	$60.49
	12/01/2021	$37.03	$8.60	$15.77	$0.00	$61.40
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER *LABORERS - ZONE 2*	06/01/2020	$35.06	$8.60	$15.77	$0.00	$59.43
	12/01/2020	$35.95	$8.60	$15.77	$0.00	$60.32
	06/01/2021	$36.87	$8.60	$15.77	$0.00	$61.24
	12/01/2021	$37.78	$8.60	$15.77	$0.00	$62.15
For apprentice rates see "Apprentice- LABORER"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE *OPERATING ENGINEERS LOCAL 4*	06/01/2020	$49.33	$13.00	$15.70	$0.00	$78.03
	12/01/2020	$50.48	$13.00	$15.70	$0.00	$79.18
	06/01/2021	$51.58	$13.00	$15.70	$0.00	$80.28
	12/01/2021	$52.73	$13.00	$15.70	$0.00	$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) *OPERATING ENGINEERS LOCAL 4*	06/01/2020	$49.33	$13.00	$15.70	$0.00	$78.03
	12/01/2020	$50.48	$13.00	$15.70	$0.00	$79.18
	06/01/2021	$51.58	$13.00	$15.70	$0.00	$80.28
	12/01/2021	$52.73	$13.00	$15.70	$0.00	$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) *OPERATING ENGINEERS LOCAL 4*	06/01/2020	$32.72	$13.00	$15.70	$0.00	$61.42
	12/01/2020	$33.50	$13.00	$15.70	$0.00	$62.20
	06/01/2021	$34.25	$13.00	$15.70	$0.00	$62.95
	12/01/2021	$35.04	$13.00	$15.70	$0.00	$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER *TEAMSTERS 170 - Dauphinais (Bellingham)*	01/01/2020	$24.00	$11.01	$2.50	$0.00	$37.51
RECLAIMERS *OPERATING ENGINEERS LOCAL 4*	06/01/2020	$48.81	$13.00	$15.70	$0.00	$77.51
	12/01/2020	$49.95	$13.00	$15.70	$0.00	$78.65
	06/01/2021	$51.04	$13.00	$15.70	$0.00	$79.74
	12/01/2021	$52.18	$13.00	$15.70	$0.00	$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR *LABORERS - ZONE 2*	06/01/2020	$34.31	$8.60	$15.77	$0.00	$58.68
	12/01/2020	$35.20	$8.60	$15.77	$0.00	$59.57
	06/01/2021	$36.12	$8.60	$15.77	$0.00	$60.49
	12/01/2021	$37.03	$8.60	$15.77	$0.00	$61.40
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE *OPERATING ENGINEERS LOCAL 4*	06/01/2020	$48.81	$13.00	$15.70	$0.00	$77.51
	12/01/2020	$49.95	$13.00	$15.70	$0.00	$78.65
	06/01/2021	$51.04	$13.00	$15.70	$0.00	$79.74
	12/01/2021	$52.18	$13.00	$15.70	$0.00	$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg) *ROOFERS LOCAL 33*	08/01/2020	$46.60	$11.75	$16.15	$0.00	$74.50
	02/01/2021	$48.03	$11.75	$16.15	$0.00	$75.93
	08/01/2021	$49.46	$11.75	$16.15	$0.00	$77.36
	02/01/2022	$50.89	$11.75	$16.15	$0.00	$78.79

Apprentice - *ROOFER - Local 33*

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$23.30	$11.75	$3.81	$0.00	$38.86
2	60	$27.96	$11.75	$16.15	$0.00	$55.86
3	65	$30.29	$11.75	$16.15	$0.00	$58.19
4	75	$34.95	$11.75	$16.15	$0.00	$62.85
5	85	$39.61	$11.75	$16.15	$0.00	$67.51

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$24.02	$11.75	$3.81	$0.00	$39.58
2	60	$28.82	$11.75	$16.15	$0.00	$56.72
3	65	$31.22	$11.75	$16.15	$0.00	$59.12
4	75	$36.02	$11.75	$16.15	$0.00	$63.92
5	85	$40.83	$11.75	$16.15	$0.00	$68.73

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*	08/01/2020	$46.85	$11.75	$16.15	$0.00	$74.75
	02/01/2021	$48.28	$11.75	$16.15	$0.00	$76.18
	08/01/2021	$49.71	$11.75	$16.15	$0.00	$77.61
	02/01/2022	$51.14	$11.75	$16.15	$0.00	$79.04
For apprentice rates see "Apprentice- ROOFER"						
SHEETMETAL WORKER *SHEETMETAL WORKERS LOCAL 63*	01/01/2020	$36.99	$10.64	$16.22	$1.77	$65.62

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *SHEET METAL WORKER - Local 63*

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	$16.65	$6.21	$4.67	$0.00	$27.53
2	50	$18.50	$6.55	$5.19	$0.00	$30.24
3	55	$20.34	$6.88	$9.33	$1.08	$37.63
4	60	$22.19	$7.22	$9.33	$1.14	$39.88
5	65	$24.04	$7.55	$9.33	$1.20	$42.12
6	70	$25.89	$7.88	$9.33	$1.27	$44.37
7	75	$27.74	$8.22	$9.33	$1.33	$46.62
8	80	$29.59	$9.30	$15.18	$1.59	$55.66
9	85	$31.44	$9.64	$15.18	$1.66	$57.92
10	90	$33.29	$9.98	$15.18	$1.72	$60.17

Notes:

Apprentice to Journeyworker Ratio:1:3

SPECIALIZED EARTH MOVING EQUIP < 35 TONS *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	08/01/2020	$35.44	$12.91	$13.72	$0.00	$62.07
	12/01/2020	$35.44	$12.91	$14.82	$0.00	$63.17
	06/01/2021	$36.24	$12.91	$14.82	$0.00	$63.97
	08/01/2021	$36.24	$13.41	$14.82	$0.00	$64.47
	12/01/2021	$36.24	$13.41	$16.01	$0.00	$65.66
SPECIALIZED EARTH MOVING EQUIP > 35 TONS *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	08/01/2020	$35.73	$12.91	$13.72	$0.00	$62.36
	12/01/2020	$35.73	$12.91	$14.82	$0.00	$63.46
	06/01/2021	$36.53	$12.91	$14.82	$0.00	$64.26
	08/01/2021	$36.53	$13.41	$14.82	$0.00	$64.76
	12/01/2021	$36.53	$13.41	$16.01	$0.00	$65.95
SPRINKLER FITTER *SPRINKLER FITTERS LOCAL 669*	01/01/2019	$41.51	$10.02	$13.08	$0.00	$64.61

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *SPRINKLER FITTER - Local 669*

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	$18.68	$7.75	$0.00	$0.00	$26.43
2	50	$20.76	$7.75	$0.00	$0.00	$28.51
3	55	$22.83	$10.02	$7.25	$0.00	$40.10
4	60	$24.91	$10.02	$7.25	$0.00	$42.18
5	65	$26.98	$10.02	$7.50	$0.00	$44.50
6	70	$29.06	$10.02	$7.50	$0.00	$46.58
7	75	$31.13	$10.02	$7.50	$0.00	$48.65
8	80	$33.21	$10.02	$7.50	$0.00	$50.73
9	85	$35.28	$10.02	$7.50	$0.00	$52.80
10	90	$37.36	$10.02	$7.50	$0.00	$54.88

Notes:

Apprentice to Journeyworker Ratio:1:1

STEAM BOILER OPERATOR *OPERATING ENGINEERS LOCAL 4*	06/01/2020	$48.81	$13.00	$15.70	$0.00	$77.51
	12/01/2020	$49.95	$13.00	$15.70	$0.00	$78.65
	06/01/2021	$51.04	$13.00	$15.70	$0.00	$79.74
	12/01/2021	$52.18	$13.00	$15.70	$0.00	$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN *OPERATING ENGINEERS LOCAL 4*	06/01/2020	$48.81	$13.00	$15.70	$0.00	$77.51
	12/01/2020	$49.95	$13.00	$15.70	$0.00	$78.65
	06/01/2021	$51.04	$13.00	$15.70	$0.00	$79.74
	12/01/2021	$52.18	$13.00	$15.70	$0.00	$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TERRAZZO FINISHERS *BRICKLAYERS LOCAL 3 - MARBLE & TILE*	08/01/2020	$54.69	$10.75	$22.09	$0.00	$87.53
	02/01/2021	$55.33	$10.75	$22.09	$0.00	$88.17
	08/01/2021	$56.73	$10.75	$22.25	$0.00	$89.73
	02/01/2022	$57.32	$10.75	$22.25	$0.00	$90.32

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 08/01/2020

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

Effective Date - 02/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$27.67	$10.75	$22.09	$0.00	$60.51
2	60	$33.20	$10.75	$22.09	$0.00	$66.04
3	70	$38.73	$10.75	$22.09	$0.00	$71.57
4	80	$44.26	$10.75	$22.09	$0.00	$77.10
5	90	$49.80	$10.75	$22.09	$0.00	$82.64

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER *LABORERS - FOUNDATION AND MARINE*	06/01/2020	$40.55	$8.60	$17.24	$0.00	$66.39
	12/01/2020	$41.53	$8.60	$17.24	$0.00	$67.37
	06/01/2021	$42.55	$8.60	$17.24	$0.00	$68.39
	12/01/2021	$43.56	$8.60	$17.24	$0.00	$69.40
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER *LABORERS - FOUNDATION AND MARINE*	06/01/2020	$39.27	$8.60	$17.24	$0.00	$65.11
	12/01/2020	$40.25	$8.60	$17.24	$0.00	$66.09
	06/01/2021	$41.27	$8.60	$17.24	$0.00	$67.11
	12/01/2021	$42.28	$8.60	$17.24	$0.00	$68.12
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER *LABORERS - FOUNDATION AND MARINE*	06/01/2020	$39.15	$8.60	$17.24	$0.00	$64.99
	12/01/2020	$40.13	$8.60	$17.24	$0.00	$65.97
	06/01/2021	$41.15	$8.60	$17.24	$0.00	$66.99
	12/01/2021	$42.16	$8.60	$17.24	$0.00	$68.00
For apprentice rates see "Apprentice- LABORER"						
TRACTORS/PORTABLE STEAM GENERATORS *OPERATING ENGINEERS LOCAL 4*	06/01/2020	$48.81	$13.00	$15.70	$0.00	$77.51
	12/01/2020	$49.95	$13.00	$15.70	$0.00	$78.65
	06/01/2021	$51.04	$13.00	$15.70	$0.00	$79.74
	12/01/2021	$52.18	$13.00	$15.70	$0.00	$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRAILERS FOR EARTH MOVING EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	08/01/2020	$36.02	$12.91	$13.72	$0.00	$62.65
	12/01/2020	$36.02	$12.91	$14.82	$0.00	$63.75
	06/01/2021	$36.82	$12.91	$14.82	$0.00	$64.55
	08/01/2021	$36.82	$13.41	$14.82	$0.00	$65.05
	12/01/2021	$36.82	$13.41	$16.01	$0.00	$66.24
TUNNEL WORK - COMPRESSED AIR *LABORERS (COMPRESSED AIR)*	06/01/2020	$51.38	$8.60	$17.69	$0.00	$77.67
	12/01/2020	$52.36	$8.60	$17.69	$0.00	$78.65
	06/01/2021	$53.38	$8.60	$17.69	$0.00	$79.67
	12/01/2021	$54.39	$8.60	$17.69	$0.00	$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) *LABORERS (COMPRESSED AIR)*	06/01/2020	$53.38	$8.60	$17.69	$0.00	$79.67
	12/01/2020	$54.36	$8.60	$17.69	$0.00	$80.65
	06/01/2021	$55.38	$8.60	$17.69	$0.00	$81.67
	12/01/2021	$56.39	$8.60	$17.69	$0.00	$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR *LABORERS (FREE AIR TUNNEL)*	06/01/2020	$43.45	$8.60	$17.69	$0.00	$69.74
	12/01/2020	$44.43	$8.60	$17.69	$0.00	$70.72
	06/01/2021	$45.45	$8.60	$17.69	$0.00	$71.74
	12/01/2021	$46.46	$8.60	$17.69	$0.00	$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) *LABORERS (FREE AIR TUNNEL)*	06/01/2020	$45.45	$8.60	$17.69	$0.00	$71.74
	12/01/2020	$46.43	$8.60	$17.69	$0.00	$72.72
	06/01/2021	$47.45	$8.60	$17.69	$0.00	$73.74
	12/01/2021	$48.46	$8.60	$17.69	$0.00	$74.75
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	08/01/2020	$35.44	$12.91	$13.72	$0.00	$62.07
	12/01/2020	$35.44	$12.91	$14.82	$0.00	$63.17
	06/01/2021	$36.24	$12.91	$14.82	$0.00	$63.97
	08/01/2021	$36.24	$13.41	$14.82	$0.00	$64.47
	12/01/2021	$36.24	$13.41	$16.01	$0.00	$65.66
VOICE-DATA-VIDEO TECHNICIAN *ELECTRICIANS LOCAL 96*	07/01/2019	$30.10	$10.57	$14.15	$0.00	$54.82

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 07/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$15.05	$10.57	$3.83	$0.00	$29.45
2	55	$16.56	$10.57	$3.88	$0.00	$31.01
3	60	$18.06	$10.57	$13.79	$0.00	$42.42
4	65	$19.57	$10.57	$13.84	$0.00	$43.98
5	70	$21.07	$10.57	$13.88	$0.00	$45.52
6	75	$22.58	$10.57	$13.93	$0.00	$47.08
7	80	$24.08	$10.57	$13.97	$0.00	$48.62
8	85	$25.59	$10.57	$14.02	$0.00	$50.18

Notes:

Apprentice to Journeyworker Ratio:1:1

WAGON DRILL OPERATOR *LABORERS - ZONE 2*	06/01/2020	$34.31	$8.60	$15.77	$0.00	$58.68
	12/01/2020	$35.20	$8.60	$15.77	$0.00	$59.57
	06/01/2021	$36.12	$8.60	$15.77	$0.00	$60.49
	12/01/2021	$37.03	$8.60	$15.77	$0.00	$61.40
For apprentice rates see "Apprentice- LABORER"						
WASTE WATER PUMP OPERATOR *OPERATING ENGINEERS LOCAL 4*	06/01/2020	$49.33	$13.00	$15.70	$0.00	$78.03
	12/01/2020	$50.48	$13.00	$15.70	$0.00	$79.18
	06/01/2021	$51.58	$13.00	$15.70	$0.00	$80.28
	12/01/2021	$52.73	$13.00	$15.70	$0.00	$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER *PLUMBERS LOCAL 4*	03/01/2020	$46.16	$9.80	$15.46	$0.00	$71.42
	09/01/2020	$46.91	$9.80	$15.71	$0.00	$72.42
	03/01/2021	$47.91	$9.80	$15.71	$0.00	$73.42
	09/01/2021	$48.91	$9.80	$15.71	$0.00	$74.42
	03/01/2022	$49.91	$9.80	$15.71	$0.00	$75.42
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

Outside Electrical - East

CABLE TECHNICIAN (Power Zone) *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	09/01/2019	$28.83	$8.75	$1.86	$0.00	$39.44
	08/30/2020	$29.67	$9.25	$1.89	$0.00	$40.81
For apprentice rates see "Apprentice- LINEMAN"						
CABLEMAN (Underground Ducts & Cables) *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	09/01/2019	$40.84	$8.75	$10.02	$0.00	$59.61
	08/30/2020	$42.03	$9.25	$10.27	$0.00	$61.55
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN CDL *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	09/01/2019	$33.64	$8.75	$9.86	$0.00	$52.25
	08/30/2020	$34.62	$9.25	$10.07	$0.00	$53.94
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	09/01/2019	$26.43	$8.75	$1.79	$0.00	$36.97
	08/30/2020	$27.20	$9.25	$1.82	$0.00	$38.27
For apprentice rates see "Apprentice- LINEMAN"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
EQUIPMENT OPERATOR (Class A CDL) *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104* For apprentice rates see "Apprentice- LINEMAN"	09/01/2019	$40.84	$8.75	$14.10	$0.00	$63.69
	08/30/2020	$42.03	$9.25	$14.35	$0.00	$65.63
EQUIPMENT OPERATOR (Class B CDL) *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104* For apprentice rates see "Apprentice- LINEMAN"	09/01/2019	$36.04	$8.75	$10.65	$0.00	$55.44
	08/30/2020	$37.09	$9.25	$10.87	$0.00	$57.21
GROUNDMAN *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104* For apprentice rates see "Apprentice- LINEMAN"	09/01/2019	$21.62	$8.75	$1.65	$0.00	$32.02
	08/30/2020	$22.25	$9.25	$1.67	$0.00	$33.17
GROUNDMAN -Inexperienced (<2000 Hrs.) *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104* For apprentice rates see "Apprentice- LINEMAN"	09/01/2019	$26.43	$8.75	$1.79	$0.00	$36.97
	08/30/2020	$27.20	$9.25	$1.82	$0.00	$38.27
JOURNEYMAN LINEMAN *OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104*	09/01/2019	$48.05	$8.75	$17.19	$0.00	$73.99
	08/30/2020	$49.45	$9.25	$17.48	$0.00	$76.18

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

Effective Date - 09/01/2019

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

Effective Date - 08/30/2020

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

Notes:

Apprentice to Journeyworker Ratio:1:2

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Additional Apprentice Information:

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

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

All steps are six months (1000 hours.)
Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

** Multiple ratios are listed in the comment field.
*** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.
**** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.