



"RUSH"

Contract # 20180634

City of Springfield Contract Tracer Log

INSTRUCTIONS: Upon receipt, please initial and write in the date of receipt on this Tracer form. When your department has approved and signed the blanket contract, please initial and date in the forwarding section and deliver to the next department.

DEPARTMENT	DATE RECEIVED		DATE FORWARDED TO NEXT DEPT.	
	Initials	Date	Initials	Date
Office of Procurement			RW	05/15/2018
Disaster Recovery	ML	5/22/18	ML	5/22/18
City Comptroller	MCS	5/22/18	MCS	5/22/18
Law	KTB	5/29/18	KTB	5/29/18
CAPO				
Mayor	ML	5/29/18	ML	5/29/18
Office of Procurement			RW	5/29/18

Vendor No.: 5380 Contract Number: 20180634 Contract Amt.: \$1,167,125.00

Contract Date: 05/01/18 Renewal date: NA Expiration date: 05/31/18

Requisition No. 18014379 Acct No: 26401839 - 529200 - 64014

Vendor Name: Associated Building Wreckers

Contract Purpose: Building Demo, Removal & Site Work- 111-118 Marble St & 9-11 Richelieu Place

Requesting Dept.: Office of Disaster & Recovery

TYPE OF DOCUMENT (Please select at least one):

- New
 Amendment
 Extension
 Renewal

**CONTRACT AGREEMENT
BUILDING DEMOLITION, REMOVAL & SITE WORK
AT
111-118 MARBLE STREET & 9-11 RICHELIEU PLACE**

This Agreement, made this 7th day of **May** in the year **2018** at Springfield, in the County of Hampden and Commonwealth of Massachusetts, by and between **Associated Building Wreckers** with a principal place of business at **352 Albany Street, Springfield, Hampden County, Massachusetts, 01105**, (hereinafter called the Contractor), and the **City of Springfield**, a municipal corporation with an address of **36 Court Street, Springfield, Hampden County, MA. 01103**, acting by and through the Office of Disaster Recovery and Compliance, with the approval of its Mayor (hereinafter called the "CITY" or "Owner");

WITNESSETH as follows:

ARTICLE I

The Contractor shall perform all work and provide all the apparatus, equipment, fuel, labor, light, materials, scaffolding, tools, transportation, insurance, utensils or things required for the **Demolition Services at 111-118 Marble Street & 9-11 Richelieu Place, Springfield MA**, in accordance with the Specifications titled **Services: Building Demolition, Removal and Site Work, 111-118 Marble Street & 9-11 Richelieu Place MA** dated **April 18, 2018** as prepared by **The City of Springfield and ATC Group Services, LLC, 73 William Franks Drive, West Springfield, MA** acting as and in these Contract Documents hereinafter called the Consultants. *(Bid No. 18-033)*

The said Specifications are hereby referred to and made a part of this Contract to the same extent as if the same and each and all thereof were herein specifically set forth, except as otherwise herein provided for in said Specifications. Reference is made to all Addenda and modifications issued to execution of this Contract; the said Addenda and modifications are made a part of this Contract to the same extent as if the same and each and all thereof were herein specifically set forth, except as otherwise herein provided or in said Addenda or modifications. All of the work and labor performed under this Contract shall be performed and all of the materials furnished shall be in strict conformity with the said Drawings, Specifications, Addenda, or modifications and the Contractor accepts and consents to the conditions contained in said Drawings, Specifications, Addenda, or modifications and expressly agrees to comply with every requirement and stipulation therein contained.

The term "**Contract Documents**" or "**Contract**" shall mean the following:

1. The Contract Agreement
2. The Project Manuals & Drawings
3. Addendum No. 1
4. Addendum No. 2
5. The Contractor's Bid
6. The Contractor's Performance Bond
7. The Contractor's Labor & Materials Payment Bond
8. The Affirmative Action Plan
9. Contractor's Insurance Certificate
10. The Minority Business Enterprise Commitment
11. Prevailing Wage Rates
12. Davis Bacon Wage Rates
13. Responsible Employer Ordinance (REO)

In the event that any provisions in any of the Contract Documents conflict with any other provisions thereof, the provision contained in the portion of the Contract Documents first enumerated above in this paragraph will govern, except as may otherwise be specifically stated.

ARTICLE II

Contractor has familiarized himself with the nature and extent of the Contract Documents, and Federal, State and local laws, ordinances, rules and regulations that in any manner may affect cost, progress or performances of the Work.

Contractor has given the Consultants written notice of any conflict, error or discrepancy that he has discovered in the Contract documents and the written resolution thereof by Architects is acceptable to Contractor.

Contractor agrees that the Contract Documents are sufficient in scope and detail to indicate and convey understanding of all terms and conditions for performance of the Work. The work shall be done under the general direction of the Consultants and the Consultant's decision as to the true construction and meaning of the drawings and specifications shall be final. The Architects shall furnish to the Contractor such further drawings or explanation as may be necessary to detail and illustrate the work to be done, and the Contractor shall conform to the same as part of this contract so far as they may be consistent with the original drawings and specifications referred to in Article I.

ARTICLE III

No alteration shall be made in the work shown or described by the drawings and specifications except upon a written order of the Consultants accompanied by written approval of Department of Public Works, and the Mayor of the City. The work shall be performed in accordance with such order, if any, and the value of work so added or omitted shall be computed by the Consultants and the amount so ascertained shall be added or deducted from the contract price. All change orders shall be executed in conformity with Section 4.12.070 of the Springfield Revised Ordinances, 1986, as amended, **and with Chapter 468 of the Acts of 2008**. Contractor has familiarized himself with the nature and

extent of the Contract Documents, and Federal and local laws, ordinances, rules and regulations that in any manner may affect cost, progress or performance of the Work.

Contractor has given Consultants written notice of any conflict, error or discrepancy that he has discovered in the Contract Documents and the written resolution thereof by Consultants is acceptable to Contractor.

Contractor agrees that the Contract Documents are sufficient in scope and detail to indicate and convey understanding of all terms and conditions for performance of the Work.

Change order requests shall be in accordance with this Article and the Special Supplementary General Conditions 7.2.3.1.

ARTICLE IV

All work and materials shall comply in every respect with state and local laws and regulations and the directions of state and city inspectors of state and city inspectors of buildings. MGL C. 149 regulates this Contract. The Contractor shall give the proper authorities all required notices relating to this work, obtain all official permits required, and pay all fees for the same. The Contractor shall comply with Section 40, regulations of OSHA. The Contractor shall comply with Section 40, Chapter 82 of the Massachusetts General Laws, which requires contractors to notify public utility companies in writing at least forty eight (48) hours (excluding Saturdays, Sundays and legal holidays) before excavating in any public way.

ARTICLE V

The Owner shall have power to require the Contractor immediately to dismiss any workman, watchman, or other servant of the contractor, who shall in the Owner's opinion be incompetent, disorderly or otherwise unsatisfactory, and the Contractor shall forthwith comply with such requirement.

ARTICLE VI

The Contractor shall not employ any subcontractor for the execution of the same, or any part thereof, without the previous written consent of the Owner, and shall neither assign nor underlet this contract, nor assign, either legally or equitably, any of the monies payable hereunder, or any claims thereto, unless with the previous consent of the City expressed in writing signed in its name by Department of Public Works and the Mayor.

ARTICLE VII

A competent foreman shall always be kept upon the premises, to whom all notices and orders may be delivered, and who shall superintend the workmen in the foreman's respective department. A foreman shall maintain at the site for the City one copy of all Drawings, Specifications, Addenda, approved Shop Drawings, Change Orders, and other modifications, in good order and marked to record all changes made during construction. All of these shall be made available to the Consultants and shall be delivered to the Chief Procurement Officer upon completion of the work.

ARTICLE VIII

The Contractor hereby agrees to and shall at all times defend, indemnify and hold the City and its officers, agents and employees, wholly harmless from any and all losses, cost, expenses (including court costs and attorneys' fees, interest and profits), claims, demands, suits by any person or persons, injuries, damages or death, and other liabilities of whatever kind or nature, caused by, resulting from, incident to, connected with, or arising directly or indirectly out of the negligent or willful act or omission by the Contractor, any Subcontractor, anyone directly or indirectly employed by any of them or anyone for whose acts any of them may be liable whether or not caused in part by any act or neglect on the part of the City, its officers, employees, agents or servants, or others, including parties indemnified hereunder. This indemnity shall survive termination of the contract.

ARTICLE IX

The Contractor shall provide sufficient safe and proper facilities at all times for the inspection of the work by the Owner and the Architects or their authorized representatives, and shall, within twenty four (24) hours after receiving written notice from the Architects to that effect, proceed to remove from the grounds or buildings all materials condemned by him whether worked or unworked, and to take down all portions of the work which shall be, by written notice, condemned as unsound or improper, or as in any way failing to conform to the drawings and specifications, and shall complete such removal or raking down within such reasonable time as may be specified in such notice. In case the Contractor fails to comply with any such notice the City may do the work therein specified and charge the cost thereof to the account of the Contractor.

ARTICLE X

If the Contractor shall at any time refuse or neglect to supply a sufficiency of properly skilled workmen or materials of the proper quality, or fail in any respect to prosecute the work with promptness and diligence, or fail in the performance of any of the agreements herein contained, such refusal, neglect or failure being certified by the Architects the City may, after three (3) days written notice given to the Contractor by the Consultants, provide any such labor or materials, and deduct the cost thereof from any money then due or thereafter to become due to the Contractor under this contract. If the Consultants shall certify that such refusal, neglect or failure is sufficient ground for such action, or if the Contractor shall be adjudged a bankrupt, or if he shall make a general assignment for the benefit of the contractor's creditors, or if a receiver shall be appointed to take charge of the Contractor's property, the City may terminate the employment of the Contractor for the said work and enter upon the premises and take possession, for the purpose of completing the work included under this contract, of all materials, tools and appliances thereon. The City may employ any other person or persons to finish the work, and may provide the materials thereof, and in case of such discontinuance of the employment of the Contractor, the Contractor shall not be entitled to receive any further payment under this contract until the expiration of sixty five (65) days after said work shall be wholly finished, at which time, if the unpaid balance of the amount to be paid under this contract shall exceed the expense incurred by the City in finishing the work, such excess shall be paid by the City to the Contractor. If the expense incurred by the City shall exceed such unpaid balance, the Contractor shall pay the difference to the City. The expense incurred by the City as

herein provided, either for furnishing materials or for finishing the work, and any damage incurred through such default, shall be audited and certified by the Consultants, whose certificate thereof shall be conclusive on the parties hereto.

ARTICLE XI

The Contractor shall achieve Substantial Completion of the whole of the work comprehended in this contract by the time or times stated, to wit:

A. ESTIMATED COMPLETION SHALL BE:

1. Contract Work - Within Sixty (74) Consecutive Calendar Days from Notice to Proceed (May 7, 2018)

The Contractor will commence the work required within Five (5) calendar days from the date of the NOTICE TO PROCEED, or Contract signing by Mayor, whichever first. The calendar days shall be consecutive. Payment by the Contractor of Two Thousand Five Hundred Dollars and 00/100 (\$2,500.00) for each and every calendar day the Contract extends beyond the stipulated time, as liquidated damages, is hereby agreed to. The Owner may, at its discretion and in writing, extend the time for completion of the work.

The Contractor agrees that the Work shall be prosecuted regularly, diligently, with the substantial completion within 270 calendar days for weather sensitive work and at such rate of progress as will insure full completion thereof within the Contract time stated above, it is expressly understood and agreed, by and between Contractor and Owner, that the Contract time is reasonable for the completion of the Work.

The Contractor further agrees that within **THIRTY (30) days** of Substantial Completion, the project shall achieve Final Completion and Acceptance by Owner, or be subject to liquidated damages as described above.

ARTICLE XII

Should the Contractor be obstructed or delayed in the prosecution or completion of the work by the act, delay or default of the City, or of any other Contractor employed by the City upon the work, or by any damage which may happen by fire, lightning, earthquake, or cyclone, severe winter weather freezing conditions (as determined by the Consultants and approved by the City) or the abandonment of the work by the employees through no default of the Contractor, then the time herein fixed for the completion of the work may be extended for such period as the Consultants shall determine and certify in writing to the Contractor and to the City to be equivalent to the time lost by reason of any or all of the causes aforesaid. No such allowance shall be made unless a claim therefore is presented in writing to the Consultants and to the City within twenty four (24) hours of the occurrence of such delay, and in no event shall the Contractor have any claim against the City for damages on account of any such delay in the completion of the work.

ARTICLE XIII

All materials used shall be of the best quality of their respective kinds, and all the work performed shall be executed in the most skillful and workmanlike manner, and both materials used and work performed shall be in every respect to the entire and complete satisfaction of the Consultants.

ARTICLE XIV

The Contractor at all times shall keep the construction site free from accumulation of waste materials or rubbish caused by the Contractor's operation. The Contractor shall provide temporary barriers, warning lights and other implements in order to protect areas not requiring construction work. The Contractor shall, upon the completion of said work, remove all the scaffolding, fencing, rubbish, tools, construction equipment, machinery and surplus materials then remaining in or about the said construction site and shall leave the construction site in a perfect and proper condition.

ARTICLE XV

The maximum sum to be paid by the City to the Contractor for said work and materials shall be:

\$1,167,125.00

TOTAL AMOUNT NOT TO EXCEED: ONE MILLION ONE HUNDRED SIXTY SEVEN THOUSAND ONE HUNDRED TWENTY FIVE DOLLARS AND 00/100 (\$1,167,125.00).

Said payment shall be subject to the provisions of Massachusetts General Laws Chapter 149 as follows: within fifteen (15) days after receipt from the contractor, at the place designated by the Awarding Authority if such a place is so designated, of a periodic estimate requesting payment of the amount due for the preceding month, the Awarding Authority will make a periodic payment to the Contractor for the work performed during the preceding month and for the materials not incorporated in the work but delivered and suitably stored at the site (or at some location agreed upon in writing) to which the Contractor has title or to which a subcontractor has title and has authorized the Contractor to transfer title to the Awarding Authority, less:

1. A retention based on its estimate of the fair value of its claims against the contractor; and less
2. A retention for direct payment to subcontractor based on demands for same accordance with the provisions of section thirty nine F, Chapter 30; and less
3. A retention not exceeding five (5%) percent of the approved amount of the periodic payment.

After the receipt of a periodic estimate requesting final payment and within sixty five (65) days after (a) the Contractor fully completes the work or substantially completes the work so the value of the work remaining to be done is, in the estimate of the Awarding Authority, less than one (1%) percent of the original price, (b) the Contractor substantially completes the work and the Awarding Authority takes possession for occupancy, whichever occurs first, the Awarding Authority shall pay the Contractor the entire balance due on the contract, less:

1. A retention based on its estimate of the fair value of its claims against the Contractor and the cost of completing the incomplete and unsatisfactory items of work; and less
2. A retention for direct payments to subcontractors based on demands for same in accordance with the provisions of section thirty nine F or based on the record of payments by the contractor to the subcontractors under this contract of such record if payment indicates that the contractor has not paid subcontractors as provided thirty nine F.

If the Awarding Authority fails to make payments as herein provided there shall be added to each such payment daily interest at the rate of three (3%) percentage points above the rediscount rate then charged by the Federal Reserve Bank of Boston commencing on the first day after said payment is due and continuing until the payment is delivered or mailed to the Contractor; provided, that no interest shall be due in any event, on the amount due on a periodic estimate for final payment until fifteen (15) days (twenty four (24) days in the case of the Commonwealth) after receipt of such a periodic estimate from the Contractor, at the place designated by the Awarding Authority if such place is so designated. The Contractor agrees to pay to each Subcontractor a portion of any such interest paid in accordance with the amount due each Subcontractor. The Awarding Authority may make changes in any periodic estimate submitted by the Contractor and the payment due on said periodic estimate shall be computed in accordance with the changes so made, but such changes or any requirement for a corrected periodic estimate shall not affect the due date for the periodic payment or the date for the commencement of interest charges on the amount of the periodic payment computed in accordance with the changes made as provided herein; provided, that the Awarding Authority may, within seven (7) days after receipt, return to the Contractor for correction, any periodic estimate which is not in the required form or which contains computations not arithmetically correct and in that event the date of receipt of such periodic estimate shall be the date of the corrected periodic estimate in proper form and with arithmetically correct computations. The date of receipt of a periodic estimate received on a Saturday shall be the first working date thereafter. The provisions of section thirty-nine G. shall not apply to any contract for the construction, reconstruction, alteration, remodeling, repair, or demolition of any public building to which this section applies.

All periodic estimates shall be submitted to the Awarding Authority or to its designee as set forth in writing to the Contractor, and the date of receipt by the Awarding Authority or its designee shall be marked on the estimate. All periodic estimates shall contain a separate item for each filed sub trade and a column listing the amount paid to each filed subcontractor as of the date the periodic estimate is filed. The person making payment for the Awarding Authority shall add the daily interest provided for herein to each payment for each day beyond the due date based on the date of receipt marked on the estimate. A certificate of the Consultants to the effect that the Contractor has fully or substantially completed the work shall, subject to the provisions of section 39 J. be conclusive for the purpose of this section.

ARTICLE XVI (Section 39F, C. 30 M.G.L.)

- A. Forthwith after the General Contractor receives payment on account of a periodic estimate, the General Contractor shall pay to each Subcontractor the amount paid for the labor performed and materials furnished by that subcontractor, less any amount specified in any court proceedings barring such payment and also less any amount claimed due from the Subcontractor by the General Contractor.
- B. Not later than the sixty fifth (65) day after each Sub-Contractor substantially completes his work in accordance with the plans and specifications, the entire balance due under the Sub-Contractor less amounts retained by the awarding authority as the estimated cost of completing the incomplete and unsatisfactory items of work shall be due the Sub-Contractor; and the Awarding Authority shall pay that amount to the general Contractor. The General contractor shall forthwith pay to the Sub-Contractor the full amount received from the Awarding Authority less any amount specified in any court proceedings barring such payment and also less any amount claimed due from the Sub-Contractor by the General Contractor.
- C. Each payment made by the Awarding Authority to the General Contractor pursuant to subparagraphs A. and B. of this paragraph for the labor performed and the materials furnished by a Subcontractor shall be made to the General Contractor for the account of that Subcontractor; and the Awarding Authority shall take reasonable steps to compel the General Contractor to make such payment to each Subcontractor. If the Awarding Authority has received a demand for direct payment from a Sub-Contractor for any amount which has already been included in a payment to the General Contractor for payment to the Sub-Contractor as provided in subparagraphs (a) and (b), the Awarding Authority shall act upon the demand as provided in this Section.
- D. If, within seventy (70) days after the Sub-Contractor has substantially completed the subcontract work, the Sub-contractor has not received from the General Contractor the balance due under the subcontract including any amount due for extra labor and materials furnished to the General Contractor, less any amount retained by the Awarding Authority as the estimated cost of completing the incomplete and unsatisfactory items of work, the Sub-Contractor may demand direct payment of that balance from the Awarding Authority. The demand shall be by a sworn statement delivered to or sent by certified mail to the Awarding Authority and a copy shall be delivered to or sent by certified mail to the General Contractor at the same time. The demand shall contain a detailed breakdown of the balance due under the subcontract and also a statement of the status of completion of the subcontract work. Any demand made after substantial completion of the subcontract work shall be valid even if delivered or mailed prior to the seventieth (70) day after the Sub-Contractor has substantially completed the subcontract work. Within (10) days after the Sub-Contractor has delivered or so mailed the demand to the Awarding Authority and delivered or so mailed a copy to the General Contractor, the General Contractor may reply to the demand. The reply shall be sworn statement delivered or sent by certified mail to the Awarding Authority and a copy shall be delivered to or sent by certified mail to the Sub-Contractor at the same time. The reply shall contain a detailed breakdown of the balance due under

the subcontract including any amount for extra labor and materials to the General Contractor and of the amount due for each claim by the General Contractor and of the amount due for each claim made by the General Contractor against the Sub-Contractor.

- E. Within fifteen (15) days after receipt of the demand by the Awarding Authority, but in no event prior to the seventieth (70) day after substantial completion of the subcontract work, the Awarding Authority shall make direct payment to the subcontractor of the balance due under the subcontract including any amount due for extra labor and materials furnished to the General Contractor, less any amount (1) retained by the Awarding Authority as the estimated cost of completing the incomplete or unsatisfactory items of work; (2) specified in any court proceedings barring such payment; or (3) disputed by the General Contractor in the sworn reply; provided that the Awarding Authority shall not deduct from a direct payment any amount as provided in part (3) if the reply is not sworn to, or for which the sworn reply does not contain the detailed breakdown required by paragraph D. above. The Awarding Authority shall make further direct payments to the Sub-Contractor forthwith after the removal of the basis for deductions from direct payments made as provided in parts (1) and (2) of this subparagraph.
- F. The Awarding Authority shall forthwith deposit the amount deducted from a direct payment as provided in part (3) of subparagraph E. above in an interest-bearing joint account in the names of the General Contractor and the Sub-Contractor in a bank in Massachusetts selected by the Awarding Authority or agreed upon by the General Contractor and the Sub-Contractor and shall notify the General Contractor and the Sub-Contractor of the date of the deposit and the bank receiving the deposit. The bank shall pay the amount in the account, including accrued interest, as provided in an agreement between the General Contractor and the Sub-Contractor or as determined by decree of a court of competent jurisdiction.
- G. All direct payments and all deductions from demands for direct payments deposited in an interest-bearing account in a bank pursuant to subparagraph F shall be made out of accounts payable to the General Contractor at the time of receipt of a demand for direct payment from a Sub-Contractor and out of amounts which later become payable to the General Contractor and in the order of receipt of such demands from Sub-Contractors. All direct payments shall discharge the obligation of the Awarding Authority to the General Contractor to the extent of such payment.
- H. The Awarding Authority shall deduct from payments to a General Contractor amounts which, together with the deposits in interest bearing accounts pursuant to subparagraph F, are sufficient to satisfy all unpaid balances of demands for direct payments, and the Sub-Contractor shall have a right in such deductions prior to any claims against such amount by creditors of the General Contractor.
- I. If the Sub-Contractor does not receive payment as provided in subparagraph A or if the General Contractor does not submit a periodic estimate for the value of the labor or materials performed or furnished by the Sub-Contractor and the Sub-Contractor does not receive payment for same when due less the deductions provided for in subparagraph A. the Sub-Contractor may demand direct payment by following the procedure in subparagraph D. and the General Contractor may file

a sworn reply as provided in that same paragraph. A demand made after the first day of the month following that for which the Sub-Contractor performed or furnished the labor and materials for which the Sub-Contractor seeks payment shall be valid even if delivered or mailed prior to the time payment was due on a periodic estimate from the General Contract. Thereafter the awarding Authority shall proceed as provided in subparagraphs E, F, G, and H.

ARTICLE XVII (Section 39N, C. 30 M.G.L.)

If during the progress of the work, the contractor or the Awarding Authority discovers that the actual sub surface or latent physical conditions encountered at the site differ substantially or materially from those shown on the plans or indicated in the contract documents either the Contractor or the Contracting Authority may request an equitable adjustment in the contract price of the contract applying to work affected by the differing site conditions.

A request for such an adjustment shall be in writing and shall be delivered by the party making such claims to the other party as soon as possible after such conditions are discovered. Upon receipt of such a claim from a Contractor or upon its own initiative, the Contracting Authority shall make an investigation of such physical conditions, and, if they differ substantially or materially from those shown on the plans or indicate in the contract documents or from those ordinarily encountered and generally recognized as inherent in work of the character provided for in the plans and contract documents and are of such a nature as to cause an increase or decrease in the cost of performance or the work or a change in the construction methods required for the performance of the work which results in an increase or decrease in the cost of the work, the Contracting Authority shall make an equitable adjustment in the contract price and the contract shall be modified in writing accordingly.

ARTICLE XVIII (Section 39O, C. 30 M.G.L.)

- A. The Awarding Authority may order the General Contractor in writing to suspend, delay, or interrupt all or any part of the work for such period of time as it may determine to be appropriate for the convenience of the Awarding Authority; provided, however, that if there is a suspension, delay or interruption for fifteen (15) days or more due to a failure of the Awarding Authority to act within the time specified in this contract the Awarding Authority shall make an adjustment in this contract price for any increase in the cost of performance of this contract but shall not include any profit to General Contractor on such increase; and provided further, that the Awarding Authority shall not make any adjustment in the contract price under this provision for any suspension, delay interruption or failure to act to the extent that such is due to any cause for which this contract provides for an equitable adjustment of the contract price under any other contract provisions.
- B. The General Contractor must submit the amount of a claim under provisions (A) to the Awarding Authority in writing as soon as practicable after the end of the suspension, delay, interruption or failure to act and, in any event not later than the date of final payment under this contract and except for costs due to a suspension order, the Awarding Authority shall not approve any costs in the claim incurred more than twenty (20) days before the General Contractor notified the Awarding

Authority in writing of the act or failure to act involved in the claim.

ARTICLE XIX

No certificate given or payment made under this contract, except the final certificate or final payment, shall be evidence of the performance of this contract, either wholly or in part, or be construed as a waiver of the right of the City either to reject any defective work or material or to require the fulfillment of any of the terms of the contract; and such final certificate or final payment shall not prevent a recovery by the City.

ARTICLE XX

The Contractor shall pay to the City all expenses, losses and damages incurred in consequence of any defect, omission or mistake of the Contractor or the Contractor's Sub-Contractors or the Contractor's employees; and any defects which may appear within twelve (12) months from the completion of the contract due to defective or improper materials or workmanship, shall upon request in writing, be immediately remedied and made good by the Contractor at the Contractor's own costs; and in case of default, the City may recover the cost of making good the same from the Contractor and from the sureties on the bond given to secure the performance of this contract. If the Contractor in the performance of said contract shall either depart from the original plans or substitute any other materials for a material named in the original specifications, by whomsoever the Contract may have been directed to make such departure or substitution the Contractor shall be responsible for any damage resulting therefrom to the City and shall reimburse the City thereof.

ARTICLE XXI

The Contractor further covenants and agrees to hold and save the City, its officers, agents, servants and employees, harmless from and against all demands of any kind for or on account of the use of any patents invention article or appliance included in materials furnished or employed under this contract.

ARTICLE XXII

The Contractor shall comply and the Contractor shall require each of the Contractor's Sub-Contractors employed in the completion of the Project to comply with all applicable Federal, State, Territorial, and Local laws. The Contractor certifies that the work will be carried out in accordance with Chapter 149 of the Massachusetts General Laws. The Contractor shall not participate in or cooperate with an international boycott, as defined in Section 999 (b) (3) and (4) of the Internal Revenue code of 1954, as amended, or engage in conduct declared to be unlawful by Section 2 of Chapter 151E of the Massachusetts General Laws.

ARTICLE XXIII

The goals for minority business enterprise (MBE) and women's business enterprise (WBE) participation for this contract is a cumulative goal of twenty per cent (20%) of MBE/WBE participation on the basis of the total dollars paid, minority/ women workforce, or a combination of these, as described in the MBE/WBE Enterprise Program bid documents.

The Contractor shall take all affirmative steps necessary to achieve this goal, and shall provide reports documenting the portion of contract and subcontract dollars paid to minority and women owned business, and its efforts to achieve the goals, with each invoice submitted or at such greater intervals as specified by the City of Springfield. The Contractor shall require similar reports from its Sub-Contractors. The Contractor agrees to make a good faith best effort to provide opportunities to eligible, bonafide minority and women owned and controlled businesses, as described in the "City of Springfield Minority and Women Business Enterprise Program" attached to this contract and incorporated herein by reference.

The term "a minority business enterprise" means a business at least fifty (50%) percent of which is owned by minority group members or, in the case of a publicly owned business, at least fifty-one (51%) percent of the stock which is owned by minority group members. For the purpose of the preceding sentence, "minority business group members" are citizens of the United States who are Black, Hispanic, Asian, American Indian, Alaskan Native, Cape Verdean, Eskimos and Aleuts.

ARTICLE XXIV

In the employment of mechanics, teamsters and laborers in the construction, addition to and alteration of said work preference shall be given (1) to citizens of said City who are veterans as defined in clause forty three of section seven of chapter four, M.G.L., and who are qualified to perform the work to which employment relates; (2) to citizens of said City in general; (3) to citizens of the Commonwealth who are veterans aforesaid in the Armed Forces of the United States and have been discharged or released and are qualified, as aforesaid; (4) to citizens of the Commonwealth generally; and (5) if they cannot be obtained in sufficient numbers then to citizens of the United States.

ARTICLE XXV

The rate per hour of wages to said mechanics and apprentices, teamsters, chauffeurs and laborers employed in the construction addition to or alteration of said work shall not be less than the rate or rates of wages to be determined by the Commissioner of Labor and industries as hereinafter provided; provided, that the wages paid to laborers employed on said works shall not be less than those paid to laborers in the municipal services of the City; provided, further that if in the City a wage rate or wage rates have been established in certain trades and occupations by collective agreements or understandings between organized labor and employers, the rate or rates to be paid on said works shall not be less than the rates so established; provided, further, that if no such rate or rates have been so established in the City, the wages paid to mechanics and apprentices, teamsters, chauffeurs and laborers on said work, shall not be less than the prevailing wages paid to the employees in the same trades and occupations by private employers engaged in the construction industry in the City. This article and Article XXIV herein are intended to be in compliance with Chapter 149, Section 26, of the General Laws and any acts in amendments thereof or in addition thereto.

ARTICLE XXVI

A schedule of rates or rates of wages obtained from the Commissioner of Labor and Industries pursuant to a list submitted to the Commission of the jobs upon which

mechanics and apprentices, teamsters, chauffeurs and laborers are to be employed in connection with said work, is attached hereto and made a part hereof; and it is agreed that said schedule shall be the minimum rate or rates of wages for said employees during the life of the contract. The Contractor shall cause a legible copy of said schedule to be kept posted in a conspicuous place at the site of said works during the life of the contract. This article is intended to be in compliance with Chapter 149, Section 27, of the General Laws and any acts in amendment thereof of in addition thereto.

ARTICLE XXVII

It is agreed that wages paid to reserve police officers in connection with said work shall be at the prevailing rate of wage paid to regular officers in the City. This article is intended to be in compliance with Chapter 149, Section 34B, of the General Laws and acts in amendment thereof or addition thereto.

ARTICLE XXVIII

In case of any dispute as to wages arising under the preceding sections, the Commissioner of Labor and Industries shall investigate and decide what rate of wages in accordance with the preceding sections, shall be paid.

ARTICLE XXIX

The Contractor shall keep a true and accurate record of all mechanics and apprentices, teamsters, chauffeurs and laborers employed on said works, showing the name, address, and occupational classification of each such employee, and shall furnish copies of same in required form and manner to the Commissioner of Labor and Industries and/or the City upon request. The Contractor shall preserve its payroll records for a period of six (6) years from the date of completion of the contract. The Contractor shall furnish to the Commissioner of Labor and Industries within fifteen (15) days after the completion of its portion of the work (as any Sub-Contractor shall within fifteen (15) days after the completion of its portion of the work) a Statement of Compliance, in the form set forth in Chapter 149, Section 27B of the General Laws and any acts in amendment thereof or in addition thereto.

ARTICLE XXX

No laborer, workman, or mechanic, foreman or inspector working within the Commonwealth, in the employ of the Contractor, Sub Contractor or other person doing or contracting to do the whole or part of the work contemplated by the contract, shall be required or permitted to work more that eight (8) hours in any one day or more than forty-eight (48) hours in any one week, except in cases of emergency, or in case any town subject to section thirty one is a party to such a contract, more than eight (8) hours in any one (1) day, except as aforesaid. This article is intended to be in compliance with Chapter 149, Section 34, of the General Laws and acts in amendment thereof or in addition thereto.

ARTICLE XXXI

No Architects or teamster working within the Commonwealth in the employ of the Contractor, Sub-Contractor or other person doing or contracting to do the whole or part of the work contemplated by this contract, shall be required or permitted to work more than eight (8) hours in any one day or more than forty-eight (48) hours in any one week, except in cases of emergency, or in case any town subject to Section thirty-one is a party to such a contract, more than eight (8) hours in any one day, except as aforesaid.

ARTICLE XXXII

The Contractor shall not, nor shall the Contractor's agents or employees, directly or indirectly require, as a condition of employment in the work provided for by this contract, that any employee shall lodge, board or trade at a particular place or with a particular person. Every employee in public works shall lodge, board and trade where and with whom he (or she) elects; and no person or his agents or employees under contract with the Commonwealth, or county, city or town or with a department, board, commission or officer acting therefore, for the doing of public works shall directly or indirectly require, as a condition or employment therein, that the employee shall lodge, board or trade at a particular place or with a particular person.

ARTICLE XXXIII

The Contractor shall procure such policies of insurance as will protect him and the City against claims under the Workmen's Compensation Acts and any other claims for damages for personal injury, including death, which may arise from operation under this contract. Certificates of such insurance, naming the City as a co-insured shall be filed with the City and affixed to this contract, and shall be subject to the approval of the Consultants and the City for adequacy or protection. The Contractor shall, before commencing performance of the contract, at the Contractor's own expense, provide by insurance for the payment of compensation and the furnishing of other benefits under chapter one hundred and fifty two of the General Laws to all persons to be employed under the contract, and the contractor shall continue at the Contractor's own expense, such insurance in full force and effect during term or the contract. Failure to provide and continue in force such insurance as aforesaid shall be deemed a material breach of the contract and shall operate as an immediate termination thereof. No cancellation of such insurance, whether by the insurer or by the insured, shall be valid unless written notice thereof is given by the party proposing cancellation to the other party and to the City at least fifteen (15) days prior to the intended Notice of Cancellation sent by the party proposing cancellation by registered mail, postage prepaid, with a return receipt of the addressee requested shall be sufficient notice. This section shall apply to the legal representative, trustee in bankruptcy, receiver, assignee, trustee and the successor in interest of the contractor.

ARTICLE XXXIV

The Contractor shall within five (5) days of Notice of Award furnish the City with a Performance Bond in an amount equal to One Hundred percent (100%) of the Contract sum as security for the faithful performance of this Contract and also a Labor & Materials Payment Bond in an amount equal to One Hundred percent (100%) of the Contract sum as security for the payment of all persons performing labor on the Project under this Contract

and furnishing materials in connection with this Contract. The said Performance and Labor and Materials bonds shall be affixed to this contract at its execution and have surety or sureties which are licensed to do business in the Commonwealth of Massachusetts approved by the **Law Department** and **Mayor** of the City.

ARTICLE XXXV

During the performance of this contract, the Contractor agrees as follows:

1. The Contractor will not discriminate against any employee or applicant for employment because of race, color, religion, sex or national origin. The Contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex or national origin. Such action shall include, but not be limited to, the following: Employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The Contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided setting forth the provisions of this non-discrimination clause.
2. The Contractor will, in all solicitations or advertisements for employees place by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex or national origin.
3. The Contractor will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice to be provided by the Contract Compliance Officer advising the said labor union or worker's representatives of the Contractor's commitment under this section, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.
4. The Contractor will comply with all provisions of Executive Order 11246 of September 24, 1965, as amended, and the rules, regulations, and relevant orders of the Secretary of Labor.
5. The Contractor will furnish all information and reports required by Executive Order 11246 of September 24, 1965, as amended, and by rules, regulations and orders of the Secretary of Labor, or pursuant thereto, and will permit access to the Contractor's books, records, and accounts by the Department and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.
6. In the event of the Contractor's noncompliance with the non-discrimination clauses of this contract or with any of said rules, regulations, or orders, this contract may be canceled, terminated, or suspended in whole or in part and the Contractor may be declared ineligible for further Government contracts of federally assisted construction contracts in accordance with procedures authorized in Executive Order 11246 of September 24, 1965, as amended, or by rule, regulation or order of the Secretary of Labor, or as otherwise provided by Law.

7. The Contractor shall include the portion of the sentence immediately preceding paragraph (1) and the provisions of paragraphs (1) through (7) in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to Section 204 of Executive Order 11246 of September 24, 1965, as amended, so that such provisions will be binding upon each subcontract or purchase order as the Department may direct as a means of enforcing such provisions, including sanctions for noncompliance, provided however, that in the event a Contractor becomes involved in, or is threatened with, litigation with Sub-Contractor or vendor as a result of such direction by the Department, the contract may request the United States to enter into such litigation to protect the interest of the United States.

ARTICLE XXXVI

The City shall have the right to terminate the Contract in whole or in part if:

- A. any representative made by the Contractor to the City in connection with the Contract Documents shall be incorrect or incomplete in any material respect.
- B. The Contractor fails to comply with the essential conditions of this agreement, that it shall diligently pursue the development of this project. It is expressly understood and agreed that the Contractor shall notify both the Consultants and the City in the event delays occur which delays affect the start of on-site labor or accomplishment of the project. Time is of the essence of the completion of this project.
- C. The intent and purpose of the Project is changed substantially so as to significantly affect the accomplishment of the Project as intended.
- D. The Contractor has violated commitments made by it in its proposal and supporting documents or has violated any of the terms of conditions of this Agreement.
- E. Any official, employee, Consultants attorney, Engineer or inspector of or for the City or any State or local official or representative, becomes directly or indirectly interested financially in the acquisition of any materials or equipment, or in any construction for the Project, or in the furnishings of any service to or in connection with the Project, or in any benefit arising therefrom.
- F. The Contractor fails to report immediately to the City any change of authorized representative(s) acting in lieu of or on behalf of the Contractor.
- G. The Contractor fails to fulfill its bonafide minority and women business enterprise commitments outlined in Contract Documents.

Should the City elect to terminate the Contract under clauses A, B, D, or G, the Contractor shall forthwith repay to the City all money received by it under the Contract. The City reserves the right to suspend the Contract and withhold further payment, or prohibit the Contractor from incurring additional obligations pending corrective action by the Contractor or a decision by the City to terminate the Contract unless the Project is completed to the satisfaction of the City.

ARTICLE XXXVII

The Contractor shall establish, maintain and preserve and the Contractor shall require each of its Sub-Contractors to establish, maintain and preserve property management, project performance, financial management, payrolls and reporting documents and systems, and such other books, records and other data pertinent to the Project as the City may require. All such records shall be retained for a period of six (6) years following receipt of final payment. The Contractor shall render and shall require each of its Sub Contractors to render to the City or any authorized representative of the City the right to inspect and monitor all work, materials, payrolls, record and personnel, invoices and other relevant data and records pertaining to the development and construction of the Project. The Contractor shall give the City access to and the right to examine all records, books, papers or documents related to the Project for the entire time period beginning with Project commencement and ending six (6) years after final acceptance and final payment. The Contractor shall provide such information on this Project as is required by the City

ARTICLE XXXVIII

The Contractor shall furnish and install all "weather protection" materials in accordance with M.G.L. c149, s44G, Chapter 497 of the Acts of 1970.

- A. **"Weather Protection"** shall mean the temporary protection of that work adversely affected provide adequate working areas during the months of November through March as determined by the Awarding Authority and be consistent with the approved construction schedule to permit the continuous progress of all work necessary to maintain an orderly and efficient sequence of construction operations.
- B. Standards for such protection shall be established by the Deputy Commissioner of Planning and Operations in the Executive Office for Administration and Finance.
- C. Responsibility for Weather Protection
 - 1. The entire responsibility for weather protection during construction until Substantial Completion, shall be assumed by the Contractor, who shall be liable for any damage to any work caused by the Contractor's failure to supply proper weather protection and proper ventilation as required.
 - 2. Any work damaged by frost shall be removed and replace by the Contractor at the Contractor's own expense and as directed by the Consultants.
 - 3. It is to be specifically understood that the Contract shall do no work at any time or under any conditions that he or she deems unsuitable to the perfect execution of the Work. This provision shall not be interpreted as constituting any waiver, release or lessening or the Contractor's obligation to bring the Work to Substantial Completion with the period of time set forth in the Agreement.

ARTICLE XXXIX

1. The words defined herein shall have the meaning stated below whenever they appear in this section:
 - A. **"Contractor"** means any person, corporation, partnership, joint venture, sole proprietorship, or other entity awarded a contract pursuant to section thirty-nine M of chapter 30, Sections forty-four A through H inclusive of chapter one hundred and forty-nine
 - B. **"Contract"** means any contract awarded or executed pursuant to section thirty-nine M of chapter thirty, or sections forty-four A through H, inclusive, of chapter one hundred and forty-nine.
 - C. **"Records"** means books of original entry, accounts, checks, bank statements and all other banking documents, correspondence, memoranda, invoices, computer printouts, tapes, discs, papers, and other documents or transcribed information of any type, whether expressed in ordinary or machine language.
 - D. **"Independent Certified Public Accountant"** means a person duly registered in good standing and entitled to practice as a certified public accountant under the laws of the place of the accountant's residence or principal office and who is in fact independent. In determining whether an accountant is independent with respect to a particular person, appropriate consideration should be given to all relationships between the accountant and that person or any affiliate thereof. Determination of an accountant's independence shall not be confined to the relationships existing in connection with the filing of reports with the Awarding Authority.
 - E. **"Audit"**, when used in regard to financial statements, means an examination of records by an independent certified public accountant in accordance with generally accepted accountant in accordance with generally accepted accounting principles and auditing standards for the purpose of expressing a certified opinion thereon, or, in the alternative, a qualified opinion or a declination to express an opinion for stated reasons.
 - F. **"Accountant's Report"**, when used in regard to financial statements, means a document in which an independent certified accountant indicates the scope of the audit which said accountant has made and sets forth said accountant's opinion regarding the financial statements taken as a whole with a listing of noted exceptions and qualifications, or an assertion to the effect that an overall opinion cannot be expressed. When an overall opinion cannot be expressed, the reason therefore shall be stated. An accountant's report shall include as part thereof a signed statement by the responsible corporate officer attesting that management has fully disclosed all material facts to the independent certified public accountant, and that the audited financial statement is a true and complete statement of the financial condition of the contractor.

G. **"Management"**, when used herein, means the chief executive officers, partners, principal or other person or persons primarily responsible for the financial and operational policies and practices of the contractor.

H. **"Accounting terms"**, unless otherwise defined herein, shall have a meaning in accordance with generally accepted accounting principles and auditing standards.

2. The Contractor shall make, and keep for at least six years after final payment, books, records, and accounts which in reasonable detail accurately and fairly reflect the transactions and dispositions of the contractor, and

A. Until the expiration of six (6) years after final payment, the Awarding Authority, the Office of the Inspector General and the Deputy Commissioner of Capital Asset Management shall have the right to examine any books, documents, papers or records of the Contractor or his or her Subcontractor that directly pertain to, and involve transactions relating to the Contractor or his or her Subcontractor, and

B. If the agreement is a contract as defined herein, the Contractor shall describe any change in the method of maintaining records or recording or recording transactions which materially affect any statements filed with the Awarding Authority, including in the Contractor's description the date of the change and reasons thereof, and shall accompany said description with a letter from the Contractor's independent certified public accountant approving or otherwise commenting on the changes, and

C. If the agreement is a contract as defined herein, the Contractor has filed a statement of management on internal accounting controls as set forth below prior to the execution of the contract, and

D. If the agreement is a contract as defined herein, the Contractor has filed prior to the execution of the contracts and will continue to file annually, an audit financial statement for the most recent completed fiscal year as set forth below.

E. The Contractor shall file with the Awarding Authority a statement of management as to whether the system of internal accounting controls of the Contractor and its subsidiaries reasonably assures that:

1. Transactions are executed in accordance with management's general and specific authorization,

2. Transactions are recorded as necessary to permit preparation of financial statements in conformity with generally accepted accounting principles, and to maintain accountability for assets,

3. Access to assets is permitted only in accordance with management's general or specific authorization; and

4. The recorded accountability for assets is compared with the existing assets at reasonable intervals and appropriate action was taken with

respect to any difference.

3. The Contractor shall also file with the Awarding Authority a statement prepared and signed by an independent certified public accountant, stating that said accountant has examined the statement of management on internal accounting controls, and expressing an opinion as to:
 - A. Whether the representations of management in response to these paragraphs are consistent with the result of management's evaluation of the system of internal accounting controls; and
 - B. Whether such representations of management are, in addition, reasonable with respect to transactions and assets in amounts which would be material when measured in relation to the applicant's financial statements.

The Contractor shall annually file with the Awarding Authority during the term of the contract a financial statement prepared by an independent certified public accountant on the basis of an audit by such accountant. The final statement filed shall include the date of final payment. All statements shall be accompanied by an accountant's report.

The Office of Inspector General, the Deputy Commissioner of Capital Planning and Operations and the Awarding Authority shall enforce the provisions of this section. The Deputy Commissioner of Capital Planning and Operations may after providing an opportunity for the Inspector General and other interested parties to comment, promulgate pursuant to the provisions of the chapter thirty A such rules, regulations and guidelines as are necessary to effectuate the purposes of this section. Such rules, regulations and guidelines may be applicable to the authorities. The contractor's failure to satisfy any of the requirements of this section may be grounds for disqualification pursuant to section forty-four C of chapter one hundred and forty-nine.

ARTICLE XL

The Contractor shall not employ any alien in the United States in violation of the Immigration and Nationality Act or any other law, convention, or treaty of the United States relating to the immigration, exclusion, deportation, or expulsion of aliens.

ARTICLE XLI

The Contractor and its Sub-Contractors shall use raw material mined or produced in the United States and from United States Manufacturers substantially made from materials mined, produced or manufactured in the United States.

ARTICLE XLII

Each and every provision of law and clause required by law to be inserted in this contract shall be deemed to be inserted herein and the contract shall be read and enforced as though it were included herein, and if through mistake or otherwise any such provision is not inserted, or is not correctly inserted, then upon the application of either party the contract shall forthwith be physically amended to make such insertion.

ARTICLE XLIII

The Contractor shall give special consideration, consistent with existing applicable collective bargaining agreements and practices to the employment on the Project of qualified disabled veterans defined in 38 USC 2011 (1), and to qualified Vietnam era veterans defined in 38 USC 2011 (2) (A).

ARTICLE XLIV

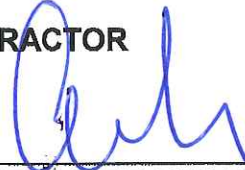
The laws of the Commonwealth of Massachusetts shall govern this agreement, unless otherwise specified. Any action, whether at law or equity, shall be brought only in the Superior Court of Hampden County, or the Federal District Court for the district of Massachusetts, sitting in Springfield.

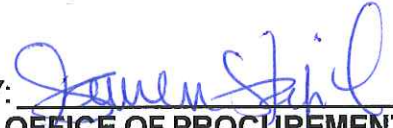
SIGNATURE PAGE TO FOLLOW

IN WITNESS WHEREOF the City of Springfield has caused these presents to be signed in its name and behalf, **Department of Disaster Recovery and Compliance**, with the approval of its **Mayor** and the said Contractor has caused these presents to be signed in the contractor's named and behalf by its hereto duly authorized the day and year the same is signed by all necessary parties, on the latest date noted below.

CONTRACTOR

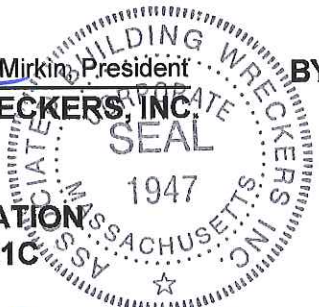
CITY OF SPRINGFIELD

BY:  Andrew Mirkin, President

BY: 
OFFICE OF PROCUREMENT

ASSOCIATED BUILDING WRECKERS, INC.

26401839 - 529200-64014 1,167,115



**APPROVED AS TO APPROPRIATION
PURSUANT TO M.G.L. c. 44, s31C**

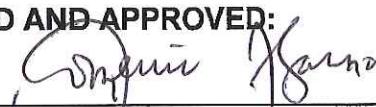
BY:  5/22/18
COMPTROLLER *DeLuna*

APPROVED:

BY: 
DISASTER RECOVERY & COMPLIANCE

APPROVED AS TO FORM

BY: 
LAW DEPARTMENT 5/29/18

REVIEWED AND APPROVED:

DOMENIC SARNO
MAYOR

This 29th day of May, 2018

CORPORATE CERTIFICATE

***THIS MUST BE THE NAME OF THE PERSON AUTHORIZED IN YOUR BY-LAWS TO SIGN CONTRACTS -**

****SINCE AN OFFICER CANNOT CERTIFY TO HIMSELF, SOMEONE MUST SIGN THIS OTHER THAN THE PERSON SIGNING THE CONTRACT -**

I, ** Anne K. Flaucher A Resident of Chicopee in

The State of Massachusetts DO HEREBY CERTIFY: that I am
the Clerk/

Secretary of Associated Building Wreckers, Inc.

A Corporation duly Organized and existing under and by virtue of the laws of the

State of Massachusetts

And that I have custody of the records of such Corporation: and that as of the date herein
below recited

* Andrew Mirkin President
(Officer, person who is signing the Contract) (Title)

Authorized to execute and deliver in the name and on behalf of the CORPORATION the
following:

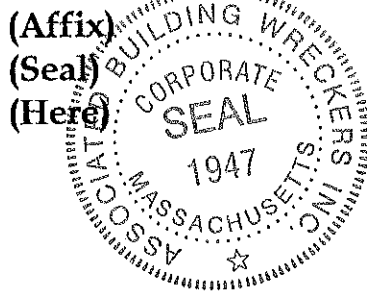
ASSOCIATED BUILDING WRECKERS

CONTRACT NO. 20180634

BUILDING DEMOLITION, REMOVAL & SITE WORK

WITNESS WHEREOF, I have hereunto set my hand and affixed the Corporate Seal

Of such corporation this 9th day of May 2018



** *Anne K. Flaucher*
Anne K. Flaucher, Secretary

TO BE INCLUDED IN ALL SPECIFICATIONS

COMPLIANCE WITH FEDERAL, COMMONWEALTH OF MASSACHUSETTS, AND CITY OF SPRINGFIELD TAX LAWS.

A. COMPLIANCE WITH TAX LAWS

The contractor must be in compliance at the time it submits its bid and afterwards if selected as the contractor, with all Federal, Commonwealth of Massachusetts and City of Springfield tax laws, the contractor will be disqualified from the bidding procedure.

B. TAX CERTIFICATION AFFIDAVIT.

The contractor **must** complete and return the Tax Certification Affidavit with the contractor's bid/proposal. Failure to complete and return the Tax Certification Affidavit will disqualify the contractor from the bidding procedure.

C. VERIFICATION OF COMPLIANCE WITH FEDERAL AND MASSACHUSETTS TAX LAWS.

If the City of Springfield discovers that the contractor is not in compliance with Federal or Massachusetts tax laws, the contractor shall be excluded from the bidding procedure.

D. COMPLIANCE WITH THE CITY OF SPRINGFIELD TAXES.

If the City of Springfield discovers that the contractor owes the City of Springfield any assessments, excise, property or other taxes, including any penalties and interest thereon, the contractor shall be excluded from the bidding procedure.

The contractor at all times during the term of an awarded contract shall observe and abide by all Federal, Commonwealth of Massachusetts and City of Springfield tax laws and remain in compliance with such laws, all as amended.

TAX CERTIFICATION AFFIDAVIT FOR CONTRACTS

04-2052737

Individual Social Security Number, State Identification Number, Federal Identification Number, Company: Associated Building Wreckers, Inc., P.O. Box (if any):, Street Address Only: 352 Albany Street, City/State/Zip Code: Springfield, MA 01105, E-mail: Abw_inc@comcast.net, Telephone Number: (413) 732-3179, Fax Number: (413) 732-3179, List address(es) of all other property owned by company in Springfield: N/A, Please Identify if the bidder/proposer is a: Corporation [X], Individual, Partnership, Limited Liability Company, Limited Liability Partnership, Limited Partnership.

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

FEDERAL TAX CERTIFICATION

I, Andrew Mirkin (authorized agent) certify under the pains and penalties of perjury that Associated Building Wreckers, Inc. (Bidder/Proposer) to my best knowledge and belief, has/have complied with all United States Federal taxes required by law. Associated Building Wreckers, Inc. Bidder/Proposer/Contracting Entity, Authorized Person's Signature, Date: April 24, 2018

CITY OF SPRINGFIELD TAX CERTIFICATION

I, Andrew Mirkin (authorized agent) certify under the pains and penalties of perjury that Associated Building Wreckers, Inc. (Bidder/Proposer) to my best knowledge and belief, has/have complied with all City of Springfield taxes required by law (has/have entered into a Payment Agreement with the City). Associated Building Wreckers, Inc. Bidder/Proposer/Contracting Entity, Authorized Person's Signature, Date: April 24, 2018

COMMONWEALTH OF MASSACHUSETTS TAX CERTIFICATION

Pursuant to M.G.L. c. 62C §49A, I, Andrew Mirkin (authorized agent) certify under the pains and penalties of perjury that Associated Building Wreckers, Inc. (Bidder/Proposer) to my best knowledge and belief, has/have complied with all laws of the Commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support. Associated Building Wreckers, Inc. Bidder/Proposer/Contracting Entity, Authorized Person's Signature, Date: April 24, 2018

Notary Public

STATE OF Massachusetts

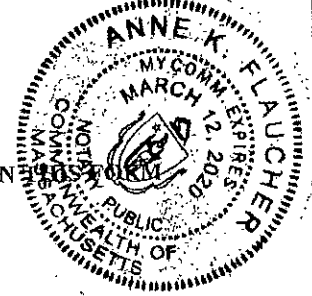
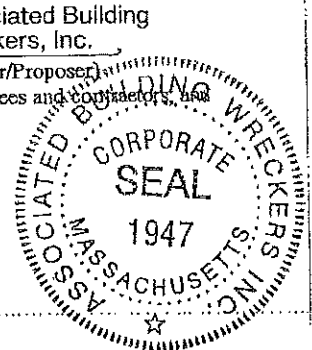
April 24, 2018

County of Hampden, ss. Springfield

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

Notary Public

My commission expires: 3-12-2020



YOU MUST FILL THIS FORM OUT COMPLETELY AND, SIGNATURES MUST BE NOTARIZED ON AND YOU MUST FILE THIS FORM WITH YOUR BID/CONTRACT.

Client#: 27633

ASSBU1

ACORDTM

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

4/27/2018

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer any rights to the certificate holder in lieu of such endorsement(s).

PRODUCER: People's United Ins. Agency MA, One Monarch Place, 10th Floor, PO Box 4950, Springfield, MA 01144. CONTACT NAME: Alison Gable, PHONE (A/C, No, Ext): 413 735-6708, FAX (A/C, No):, E-MAIL ADDRESS: alison.gable@peoples.com. INSURER(S) AFFORDING COVERAGE: INSURER A: Nautilus Insurance Company, INSURER B: Western World Insurance Company (NAIC # 13196), INSURER C: Great Divide Insurance Company (NAIC # 25224), INSURER D:, INSURER E:, INSURER F:.

COVERAGES CERTIFICATE NUMBER: REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

Table with columns: INSR LTR, TYPE OF INSURANCE, ADDL INSR, SUBR WVD, POLICY NUMBER, POLICY EFF (MM/DD/YYYY), POLICY EXP (MM/DD/YYYY), LIMITS. Rows include Commercial General Liability (GLP2011149), Umbrella Liability (GLX1000340), Workers Compensation and Employers' Liability (WCA154516517), and Pollution (CPL2011150).

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required) RE: Contract #20180634 - Demolition of 111-118 Marble Street & 9-11 Richelieu Place City of Springfield is listed as additional insured under general liability as required by written contract for work performed by insured subject to terms and conditions of the policy.

CERTIFICATE HOLDER: City of Springfield, 36 Court Street, Springfield, MA 01103. CANCELLATION: SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE: Peoples United Insurance Agency.

© 1988-2015 ACORD CORPORATION. All rights reserved.



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
4/27/2018

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER The Dowd Agencies, LLC 14 Bobala Road Holyoke MA 01040	CONTACT NAME: PHONE (A/C, No, Ext): 413-538-7444		FAX (A/C, No):
	E-MAIL ADDRESS: PRODUCER CUSTOMER ID #:		
INSURED Associated Building Wreckers, Inc. 352 Albany Street Springfield MA 01105	INSURER(S) AFFORDING COVERAGE		NAIC #
	INSURER A: Commerce Insurance Company		34754
	INSURER B:		
	INSURER C:		
	INSURER D:		
	INSURER E:		
INSURER F:			

COVERAGES

CERTIFICATE NUMBER: 82869049

REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSR	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
	GENERAL LIABILITY <input type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC						EACH OCCURRENCE \$ DAMAGE TO RENTED PREMISES (Ea occurrence) \$ MED EXP (Any one person) \$ PERSONAL & ADV INJURY \$ GENERAL AGGREGATE \$ PRODUCTS - COMP/OP AGG \$ \$
A	AUTOMOBILE LIABILITY <input checked="" type="checkbox"/> ANY AUTO <input type="checkbox"/> ALL OWNED AUTOS <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> HIRED AUTOS <input type="checkbox"/> NON-OWNED AUTOS			ZP4610	4/22/2018	4/22/2019	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$ \$
	UMBRELLA LIAB <input type="checkbox"/> OCCUR EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DEDUCTIBLE \$ RETENTION \$						EACH OCCURRENCE \$ AGGREGATE \$ \$ \$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) <input type="checkbox"/> Y/N <input checked="" type="checkbox"/> N/A If yes, describe under DESCRIPTION OF OPERATIONS below						<input type="checkbox"/> WC STATUTORY LIMITS <input type="checkbox"/> OTHER E.L. EACH ACCIDENT \$ E.L. DISEASE - EA EMPLOYEE \$ E.L. DISEASE - POLICY LIMIT \$

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (Attach ACORD 101, Additional Remarks Schedule, if more space is required)

Job Description
 Contract #20180634
 Demolition of 111-118 Marble Street & 9-11 Richelleau Place
 Certificate Holder is Additional Insured per written contract

CERTIFICATE HOLDER

City Of Springfield
 36 Court St.
 Springfield MA 01103

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE



CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

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

Prevailing Wage Rates

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

ROSALIN ACOSTA
Secretary
WILLIAM D MCKINNEY
Director

Awarding Authority: Springfield Office of Procurement
Contract Number: Bid 18-133 **City/Town:** SPRINGFIELD
Description of Work: The Work under the Contract consists of removal of asbestos-containing materials, building demolition; utility disconnects and site restoration work as designated in the Contract Documents.
Job Location: 111-118 Marble Street and 9-11 Richelieu Place

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2016	\$32.15	\$10.91	\$10.89	\$0.00	\$53.95
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2016	\$32.22	\$10.91	\$10.89	\$0.00	\$54.02
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2016	\$32.34	\$10.91	\$10.89	\$0.00	\$54.14
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2017	\$92.97	\$9.90	\$21.15	\$0.00	\$124.02
	08/01/2018	\$97.80	\$9.90	\$21.15	\$0.00	\$128.85
	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/04/2017	\$31.25	\$7.70	\$13.01	\$0.00	\$51.96
	06/04/2018	\$32.03	\$7.70	\$13.01	\$0.00	\$52.74
	12/03/2018	\$32.80	\$7.70	\$13.01	\$0.00	\$53.51
	06/03/2019	\$33.61	\$7.70	\$13.01	\$0.00	\$54.32
	12/02/2019	\$34.42	\$7.70	\$13.01	\$0.00	\$55.13
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2017	\$31.25	\$7.70	\$11.01	\$0.00	\$49.96
	06/01/2018	\$32.02	\$7.70	\$11.01	\$0.00	\$50.73
	12/01/2018	\$32.78	\$7.70	\$11.01	\$0.00	\$51.49
	06/01/2019	\$33.57	\$7.70	\$11.01	\$0.00	\$52.28
	12/01/2019	\$34.36	\$7.70	\$11.01	\$0.00	\$53.07
	06/01/2020	\$35.17	\$7.70	\$11.01	\$0.00	\$53.88
	12/01/2020	\$35.98	\$7.70	\$11.01	\$0.00	\$54.69
	06/01/2021	\$36.82	\$7.70	\$11.01	\$0.00	\$55.53
	12/01/2021	\$37.65	\$7.70	\$11.01	\$0.00	\$56.36
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS WORKER (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	12/01/2017	\$32.31	\$11.50	\$6.60	\$0.00	\$50.41
	06/01/2018	\$33.21	\$11.50	\$6.60	\$0.00	\$51.31
	12/01/2018	\$34.11	\$11.50	\$6.60	\$0.00	\$52.21
	06/01/2019	\$35.01	\$11.50	\$6.60	\$0.00	\$53.11
	12/01/2019	\$35.91	\$11.50	\$6.60	\$0.00	\$54.01
	06/01/2020	\$36.81	\$11.50	\$6.60	\$0.00	\$54.91
	12/01/2020	\$37.71	\$11.50	\$6.60	\$0.00	\$55.81
ASPHALT RAKER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/04/2017	\$30.75	\$7.70	\$13.01	\$0.00	\$51.46
	06/04/2018	\$31.53	\$7.70	\$13.01	\$0.00	\$52.24
	12/03/2018	\$32.30	\$7.70	\$13.01	\$0.00	\$53.01
	06/03/2019	\$33.11	\$7.70	\$13.01	\$0.00	\$53.82
	12/02/2019	\$33.92	\$7.70	\$13.01	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2017	\$30.75	\$7.70	\$11.01	\$0.00	\$49.46
	06/01/2018	\$31.52	\$7.70	\$11.01	\$0.00	\$50.23
	12/01/2018	\$32.28	\$7.70	\$11.01	\$0.00	\$50.99
	06/01/2019	\$33.07	\$7.70	\$11.01	\$0.00	\$51.78
	12/01/2019	\$33.86	\$7.70	\$11.01	\$0.00	\$52.57
	06/01/2020	\$34.67	\$7.70	\$11.01	\$0.00	\$53.38
	12/01/2020	\$35.48	\$7.70	\$11.01	\$0.00	\$54.19
	06/01/2021	\$36.32	\$7.70	\$11.01	\$0.00	\$55.03
	12/01/2021	\$37.15	\$7.70	\$11.01	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2017	\$34.18	\$10.99	\$13.12	\$0.00	\$58.29
	06/01/2018	\$34.79	\$10.99	\$13.39	\$0.00	\$59.17
	12/01/2018	\$35.39	\$10.99	\$13.66	\$0.00	\$60.04
	06/01/2019	\$35.90	\$10.99	\$13.93	\$0.00	\$60.82
	12/01/2019	\$36.50	\$10.99	\$14.20	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2017	\$34.18	\$10.99	\$13.12	\$0.00	\$58.29
	06/01/2018	\$34.79	\$10.99	\$13.39	\$0.00	\$59.17
	12/01/2018	\$35.39	\$10.99	\$13.66	\$0.00	\$60.04
	06/01/2019	\$35.90	\$10.99	\$13.93	\$0.00	\$60.82
	12/01/2019	\$36.50	\$10.99	\$14.20	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/04/2017	\$30.75	\$7.70	\$13.01	\$0.00	\$51.46
	06/04/2018	\$31.53	\$7.70	\$13.01	\$0.00	\$52.24
	12/03/2018	\$32.30	\$7.70	\$13.01	\$0.00	\$53.01
	06/03/2019	\$33.11	\$7.70	\$13.01	\$0.00	\$53.82
	12/02/2019	\$33.92	\$7.70	\$13.01	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
BATCH/CEMENT PLANT - ON SITE <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2017	\$33.65	\$10.99	\$13.12	\$0.00	\$57.76
	06/01/2018	\$34.26	\$10.99	\$13.39	\$0.00	\$58.64
	12/01/2018	\$34.86	\$10.99	\$13.66	\$0.00	\$59.51
	06/01/2019	\$35.37	\$10.99	\$13.93	\$0.00	\$60.29
	12/01/2019	\$35.97	\$10.99	\$14.20	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/04/2017	\$31.25	\$7.70	\$13.01	\$0.00	\$51.96
	06/04/2018	\$32.03	\$7.70	\$13.01	\$0.00	\$52.74
	12/03/2018	\$32.80	\$7.70	\$13.01	\$0.00	\$53.51
	06/03/2019	\$33.61	\$7.70	\$13.01	\$0.00	\$54.32
	12/02/2019	\$34.42	\$7.70	\$13.01	\$0.00	\$55.13
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2017	\$31.25	\$7.70	\$11.01	\$0.00	\$49.96
	06/01/2018	\$32.02	\$7.70	\$11.01	\$0.00	\$50.73
	12/01/2018	\$32.78	\$7.70	\$11.01	\$0.00	\$51.49
	06/01/2019	\$33.57	\$7.70	\$11.01	\$0.00	\$52.28
	12/01/2019	\$34.36	\$7.70	\$11.01	\$0.00	\$53.07
	06/01/2020	\$35.17	\$7.70	\$11.01	\$0.00	\$53.88
	12/01/2020	\$35.98	\$7.70	\$11.01	\$0.00	\$54.69
	06/01/2021	\$36.82	\$7.70	\$11.01	\$0.00	\$55.53
	12/01/2021	\$37.65	\$7.70	\$11.01	\$0.00	\$56.36

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

BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2017	\$42.92	\$6.97	\$16.21	\$0.00	\$66.10
--	------------	---------	--------	---------	--------	---------

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$27.90	\$6.97	\$10.54	\$0.00	\$45.41
2	65	\$27.90	\$6.97	\$10.54	\$0.00	\$45.41
3	70	\$30.04	\$6.97	\$11.35	\$0.00	\$48.36
4	75	\$32.19	\$6.97	\$12.16	\$0.00	\$51.32
5	80	\$34.34	\$6.97	\$12.97	\$0.00	\$54.28
6	85	\$36.48	\$6.97	\$13.78	\$0.00	\$57.23
7	90	\$38.63	\$6.97	\$14.59	\$0.00	\$60.19
8	95	\$40.77	\$6.97	\$15.40	\$0.00	\$63.14

Notes:

Apprentice to Journeyworker Ratio:1:5

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)</i>	03/01/2018	\$40.56	\$10.75	\$18.14	\$0.00	\$69.45
	08/01/2018	\$41.91	\$10.75	\$18.27	\$0.00	\$70.93
	02/01/2019	\$42.46	\$10.75	\$18.27	\$0.00	\$71.48
	08/01/2019	\$43.81	\$10.75	\$18.41	\$0.00	\$72.97
	02/01/2020	\$44.36	\$10.75	\$18.41	\$0.00	\$73.52
	08/01/2020	\$45.71	\$10.75	\$18.56	\$0.00	\$75.02
	02/01/2021	\$46.26	\$10.75	\$18.56	\$0.00	\$75.57
	08/01/2021	\$47.66	\$10.75	\$18.72	\$0.00	\$77.13
	02/01/2022	\$48.19	\$10.75	\$18.72	\$0.00	\$77.66

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 03/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.28	\$10.75	\$18.14	\$0.00	\$49.17
2	60	\$24.34	\$10.75	\$18.14	\$0.00	\$53.23
3	70	\$28.39	\$10.75	\$18.14	\$0.00	\$57.28
4	80	\$32.45	\$10.75	\$18.14	\$0.00	\$61.34
5	90	\$36.50	\$10.75	\$18.14	\$0.00	\$65.39

Effective Date - 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.96	\$10.75	\$18.27	\$0.00	\$49.98
2	60	\$25.15	\$10.75	\$18.27	\$0.00	\$54.17
3	70	\$29.34	\$10.75	\$18.27	\$0.00	\$58.36
4	80	\$33.53	\$10.75	\$18.27	\$0.00	\$62.55
5	90	\$37.72	\$10.75	\$18.27	\$0.00	\$66.74

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/POWER SHOVEL/TREE SHREDDER	12/01/2017	\$34.18	\$10.99	\$13.12	\$0.00	\$58.29
ENGINEERS LOCAL 98	06/01/2018	\$34.79	\$10.99	\$13.39	\$0.00	\$59.17
	12/01/2018	\$35.39	\$10.99	\$13.66	\$0.00	\$60.04
	06/01/2019	\$35.90	\$10.99	\$13.93	\$0.00	\$60.82
	12/01/2019	\$36.50	\$10.99	\$14.20	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN	12/01/2017	\$38.60	\$7.70	\$14.95	\$0.00	\$61.25
LABORERS - FOUNDATION AND MARINE	06/01/2018	\$39.55	\$7.70	\$14.95	\$0.00	\$62.20
	12/01/2018	\$40.50	\$7.70	\$14.95	\$0.00	\$63.15
	06/01/2019	\$41.50	\$7.70	\$14.95	\$0.00	\$64.15
	12/01/2019	\$42.50	\$7.70	\$14.95	\$0.00	\$65.15
	06/01/2020	\$43.49	\$7.70	\$14.95	\$0.00	\$66.14
	12/01/2020	\$44.47	\$7.70	\$14.95	\$0.00	\$67.12
	06/01/2021	\$45.49	\$7.70	\$14.95	\$0.00	\$68.14
	12/01/2021	\$46.50	\$7.70	\$14.95	\$0.00	\$69.15

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2017	\$37.45	\$7.70	\$14.95	\$0.00	\$60.10
	06/01/2018	\$38.40	\$7.70	\$14.95	\$0.00	\$61.05
	12/01/2018	\$39.35	\$7.70	\$14.95	\$0.00	\$62.00
	06/01/2019	\$40.35	\$7.70	\$14.95	\$0.00	\$63.00
	12/01/2019	\$41.35	\$7.70	\$14.95	\$0.00	\$64.00
	06/01/2020	\$42.34	\$7.70	\$14.95	\$0.00	\$64.99
	12/01/2020	\$43.32	\$7.70	\$14.95	\$0.00	\$65.97
	06/01/2021	\$44.34	\$7.70	\$14.95	\$0.00	\$66.99
	12/01/2021	\$45.35	\$7.70	\$14.95	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2017	\$37.45	\$7.70	\$14.95	\$0.00	\$60.10
	06/01/2018	\$38.40	\$7.70	\$14.95	\$0.00	\$61.05
	12/01/2018	\$39.35	\$7.70	\$14.95	\$0.00	\$62.00
	06/01/2019	\$40.35	\$7.70	\$14.95	\$0.00	\$63.00
	12/01/2019	\$41.35	\$7.70	\$14.95	\$0.00	\$64.00
	06/01/2020	\$42.34	\$7.70	\$14.95	\$0.00	\$64.99
	12/01/2020	\$43.32	\$7.70	\$14.95	\$0.00	\$65.97
	06/01/2021	\$44.34	\$7.70	\$14.95	\$0.00	\$66.99
	12/01/2021	\$45.35	\$7.70	\$14.95	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/04/2017	\$30.75	\$7.70	\$13.01	\$0.00	\$51.46
	06/04/2018	\$31.53	\$7.70	\$13.01	\$0.00	\$52.24
	12/03/2018	\$32.30	\$7.70	\$13.01	\$0.00	\$53.01
	06/03/2019	\$33.11	\$7.70	\$13.01	\$0.00	\$53.82
	12/02/2019	\$33.92	\$7.70	\$13.01	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS LOCAL 108 - HAMPDEN HAMPSHIRE FRANKLIN</i>	03/05/2018	\$36.56	\$8.26	\$15.00	\$0.00	\$59.82
	09/05/2018	\$37.60	\$8.26	\$15.00	\$0.00	\$60.86
	03/04/2019	\$38.64	\$8.26	\$15.00	\$0.00	\$61.90

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER - Local 108 Hampden Hampshire Franklin

Effective Date - 03/05/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.28	\$8.26	\$1.22	\$0.00	\$27.76
2	60	\$21.94	\$8.26	\$1.22	\$0.00	\$31.42
3	70	\$25.59	\$8.26	\$11.34	\$0.00	\$45.19
4	75	\$27.42	\$8.26	\$11.34	\$0.00	\$47.02
5	80	\$29.25	\$8.26	\$12.56	\$0.00	\$50.07
6	80	\$29.25	\$8.26	\$12.56	\$0.00	\$50.07
7	90	\$32.90	\$8.26	\$13.78	\$0.00	\$54.94
8	90	\$32.90	\$8.26	\$13.78	\$0.00	\$54.94

Effective Date - 09/05/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.80	\$8.26	\$1.22	\$0.00	\$28.28
2	60	\$22.56	\$8.26	\$1.22	\$0.00	\$32.04
3	70	\$26.32	\$8.26	\$11.34	\$0.00	\$45.92
4	75	\$28.20	\$8.26	\$11.34	\$0.00	\$47.80
5	80	\$30.08	\$8.26	\$12.56	\$0.00	\$50.90
6	80	\$30.08	\$8.26	\$12.56	\$0.00	\$50.90
7	90	\$33.84	\$8.26	\$13.78	\$0.00	\$55.88
8	90	\$33.84	\$8.26	\$13.78	\$0.00	\$55.88

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$25.93/ 3&4 \$30.77/ 5&6 \$46.41/ 7&8 \$51.29

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME	04/01/2018	\$22.33	\$7.07	\$7.86	\$0.00	\$37.26
CARPENTERS LOCAL 108 - HAMPDEN HAMPSHIRE FRANKLIN	10/01/2018	\$22.71	\$7.07	\$7.86	\$0.00	\$37.64
	04/01/2019	\$23.10	\$7.07	\$7.86	\$0.00	\$38.03
	10/01/2019	\$23.49	\$7.07	\$7.86	\$0.00	\$38.42

As of 9/1/09 Carpentry work on wood-frame WEATHERIZATION projects shall be paid the WOOD FRAME CARPENTER rate.

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER (Wood Frame) - 108 Hampden Hampshire

Effective Date - 04/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$13.40	\$7.07	\$0.00	\$0.00	\$20.47
2	60	\$13.40	\$7.07	\$0.00	\$0.00	\$20.47
3	65	\$14.51	\$7.07	\$7.86	\$0.00	\$29.44
4	70	\$15.63	\$7.07	\$7.86	\$0.00	\$30.56
5	75	\$16.75	\$7.07	\$7.86	\$0.00	\$31.68
6	80	\$17.86	\$7.07	\$7.86	\$0.00	\$32.79
7	85	\$18.98	\$7.07	\$7.86	\$0.00	\$33.91
8	90	\$20.10	\$7.07	\$7.86	\$0.00	\$35.03

Effective Date - 10/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$13.63	\$7.07	\$0.00	\$0.00	\$20.70
2	60	\$13.63	\$7.07	\$0.00	\$0.00	\$20.70
3	65	\$14.76	\$7.07	\$7.86	\$0.00	\$29.69
4	70	\$15.90	\$7.07	\$7.86	\$0.00	\$30.83
5	75	\$17.03	\$7.07	\$7.86	\$0.00	\$31.96
6	80	\$18.17	\$7.07	\$7.86	\$0.00	\$33.10
7	85	\$19.30	\$7.07	\$7.86	\$0.00	\$34.23
8	90	\$20.44	\$7.07	\$7.86	\$0.00	\$35.37

Notes:
 % Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$17.12/ 3&4 \$24.10/ 5&6 \$30.56/ 7&8 \$32.79

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING	01/01/2018	\$39.11	\$12.30	\$17.64	\$0.30	\$69.35
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	07/01/2018	\$40.57	\$12.30	\$17.64	\$0.30	\$70.81
	01/01/2019	\$41.15	\$12.30	\$17.64	\$0.30	\$71.39
	07/01/2019	\$42.62	\$12.30	\$17.64	\$0.30	\$72.86
	01/01/2020	\$43.19	\$12.30	\$17.64	\$0.30	\$73.43

Classification Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CEMENT MASONRY/PLASTERING - Springfield/Pittsfield

Effective Date - 01/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.56	\$12.30	\$15.41	\$0.00	\$47.27
2	60	\$23.47	\$12.30	\$17.64	\$0.30	\$53.71
3	65	\$25.42	\$12.30	\$17.64	\$0.30	\$55.66
4	70	\$27.38	\$12.30	\$17.64	\$0.30	\$57.62
5	75	\$29.33	\$12.30	\$17.64	\$0.30	\$59.57
6	80	\$31.29	\$12.30	\$17.64	\$0.30	\$61.53
7	90	\$35.20	\$12.30	\$17.64	\$0.30	\$65.44

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.29	\$12.30	\$15.41	\$0.00	\$48.00
2	60	\$24.34	\$12.30	\$17.64	\$0.30	\$54.58
3	65	\$26.37	\$12.30	\$17.64	\$0.30	\$56.61
4	70	\$28.40	\$12.30	\$17.64	\$0.30	\$58.64
5	75	\$30.43	\$12.30	\$17.64	\$0.30	\$60.67
6	80	\$32.46	\$12.30	\$17.64	\$0.30	\$62.70
7	90	\$36.51	\$12.30	\$17.64	\$0.30	\$66.75

Notes:

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

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR	12/04/2017	\$30.75	\$7.70	\$13.01	\$0.00	\$51.46
LABORERS - ZONE 3 (BUILDING & SITE)	06/04/2018	\$31.53	\$7.70	\$13.01	\$0.00	\$52.24
	12/03/2018	\$32.30	\$7.70	\$13.01	\$0.00	\$53.01
	06/03/2019	\$33.11	\$7.70	\$13.01	\$0.00	\$53.82
	12/02/2019	\$33.92	\$7.70	\$13.01	\$0.00	\$54.63

For apprentice rates see "Apprentice- LABORER"

COMPRESSOR OPERATOR	12/01/2017	\$33.65	\$10.99	\$13.12	\$0.00	\$57.76
OPERATING ENGINEERS LOCAL 98	06/01/2018	\$34.26	\$10.99	\$13.39	\$0.00	\$58.64
	12/01/2018	\$34.86	\$10.99	\$13.66	\$0.00	\$59.51
	06/01/2019	\$35.37	\$10.99	\$13.93	\$0.00	\$60.29
	12/01/2019	\$35.97	\$10.99	\$14.20	\$0.00	\$61.16

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CRANE OPERATOR	12/01/2017	\$37.68	\$10.99	\$13.12	\$0.00	\$61.79
OPERATING ENGINEERS LOCAL 98	06/01/2018	\$38.29	\$10.99	\$13.39	\$0.00	\$62.67
	12/01/2018	\$38.89	\$10.99	\$13.66	\$0.00	\$63.54
	06/01/2019	\$39.40	\$10.99	\$13.93	\$0.00	\$64.32
	12/01/2019	\$40.00	\$10.99	\$14.20	\$0.00	\$65.19

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

DELEADER (BRIDGE)	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36
PAINTERS LOCAL 35 - ZONE 3						

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.71	\$7.85	\$0.00	\$0.00	\$33.56
2	55	\$28.28	\$7.85	\$3.66	\$0.00	\$39.79
3	60	\$30.85	\$7.85	\$3.99	\$0.00	\$42.69
4	65	\$33.42	\$7.85	\$4.32	\$0.00	\$45.59
5	70	\$35.99	\$7.85	\$14.11	\$0.00	\$57.95
6	75	\$38.56	\$7.85	\$14.44	\$0.00	\$60.85
7	80	\$41.13	\$7.85	\$14.77	\$0.00	\$63.75
8	90	\$46.27	\$7.85	\$15.44	\$0.00	\$69.56

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2017	\$37.65	\$7.70	\$14.75	\$0.00	\$60.10
	06/01/2018	\$38.60	\$7.70	\$14.75	\$0.00	\$61.05
	12/01/2018	\$39.55	\$7.70	\$14.75	\$0.00	\$62.00
	06/01/2019	\$40.55	\$7.70	\$14.75	\$0.00	\$63.00
	12/01/2019	\$41.55	\$7.70	\$14.75	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2017	\$38.65	\$7.70	\$14.75	\$0.00	\$61.10
	06/01/2018	\$39.60	\$7.70	\$14.75	\$0.00	\$62.05
	12/01/2018	\$40.55	\$7.70	\$14.75	\$0.00	\$63.00
	06/01/2019	\$41.55	\$7.70	\$14.75	\$0.00	\$64.00
	12/01/2019	\$42.55	\$7.70	\$14.75	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2017	\$38.40	\$7.70	\$14.75	\$0.00	\$60.85
	06/01/2018	\$39.35	\$7.70	\$14.75	\$0.00	\$61.80
	12/01/2018	\$40.30	\$7.70	\$14.75	\$0.00	\$62.75
	06/01/2019	\$41.30	\$7.70	\$14.75	\$0.00	\$63.75
	12/01/2019	\$42.30	\$7.70	\$14.75	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2017	\$38.65	\$7.70	\$14.75	\$0.00	\$61.10
	06/01/2018	\$39.60	\$7.70	\$14.75	\$0.00	\$62.05
	12/01/2018	\$40.55	\$7.70	\$14.75	\$0.00	\$63.00
	06/01/2019	\$41.55	\$7.70	\$14.75	\$0.00	\$64.00
	12/01/2019	\$42.55	\$7.70	\$14.75	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2017	\$38.40	\$7.70	\$14.75	\$0.00	\$60.85
	06/01/2018	\$39.35	\$7.70	\$14.75	\$0.00	\$61.80
	12/01/2018	\$40.30	\$7.70	\$14.75	\$0.00	\$62.75
	06/01/2019	\$41.30	\$7.70	\$14.75	\$0.00	\$63.75
	12/01/2019	\$42.30	\$7.70	\$14.75	\$0.00	\$64.75

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2017	\$37.65	\$7.70	\$14.75	\$0.00	\$60.10
	06/01/2018	\$38.60	\$7.70	\$14.75	\$0.00	\$61.05
	12/01/2018	\$39.55	\$7.70	\$14.75	\$0.00	\$62.00
	06/01/2019	\$40.55	\$7.70	\$14.75	\$0.00	\$63.00
	12/01/2019	\$41.55	\$7.70	\$14.75	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2017	\$61.98	\$9.90	\$21.15	\$0.00	\$93.03
	08/01/2018	\$65.20	\$9.90	\$21.15	\$0.00	\$96.25
	08/01/2019	\$68.52	\$9.90	\$21.15	\$0.00	\$99.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2017	\$44.27	\$9.90	\$21.15	\$0.00	\$75.32
	08/01/2018	\$46.57	\$9.90	\$21.15	\$0.00	\$77.62
	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2017	\$66.41	\$9.90	\$21.15	\$0.00	\$97.46
	08/01/2018	\$69.86	\$9.90	\$21.15	\$0.00	\$100.91
	08/01/2019	\$73.41	\$9.90	\$21.15	\$0.00	\$104.46
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2017	\$92.97	\$9.90	\$21.15	\$0.00	\$124.02
	08/01/2018	\$97.80	\$9.90	\$21.15	\$0.00	\$128.85
	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
ELECTRICIAN (Including Core Drilling) <i>ELECTRICIANS LOCAL 7</i>	12/31/2017	\$40.51	\$10.00	\$11.42	\$0.00	\$61.93
	07/01/2018	\$41.21	\$10.25	\$11.74	\$0.00	\$63.20
	12/30/2018	\$41.91	\$10.50	\$12.06	\$0.00	\$64.47
	06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00	\$65.74
	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01

Classification Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELECTRICIAN - Local 7

Effective Date - 12/31/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$16.20	\$5.40	\$0.49	\$0.00	\$22.09
2	45	\$18.23	\$5.40	\$0.55	\$0.00	\$24.18
3	50	\$20.26	\$10.00	\$6.91	\$0.00	\$37.17
4	55	\$22.28	\$10.00	\$6.97	\$0.00	\$39.25
5	65	\$26.33	\$10.00	\$8.09	\$0.00	\$44.42
6	70	\$28.36	\$10.00	\$9.15	\$0.00	\$47.51

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$16.48	\$5.55	\$0.49	\$0.00	\$22.52
2	45	\$18.54	\$5.55	\$0.56	\$0.00	\$24.65
3	50	\$20.61	\$10.25	\$6.92	\$0.00	\$37.78
4	55	\$22.67	\$10.25	\$6.98	\$0.00	\$39.90
5	65	\$26.79	\$10.25	\$8.10	\$0.00	\$45.14
6	70	\$28.85	\$10.25	\$9.17	\$0.00	\$48.27

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	01/01/2017	\$49.90	\$15.28	\$15.71	\$0.00	\$80.89
--	------------	---------	---------	---------	--------	---------

Apprentice - ELEVATOR CONSTRUCTOR - Local 41

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.95	\$15.28	\$15.71	\$0.00	\$55.94
2	55	\$27.45	\$15.28	\$15.71	\$0.00	\$58.44
3	65	\$32.44	\$15.28	\$15.71	\$0.00	\$63.43
4	70	\$34.93	\$15.28	\$15.71	\$0.00	\$65.92
5	80	\$39.92	\$15.28	\$15.71	\$0.00	\$70.91

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	01/01/2017	\$34.93	\$15.28	\$15.71	\$0.00	\$65.92
---	------------	---------	---------	---------	--------	---------

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2017	\$30.75	\$7.70	\$11.01	\$0.00	\$49.46
	06/01/2018	\$31.52	\$7.70	\$11.01	\$0.00	\$50.23
	12/01/2018	\$32.28	\$7.70	\$11.01	\$0.00	\$50.99
	06/01/2019	\$33.07	\$7.70	\$11.01	\$0.00	\$51.78
	12/01/2019	\$33.86	\$7.70	\$11.01	\$0.00	\$52.57
	06/01/2020	\$34.67	\$7.70	\$11.01	\$0.00	\$53.38
	12/01/2020	\$35.48	\$7.70	\$11.01	\$0.00	\$54.19
	06/01/2021	\$36.32	\$7.70	\$11.01	\$0.00	\$55.03
	12/01/2021	\$37.15	\$7.70	\$11.01	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
FIELD ENG.INST/ROD-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$18.84	\$4.80	\$4.10	\$0.00	\$27.74
FIELD ENG.PARTY CHIEF.BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$21.33	\$4.80	\$4.10	\$0.00	\$30.23
FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$22.33	\$4.80	\$4.10	\$0.00	\$31.23
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 7</i>	12/31/2017	\$40.51	\$10.00	\$11.42	\$0.00	\$61.93
	07/01/2018	\$41.21	\$10.25	\$11.74	\$0.00	\$63.20
	12/30/2018	\$41.91	\$10.50	\$12.06	\$0.00	\$64.47
	06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00	\$65.74
	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS LOCAL 7</i>	12/31/2017	\$40.51	\$10.00	\$11.42	\$0.00	\$61.93
	07/01/2018	\$41.21	\$10.25	\$11.74	\$0.00	\$63.20
	12/30/2018	\$41.91	\$10.50	\$12.06	\$0.00	\$64.47
	06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00	\$65.74
	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2017	\$33.65	\$10.99	\$13.12	\$0.00	\$57.76
	06/01/2018	\$34.26	\$10.99	\$13.39	\$0.00	\$58.64
	12/01/2018	\$34.86	\$10.99	\$13.66	\$0.00	\$59.51
	06/01/2019	\$35.37	\$10.99	\$13.93	\$0.00	\$60.29
	12/01/2019	\$35.97	\$10.99	\$14.20	\$0.00	\$61.16

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - OPERATING ENGINEERS - Local 98 Class 3

Effective Date - 12/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.19	\$10.99	\$13.12	\$0.00	\$44.30
2	70	\$23.56	\$10.99	\$13.12	\$0.00	\$47.67
3	80	\$26.92	\$10.99	\$13.12	\$0.00	\$51.03
4	90	\$30.29	\$10.99	\$13.12	\$0.00	\$54.40

Effective Date - 06/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.56	\$10.99	\$13.39	\$0.00	\$44.94
2	70	\$23.98	\$10.99	\$13.39	\$0.00	\$48.36
3	80	\$27.41	\$10.99	\$13.39	\$0.00	\$51.79
4	90	\$30.83	\$10.99	\$13.39	\$0.00	\$55.21

Notes:

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

Apprentice to Journeyworker Ratio:1:6

FLAGGER & SIGNALER (HEAVY & HIGHWAY)	12/01/2017	\$21.50	\$7.70	\$11.01	\$0.00	\$40.21
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2018	\$21.50	\$7.70	\$11.01	\$0.00	\$40.21
	12/01/2018	\$22.50	\$7.70	\$11.01	\$0.00	\$41.21
	06/01/2019	\$22.50	\$7.70	\$11.01	\$0.00	\$41.21
	12/01/2019	\$23.50	\$7.70	\$11.01	\$0.00	\$42.21
	06/01/2020	\$23.50	\$7.70	\$11.01	\$0.00	\$42.21
	12/01/2020	\$24.50	\$7.70	\$11.01	\$0.00	\$43.21
	06/01/2021	\$24.50	\$7.70	\$11.01	\$0.00	\$43.21
	12/01/2021	\$24.50	\$7.70	\$11.01	\$0.00	\$43.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
FLOORCOVERER	03/01/2016	\$32.60	\$8.55	\$14.42	\$0.00	\$55.57
FLOORCOVERERS LOCAL 2168 ZONE III						

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - FLOORCOVERER - Local 2168 Zone III

Effective Date - 03/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.30	\$8.55	\$1.20	\$0.00	\$26.05
2	55	\$17.93	\$8.55	\$1.20	\$0.00	\$27.68
3	60	\$19.56	\$8.55	\$10.82	\$0.00	\$38.93
4	65	\$21.19	\$8.55	\$10.82	\$0.00	\$40.56
5	70	\$22.82	\$8.55	\$12.02	\$0.00	\$43.39
6	75	\$24.45	\$8.55	\$12.02	\$0.00	\$45.02
7	80	\$26.08	\$8.55	\$13.22	\$0.00	\$47.85
8	85	\$27.71	\$8.55	\$13.22	\$0.00	\$49.48

Notes: Steps are 750 hrs.

% After 09/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)

Step 1&2 \$24.42/ 3&4 \$28.84/ 5&6 \$43.39/ 7&8 \$47.85

Apprentice to Journeyworker Ratio:1:1

FORK LIFT	12/01/2017	\$33.87	\$10.99	\$13.12	\$0.00	\$57.98
OPERATING ENGINEERS LOCAL 98	06/01/2018	\$34.48	\$10.99	\$13.39	\$0.00	\$58.86
	12/01/2018	\$35.08	\$10.99	\$13.66	\$0.00	\$59.73
	06/01/2019	\$35.59	\$10.99	\$13.93	\$0.00	\$60.51
	12/01/2019	\$36.19	\$10.99	\$14.20	\$0.00	\$61.38

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATORS/LIGHTING PLANTS	12/01/2017	\$30.42	\$10.99	\$13.12	\$0.00	\$54.53
OPERATING ENGINEERS LOCAL 98	06/01/2018	\$31.03	\$10.99	\$13.39	\$0.00	\$55.41
	12/01/2018	\$31.63	\$10.99	\$13.66	\$0.00	\$56.28
	06/01/2019	\$32.14	\$10.99	\$13.93	\$0.00	\$57.06
	12/01/2019	\$32.74	\$10.99	\$14.20	\$0.00	\$57.93

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	06/01/2017	\$36.28	\$10.25	\$8.95	\$0.00	\$55.48
GLAZIERS LOCAL 1333	06/01/2018	\$37.18	\$10.40	\$9.35	\$0.00	\$56.93
	06/01/2019	\$38.18	\$10.60	\$9.90	\$0.00	\$58.68
	06/01/2020	\$39.18	\$10.80	\$10.45	\$0.00	\$60.43

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - GLAZIER - Local 1333

Effective Date - 06/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.14	\$10.25	\$1.45	\$0.00	\$29.84
2	56	\$20.41	\$10.25	\$1.45	\$0.00	\$32.11
3	63	\$22.68	\$10.25	\$1.95	\$0.00	\$34.88
4	69	\$24.94	\$10.25	\$1.95	\$0.00	\$37.14
5	75	\$27.21	\$10.25	\$2.45	\$0.00	\$39.91
6	81	\$29.48	\$10.25	\$2.45	\$0.00	\$42.18
7	88	\$31.75	\$10.25	\$8.95	\$0.00	\$50.95
8	94	\$34.01	\$10.25	\$8.95	\$0.00	\$53.21

Effective Date - 06/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.59	\$10.40	\$1.60	\$0.00	\$30.59
2	56	\$20.91	\$10.40	\$1.60	\$0.00	\$32.91
3	63	\$23.24	\$10.40	\$2.10	\$0.00	\$35.74
4	69	\$25.56	\$10.40	\$2.10	\$0.00	\$38.06
5	75	\$27.89	\$10.40	\$2.60	\$0.00	\$40.89
6	81	\$30.21	\$10.40	\$2.60	\$0.00	\$43.21
7	88	\$32.53	\$10.40	\$9.35	\$0.00	\$52.28
8	94	\$34.86	\$10.40	\$9.35	\$0.00	\$54.61

Notes:

Apprentice to Journeyworker Ratio:1:3

GRADER/TRENCHING MACHINE/DERRICK OPERATING ENGINEERS LOCAL 98	12/01/2017	\$34.18	\$10.99	\$13.12	\$0.00	\$58.29
	06/01/2018	\$34.79	\$10.99	\$13.39	\$0.00	\$59.17
	12/01/2018	\$35.39	\$10.99	\$13.66	\$0.00	\$60.04
	06/01/2019	\$35.90	\$10.99	\$13.93	\$0.00	\$60.82
	12/01/2019	\$36.50	\$10.99	\$14.20	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 63	01/01/2018	\$32.99	\$10.64	\$16.22	\$1.77	\$61.62
	07/01/2018	\$33.74	\$10.64	\$16.22	\$1.77	\$62.37
	01/01/2019	\$34.74	\$10.64	\$16.22	\$1.77	\$63.37
	07/01/2019	\$35.74	\$10.64	\$16.22	\$1.77	\$64.37
	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 7	12/31/2017	\$40.51	\$10.00	\$11.42	\$0.00	\$61.93
	07/01/2018	\$41.21	\$10.25	\$11.74	\$0.00	\$63.20
	12/30/2018	\$41.91	\$10.50	\$12.06	\$0.00	\$64.47
	06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00	\$65.74
	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01
For apprentice rates see "Apprentice- ELECTRICIAN"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2018	\$32.99	\$10.64	\$16.22	\$1.77	\$61.62
	07/01/2018	\$33.74	\$10.64	\$16.22	\$1.77	\$62.37
	01/01/2019	\$34.74	\$10.64	\$16.22	\$1.77	\$63.37
	07/01/2019	\$35.74	\$10.64	\$16.22	\$1.77	\$64.37
	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) <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	03/17/2018	\$39.51	\$8.50	\$15.80	\$0.00	\$63.81
	09/17/2018	\$40.26	\$8.50	\$15.80	\$0.00	\$64.56
	03/17/2019	\$41.01	\$8.50	\$15.80	\$0.00	\$65.31
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	03/17/2018	\$39.51	\$8.50	\$15.80	\$0.00	\$63.81
	09/17/2018	\$40.26	\$8.50	\$15.80	\$0.00	\$64.56
	03/17/2019	\$41.01	\$8.50	\$15.80	\$0.00	\$65.31
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2017	\$31.25	\$7.70	\$11.01	\$0.00	\$49.96
	06/01/2018	\$32.02	\$7.70	\$11.01	\$0.00	\$50.73
	12/01/2018	\$32.78	\$7.70	\$11.01	\$0.00	\$51.49
	06/01/2019	\$33.57	\$7.70	\$11.01	\$0.00	\$52.28
	12/01/2019	\$34.36	\$7.70	\$11.01	\$0.00	\$53.07
	06/01/2020	\$35.17	\$7.70	\$11.01	\$0.00	\$53.88
	12/01/2020	\$35.98	\$7.70	\$11.01	\$0.00	\$54.69
	06/01/2021	\$36.82	\$7.70	\$11.01	\$0.00	\$55.53
12/01/2021	\$37.65	\$7.70	\$11.01	\$0.00	\$56.36	
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	09/01/2017	\$37.67	\$11.75	\$14.20	\$0.00	\$63.62
	09/01/2018	\$39.47	\$11.75	\$14.20	\$0.00	\$65.42
	09/01/2019	\$41.47	\$11.75	\$14.20	\$0.00	\$67.42

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 09/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.84	\$11.75	\$10.45	\$0.00	\$41.04
2	60	\$22.60	\$11.75	\$11.20	\$0.00	\$45.55
3	70	\$26.37	\$11.75	\$11.95	\$0.00	\$50.07
4	80	\$30.14	\$11.75	\$12.70	\$0.00	\$54.59

Effective Date - 09/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.74	\$11.75	\$10.45	\$0.00	\$41.94
2	60	\$23.68	\$11.75	\$11.20	\$0.00	\$46.63
3	70	\$27.63	\$11.75	\$11.95	\$0.00	\$51.33
4	80	\$31.58	\$11.75	\$12.70	\$0.00	\$56.03

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)	03/16/2017	\$32.39	\$7.80	\$19.60	\$0.00	\$59.79
---	------------	---------	--------	---------	--------	---------

Apprentice - IRONWORKER - Local 7 Springfield

Effective Date - 03/16/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.43	\$7.80	\$19.60	\$0.00	\$46.83
2	70	\$22.67	\$7.80	\$19.60	\$0.00	\$50.07
3	75	\$24.29	\$7.80	\$19.60	\$0.00	\$51.69
4	80	\$25.91	\$7.80	\$19.60	\$0.00	\$53.31
5	85	\$27.53	\$7.80	\$19.60	\$0.00	\$54.93
6	90	\$29.15	\$7.80	\$19.60	\$0.00	\$56.55

Notes:

Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:

JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 3 (BUILDING & SITE)	12/04/2017	\$30.75	\$7.70	\$13.01	\$0.00	\$51.46
	06/04/2018	\$31.53	\$7.70	\$13.01	\$0.00	\$52.24
	12/03/2018	\$32.30	\$7.70	\$13.01	\$0.00	\$53.01
	06/03/2019	\$33.11	\$7.70	\$13.01	\$0.00	\$53.82
	12/02/2019	\$33.92	\$7.70	\$13.01	\$0.00	\$54.63

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER	12/04/2017	\$30.50	\$7.70	\$13.01	\$0.00	\$51.21
LABORERS - ZONE 3 (BUILDING & SITE)	06/04/2018	\$31.28	\$7.70	\$13.01	\$0.00	\$51.99
	12/03/2018	\$32.05	\$7.70	\$13.01	\$0.00	\$52.76
	06/03/2019	\$32.86	\$7.70	\$13.01	\$0.00	\$53.57
	12/02/2019	\$33.67	\$7.70	\$13.01	\$0.00	\$54.38

Apprentice - LABORER - Zone 3 Building & Site

Effective Date - 12/04/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.30	\$7.70	\$13.01	\$0.00	\$39.01
2	70	\$21.35	\$7.70	\$13.01	\$0.00	\$42.06
3	80	\$24.40	\$7.70	\$13.01	\$0.00	\$45.11
4	90	\$27.45	\$7.70	\$13.01	\$0.00	\$48.16

Effective Date - 06/04/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.77	\$7.70	\$13.01	\$0.00	\$39.48
2	70	\$21.90	\$7.70	\$13.01	\$0.00	\$42.61
3	80	\$25.02	\$7.70	\$13.01	\$0.00	\$45.73
4	90	\$28.15	\$7.70	\$13.01	\$0.00	\$48.86

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY)	12/01/2017	\$30.50	\$7.70	\$11.01	\$0.00	\$49.21
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2018	\$31.27	\$7.70	\$11.01	\$0.00	\$49.98
	12/01/2018	\$32.03	\$7.70	\$11.01	\$0.00	\$50.74
	06/01/2019	\$32.82	\$7.70	\$11.01	\$0.00	\$51.53
	12/01/2019	\$33.61	\$7.70	\$11.01	\$0.00	\$52.32
	06/01/2020	\$34.42	\$7.70	\$11.01	\$0.00	\$53.13
	12/01/2020	\$35.23	\$7.70	\$11.01	\$0.00	\$53.94
	06/01/2021	\$36.07	\$7.70	\$11.01	\$0.00	\$54.78
	12/01/2021	\$36.90	\$7.70	\$11.01	\$0.00	\$55.61

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LABORER (Heavy & Highway) - Zone 3

Effective Date - 12/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.30	\$7.70	\$11.01	\$0.00	\$37.01
2	70	\$21.35	\$7.70	\$11.01	\$0.00	\$40.06
3	80	\$24.40	\$7.70	\$11.01	\$0.00	\$43.11
4	90	\$27.45	\$7.70	\$11.01	\$0.00	\$46.16

Effective Date - 06/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.76	\$7.70	\$11.01	\$0.00	\$37.47
2	70	\$21.89	\$7.70	\$11.01	\$0.00	\$40.60
3	80	\$25.02	\$7.70	\$11.01	\$0.00	\$43.73
4	90	\$28.14	\$7.70	\$11.01	\$0.00	\$46.85

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/04/2017	\$30.50	\$7.70	\$13.01	\$0.00	\$51.21
	06/04/2018	\$31.28	\$7.70	\$13.01	\$0.00	\$51.99
	12/03/2018	\$32.05	\$7.70	\$13.01	\$0.00	\$52.76
	06/03/2019	\$32.86	\$7.70	\$13.01	\$0.00	\$53.57
	12/02/2019	\$33.67	\$7.70	\$13.01	\$0.00	\$54.38

For apprentice rates see "Apprentice- LABORER"

LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/04/2017	\$30.75	\$7.70	\$13.01	\$0.00	\$51.46
	06/04/2018	\$31.53	\$7.70	\$13.01	\$0.00	\$52.24
	12/03/2018	\$32.30	\$7.70	\$13.01	\$0.00	\$53.01
	06/03/2019	\$33.11	\$7.70	\$13.01	\$0.00	\$53.82
	12/02/2019	\$33.92	\$7.70	\$13.01	\$0.00	\$54.63

For apprentice rates see "Apprentice- LABORER"

LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2017	\$30.60	\$7.70	\$13.01	\$0.00	\$51.31
	06/01/2018	\$31.38	\$7.70	\$13.01	\$0.00	\$52.09
	12/01/2018	\$32.15	\$7.70	\$13.01	\$0.00	\$52.86
	06/01/2019	\$32.96	\$7.70	\$13.01	\$0.00	\$53.67
	12/01/2019	\$33.77	\$7.70	\$13.01	\$0.00	\$54.48

For apprentice rates see "Apprentice- LABORER"

LABORER: MASON TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/04/2017	\$31.50	\$7.70	\$13.01	\$0.00	\$52.21
	06/04/2018	\$32.28	\$7.70	\$13.01	\$0.00	\$52.99
	12/03/2018	\$33.05	\$7.70	\$13.01	\$0.00	\$53.76
	06/03/2019	\$33.86	\$7.70	\$13.01	\$0.00	\$54.57
	12/02/2019	\$34.67	\$7.70	\$13.01	\$0.00	\$55.38

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2017	\$30.75	\$7.70	\$11.01	\$0.00	\$49.46
	06/01/2018	\$31.52	\$7.70	\$11.01	\$0.00	\$50.23
	12/01/2018	\$32.28	\$7.70	\$11.01	\$0.00	\$50.99
	06/01/2019	\$33.07	\$7.70	\$11.01	\$0.00	\$51.78
	12/01/2019	\$33.86	\$7.70	\$11.01	\$0.00	\$52.57
	06/01/2020	\$34.67	\$7.70	\$11.01	\$0.00	\$53.38
	12/01/2020	\$35.48	\$7.70	\$11.01	\$0.00	\$54.19
	06/01/2021	\$36.32	\$7.70	\$11.01	\$0.00	\$55.03
	12/01/2021	\$37.15	\$7.70	\$11.01	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/04/2017	\$30.50	\$7.70	\$13.01	\$0.00	\$51.21
	06/04/2018	\$31.28	\$7.70	\$13.01	\$0.00	\$51.99
	12/03/2018	\$32.05	\$7.70	\$13.01	\$0.00	\$52.76
	06/03/2019	\$32.86	\$7.70	\$13.01	\$0.00	\$53.57
	12/02/2019	\$33.67	\$7.70	\$13.01	\$0.00	\$54.38
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/04/2017	\$30.50	\$7.70	\$13.01	\$0.00	\$51.21
	06/04/2018	\$31.28	\$7.70	\$13.01	\$0.00	\$51.99
	12/03/2018	\$32.05	\$7.70	\$13.01	\$0.00	\$52.76
	06/03/2019	\$32.86	\$7.70	\$13.01	\$0.00	\$53.57
	12/02/2019	\$33.67	\$7.70	\$13.01	\$0.00	\$54.38
This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/04/2017	\$30.75	\$7.70	\$13.01	\$0.00	\$51.46
	06/04/2018	\$31.53	\$7.70	\$13.01	\$0.00	\$52.24
	12/03/2018	\$32.30	\$7.70	\$13.01	\$0.00	\$53.01
	06/03/2019	\$33.11	\$7.70	\$13.01	\$0.00	\$53.82
	12/02/2019	\$33.92	\$7.70	\$13.01	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2017	\$30.75	\$7.70	\$11.01	\$0.00	\$49.46
	06/01/2018	\$31.52	\$7.70	\$11.01	\$0.00	\$50.23
	12/01/2018	\$32.28	\$7.70	\$11.01	\$0.00	\$50.99
	06/01/2019	\$33.07	\$7.70	\$11.01	\$0.00	\$51.78
	12/01/2019	\$33.86	\$7.70	\$11.01	\$0.00	\$52.57
	06/01/2020	\$34.67	\$7.70	\$11.01	\$0.00	\$53.38
	12/01/2020	\$35.48	\$7.70	\$11.01	\$0.00	\$54.19
	06/01/2021	\$36.32	\$7.70	\$11.01	\$0.00	\$55.03
	12/01/2021	\$37.15	\$7.70	\$11.01	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MARBLE & TILE FINISHERS	03/01/2018	\$33.67	\$10.75	\$17.65	\$0.00	\$62.07
<i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE</i>	08/01/2018	\$34.67	\$10.75	\$17.76	\$0.00	\$63.18
	02/01/2019	\$35.17	\$10.75	\$17.76	\$0.00	\$63.68
	08/01/2019	\$36.17	\$10.75	\$17.87	\$0.00	\$64.79
	02/01/2020	\$36.67	\$10.75	\$17.87	\$0.00	\$65.29
	08/01/2020	\$37.67	\$10.75	\$17.99	\$0.00	\$66.41
	02/01/2021	\$38.17	\$10.75	\$17.99	\$0.00	\$66.91
	08/01/2021	\$39.17	\$10.75	\$18.12	\$0.00	\$68.04
	02/01/2022	\$39.62	\$10.75	\$18.12	\$0.00	\$68.49

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

Effective Date - 03/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.84	\$10.75	\$17.65	\$0.00	\$45.24
2	60	\$20.20	\$10.75	\$17.65	\$0.00	\$48.60
3	70	\$23.57	\$10.75	\$17.65	\$0.00	\$51.97
4	80	\$26.94	\$10.75	\$17.65	\$0.00	\$55.34
5	90	\$30.30	\$10.75	\$17.65	\$0.00	\$58.70

Notes:

Apprentice to Journeyworker Ratio: 1:5

MARBLE MASONS, TILELAYERS & TERRAZZO MECH	02/01/2018	\$52.10	\$10.75	\$20.03	\$0.00	\$82.88
<i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE</i>	08/01/2018	\$53.45	\$10.75	\$20.16	\$0.00	\$84.36
	02/01/2019	\$54.07	\$10.75	\$20.16	\$0.00	\$84.98
	08/01/2019	\$55.42	\$10.75	\$20.30	\$0.00	\$86.47
	02/01/2020	\$56.05	\$10.75	\$20.30	\$0.00	\$87.10
	08/01/2020	\$57.40	\$10.75	\$20.45	\$0.00	\$88.60
	02/01/2021	\$58.04	\$10.75	\$20.45	\$0.00	\$89.24
	08/01/2021	\$59.44	\$10.75	\$20.61	\$0.00	\$90.80
	02/01/2022	\$60.01	\$10.75	\$20.61	\$0.00	\$91.37

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 02/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.05	\$10.75	\$20.03	\$0.00	\$56.83
2	60	\$31.26	\$10.75	\$20.03	\$0.00	\$62.04
3	70	\$36.47	\$10.75	\$20.03	\$0.00	\$67.25
4	80	\$41.68	\$10.75	\$20.03	\$0.00	\$72.46
5	90	\$46.89	\$10.75	\$20.03	\$0.00	\$77.67

Effective Date - 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.73	\$10.75	\$20.16	\$0.00	\$57.64
2	60	\$32.07	\$10.75	\$20.16	\$0.00	\$62.98
3	70	\$37.42	\$10.75	\$20.16	\$0.00	\$68.33
4	80	\$42.76	\$10.75	\$20.16	\$0.00	\$73.67
5	90	\$48.11	\$10.75	\$20.16	\$0.00	\$79.02

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) OPERATING ENGINEERS LOCAL 98	12/01/2017	\$34.18	\$10.99	\$13.12	\$0.00	\$58.29
	06/01/2018	\$34.79	\$10.99	\$13.39	\$0.00	\$59.17
	12/01/2018	\$35.39	\$10.99	\$13.66	\$0.00	\$60.04
	06/01/2019	\$35.90	\$10.99	\$13.93	\$0.00	\$60.82
	12/01/2019	\$36.50	\$10.99	\$14.20	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANIC/WELDER/BOOM TRUCK OPERATING ENGINEERS LOCAL 98	12/01/2017	\$33.65	\$10.99	\$13.12	\$0.00	\$57.76
	06/01/2018	\$34.26	\$10.99	\$13.39	\$0.00	\$58.64
	12/01/2018	\$34.86	\$10.99	\$13.66	\$0.00	\$59.51
	06/01/2019	\$35.37	\$10.99	\$13.93	\$0.00	\$60.29
	12/01/2019	\$35.97	\$10.99	\$14.20	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 3) MILLWRIGHTS LOCAL 1121 - Zone 3	04/01/2018	\$35.46	\$9.90	\$18.50	\$0.00	\$63.86
	10/01/2018	\$36.29	\$9.90	\$18.50	\$0.00	\$64.69
	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 - 04/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$19.50	\$9.90	\$5.31	\$0.00	\$34.71
2	65	\$23.05	\$9.90	\$15.13	\$0.00	\$48.08
3	75	\$26.60	\$9.90	\$16.10	\$0.00	\$52.60
4	85	\$30.14	\$9.90	\$17.06	\$0.00	\$57.10

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER LABORERS - ZONE 3 (BUILDING & SITE)	12/04/2017	\$30.75	\$7.70	\$13.01	\$0.00	\$51.46
	06/04/2018	\$31.53	\$7.70	\$13.01	\$0.00	\$52.24
	12/03/2018	\$32.30	\$7.70	\$13.01	\$0.00	\$53.01
	06/03/2019	\$33.11	\$7.70	\$13.01	\$0.00	\$53.82
	12/02/2019	\$33.92	\$7.70	\$13.01	\$0.00	\$54.63

For apprentice rates see "Apprentice- LABORER"

OILER OPERATING ENGINEERS LOCAL 98	12/01/2017	\$29.34	\$10.99	\$13.12	\$0.00	\$53.45
	06/01/2018	\$29.95	\$10.99	\$13.39	\$0.00	\$54.33
	12/01/2018	\$30.55	\$10.99	\$13.66	\$0.00	\$55.20
	06/01/2019	\$31.06	\$10.99	\$13.93	\$0.00	\$55.98
	12/01/2019	\$31.66	\$10.99	\$14.20	\$0.00	\$56.85

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS VI OPERATING ENGINEERS LOCAL 98	12/01/2017	\$27.36	\$10.99	\$13.12	\$0.00	\$51.47
	06/01/2018	\$27.97	\$10.99	\$13.39	\$0.00	\$52.35
	12/01/2018	\$28.57	\$10.99	\$13.66	\$0.00	\$53.22
	06/01/2019	\$29.08	\$10.99	\$13.93	\$0.00	\$54.00
	12/01/2019	\$29.68	\$10.99	\$14.20	\$0.00	\$54.87

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Painter (BRIDGES/TANKS) PAINTERS LOCAL 35 - ZONE 3	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36
---	------------	---------	--------	---------	--------	---------

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.71	\$7.85	\$0.00	\$0.00	\$33.56
2	55	\$28.28	\$7.85	\$3.66	\$0.00	\$39.79
3	60	\$30.85	\$7.85	\$3.99	\$0.00	\$42.69
4	65	\$33.42	\$7.85	\$4.32	\$0.00	\$45.59
5	70	\$35.99	\$7.85	\$14.11	\$0.00	\$57.95
6	75	\$38.56	\$7.85	\$14.44	\$0.00	\$60.85
7	80	\$41.13	\$7.85	\$14.77	\$0.00	\$63.75
8	90	\$46.27	\$7.85	\$15.44	\$0.00	\$69.56

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) * 01/01/2017 \$34.68 \$7.85 \$12.30 \$0.00 \$54.83

* If 30% or more of surfaces to be painted are new construction,

NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3

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

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.34	\$7.85	\$0.00	\$0.00	\$25.19
2	55	\$19.07	\$7.85	\$1.57	\$0.00	\$28.49
3	60	\$20.81	\$7.85	\$1.71	\$0.00	\$30.37
4	65	\$22.54	\$7.85	\$1.85	\$0.00	\$32.24
5	70	\$24.28	\$7.85	\$11.45	\$0.00	\$43.58
6	75	\$26.01	\$7.85	\$11.59	\$0.00	\$45.45
7	80	\$27.74	\$7.85	\$11.73	\$0.00	\$47.32
8	90	\$31.21	\$7.85	\$12.02	\$0.00	\$51.08

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT) 01/01/2017 \$32.00 \$7.85 \$12.30 \$0.00 \$52.15

PAINTERS LOCAL 35 - ZONE 3

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

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

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.00	\$7.85	\$0.00	\$0.00	\$23.85
2	55	\$17.60	\$7.85	\$1.57	\$0.00	\$27.02
3	60	\$19.20	\$7.85	\$1.71	\$0.00	\$28.76
4	65	\$20.80	\$7.85	\$1.85	\$0.00	\$30.50
5	70	\$22.40	\$7.85	\$11.45	\$0.00	\$41.70
6	75	\$24.00	\$7.85	\$11.59	\$0.00	\$43.44
7	80	\$25.60	\$7.85	\$11.73	\$0.00	\$45.18
8	90	\$28.80	\$7.85	\$12.02	\$0.00	\$48.67

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Painter / Taper (BRUSH, NEW) *	01/01/2017	\$33.28	\$7.85	\$12.30	\$0.00	\$53.43
--------------------------------	------------	---------	--------	---------	--------	---------

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

Apprentice - PAINTER - Local 35 Zone 3 - BRUSH NEW

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.64	\$7.85	\$0.00	\$0.00	\$24.49
2	55	\$18.30	\$7.85	\$1.57	\$0.00	\$27.72
3	60	\$19.97	\$7.85	\$1.71	\$0.00	\$29.53
4	65	\$21.63	\$7.85	\$1.85	\$0.00	\$31.33
5	70	\$23.30	\$7.85	\$11.45	\$0.00	\$42.60
6	75	\$24.96	\$7.85	\$11.59	\$0.00	\$44.40
7	80	\$26.62	\$7.85	\$11.73	\$0.00	\$46.20
8	90	\$29.95	\$7.85	\$12.02	\$0.00	\$49.82

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Painter / Taper (BRUSH, REPAINT) PAINTERS LOCAL 35 - ZONE 3	01/01/2017	\$30.60	\$7.85	\$12.30	\$0.00	\$50.75
--	------------	---------	--------	---------	--------	---------

Classification Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 3 - BRUSH REPAINT

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.30	\$7.85	\$0.00	\$0.00	\$23.15
2	55	\$16.83	\$7.85	\$1.57	\$0.00	\$26.25
3	60	\$18.36	\$7.85	\$1.71	\$0.00	\$27.92
4	65	\$19.89	\$7.85	\$1.85	\$0.00	\$29.59
5	70	\$21.42	\$7.85	\$11.45	\$0.00	\$40.72
6	75	\$22.95	\$7.85	\$11.59	\$0.00	\$42.39
7	80	\$24.48	\$7.85	\$11.73	\$0.00	\$44.06
8	90	\$27.54	\$7.85	\$12.02	\$0.00	\$47.41

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	12/01/2017	\$30.50	\$7.70	\$11.01	\$0.00	\$49.21
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2018	\$31.27	\$7.70	\$11.01	\$0.00	\$49.98
	12/01/2018	\$32.03	\$7.70	\$11.01	\$0.00	\$50.74
	06/01/2019	\$32.82	\$7.70	\$11.01	\$0.00	\$51.53
	12/01/2019	\$33.61	\$7.70	\$11.01	\$0.00	\$52.32
	06/01/2020	\$34.42	\$7.70	\$11.01	\$0.00	\$53.13
	12/01/2020	\$35.23	\$7.70	\$11.01	\$0.00	\$53.94
	06/01/2021	\$36.07	\$7.70	\$11.01	\$0.00	\$54.78
	12/01/2021	\$36.90	\$7.70	\$11.01	\$0.00	\$55.61

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

PANEL & PICKUP TRUCKS DRIVER	12/01/2012	\$30.28	\$9.07	\$8.00	\$0.00	\$47.35
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B						
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	08/01/2017	\$39.42	\$9.90	\$21.15	\$0.00	\$70.47
PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2018	\$41.57	\$9.90	\$21.15	\$0.00	\$72.62
	08/01/2019	\$43.79	\$9.90	\$21.15	\$0.00	\$74.84

For apprentice rates see "Apprentice- PILE DRIVER"

PILE DRIVER	08/01/2017	\$39.42	\$9.90	\$21.15	\$0.00	\$70.47
PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2018	\$41.57	\$9.90	\$21.15	\$0.00	\$72.62
	08/01/2019	\$43.79	\$9.90	\$21.15	\$0.00	\$74.84

Apprentice - PILE DRIVER - Local 56 Zone 3

Effective Date - 08/01/2017

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\$53.19/2\$57.61/3\$62.04/4\$64.25/5\$66.47/6\$66.47/7\$70.89/8\$70.89

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIPELAYER	12/04/2017	\$30.75	\$7.70	\$13.01	\$0.00	\$51.46
<i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/04/2018	\$31.53	\$7.70	\$13.01	\$0.00	\$52.24
	12/03/2018	\$32.30	\$7.70	\$13.01	\$0.00	\$53.01
	06/03/2019	\$33.11	\$7.70	\$13.01	\$0.00	\$53.82
	12/02/2019	\$33.92	\$7.70	\$13.01	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
PIPELAYER (HEAVY & HIGHWAY)	12/01/2017	\$30.75	\$7.70	\$11.01	\$0.00	\$49.46
<i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	06/01/2018	\$31.52	\$7.70	\$11.01	\$0.00	\$50.23
	12/01/2018	\$32.28	\$7.70	\$11.01	\$0.00	\$50.99
	06/01/2019	\$33.07	\$7.70	\$11.01	\$0.00	\$51.78
	12/01/2019	\$33.86	\$7.70	\$11.01	\$0.00	\$52.57
	06/01/2020	\$34.67	\$7.70	\$11.01	\$0.00	\$53.38
	12/01/2020	\$35.48	\$7.70	\$11.01	\$0.00	\$54.19
	06/01/2021	\$36.32	\$7.70	\$11.01	\$0.00	\$55.03
	12/01/2021	\$37.15	\$7.70	\$11.01	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
PLUMBER & PIPEFITTER	03/17/2018	\$39.51	\$8.50	\$15.80	\$0.00	\$63.81
<i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	09/17/2018	\$40.26	\$8.50	\$15.80	\$0.00	\$64.56
	03/17/2019	\$41.01	\$8.50	\$15.80	\$0.00	\$65.31

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PLUMBER/PIPEFITTER - Local 104

Effective Date - 03/17/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$17.78	\$8.50	\$9.30	\$0.00	\$35.58
2	50	\$19.76	\$8.50	\$9.30	\$0.00	\$37.56
3	55	\$21.73	\$8.50	\$9.30	\$0.00	\$39.53
4	60	\$23.71	\$8.50	\$9.30	\$0.00	\$41.51
5	65	\$25.68	\$8.50	\$9.30	\$0.00	\$43.48
6	70	\$27.66	\$8.50	\$9.30	\$0.00	\$45.46
7	75	\$29.63	\$8.50	\$9.30	\$0.00	\$47.43
8	80	\$31.61	\$8.50	\$9.30	\$0.00	\$49.41
9	80	\$31.61	\$8.50	\$15.80	\$0.00	\$55.91
10	80	\$31.61	\$8.50	\$15.80	\$0.00	\$55.91

Effective Date - 09/17/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$18.12	\$8.50	\$9.30	\$0.00	\$35.92
2	50	\$20.13	\$8.50	\$9.30	\$0.00	\$37.93
3	55	\$22.14	\$8.50	\$9.30	\$0.00	\$39.94
4	60	\$24.16	\$8.50	\$9.30	\$0.00	\$41.96
5	65	\$26.17	\$8.50	\$9.30	\$0.00	\$43.97
6	70	\$28.18	\$8.50	\$9.30	\$0.00	\$45.98
7	75	\$30.20	\$8.50	\$9.30	\$0.00	\$48.00
8	80	\$32.21	\$8.50	\$9.30	\$0.00	\$50.01
9	80	\$32.21	\$8.50	\$15.80	\$0.00	\$56.51
10	80	\$32.21	\$8.50	\$15.80	\$0.00	\$56.51

Notes: **1:1,2:5,3:9,4:12

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.)	03/17/2018	\$39.51	\$8.50	\$15.80	\$0.00	\$63.81
PLUMBERS & PIPEFITTERS LOCAL 104	09/17/2018	\$40.26	\$8.50	\$15.80	\$0.00	\$64.56
	03/17/2019	\$41.01	\$8.50	\$15.80	\$0.00	\$65.31
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)	12/01/2017	\$30.75	\$7.70	\$11.01	\$0.00	\$49.46
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2018	\$31.52	\$7.70	\$11.01	\$0.00	\$50.23
	12/01/2018	\$32.28	\$7.70	\$11.01	\$0.00	\$50.99
	06/01/2019	\$33.07	\$7.70	\$11.01	\$0.00	\$51.78
	12/01/2019	\$33.86	\$7.70	\$11.01	\$0.00	\$52.57
	06/01/2020	\$34.67	\$7.70	\$11.01	\$0.00	\$53.38
	12/01/2020	\$35.48	\$7.70	\$11.01	\$0.00	\$54.19
	06/01/2021	\$36.32	\$7.70	\$11.01	\$0.00	\$55.03
	12/01/2021	\$37.15	\$7.70	\$11.01	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/04/2017	\$31.50	\$7.70	\$13.01	\$0.00	\$52.21
	06/04/2018	\$32.28	\$7.70	\$13.01	\$0.00	\$52.99
	12/03/2018	\$33.05	\$7.70	\$13.01	\$0.00	\$53.76
	06/03/2019	\$33.86	\$7.70	\$13.01	\$0.00	\$54.57
	12/02/2019	\$34.67	\$7.70	\$13.01	\$0.00	\$55.38
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2017	\$31.50	\$7.70	\$11.01	\$0.00	\$50.21
	06/01/2018	\$32.27	\$7.70	\$11.01	\$0.00	\$50.98
	12/01/2018	\$33.03	\$7.70	\$11.01	\$0.00	\$51.74
	06/01/2019	\$33.82	\$7.70	\$11.01	\$0.00	\$52.53
	12/01/2019	\$34.61	\$7.70	\$11.01	\$0.00	\$53.32
	06/01/2020	\$35.42	\$7.70	\$11.01	\$0.00	\$54.13
	12/01/2020	\$36.23	\$7.70	\$11.01	\$0.00	\$54.94
	06/01/2021	\$37.07	\$7.70	\$11.01	\$0.00	\$55.78
12/01/2021	\$37.90	\$7.70	\$11.01	\$0.00	\$56.61	
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2017	\$34.18	\$10.99	\$13.12	\$0.00	\$58.29
	06/01/2018	\$34.79	\$10.99	\$13.39	\$0.00	\$59.17
	12/01/2018	\$35.39	\$10.99	\$13.66	\$0.00	\$60.04
	06/01/2019	\$35.90	\$10.99	\$13.93	\$0.00	\$60.82
	12/01/2019	\$36.50	\$10.99	\$14.20	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2017	\$33.65	\$10.99	\$13.12	\$0.00	\$57.76
	06/01/2018	\$34.26	\$10.99	\$13.39	\$0.00	\$58.64
	12/01/2018	\$34.86	\$10.99	\$13.66	\$0.00	\$59.51
	06/01/2019	\$35.37	\$10.99	\$13.93	\$0.00	\$60.29
	12/01/2019	\$35.97	\$10.99	\$14.20	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS LOCAL 404</i>	05/01/2016	\$21.01	\$10.23	\$9.40	\$0.00	\$40.64
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/04/2017	\$30.75	\$7.70	\$13.01	\$0.00	\$51.46
	06/04/2018	\$31.53	\$7.70	\$13.01	\$0.00	\$52.24
	12/03/2018	\$32.30	\$7.70	\$13.01	\$0.00	\$53.01
	06/03/2019	\$33.11	\$7.70	\$13.01	\$0.00	\$53.82
	12/02/2019	\$33.92	\$7.70	\$13.01	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
ROLLER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2017	\$33.04	\$10.99	\$13.12	\$0.00	\$57.15
	06/01/2018	\$33.65	\$10.99	\$13.39	\$0.00	\$58.03
	12/01/2018	\$34.25	\$10.99	\$13.66	\$0.00	\$58.90
	06/01/2019	\$34.76	\$10.99	\$13.93	\$0.00	\$59.68
	12/01/2019	\$35.36	\$10.99	\$14.20	\$0.00	\$60.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Coal tar pitch) <i>ROOFERS LOCAL 248</i>	07/16/2017	\$32.25	\$10.00	\$13.91	\$0.00	\$56.16
	07/16/2018	\$33.65	\$10.00	\$14.01	\$0.00	\$57.66
	07/16/2019	\$35.30	\$10.00	\$14.11	\$0.00	\$59.41
For apprentice rates see "Apprentice- ROOFER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ROOFER (Inc.Roofing Waterproofing &Roofing Damproofg) ROOFERS LOCAL 248	07/16/2017	\$31.75	\$10.00	\$13.41	\$0.00	\$55.16
	07/16/2018	\$33.15	\$10.00	\$13.51	\$0.00	\$56.66
	07/16/2019	\$34.80	\$10.00	\$13.61	\$0.00	\$58.41

Apprentice - ROOFER - Local 248

Effective Date - 07/16/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.05	\$10.00	\$0.00	\$0.00	\$29.05
2	65	\$20.64	\$10.00	\$13.41	\$0.00	\$44.05
3	70	\$22.23	\$10.00	\$13.41	\$0.00	\$45.64
4	75	\$23.81	\$10.00	\$13.41	\$0.00	\$47.22
5	80	\$25.40	\$10.00	\$13.41	\$0.00	\$48.81
6	85	\$26.99	\$10.00	\$13.41	\$0.00	\$50.40
7	90	\$28.58	\$10.00	\$13.41	\$0.00	\$51.99
8	95	\$30.16	\$10.00	\$13.41	\$0.00	\$53.57

Effective Date - 07/16/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.89	\$10.00	\$0.00	\$0.00	\$29.89
2	65	\$21.55	\$10.00	\$13.51	\$0.00	\$45.06
3	70	\$23.21	\$10.00	\$13.51	\$0.00	\$46.72
4	75	\$24.86	\$10.00	\$13.51	\$0.00	\$48.37
5	80	\$26.52	\$10.00	\$13.51	\$0.00	\$50.03
6	85	\$28.18	\$10.00	\$13.51	\$0.00	\$51.69
7	90	\$29.84	\$10.00	\$13.51	\$0.00	\$53.35
8	95	\$31.49	\$10.00	\$13.51	\$0.00	\$55.00

Notes:

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

Apprentice to Journeyworker Ratio:1:3

ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 248	07/16/2017	\$32.25	\$10.00	\$13.91	\$0.00	\$56.16
	07/16/2018	\$33.65	\$10.00	\$14.01	\$0.00	\$57.66
	07/16/2019	\$35.30	\$10.00	\$14.11	\$0.00	\$59.41
For apprentice rates see "Apprentice- ROOFER"						
SCRAPER OPERATING ENGINEERS LOCAL 98	12/01/2017	\$33.65	\$10.99	\$13.12	\$0.00	\$57.76
	06/01/2018	\$34.26	\$10.99	\$13.39	\$0.00	\$58.64
	12/01/2018	\$34.86	\$10.99	\$13.66	\$0.00	\$59.51
	06/01/2019	\$35.37	\$10.99	\$13.93	\$0.00	\$60.29
	12/01/2019	\$35.97	\$10.99	\$14.20	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS) OPERATING ENGINEERS LOCAL 98	12/01/2017	\$33.04	\$10.99	\$13.12	\$0.00	\$57.15
	06/01/2018	\$33.65	\$10.99	\$13.39	\$0.00	\$58.03
	12/01/2018	\$34.25	\$10.99	\$13.66	\$0.00	\$58.90
	06/01/2019	\$34.76	\$10.99	\$13.93	\$0.00	\$59.68
	12/01/2019	\$35.36	\$10.99	\$14.20	\$0.00	\$60.55

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-PROPELLED POWER BROOM OPERATING ENGINEERS LOCAL 98	12/01/2017	\$30.42	\$10.99	\$13.12	\$0.00	\$54.53
	06/01/2018	\$31.03	\$10.99	\$13.39	\$0.00	\$55.41
	12/01/2018	\$31.63	\$10.99	\$13.66	\$0.00	\$56.28
	06/01/2019	\$32.14	\$10.99	\$13.93	\$0.00	\$57.06
	12/01/2019	\$32.74	\$10.99	\$14.20	\$0.00	\$57.93

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 63	01/01/2018	\$32.99	\$10.64	\$16.22	\$1.77	\$61.62
	07/01/2018	\$33.74	\$10.64	\$16.22	\$1.77	\$62.37
	01/01/2019	\$34.74	\$10.64	\$16.22	\$1.77	\$63.37
	07/01/2019	\$35.74	\$10.64	\$16.22	\$1.77	\$64.37
	01/01/2020	\$36.99	\$10.64	\$16.22	\$1.77	\$65.62

Apprentice - SHEET METAL WORKER - Local 63

Effective Date - 01/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$14.85	\$6.21	\$4.67	\$0.00	\$25.73
2	50	\$16.50	\$6.55	\$5.19	\$0.00	\$28.24
3	55	\$18.14	\$6.88	\$9.33	\$1.03	\$35.38
4	60	\$19.79	\$7.22	\$9.33	\$1.09	\$37.43
5	65	\$21.44	\$7.55	\$9.33	\$1.15	\$39.47
6	70	\$23.09	\$7.88	\$9.33	\$1.21	\$41.51
7	75	\$24.74	\$8.22	\$9.33	\$1.27	\$43.56
8	80	\$26.39	\$9.30	\$15.18	\$1.53	\$52.40
9	85	\$28.04	\$9.64	\$15.18	\$1.59	\$54.45
10	90	\$29.69	\$9.98	\$15.18	\$1.65	\$56.50

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$15.18	\$6.21	\$4.67	\$0.00	\$26.06
2	50	\$16.87	\$6.55	\$5.19	\$0.00	\$28.61
3	55	\$18.56	\$6.88	\$9.33	\$1.04	\$35.81
4	60	\$20.24	\$7.22	\$9.33	\$1.10	\$37.89
5	65	\$21.93	\$7.55	\$9.33	\$1.16	\$39.97
6	70	\$23.62	\$7.88	\$9.33	\$1.22	\$42.05
7	75	\$25.31	\$8.22	\$9.33	\$1.29	\$44.15
8	80	\$26.99	\$9.30	\$15.18	\$1.54	\$53.01
9	85	\$28.68	\$9.64	\$15.18	\$1.61	\$55.11
10	90	\$30.37	\$9.98	\$15.18	\$1.67	\$57.20

Notes:

Apprentice to Journeyworker Ratio:1:3

SIGN ERECTOR PAINTERS LOCAL 35 - ZONE 3	06/01/2013	\$25.81	\$7.07	\$7.05	\$0.00	\$39.93
--	------------	---------	--------	--------	--------	---------

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SIGN ERECTOR - Local 35 Zone 3

Effective Date - 06/01/2013

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

Notes:

Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2016	\$32.73	\$10.91	\$10.89	\$0.00	\$54.53
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 669</i>	04/01/2018	\$41.51	\$9.67	\$12.88	\$0.00	\$64.06
	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 - 04/01/2018

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	\$9.67	\$7.05	\$0.00	\$39.55
4	60	\$24.91	\$9.67	\$7.05	\$0.00	\$41.63
5	65	\$26.98	\$9.67	\$7.30	\$0.00	\$43.95
6	70	\$29.06	\$9.67	\$7.30	\$0.00	\$46.03
7	75	\$31.13	\$9.67	\$7.30	\$0.00	\$48.10
8	80	\$33.21	\$9.67	\$7.30	\$0.00	\$50.18
9	85	\$35.28	\$9.67	\$7.30	\$0.00	\$52.25
10	90	\$37.36	\$9.67	\$7.30	\$0.00	\$54.33

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

TELECOMMUNICATION TECHNICIAN	12/31/2017	\$40.51	\$10.00	\$11.42	\$0.00	\$61.93
ELECTRICIANS LOCAL 7	07/01/2018	\$41.21	\$10.25	\$11.74	\$0.00	\$63.20
	12/30/2018	\$41.91	\$10.50	\$12.06	\$0.00	\$64.47
	06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00	\$65.74
	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 7

Effective Date - 12/31/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$16.20	\$5.40	\$0.49	\$0.00	\$22.09
2	45	\$18.23	\$5.40	\$0.55	\$0.00	\$24.18
3	50	\$20.26	\$10.00	\$6.91	\$0.00	\$37.17
4	55	\$22.28	\$10.00	\$6.97	\$0.00	\$39.25
5	65	\$26.33	\$10.00	\$8.09	\$0.00	\$44.42
6	70	\$28.36	\$10.00	\$9.15	\$0.00	\$47.51

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$16.48	\$5.55	\$0.49	\$0.00	\$22.52
2	45	\$18.54	\$5.55	\$0.56	\$0.00	\$24.65
3	50	\$20.61	\$10.25	\$6.92	\$0.00	\$37.78
4	55	\$22.67	\$10.25	\$6.98	\$0.00	\$39.90
5	65	\$26.79	\$10.25	\$8.10	\$0.00	\$45.14
6	70	\$28.85	\$10.25	\$9.17	\$0.00	\$48.27

Notes:

Steps are 800 hours

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS	02/01/2018	\$51.00	\$10.75	\$20.03	\$0.00	\$81.78
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	08/01/2018	\$52.35	\$10.75	\$20.16	\$0.00	\$83.26
	02/01/2019	\$52.99	\$10.75	\$20.16	\$0.00	\$83.90
	08/01/2019	\$54.34	\$10.75	\$20.30	\$0.00	\$85.39
	02/01/2020	\$54.98	\$10.75	\$20.30	\$0.00	\$86.03
	08/01/2020	\$56.33	\$10.75	\$20.45	\$0.00	\$87.53
	02/01/2021	\$56.97	\$10.75	\$20.45	\$0.00	\$88.17
	08/01/2021	\$58.37	\$10.75	\$20.61	\$0.00	\$89.73
	02/01/2022	\$58.96	\$10.75	\$20.61	\$0.00	\$90.32

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - TERRAZZO FINISHER-Local 3 Marble/Tile (Spr/Ptt)

Effective Date - 02/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.50	\$10.75	\$20.03	\$0.00	\$56.28
2	60	\$30.60	\$10.75	\$20.03	\$0.00	\$61.38
3	70	\$35.70	\$10.75	\$20.03	\$0.00	\$66.48
4	80	\$40.80	\$10.75	\$20.03	\$0.00	\$71.58
5	90	\$45.90	\$10.75	\$20.03	\$0.00	\$76.68

Effective Date - 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.18	\$10.75	\$20.16	\$0.00	\$57.09
2	60	\$31.41	\$10.75	\$20.16	\$0.00	\$62.32
3	70	\$36.65	\$10.75	\$20.16	\$0.00	\$67.56
4	80	\$41.88	\$10.75	\$20.16	\$0.00	\$72.79
5	90	\$47.12	\$10.75	\$20.16	\$0.00	\$78.03

Notes:

Apprentice to Journeyworker Ratio:1:5

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2017	\$38.85	\$7.70	\$14.95	\$0.00	\$61.50
	06/01/2018	\$39.80	\$7.70	\$14.95	\$0.00	\$62.45
	12/01/2018	\$40.75	\$7.70	\$14.95	\$0.00	\$63.40
	06/01/2019	\$41.75	\$7.70	\$14.95	\$0.00	\$64.40
	12/01/2019	\$42.75	\$7.70	\$14.95	\$0.00	\$65.40
	06/01/2020	\$43.74	\$7.70	\$14.95	\$0.00	\$66.39
	12/01/2020	\$44.72	\$7.70	\$14.95	\$0.00	\$67.37
	06/01/2021	\$45.74	\$7.70	\$14.95	\$0.00	\$68.39
	12/01/2021	\$46.75	\$7.70	\$14.95	\$0.00	\$69.40

For apprentice rates see "Apprentice- LABORER"

TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2017	\$37.57	\$7.70	\$14.95	\$0.00	\$60.22
	06/01/2018	\$38.52	\$7.70	\$14.95	\$0.00	\$61.17
	12/01/2018	\$39.47	\$7.70	\$14.95	\$0.00	\$62.12
	06/01/2019	\$40.47	\$7.70	\$14.95	\$0.00	\$63.12
	12/01/2019	\$41.47	\$7.70	\$14.95	\$0.00	\$64.12
	06/01/2020	\$42.46	\$7.70	\$14.95	\$0.00	\$65.11
	12/01/2020	\$43.44	\$7.70	\$14.95	\$0.00	\$66.09
	06/01/2021	\$44.46	\$7.70	\$14.95	\$0.00	\$67.11
	12/01/2021	\$45.47	\$7.70	\$14.95	\$0.00	\$68.12

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2017	\$37.45	\$7.70	\$14.95	\$0.00	\$60.10
	06/01/2018	\$38.40	\$7.70	\$14.95	\$0.00	\$61.05
	12/01/2018	\$39.35	\$7.70	\$14.95	\$0.00	\$62.00
	06/01/2019	\$40.35	\$7.70	\$14.95	\$0.00	\$63.00
	12/01/2019	\$41.35	\$7.70	\$14.95	\$0.00	\$64.00
	06/01/2020	\$42.34	\$7.70	\$14.95	\$0.00	\$64.99
	12/01/2020	\$43.32	\$7.70	\$14.95	\$0.00	\$65.97
	06/01/2021	\$44.34	\$7.70	\$14.95	\$0.00	\$66.99
	12/01/2021	\$45.35	\$7.70	\$14.95	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
TRACTORS <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2017	\$33.04	\$10.99	\$13.12	\$0.00	\$57.15
	06/01/2018	\$33.65	\$10.99	\$13.39	\$0.00	\$58.03
	12/01/2018	\$34.25	\$10.99	\$13.66	\$0.00	\$58.90
	06/01/2019	\$34.76	\$10.99	\$13.93	\$0.00	\$59.68
	12/01/2019	\$35.36	\$10.99	\$14.20	\$0.00	\$60.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2016	\$33.02	\$10.91	\$10.89	\$0.00	\$54.82
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2017	\$49.73	\$7.70	\$15.35	\$0.00	\$72.78
	06/01/2018	\$50.68	\$7.70	\$15.35	\$0.00	\$73.73
	12/01/2018	\$51.63	\$7.70	\$15.35	\$0.00	\$74.68
	06/01/2019	\$52.63	\$7.70	\$15.35	\$0.00	\$75.68
	12/01/2019	\$53.63	\$7.70	\$15.35	\$0.00	\$76.68
	06/01/2020	\$54.62	\$7.70	\$15.35	\$0.00	\$77.67
	12/01/2020	\$55.60	\$7.70	\$15.35	\$0.00	\$78.65
	06/01/2021	\$56.62	\$7.70	\$15.35	\$0.00	\$79.67
	12/01/2021	\$57.63	\$7.70	\$15.35	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2017	\$51.73	\$7.70	\$15.35	\$0.00	\$74.78
	06/01/2018	\$52.68	\$7.70	\$15.35	\$0.00	\$75.73
	12/01/2018	\$53.63	\$7.70	\$15.35	\$0.00	\$76.68
	06/01/2019	\$54.63	\$7.70	\$15.35	\$0.00	\$77.68
	12/01/2019	\$55.63	\$7.70	\$15.35	\$0.00	\$78.68
	06/01/2020	\$56.62	\$7.70	\$15.35	\$0.00	\$79.67
	12/01/2020	\$57.60	\$7.70	\$15.35	\$0.00	\$80.65
	06/01/2021	\$58.62	\$7.70	\$15.35	\$0.00	\$81.67
	12/01/2021	\$59.63	\$7.70	\$15.35	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2017	\$41.80	\$7.70	\$15.35	\$0.00	\$64.85
	06/01/2018	\$42.75	\$7.70	\$15.35	\$0.00	\$65.80
	12/01/2018	\$43.70	\$7.70	\$15.35	\$0.00	\$66.75
	06/01/2019	\$44.70	\$7.70	\$15.35	\$0.00	\$67.75
	12/01/2019	\$45.70	\$7.70	\$15.35	\$0.00	\$68.75
	06/01/2020	\$46.69	\$7.70	\$15.35	\$0.00	\$69.74
	12/01/2020	\$47.67	\$7.70	\$15.35	\$0.00	\$70.72
	06/01/2021	\$48.69	\$7.70	\$15.35	\$0.00	\$71.74
	12/01/2021	\$49.70	\$7.70	\$15.35	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2017	\$43.80	\$7.70	\$15.35	\$0.00	\$66.85
	06/01/2018	\$44.75	\$7.70	\$15.35	\$0.00	\$67.80
	12/01/2018	\$45.70	\$7.70	\$15.35	\$0.00	\$68.75
	06/01/2019	\$46.70	\$7.70	\$15.35	\$0.00	\$69.75
	12/01/2019	\$47.70	\$7.70	\$15.35	\$0.00	\$70.75
	06/01/2020	\$48.69	\$7.70	\$15.35	\$0.00	\$71.74
	12/01/2020	\$49.67	\$7.70	\$15.35	\$0.00	\$72.72
	06/01/2021	\$50.69	\$7.70	\$15.35	\$0.00	\$73.74
	12/01/2021	\$51.70	\$7.70	\$15.35	\$0.00	\$74.75
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
WAGON DRILL OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/04/2017	\$30.75	\$7.70	\$13.01	\$0.00	\$51.46
	06/04/2018	\$31.53	\$7.70	\$13.01	\$0.00	\$52.24
	12/03/2018	\$32.30	\$7.70	\$13.01	\$0.00	\$53.01
	06/03/2019	\$33.11	\$7.70	\$13.01	\$0.00	\$53.82
	12/02/2019	\$33.92	\$7.70	\$13.01	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2017	\$30.75	\$7.70	\$11.01	\$0.00	\$49.46
	06/01/2018	\$31.52	\$7.70	\$11.01	\$0.00	\$50.23
	12/01/2018	\$32.28	\$7.70	\$11.01	\$0.00	\$50.99
	06/01/2019	\$33.07	\$7.70	\$11.01	\$0.00	\$51.78
	12/01/2019	\$33.86	\$7.70	\$11.01	\$0.00	\$52.57
	06/01/2020	\$34.67	\$7.70	\$11.01	\$0.00	\$53.38
	12/01/2020	\$35.48	\$7.70	\$11.01	\$0.00	\$54.19
	06/01/2021	\$36.32	\$7.70	\$11.01	\$0.00	\$55.03
	12/01/2021	\$37.15	\$7.70	\$11.01	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WATER METER INSTALLER <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	03/17/2018	\$39.51	\$8.50	\$15.80	\$0.00	\$63.81
	09/17/2018	\$40.26	\$8.50	\$15.80	\$0.00	\$64.56
	03/17/2019	\$41.01	\$8.50	\$15.80	\$0.00	\$65.31
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
Outside Electrical - West						
EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/03/2017	\$39.92	\$8.00	\$12.41	\$0.00	\$60.33
	09/02/2018	\$42.26	\$8.00	\$12.50	\$0.00	\$62.76
	09/01/2019	\$44.67	\$8.00	\$12.55	\$0.00	\$65.22
For apprentice rates see "Apprentice- LINEMAN"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/03/2017	\$25.83	\$8.00	\$5.33	\$0.00	\$39.16
	09/02/2018	\$28.17	\$8.00	\$5.41	\$0.00	\$41.58
	09/01/2019	\$30.58	\$8.00	\$5.48	\$0.00	\$44.06
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN / TRUCK DRIVER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/03/2017	\$35.22	\$8.00	\$10.82	\$0.00	\$54.04
	09/02/2018	\$37.56	\$8.00	\$10.89	\$0.00	\$56.45
	09/01/2019	\$39.97	\$8.00	\$10.96	\$0.00	\$58.93
For apprentice rates see "Apprentice- LINEMAN"						
HEAVY EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/03/2017	\$42.26	\$8.00	\$13.08	\$0.00	\$63.34
	09/02/2018	\$44.60	\$8.00	\$13.15	\$0.00	\$65.75
	09/01/2019	\$47.01	\$8.00	\$13.22	\$0.00	\$68.23
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/03/2017	\$46.96	\$8.00	\$15.41	\$0.00	\$70.37
	09/02/2018	\$49.30	\$8.00	\$15.48	\$0.00	\$72.78
	09/01/2019	\$51.71	\$8.00	\$15.55	\$0.00	\$75.26

Apprentice - LINEMAN (Outside Electrical) - West Local 42

Effective Date - 09/03/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$28.18	\$8.00	\$3.35	\$0.00	\$39.53
2	65	\$30.52	\$8.00	\$3.42	\$0.00	\$41.94
3	70	\$32.87	\$8.00	\$3.49	\$0.00	\$44.36
4	75	\$35.22	\$8.00	\$5.06	\$0.00	\$48.28
5	80	\$37.57	\$8.00	\$5.13	\$0.00	\$50.70
6	85	\$39.92	\$8.00	\$5.20	\$0.00	\$53.12
7	90	\$42.26	\$8.00	\$7.28	\$0.00	\$57.54

Effective Date - 09/02/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$29.58	\$8.00	\$3.39	\$0.00	\$40.97
2	65	\$32.05	\$8.00	\$3.46	\$0.00	\$43.51
3	70	\$34.51	\$8.00	\$3.54	\$0.00	\$46.05
4	75	\$36.98	\$8.00	\$5.11	\$0.00	\$50.09
5	80	\$39.44	\$8.00	\$5.18	\$0.00	\$52.62
6	85	\$41.91	\$8.00	\$5.26	\$0.00	\$55.17
7	90	\$44.37	\$8.00	\$7.33	\$0.00	\$59.70

Notes:

Apprentice to Journeyworker Ratio:1:2

TELEDATA CABLE SPLICER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	01/01/2016	\$28.98	\$4.25	\$3.12	\$0.00	\$36.35
TELEDATA LINEMAN/EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	01/01/2016	\$27.31	\$4.25	\$3.07	\$0.00	\$34.63
TELEDATA WIREMAN/INSTALLER/TECHNICIAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	01/01/2016	\$27.31	\$4.25	\$3.07	\$0.00	\$34.63

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRACTOR-TRAILER DRIVER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/03/2017	\$39.92	\$8.00	\$12.41	\$0.00	\$60.33
	09/02/2018	\$42.26	\$8.00	\$12.50	\$0.00	\$62.76
	09/01/2019	\$44.67	\$8.00	\$12.55	\$0.00	\$65.22
TREE TRIMMER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	01/31/2016	\$18.51	\$3.55	\$0.00	\$0.00	\$22.06
<p>This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is not on the ground. This classification does not apply to wholesale tree removal.</p>						
TREE TRIMMER GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	01/31/2016	\$16.32	\$3.55	\$0.00	\$0.00	\$19.87
<p>This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal.</p>						

Additional Apprentices Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentices 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.

General Decision Number: MA180015 03/23/2018 MA15

Superseded General Decision Number: MA20170015

State: Massachusetts

Construction Types: Heavy (Heavy and Marine)

Counties: Berkshire, Franklin, Hampden and Hampshire Counties in Massachusetts.

HEAVY CONSTRUCTION PROJECTS; AND MARINE CONSTRUCTION PROJECTS

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Please note that this EO applies to the above-mentioned types of contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but it does not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(2)-(60). Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Modification Number	Publication Date
0	01/05/2018
1	03/09/2018
2	03/23/2018

BOIL0029-001 01/01/2017

	Rates	Fringes
BOILERMAKER.....	\$ 42.42	24.92

* BRMA0001-005 03/01/2018

SPRINGFIELD CHAPTER

	Rates	Fringes
BRICKLAYER BRICKLAYERS; CEMENT MASONS; STONE MASONS; MARBLE, TILE & TERRAZO.....	\$ 40.56	30.47

* BRMA0001-007 03/01/2018

SPRINGFIELD/PITTSFIELD CHAPTER
BERKSHIRE COUNTY

	Rates	Fringes
BRICKLAYER		
BRICKLAYERS; CEMENT		
MASONS; STONE MASONS;		
MARBLE, TILE & TERRAZZO.....	\$ 40.56	30.47

 CARP0056-004 08/01/2015

	Rates	Fringes
DIVER TENDER.....	\$ 42.04	29.73
DIVER.....	\$ 58.86	29.73

 CARP0056-009 08/01/2015

	Rates	Fringes
PILEDRIVERMAN.....	\$ 42.04	29.73

 CARP0107-007 09/01/2017

FRANKLIN COUNTY (Erving, Orange, North Orange, and Warwick)

	Rates	Fringes
CARPENTER.....	\$ 39.28	27.90

 CARP0108-008 09/04/2017

BERKSHIRE

	Rates	Fringes
CARPENTER.....	\$ 35.56	23.76

 CARP0108-010 09/04/2017

HAMPDEN; HAMPSHIRE; AND FRANKLIN (Remainder of County)

	Rates	Fringes
CARPENTER.....	\$ 35.56	23.76

 CARP1121-001 10/01/2017

	Rates	Fringes
MILLWRIGHT.....	\$ 39.52	30.85

 ELEC0007-002 12/31/2017

HAMPDEN (Except Chester & Holyoke); HAMPSHIRE (Belchertown, Ware)

	Rates	Fringes
ELECTRICIAN.....	\$ 40.51	22.02

 ELEC0007-003 12/31/2017

BERKSHIRE; FRANKLIN; HAMPDEN (Chester, Holyoke); HAMPSHIRE
 (Except Belchertown, Ware)

	Rates	Fringes
ELECTRICIAN.....	\$ 40.51	22.02

ENGI0098-007 12/01/2016

	Rates	Fringes
Power equipment operators:		
Group 1.....	\$ 33.68	23.96+A
Group 2.....	\$ 33.37	23.96+A
Group 3.....	\$ 33.15	23.96+A
Group 4.....	\$ 32.54	23.96+A
Group 5.....	\$ 29.92	23.96+A
Group 6.....	\$ 28.80	23.96+A
Group 7.....	\$ 26.86	23.96+A
Group 8.....	\$ 305.95	23.96+A
Group 9.....	\$ 230.69	23.96+A
Group 10.....	\$ 35.17	23.96+A
Group 11.....	\$ 38.18	23.96+A
Group 12.....	\$ 39.68	23.96+A
Group 13.....	\$ 40.68	23.96+A
Group 14.....	\$ 41.68	23.96+A
Group 15.....	\$ 43.18	23.96+A

HAZARDOUS WASTE PREMIUM \$2.00

FOOTNOTE FOR POWER EQUIPMENT OPERATORS:

Group 8 and Group 9 are per day wages.

A. Paid Holidays: New year's Day, Washington's Birthday,
 Memorial Day, Independence Day, Labor Day, Columbus Day,
 Veterans Day, Thanksgiving Day and Christmas Day

POWER EQUIPMENT OPERATORS CLASSIFICATIONS

Group 1: Shovels; crawlers and truck cranes including all
 tower; self-propelled hydraulic cranes 10 tons and over;
 draglines; clam shells; cableways; shaft hoists; mucking
 machines derricks; backhoes; bulldozers; gradalls;
 elevating graders; pile drivers; concrete pavers; trenching
 machines; front end loaders- 5 1/2 cu yds and over; dual
 drum paver; automatic grader-excavator(C.M.I. or equal);
 scrapers towing pan or wagon; tandem dozers or push cats(2
 units in tandem); shotcrete machine; tunnel boring machine;
 combination backhoe/loader 3/4 cu yd hoe or over; jet
 engine dryer; tree shredder; post hole digger; post hole
 hammer; post extractor; truck mounted concrete pump with
 boom; roto-mill; Grader; Horizontal Drilling Machine; John
 Henry Rock Drill and similar equipment.

Group 2: Rotary drill with mounted compressor; compressor
 house (3 to 6 compressors); rock and earth boring machines
 (excluding McCarthy and similar drills); front end loaders
 4 cu yds to 5 1/2 cu yds); forklifts-7 ft lift and over 3
 ton capacity; scraper 21 yds and over (struck load); sonic

hammer console; reclaimers road planer/milling machine; cal tracks; ballast regulators; rail anchor machines; switch tampers, asphalt pavers; mechanic; welder and transfer machine.

Group 3: Combination backhoe/loader up to 3/4 cu yd; scrapers up to 21 cu yd (struck load, self propelled or tractor drawn); tireman; front end loaders up to 4 yds; well drillers; engineer or fireman on high pressure boiler; self-loading batch plant; well point operators electric pumps used in well point system; pumps, 16 inches and over (total discharge); compressor, one or two 900 cu ft and over; powered grease truck; tunnel locomotives and dingys; grout pumps; hydraulic jacks; boom truck; hydraulic cranes- up to 10 ton.

Group 4: Asphalt rollers; self-powered rollers and compactors; tractor without blade drawing sheepsfoot roller; rubber tire roller; vibratory roller or other type of compactors including machines for pulverizing and aerating soil; york rake.

Group 5: Hoists; conveyors; power pavement breakers; self-powered concrete pavement finishing machines; two bag mixers with skip; McCarthy and similar drills; batch plants (not self loading); bulk cement plants; self-propelled material spreaders; three or more 10 KW light plants; 30 KW or more generators; power broom.

Group 6: Compressor (one or two) 315 cu ft to 900 cu ft; pumps 4 inches to 16 inches (total discharge).

Group 7: Compressors up to 315 cu ft; small mixers with skip; pumps up to 4 inches; power heaters; oiler; A-frame trucks; forklifts-up to 7 ft. lift and up to 3 ton capacity; hydro broom; stud welder.

Group 8: Truck crane crews

Group 9: Oiler

Group 10: Master Mechanic

Group 11: Boom lengths over 150 feet including jib

Group 12: Boom lengths over 200 feet including jib

Group 13: Boom lengths over 250 feet including jib

Group 14: Boom lengths over 300 feet including jib

Group 15: Boom lengths over 350 feet including jib

IRON0007-014 09/16/2017

BERKSHIRE (Becket, East Otis, Hinsdale, Monterey, New Marlboro, North Otis, Otis, Peru, Sandisfield, Savoy, Sheffield, Washington, Windsor); FRANKLIN; HAMPDEN; HAMPSHIRE

	Rates	Fringes
IRONWORKER.....	\$ 32.49	28.67

IRON0012-003 05/01/2017

BERKSHIRE (Lee)

	Rates	Fringes
IRONWORKER.....	\$ 30.50	23.84

IRON0012-004 05/01/2017

BERKSHIRE (Remainder of County)

	Rates	Fringes
Ironworkers:		
Sheeter.....	\$ 30.75	23.84
Structural, Ornamental, Reinforcing, Fence Erector, Machinery Mover, Rigger, Rodman, Stone Derrickman.....	\$ 30.50	23.84

LAB00022-002 12/01/2017

FRANKLIN (Orange, Warwick)

	Rates	Fringes
Laborers:		
GROUP 1.....	\$ 32.83	22.50
GROUP 2.....	\$ 33.08	22.50
GROUP 3.....	\$ 33.58	22.50
GROUP 4.....	\$ 33.83	22.50
GROUP 5.....	\$ 33.58	22.50
GROUP 6.....	\$ 34.83	22.50

LABORERS CLASSIFICATIONS

GROUP 1: Laborers; carpenter tenders; cement finisher tenders, plasterer tenders

GROUP 2: Asphalt raker; fence and guard rail erector; laser beam operator; mason tender; pipelayer; pneumatic drill operator; pneumatic tool operator; wagon drill operator; jackhammer operator, pavement breaker, carbide core drilling machine, chain saw operator, barco type jumping tampers, concrete pump, motorized mortar miner, ride-on motorized buggy

GROUP 3: Air track operator; block paver; rammer; curb setter, hydraulic and similar self-powered drills

GROUP 4: Blaster; powderman

GROUP 5: Precast floor and roof, plank erector

GROUP 6: Asbestos Abatement, Toxic and Hazardous waste laborers

LAB00473-005 12/01/2017

FRANKLIN (Except Orange and Warrick); HAMPDEN and HAMPSHIRE COUNTIES (with the exception of Chesterfield, Cummington, Goshen, Middlefield, Plainfield, and Worthington)

Rates	Fringes
-------	---------

Laborers:

Group 1.....	\$ 30.50	19.91
Group 2.....	\$ 30.75	19.91
Group 3.....	\$ 31.25	19.91
Group 4.....	\$ 31.50	19.91
Group 5.....	\$ 21.50	19.91
Group 6.....	\$ 32.50	19.91

LABORERS CLASSIFICATIONS

Group 1: Carpenter tenders, cement finisher tenders, laborers, wrecking laborers

Group 2: Asphalt rakers, fence and guard rail erectors, laser beam operator, mason tender, pipelayer, pneumatic drill operator, pneumatic tool operator, wagon drill operator

Group 3: Air track operator, block pavers, rammers, curb setters

Group 4: Blasters, powdermen

Group 5: Flaggers

Group 6: Asbestos abatement, toxic and Hazardous waste laborers

LABO0473-006 06/01/2017

BERKSHIRE; HAMPSHIRE COUNTIES (the towns of Chesterfield, Cummington, Goshen, Middlefield, Plainfield, and Worthington only)

Rates Fringes

Laborers:

Group 1.....	\$ 26.00	19.70
Group 2.....	\$ 26.25	19.70
Group 3.....	\$ 26.75	19.70
Group 4.....	\$ 27.00	19.70
Group 5.....	\$ 20.50	19.70
Group 6.....	\$ 26.00	19.70

LABORERS CLASSIFICATIONS

Group 1: Carpenter tenders, cement finisher tenders, laborers, wrecking laborers

Group 2: Asphalt rakers, fence and guard rail erectors, laser beam operator, mason tender, pipelayer, pneumatic drill operator, pneumatic tool operator, wagon drill operator

Group 3: Air track operator, block pavers, rammers, curb setters

Group 4: Blasters, powdermen

Group 5: Flaggers

Group 6: Asbestos abatement, toxic and Hazardous waste laborers

LAB01421-002 12/01/2017

	Rates	Fringes
Laborers:		
Group 1.....	\$ 37.65	23.65
Group 2.....	\$ 38.40	23.65
Group 3.....	\$ 38.65	23.65
Group 4.....	\$ 33.65	23.65
Group 5.....	\$ 36.75	23.65
Group 6.....	\$ 37.65	23.65

Group 1: Adzeman, Wrecking Laborer.

Group 2: Burners, Jackhammers.

Group 3: Small Backhoes, Loaders on tracks, Bobcat Type Loaders, Hydraulic "Brock" Type Hammer Operators, Concrete Cutting Saws.

Group 4: Yardman (Salvage Yard Only).

Group 5: Yardman, Burners, Sawyers.

Group 6: Asbestos, Lead Paint, Toxic and Hazardous Waste.

PAIN0035-010 01/01/2017

	Rates	Fringes
Painters:		
NEW CONSTRUCTION:		
Brush, Taper.....	\$ 30.33	24.20
Spray, Sandblast.....	\$ 31.73	24.20
REPAINT:		
Bridge.....	\$ 48.36	28.10
Brush, Taper.....	\$ 27.65	24.20
Spray, Sandblast.....	\$ 29.05	24.20

* PLUM0004-003 03/01/2018

FRANKLIN (Orange)

	Rates	Fringes
Plumber and Steamfitter.....	\$ 43.96	25.61

PLUM0104-004 09/17/2017

BERKSHIRE (Becket, Otis, Sandisfield); FRANKLIN (Except Monroe, Rowe, and the Western part of Charlemont); HAMPDEN; HAMPSHIRE

	Rates	Fringes
Plumbers and Pipefitters.....	\$ 39.26	24.60+a

FOOTNOTE:

A. Two paid holidays, Independence Day and Labor Day, provided the employee has been employed seven days prior to the holiday by the same employer

 PLUM0104-009 09/17/2017

BERKSHIRE (Except Otis, Becket, Sandisfield); FRANKLIN (Monroe, Rowe and the Western part of Charlemont)

	Rates	Fringes
Plumber and Steamfitter.....	\$ 38.03	24.60+a

FOOTNOTE FOR PLUMBERS & STEAMFITTERS:

A. Paid holidays: Independence Day and Labor Day, provided the employee has been employed seven days prior to the holiday by the same employer.

 TEAM0379-001 12/01/2017

	Rates	Fringes
Truck drivers:		
Group 1.....	\$ 32.48	24.27+A+B
Group 2.....	\$ 32.65	24.27+A+B
Group 3.....	\$ 32.72	24.27+A+B
Group 4.....	\$ 32.84	24.27+A+B
Group 5.....	\$ 32.94	24.27+A+B
Group 6.....	\$ 33.23	24.27+A+B
Group 7.....	\$ 33.52	24.27+A+B

POWER TRUCKS \$.25 DIFFERENTIAL BY AXLE
 TUNNEL WORK (UNDERGROUND ONLY) \$.40 DIFFERENTIAL BY AXLE
 HAZARDOUS MATERIALS (IN HOT ZONE ONLY) \$2.00 PREMIUM

TRUCK DRIVERS CLASSIFICATIONS

- Group 1: Station wagons; panel trucks; and pickup trucks
- Group 2: Two axle equipment; & forklift operator
- Group 3: Three axle equipment and tireman
- Group 4: Four and Five Axle equipment
- Group 5: Specialized earth moving equipment under 35 tons other than conventional type trucks; low bed; vachual; mechanics, paving restoration equipment
- Group 6: Specialized earth moving equipment over 35 tons
- Group 7: Trailers for earth moving equipment (double hookup)

FOOTNOTES:

A. PAID HOLIDAYS: New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Patriot's Day, Columbus Day, Veteran's Day, Thanksgiving Day and Christmas Day

B. PAID VACATION: Employees with 4 months to 1 year of service receive 1/2 day's pay per month; 1 week vacation for 1 - 5 years of service; 2 weeks vacation for 5 - 10 years of service; and 3 weeks vacation for more than 10 years of service

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

=====

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (ii)).

The body of each wage determination lists the classification and wage rates that have been found to be prevailing for the cited type(s) of construction in the area covered by the wage determination. The classifications are listed in alphabetical order of "identifiers" that indicate whether the particular rate is a union rate (current union negotiated rate for local), a survey rate (weighted average rate) or a union average rate (weighted union average rate).

Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than "SU" or

"UAVG" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of the union which prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

Survey Rate Identifiers

Classifications listed under the "SU" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can

be:

- * an existing published wage determination
- * a survey underlying a wage determination
- * a Wage and Hour Division letter setting forth a position on a wage determination matter
- * a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

END OF GENERAL DECISION

General Decision Number: MA180003 03/30/2018 MA3

Superseded General Decision Number: MA20170003

State: Massachusetts

Construction Type: Building

Counties: Berkshire, Franklin, Hampden and Hampshire Counties in Massachusetts.

BUILDING CONSTRUCTION PROJECTS Does not include residential construction consisting of single family homes and apartments up to and including 4 stories)

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Please note that this EO applies to the above-mentioned types of contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but it does not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(2)-(60). Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Modification Number	Publication Date
0	01/05/2018
1	01/12/2018
2	03/09/2018
3	03/23/2018
4	03/30/2018

ASBE0006-011 09/01/2017

	Rates	Fringes
Insulator/asbestos worker (Includes the application of all insulating materials, protective coverings, coatings and finishes to all types of mechanical systems).....	\$ 36.87	27.50

BOIL0029-001 01/01/2017

	Rates	Fringes
BOILERMAKER.....	\$ 42.42	24.92

BRMA0001-001 03/01/2018

SPRINGFIELD/PITTSFIELD CHAPTER FRANKLIN, HAMPDEN, and HAMPSHIRE COUNTIES

	Rates	Fringes
BRICKLAYER		
BRICKLAYERS; CEMENT		
MASONS; PLASTERERS; STONE		
MASONS; MARBLE, TILE &		
TERRAZZO WORKERS.....	\$ 40.56	30.47

BRMA0001-003 03/01/2018

SPRINGFIELD/PITTSFIELD BERKSHIRE

	Rates	Fringes
BRICKLAYER		
BRICKLAYERS; CEMENT		
MASONS; PLASTERERS; STONE		
MASONS; MARBLE, TILE &		
TERRAZZO WORKERS.....	\$ 40.56	30.47

CARP0056-014 08/01/2015

	Rates	Fringes
PILEDRIVERMAN.....	\$ 42.04	29.73

CARP0107-009 09/01/2017

Franklin County (Erving, Orange, North Orange and Warwick)

	Rates	Fringes
CARPENTER.....	\$ 39.28	27.90

CARP0108-005 09/04/2017

HAMPDEN; HAMPSHIRE AND FRANKLIN (Remainder)

	Rates	Fringes
Carpenter/Lather/Drywall		
Applicator.....	\$ 35.56	23.76

CARP0108-011 09/04/2017

BERKSHIRE COUNTY

	Rates	Fringes
CARPENTER.....	\$ 35.56	23.76

CARP1121-001 10/01/2017

	Rates	Fringes
MILLWRIGHT.....	\$ 39.52	30.85

 CARP2168-003 03/01/2018

	Rates	Fringes
FLOOR LAYER: Carpet.....	\$ 35.76	24.53

 ELEC0007-002 12/31/2017

HAMPDEN (Except Chester & Holyoke); HAMPSHIRE (Belchertown, Ware)

	Rates	Fringes
ELECTRICIAN.....	\$ 40.51	22.02

 ELEC0007-003 12/31/2017

BERKSHIRE; FRANKLIN; HAMPDEN (Chester, Holyoke); HAMPSHIRE (Except Belchertown, Ware)

	Rates	Fringes
ELECTRICIAN.....	\$ 40.51	22.02

 ELEC0007-006 12/31/2017

	Rates	Fringes
Teledata System Installer.....	\$ 40.51	22.02

 ELEC0042-003 09/03/2017

	Rates	Fringes
Line Construction:		
Heavy Equipment Operator....	\$ 42.26	6.5%+19.81
Lineman, Cable Splicer and		
Dynamite Man.....	\$ 46.96	6.5%+22.00
Material Man, Tractor		
Trailer Driver, Equipment		
Operator.....	\$ 39.92	6.5%+19.21

 ELEV0041-001 01/01/2018

	Rates	Fringes
ELEVATOR MECHANIC.....	\$ 51.46	32.645+a+b

FOOTNOTE:
 a. Vacation: 6%/under 5 years based on regular hourly rate for all hours worked. 8%/over 5 years based on regular hourly rate for all hours worked.
 b. PAID HOLIDAYS: New Year's Day; Memorial Day; Independence Day; Labor Day; Veterans' Day; Thanksgiving Day; the Friday

after Thanksgiving Day; and Christmas Day.

 ENGI0098-001 12/01/2016

	Rates	Fringes
Power equipment operators: (BUILDING & RESIDENTIAL)		
Group 1.....	\$ 33.68	23.96+A
Group 2.....	\$ 33.37	23.96+A
Group 3.....	\$ 33.15	23.96+A
Group 4.....	\$ 32.54	23.96+A
Group 5.....	\$ 29.92	23.96+A
Group 6.....	\$ 28.80	23.96+A
Group 7.....	\$ 26.86	23.96+A
Group 8.....	\$ 305.95	23.962+A
Group 9.....	\$ 230.69	23.96+A
Group 10.....	\$ 35.17	23.96+A
Group 11.....	\$ 38.18	23.96+A
Group 12.....	\$ 39.68	23.96+A
Group 13.....	\$ 40.68	23.96+A
Group 14.....	\$ 41.68	23.96+A
Group 15.....	\$ 43.18	23.96+A

HAZARDOUS WASTE PREMIUM \$2.00

FOOTNOTE FOR POWER EQUIPMENT OPERATORS:

Group 8 and Group 9 are per day wages.

A. Paid Holidays: New year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day and Christmas Day

POWER EQUIPMENT OPERATORS CLASSIFICATIONS

Group 1: Shovels; crawlers and truck cranes including all tower; self-propelled hydraulic cranes 10 tons and over; draglines; clam shells; cableways; shaft hoists; mucking machines derricks; backhoes; bulldozers; gradalls; elevating graders; pile drivers; concrete pavers; trenching machines; front end loaders- 5 1/2 cu yds and over; dual drum paver; automatic grader-excavator(C.M.I. or equal); scrapers towing pan or wagon; tandem dozers or push cats(2 units in tandem); shotcrete machine; tunnel boring machine; combination backhoe/loader 3/4 cu yd hoe or over; jet engine dryer; tree shredder; post hole digger; post hole hammer; post extractor; truck mounted concrete pump with boom; roto-mill; Grader; Horizontal Drilling Machine; John Henry Rock Drill and similar equipment.

Group 2: Rotary drill with mounted compressor; compressor house (3 to 6 compressors); rock and earth boring machines (excluding McCarthy and similar drills); front end loaders 4 cu yds to 5 1/2 cu yds); forklifts-7 ft lift and over 3 ton capacity; scraper 21 yds and over (struck load); sonic hammer console; reclaimers road planer/milling machine; cal tracks; ballast regulators; rail anchor machines; switch tampers, asphalt pavers; mechanic; welder and transfer machine.

Group 3: Combination backhoe/loader up to 3/4 cu yd; scrapers up to 21 cu yd (struck load, self propelled or tractor drawn); tireman; front end loaders up to 4 yds;

well drillers; engineer or fireman on high pressure boiler; self-loading batch plant; well point operators electric pumps used in well point system; pumps, 16 inches and over (total discharge); compressor, one or two 900 cu ft and over; powered grease truck; tunnel locomotives and dingys; grout pumps; hydraulic jacks; boom truck; hydraulic cranes-up to 10 ton.

Group 4: Asphalt rollers; self-powered rollers and compactors; tractor without blade drawing sheepsfoot roller; rubber tire roller; vibratory roller or other type of compactors including machines for pulverizing and aerating soil; york rake.

Group 5: Hoists; conveyors; power pavement breakers; self-powered concrete pavement finishing machines; two bag mixers with skip; McCarthy and similar drills; batch plants (not self loading); bulk cement plants; self-propelled material spreaders; three or more 10 KW light plants; 30 KW or more generators; power broom.

Group 6: Compressor (one or two) 315 cu ft to 900 cu ft; pumps 4 inches to 16 inches (total discharge).

Group 7: Compressors up to 315 cu ft; small mixers with skip; pumps up to 4 inches; power heaters; oiler; A-frame trucks; forklifts-up to 7 ft. lift and up to 3 ton capacity; hydro broom; stud welder.

Group 8: Truck crane crews

Group 9: Oiler

Group 10: Master Mechanic

Group 11: Boom lengths over 150 feet including jib

Group 12: Boom lengths over 200 feet including jib

Group 13: Boom lengths over 250 feet including jib

Group 14: Boom lengths over 300 feet including jib

Group 15: Boom lengths over 350 feet including jib

IRON0007-014 09/16/2017

BERKSHIRE (Becket, East Otis, Hinsdale, Monterey, New Marlboro, North Otis, Otis, Peru, Sandisfield, Savoy, Sheffield, Washington, Windsor); FRANKLIN; HAMPDEN; HAMPSHIRE

	Rates	Fringes
IRONWORKER.....	\$ 32.49	28.67

IRON0012-003 05/01/2017

BERKSHIRE (Lee)

	Rates	Fringes
IRONWORKER.....	\$ 30.50	23.84

IRON0012-004 05/01/2017

BERKSHIRE (Remainder of County)

Rates	Fringes
-------	---------

Ironworkers:

Sheeter.....	\$ 30.75	23.84
Structural, Ornamental, Reinforcing, Fence Erector, Machinery Mover, Rigger, Rodman, Stone		
Derrickman.....	\$ 30.50	23.84

LABO0014-004 12/01/2017

BERKSHIRE COUNTY

FRANKLIN COUNTY (the towns of Ashfield, Buckland, Charlemont, Hawley, Heath, and Rowe only) HAMPSHIRE COUNTY (the towns of Chesterfield, Cummington, Goshen, Middlefield, Plainfield, and Worthington only)

	Rates	Fringes
Plasterer tender.....	\$ 26.10	20.90

LABO0014-005 12/01/2017

HAMPDEN COUNTY

HAMPSHIRE COUNTY (with the exception of Chesterfield, Cummington, Goshen, Middlefield, Plainfield, and Worthington) FRANKLIN COUNTY (with the exception of Ashfield, Buckland, Charlemont, Hauley, Heath, Orange, Rowe, and Warwick)

	Rates	Fringes
Plasterer tender.....	\$ 30.60	21.91

LABO0022-002 12/01/2017

FRANKLIN (Orange, Warwick)

	Rates	Fringes
Laborers:		
GROUP 1.....	\$ 32.83	22.50
GROUP 2.....	\$ 33.08	22.50
GROUP 3.....	\$ 33.58	22.50
GROUP 4.....	\$ 33.83	22.50
GROUP 5.....	\$ 33.58	22.50
GROUP 6.....	\$ 34.83	22.50

LABORERS CLASSIFICATIONS

GROUP 1: Laborers; carpenter tenders; cement finisher tenders, plasterer tenders

GROUP 2: Asphalt raker; fence and guard rail erector; laser beam operator; mason tender; pipelayer; pneumatic drill operator; pneumatic tool operator; wagon drill operator; jackhammer operator, pavement breaker, carbide core drilling machine, chain saw operator, barco type jumping tampers, concrete pump, motorized mortar miner, ride-on motorized buggy

GROUP 3: Air track operator; block paver; rammer; curb setter, hydraulic and similar self-powered drills

GROUP 4: Blaster; powderman

GROUP 5: Precast floor and roof, plank erector

GROUP 6: Asbestos Abatement, Toxic and Hazardous waste laborers

LABO0473-001 12/01/2017

BERKSHIRE COUNTY, FRANKLIN COUNTY, (THE TOWNS OF ASHFIELD, BUCKLAND, CHARLEMONT, HAWLEY, HEATH, AND ROWE ONLY) HAMPSHIRE COUNTY (THE TOWNS OF CHESTERFIELD, CUMMINGTON, GOSHEN, MIDDLEFIELD, PLAINFIELD, AND WORTHINGTON ONLY)

	Rates	Fringes
Laborers:.....	\$ 26.00	20.40

LABO0596-001 12/04/2017

HAMPDEN COUNTY, HAMPSHIRE COUNTY (WITH THE EXCEPTION OF CHESTERFIELD, CUMMINNGTON, GOSHEN, MIDDLEFIELD, PLAINFIELD, AND WORTHINGTON) FRANKLIN COUNTY (WITH THE EXCEPTION OF ASHFIELD, BUCKLAND, CHARLEMONT, HAULY, HEATH, ORANGE, ROWE AND WARWICK)

	Rates	Fringes
Laborers:		
GROUP 1.....	\$ 30.50	21.91
GROUP 2.....	\$ 30.75	21.91
GROUP 3.....	\$ 31.25	21.91
GROUP 4.....	\$ 31.25	21.91
GROUP 5.....	\$ 31.50	21.91

LABORERS CLASSIFICATIONS

GROUP 1: Laborers, carpenter tenders, wrecking laborers

GROUP 2: Asphalt rakers, carbide core driller operators, chain saw operators, pipelayers, jackhammer and paving breaker operators, Barco type jumping tampers, laser beam operators, concrete pump operators, mason tenders, motorized mortar mixers, ride-on motorized buggy operators, wagon drill operators

GROUP 3: precast floor and roof plank erectors, sign erectors, asbestos removal laborers, haz-mat laborers

GROUP 4: Air track operators, block pavers, rammers and curb setters, hydraulic and similar self-powered drills

GROUP 5: Powderman and blaster

MARB0097-001 03/01/2012

	Rates	Fringes
MARBLE FINISHER.....	\$ 28.43	25.85

PAIN0011-008 06/01/2017

	Rates	Fringes
GLAZIER.....	\$ 36.28	20.45+A

FOOTNOTE:

A. PAID HOLIDAY: LABOR DAY (provided employee has worked any part of the week prior to Labor Day and any part of the week after Labor Day)

PAIN0035-007 01/01/2017

	Rates	Fringes
Painters:		
NEW CONSTRUCTION:		
Brush, Taper.....	\$ 30.33	24.20
Spray, Sandblast.....	\$ 31.73	24.20
REPAINT:		
Brush, Taper.....	\$ 27.65	24.20
Spray, Sandblast.....	\$ 29.05	24.20

PLUM0004-003 03/01/2018

FRANKLIN (Orange)

	Rates	Fringes
Plumber and Steamfitter.....	\$ 43.96	25.61

PLUM0104-004 09/17/2017

BERKSHIRE (Becket, Otis, Sandisfield); FRANKLIN (Except Monroe, Rowe, and the Western part of Charlemont); HAMPDEN; HAMPSHIRE

	Rates	Fringes
Plumbers and Pipefitters.....	\$ 39.26	24.60+a

FOOTNOTE:

A. Two paid holidays, Independence Day and Labor Day, provided the employee has been employed seven days prior to the holiday by the same employer

PLUM0104-009 09/17/2017

BERKSHIRE (Except Otis, Becket, Sandisfield); FRANKLIN (Monroe, Rowe and the Western part of Charlemont)

	Rates	Fringes
Plumber and Steamfitter.....	\$ 38.03	24.60+a

FOOTNOTE FOR PLUMBERS & STEAMFITTERS:

A. Paid holidays: Independence Day and Labor Day, provided the employee has been employed seven days prior to the holiday by the same employer.

ROOF0248-001 07/16/2017

All tear-off and/or removal (of any types of roofing), and all spudding, sweeping, vacuuming and/or cleanup of any and all areas of any type where a roof is to be relaid.

	Rates	Fringes
Roofers:		
Composition Roofers & Damp		
Waterproofers.....	\$ 31.75	23.66
Pitch, Slate, Tile and		
Precast Concrete.....	\$ 32.25	24.16

* SFMA0550-003 03/01/2018

	Rates	Fringes
SPRINKLER FITTER.....	\$ 52.00	28.08+a

a. PAID HOLIDAYS: Memorial Day, July 4th, Labor Day, Thanksgiving Day and Christmas Day, provided the employee has been in the employment of a contractor 20 working days prior to any such paid holidays.

SHEE0063-001 01/01/2016

	Rates	Fringes
Sheet metal worker.....	\$ 31.57	28.12

TEAM0379-001 12/01/2017

	Rates	Fringes
Truck drivers:		
Group 1.....	\$ 32.48	24.27+A+B
Group 2.....	\$ 32.65	24.27+A+B
Group 3.....	\$ 32.72	24.27+A+B
Group 4.....	\$ 32.84	24.27+A+B
Group 5.....	\$ 32.94	24.27+A+B
Group 6.....	\$ 33.23	24.27+A+B
Group 7.....	\$ 33.52	24.27+A+B

POWER TRUCKS \$.25 DIFFERENTIAL BY AXLE
TUNNEL WORK (UNDERGROUND ONLY) \$.40 DIFFERENTIAL BY AXLE
HAZARDOUS MATERIALS (IN HOT ZONE ONLY) \$2.00 PREMIUM

TRUCK DRIVERS CLASSIFICATIONS

Group 1: Station wagons; panel trucks; and pickup trucks

Group 2: Two axle equipment; & forklift operator

Group 3: Three axle equipment and tireman

Group 4: Four and Five Axle equipment

Group 5: Specialized earth moving equipment under 35 tons other than conventional type trucks; low bed; vachual; mechanics, paving restoration equipment

Group 6: Specialized earth moving equipment over 35 tons

Group 7: Trailers for earth moving equipment (double hookup)

FOOTNOTES:

A. PAID HOLIDAYS: New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Patriot's Day, Columbus Day, Veteran's Day, Thanksgiving Day and Christmas Day

B. PAID VACATION: Employees with 4 months to 1 year of service receive 1/2 day's pay per month; 1 week vacation for 1 - 5 years of service; 2 weeks vacation for 5 - 10 years of service; and 3 weeks vacation for more than 10 years of service

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.
=====

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after

award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (ii)).

The body of each wage determination lists the classification and wage rates that have been found to be prevailing for the cited type(s) of construction in the area covered by the wage determination. The classifications are listed in alphabetical order of "identifiers" that indicate whether the particular rate is a union rate (current union negotiated rate for local), a survey rate (weighted average rate) or a union average rate (weighted union average rate).

Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than "SU" or "UAVG" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of the union which prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

Survey Rate Identifiers

Classifications listed under the "SU" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those

classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

- * an existing published wage determination
- * a survey underlying a wage determination
- * a Wage and Hour Division letter setting forth a position on a wage determination matter
- * a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

END OF GENERAL DECISION

LABOR & MATERIALS PAYMENT BOND

Know all men by these presents, that _____

as principal, and _____

as surely, are held and firmly bound unto the CITY OF SPRINGFIELD in the sum of _____

lawful money of the United States of America, to be paid to the City Treasurer, Springfield, Massachusetts, for which payment, well and truly to be made, we bind ourselves, our respective heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents.

Whereas, the said principal has made a contract with the City acting through its Mayor and Chief Procurement Officer under date of _____, 20____, for:

Now the condition of this obligation is such that if the principal shall pay for all labor performed or furnished and for all materials used or employed in said contract and in any and all duly authorized modifications, alterations, extensions of time, changes or additions being hereby waived, the foregoing to include any other purposes or items set Laws (Ter. Ed), Chapter 30, and Chapter 149, as amended, then this obligation shall become null and void; otherwise it shall remain in full force and virtue.

In witness whereof we hereunto set our hands and seal this _____ day of _____ 20____.

Principal _____

BY: _____ Corporate Seal

ITS _____

SURETY _____

BY: _____

ITS _____ Corporate Seal

Approved as to form:

PERFORMANCE BOND

KNOW ALL MEN BY THESE PRESENTS THAT

a corporation duly established by law and having a usual place of business in _____ County,
_____ hereinafter called the PRINCIPAL, as Principal and _____ a
corporation duly established by law and having a usual place of business in _____ County,
hereinafter called the SURETY, as Surety, which is authorized to do a surety, guaranty and indemnity business in
the Commonwealth of Massachusetts, and has complied with all the requirements of law for the transaction of such
a business in said Commonwealth, are holden and stand firmly bound unto the City of Springfield, a corporation
duly established by law in the County of Hampden, in said Commonwealth, hereinafter called the OBLIGEE, in the
sum of (100% of contract price) dollars, to the payment of which to the said City of Springfield, or its successors
or assigns, we hereby jointly and severally bind ourselves, our successors and assigns.

THE CONDITION of this obligation is such that, _____
WHEREAS the said Principal has entered into a written contract with the said City of Springfield
dated _____ a copy of which is hereto annexed, for the sale and delivery of
_____.

NOW THEREFORE, if the said Principal shall truly and faithfully perform and do all the things which the said
Principal agrees, promises and covenants in said contract to do and perform at the times and in the manner in said
contract set forth; and if said Principal and said Surety shall jointly or severally indemnify the obligee against any
loss or damage directly or indirectly arising by reason of the failure of the Principal to faithfully perform said
contract at the time and in the manner aforesaid, then this obligation shall be void, otherwise to remain in full force
and effect.

IN WITNESS WHEREOF the said _____
Principal, has caused these presents to be signed and its official seal hereto affixed in triplicate by
_____ its _____ thereunto duly authorized and the said
_____ Surety, has caused these presents to be signed and its official seal hereto
affixed in triplicate by _____ its _____ thereunto duly
authorized, this _____ day of _____.

This instrument shall take effect as a sealed instrument.

Signed and sealed in presence of:

Vendor

In proper form and properly executed:

BY: _____
Title

City Solicitor

Name of Bonding Company

APPROVED:

BY: _____
Title

Mayor

**NOTICE TO BIDDERS – (c. 149) PUBLIC CONSTRUCTION PROJECTS
TERMS AND CONDITIONS**

1. A Certified, or Bank Check made payable to the City of Springfield in the amount of 5% of the total dollar amount must accompany this bid. Bid Bonds are acceptable. Company checks will not be allowed.
2. All bids received will be publicly opened and read in the Office of Procurement Bid Room, City Hall, room 307, 36 Court Street, Springfield, MA, at the date and time specified. **NO BID WILL BE ACCEPTED AFTER TIME AND DATE SPECIFIED**
3. Bidders must be able to present a Performance and Payment bond for 100% of the contract at the time of contract execution.
4. Any prospective bidder requesting a change in, or interpretation of, existing specification or terms and conditions must do so no less than seven days (Saturdays, Sundays, and Holidays excluded) before the scheduled bid opening date. All requests are to be in writing to the Chief Procurement Officer. No changes will be considered or any interpretation issued unless request is in our hands at least seven work days BEFORE the scheduled bid opening date.
5. Bids that are incomplete, not properly endorsed, or signed, or otherwise contrary to these instructions may be rejected as informal by the Chief Procurement Officer. Conditional Bids will not be accepted.
6. By signing this bid, the Bidder certifies that no official or employee of the City of Springfield, Massachusetts, has a pecuniary interest 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.
7. As the City of Springfield is exempt from the payment of Federal Excise Taxes, prices quoted herein are not to include these taxes.
8. Before submitting a quotation, each bidder must make a careful study of these specifications and proposal, and fully assure him/herself as to the quality of the materials and character of the work required.
9. The bidder must visit the place where the work is to be performed and materials delivered and take into consideration the existing conditions and, should his/her quotation be accepted, he/she will be held responsible for any omission, misunderstanding or error, whether it results from his/her failure to do so or not.
10. The right is reserved to make changes in the work without affecting validity of the contract, the value of such alterations to be added to or taken away from the contract prices as provided in the contract agreement. Any additional compensation will be allowed only after price agreement and authorization by the Chief Procurement Officer.
11. No alterations shall be made in the work described by the specifications except upon written order of the contracting officer and when so made the value of the work added or omitted shall be computed and the amount so ascertained shall be added to or deducted from the contract price.
12. Bidders are required to inform themselves fully relative to conditions under which the work is to be performed, and the contractor must employ as far as possible such methods and means in the carrying out of his work as will not cause any interruption or interference with the existing service and conditions.

**NOTICE TO BIDDERS
(TERMS AND CONDITIONS CONT.)**

Page 2

13. All work and material must comply in every respect with the Building Laws, City Regulations and Massachusetts State Department of Public Safety Regulations.

14. In the employment of mechanics and apprentices, teamsters, chauffeurs and laborers in the construction of public works by the Commonwealth, or by a County, Town or District, or by persons contracting or subcontracting for such works, preference shall first be given to citizens of the Commonwealth who have been residents of the Commonwealth for a least six months at the commencement of their employment and who are veterans as defined in M.G.L. c,4, sec. 7, (43), and who are qualified to perform the work to which the employment relates; and secondly, to citizens of the Commonwealth generally who have been residents of the Commonwealth for at least six months at the commencement of their employment, and if they cannot be obtained in sufficient numbers, then to citizens of the United States, and every contract for such work shall contain a provision to this effect. Each Town or District, in the construction of public works, or persons contracting or subcontracting for such works shall give preference to veterans and citizens who are residents of such County, Town or District.

15. The Contractor is to give proper authorities notice relating to the work, obtain official permits when required and pay all proper fees for same.

16. All materials used shall be of the very best quality of their respective kinds and all of the work performed shall be executed in the most skillful and workmanlike manner and both materials used and work performed shall, in every respect, meet the complete satisfaction of the Chief Procurement Officer or his authorized agent. The bidder to whom a contract is awarded guarantees to the City of Springfield 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.

17. The premises shall be kept clean and free from debris. Upon completion of the work, all rubbish and surplus materials then remaining in or about the building or grounds shall be removed promptly, leaving the premises in perfect and proper condition.

18. The Contractor shall be responsible for all materials delivered in connection with this work, and shall pay all charges for cartage, scaffolds, planking and erecting materials, and replace all materials and apparatus which may become damaged or stolen before the final acceptance of the work.

19. The City of Springfield reserves the right to reject any and all bids, wholly or in part.

20. If bid is withdrawn after time and date specified, the bidder shall forfeit deposit on bid as liquidated damages.

21. The contractor will not be permitted to either assign or underlet the contract, or assign either legally or equitably any moneys hereunder, or its claim thereto without the previous written consent of the City Treasurer and of the Chief Procurement Officer of the City.

22. If this bid shall be accepted by the City, and the bidder shall fail to contract as aforesaid and to give Bonds in the amount as specified in section 3, within five (5) days, (not including Saturday, Sunday, or a Legal Holiday) from the date of the mailing of a Contract from the City to him according to the address given herewith, 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.

**NOTICE TO BIDDERS
(TERMS AND CONDITIONS CONT.)
Page 3**

23. All bids are to be submitted on the Forms issued by the City.

24. If in the judgment of the Chief Procurement Officer any property is needlessly damaged by an act or omission of the contractor or his employees, servants, or agents, the amount of such damages shall be determined by the Chief Procurement Officer of the City of Springfield and such amount shall be deducted from any money due the contractor or may be recovered from said contractor in actions at law.

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

26. The contractor shall, before commencing the work, provide by insurance for the payment compensation and the furnishing of other benefits under Chapter 152 of the General Laws (Ter. Ed.) to all persons employed under the contract, and shall continue such insurance in force and effect during the term thereof.

27. The contractor will be required to indemnify and save harmless the City of Springfield for all bodily injury and property damages that may occur due to negligence of the contractor, his/her employees, subcontractors, etc., during work under this contract, or all extra work covered by this contract in accordance with the following insurance policy limitations:

General Aggregate	\$3,000,000
Products – Comp/OP Agg.	\$2,000,000
Personal & Adv. Injury	\$1,000,000
Each Occurrence	\$1,000,000
Fire Damage (any one fire)	\$ 250,000
Med Exp. (any one person)	\$ 10,000

28. 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 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 contract or from any neglect, default or omission, or want of proper care, or misconduct on the part of the contractor or for any one in his/her employ during the execution of the work.

29. Prior to starting work on this contract, the Contractor shall deposit with the City Chief Procurement Officer certificates from the insurers to the effect that the insurance policies required in the above paragraph have been issued to the contractor. The certificate must be on a form satisfactory to the City Chief Procurement Officer.

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

31. No cancellation of any insurance whether by the insurer or by the insured shall be effective unless written notice thereof is given to the City at least fifteen days prior to the intended effective date thereof, which date has been expressed in the notice. Prior to the effective date of any such cancellation the contractor shall take out new insurance to cover the policies so canceled. The insurance companies shall remain liable, however, until new and satisfactory insurance policies have been delivered to and accepted by the City.

32. The conditions of employment and minimum wage rates, as set forth by the Massachusetts Division of Occupational Safety, shall prevail in the execution of the work under the contract.

Bill To
 COMMUNITY DEVELOPMENT
 1600 EAST COLUMBUS AVE

 SPRINGFIELD, MA
 01103

Requisition 18014379-00 FY 2018

Acct No:
 26401839-529200-64014
 Review:
 Buyer: lpl
 Status: Released

Vendor
 ASSOCIATED BUILDING WRECKERS
 352 ALBANY ST

SPRINGFIELD, MA 01105
 USA
 Tel#413-732-3179
 Fax 9-1-413-734-6224

Ship To
 DISASTER RECOVERY 4TH FLOOR
 36 COURT STREET
 ROOM 405/411
 SPRINGFIELD, MA
 MLYNCH@SPRINGFIELDCITYHALL.COM

Date Ordered	Vendor Number	Date Required	Ship Via	Terms	Department
05/22/18	005380				COMMUNITY DEVELOPMENT

LN	Description / Account	Qty	Unit Price	Net Price
	General Notes			
	CONTRACT#20180634 CDBG-DR DEMOLITION OF 111-118 MARBLE ST AND 9-11 RICHELIEU PLACE.			
001	CDBG-DR DEMOLITION OF 111-118 MARBLE ST & 9-11 RICHELIEU PLACE.	1.00	1167125.00000	1167125.00
	EACH			
1	26401839-529200-64014		1167125.00	

Ship To
 DISASTER RECOVERY 4TH FLOOR
 36 COURT STREET
 ROOM 405/411
 SPRINGFIELD, MA

[Requisition Link](#)

Requisition Total 1167125.00

***** General Ledger Summary Section *****

Account	Amount	Remaining Budget
26401839-529200-64014	1167125.00	1577830.81
CDBG-DISASTER RECOVERY	DEMOLITION SERVICES	

***** Approval/Conversion Info *****

Activity	Date	Clerk	Comment
Queued	05/22/18	Amanda Pham	
Queued	05/22/18	Cathy Buono	
Pending		Heather Potito	
Pending		Tim Brown	

Bill To
 COMMUNITY DEVELOPMENT
 1600 EAST COLUMBUS AVE

 SPRINGFIELD, MA
 01103

Requisition 18014379-00 FY 2018

Acct No:
 26401839-529200-64014
 Review:
 Buyer: lpl
 Status: Released

Vendor
 ASSOCIATED BUILDING WRECKERS
 352 ALBANY ST

 SPRINGFIELD, MA 01105
 USA
 Tel#413-732-3179
 Fax 9-1-413-734-6224

Ship To
 DISASTER RECOVERY 4TH FLOOR
 36 COURT STREET
 ROOM 405/411
 SPRINGFIELD, MA
 MLYNCH@SPRINGFIELDCITYHALL.COM

Date Ordered	Vendor Number	Date Required	Ship Via	Terms	Department
05/22/18	005380				COMMUNITY DEVELOPMENT

LN	Description / Account	Qty	Unit Price	Net Price
	General Notes			
	CONTRACT#20180634 CDBG-DR DEMOLITION OF 111-118 MARBLE ST AND 9-11 RICHELIEU PLACE.			
001	CDBG-DR DEMOLITION OF 111-118 MARBLE ST & 9-11 RICHELIEU PLACE.	1.00	1167125.00000	1167125.00
	EACH			
1	26401839-529200-64014		1167125.00	
	Ship To DISASTER RECOVERY 4TH FLOOR 36 COURT STREET ROOM 405/411 SPRINGFIELD, MA			

[Requisition Link](#)

Requisition Total 1167125.00

***** General Ledger Summary Section *****

Account	Amount	Remaining Budget
26401839-529200-64014	1167125.00	1577830.81
CDBG-DISASTER RECOVERY	DEMOLITION SERVICES	

***** Approval/Conversion Info *****

Activity	Date	Clerk	Comment
Queued	05/22/18	Amanda Pham	
Queued	05/22/18	Cathy Buono	
Pending		Heather Potito	
Pending		Tim Brown	