



REQUEST FOR BIDS
TOWN OF ACTON
Removal and Sale of Rail
Towns of Acton and Maynard
Assabet River Rail Trail Right of Way
Project #:01/08/14 - 938

TOWN OF ACTON
472 Main Street
Acton, Massachusetts 01720
Telephone (978) 929-6631
Fax (978) 929-6340
planning@acton-ma.gov

Bids are invited in accordance with the provisions of Massachusetts General Law c. 30B. Procedures under this invitation require a submission of a sealed bid proposal.

This RFB is available electronically from the Acton Planning Department, Town Hall, 472 Main Street, Acton, MA 01720, (978) 929-6631.

DATE OF ISSUANCE:	December 25, 2013
PRE-BID SITE INSPECTION:	December 30, 2013, 10:00 AM in Maynard Intersection of Great Road (Route 117) with Mill and Pine Streets
DEADLINE FOR BIDS:	January 8, 2014 at 4:00 PM Town Manager's Office, Town Hall, 472 Main Street, Acton MA 01720.
ESTIMATED START DATE OF REMOVAL:	January 31, 2014 (or sooner)
PREFERRED COMPLETION DATE OF REMOVAL:	March 31, 2014 (or sooner)

Steven Ledoux
Town Manager
December 25, 2013

I. INTRODUCTION

Pursuant to G.L. c. 30B, §15, this is a Request for Bids ("RFB") issued by the Town of Acton, a Massachusetts municipal corporation with a principal address at Town Hall, 472 Main Street, Acton, MA 01720 (the "Awarding Authority"). The Town of Acton serves as the local project manager for the Towns of Acton, Maynard, Stow, Hudson and Marlborough for the Assabet River Rail Trail. The Acton-Maynard phase is scheduled for construction in 2015. Prior to construction of the Acton-Maynard trail section, the Town of Acton seeks bids for the sale of abandoned railroad tracks on Town owned rights of way through Acton and Maynard in accordance with the Contract Documents identified as **Exhibit A**, all applicable laws and regulations, including any issued by the Acton Conservation Commission. The Town of Acton estimates 10,357.25 linear feet of track, or 20,714.50 linear feet of rail available for sale within the towns' rights of way (see **Exhibit B** for definition rails and tracks as used in this RFB). The towns make no further representation as to the amount or quality of the material. All rail material is being sold "As-Is/Where-Is". The successful bidder shall be responsible for the removal of the rail material.

The Awarding Authority reserves the right to reject any and all bids submitted in response to this request if it is in the Awarding Authority's best interest and/or the public interest to do so.

Subject to its rights under this Request for Bids, the Awarding Authority may proceed with the Notice of Award and Notice to Proceed in a time frame that requires the successful Bidder to complete the work no later than March 31, 2014, with time being of the essence.

II. BID DEADLINE

All responses to this RFB are due by January 8, 2014 at 4:00 p.m. Three (3) paper copies and one electronic copy (on disk) of the response shall be delivered in a sealed envelope clearly labeled on the outside of the envelope as follows:

**REMOVAL AND SALE OF RAIL -
ACTON AND MAYNARD ARRT ROW BID RESPONSE**

Steven L. Ledoux
Town Manager
Town Hall
472 Main Street
Acton MA 01720

III. SITE INSPECTION

All interested parties are encouraged to attend the pre-bid site inspection with Town of Acton and/or Maynard staff to identify and mark the locations of the available rail materials to be purchased and removed. The site inspection will take place on December 30, 2013, at 10:00 AM and begins in the Town of Maynard at the intersection of Great Road (Route 117) with Mill and Pine Streets.

IV. BID OPENING

Bids will be publically opened and recorded on January 8, 2014 at 4:00 p.m. at the Acton Town Hall, 472 Main Street, Acton MA.

V. AGREEMENT

The successful bidder will be required to execute a contract for the removal and sale of the rail in substantially in the form of the Agreement attached as **Exhibit A**, within five (5) business days from the date of Notice of Award.

VI. DESCRIPTION, PROCESS, AND CONDITIONS

The successful bidder shall be responsible for the removal of all steel rail materials (rails, spikes, brackets, braces and other related steel items), except as specified in **Exhibit C**. The track bed shall remain largely undisturbed, and all ties and ballast shall remain in their original location.

- 1. Removal restrictions:** All work must be coordinated with the Town of Acton. There shall be no entry to the property, performance of work, disturbance of soil, or removal of any materials, except the steel rail materials as described in this RFB, without coordinating the activities with the Town of Acton designated representative.
- 2. A location plan:** The Successful Bidder shall suggest a location plan for the staging, stacking, and access location(s), which will be subject to approval by the Town of Acton designated representative.
- 3. Removal schedule:** In order to allow for the orderly removal of all rail material, and as necessary and appropriate notifications to abutters, the successful bidder shall provide a removal schedule by right of way section and shall update this schedule with the Town of Acton designate representative as necessary. The proposed schedule shall have all removal activities, including removal of equipment and stockpiles completed by March 31, 2014.
- 4. Reclamation:** The Town of Acton and Maynard's property must be left in substantially the same condition as existed prior to the removal of rail. Therefore reclamation should not be necessary. However, in the event that any significant accidental disturbances occur in the process of rail removal, Acton's designated representative shall be notified immediately, and determine necessary repairs and remediation to be carried at no cost to the Towns of Acton or Maynard, and without affecting the agreed sale price of the rail materials.
- 5. Licenses and Permits:** The Acton and Maynard Conservation Commissions have issued Negative Determinations of Applicability for the removal of the rails within the Assabet River Rail Trail right of way subject to conditions restated in this RFB. The Conservation Commissions' Determinations can be found in **Exhibits D and E**. Any additional permits or licenses required for the removal of the rail material shall be the responsibility of the successful bidder.
- 6. Insurance.** The successful bidder shall be required to provide the Town of Acton with proof of adequate liability insurance and property insurance, including theft insurance as specified below. Please note, when rail material is dislocated from its initial location the risk of theft of such rail material is the successful bidder's.
- 7. Environmental:** The bidder shall observe and carefully consider environmental conditions. No wetlands, soil, trees, or shrubs shall be disturbed without the prior express written authorization of the Town of Acton. Removal of shrubs and trees on the tracks or in the immediate vicinity of the tracks shall be exempt from this provision to the extent necessary for the safe and efficient removal of the rail materials. All shrubs

and trees removed from the tracks or immediate vicinity shall be taken off site and properly disposed. No materials, organic or otherwise shall be disposed of on site or within adjacent wetlands or any 100 foot wetlands buffer.

8. **Other material:** This RFB is for the removal of the **rail materials only**. All other materials, rail ties, artifacts identified by this RFB and non-rail material are **not** to be removed from the towns' property, without prior express written authorization of the Town of Acton.
9. **Historic Artifacts:** The Towns of Acton and Maynard have identified specific historic artifacts that shall remain on-site and shall not be removed or disturbed. (See **Exhibit C**)
10. **Payment terms:** Payment terms shall be in accordance with the executed agreement, substantially in the form attached as **Exhibit A**. Payments must be made to the Town of Acton and Town of Maynard respectively prior to issuance of the Notice to Proceed.

VII. BIDDER'S WORK COVERED BY THIS RFB

The Contractor shall identify any subcontracted work to be performed. Any subcontractor(s) must be a qualified and responsible subcontractor. If the Awarding Authority determines that a subcontractor chosen by the Contractor is not qualified or responsible, the Contractor shall obtain another subcontractor who is satisfactory to the Awarding Authority with no adjustment in the Contractor's price.

In performing said rail material removal, the Contractor shall comply and shall cause its subcontractor to comply with (a) requirements of governmental agencies having jurisdictions over such matters; (b) applicable federal, state and local laws, codes, ordinances, rules, regulations, and orders, adopted or amended; (c) any conditions imposed by the Acton Conservation Commission; and (d) all other conditions required by this RFB and all exhibits thereto. All activities under the Agreement shall be done with as little interference with the Site and the properties of any abutters as possible.

VIII. BID SUBMISSION REQUIREMENTS

1. Minimum Qualifications of Bidders

Each bidder must submit the following information:

- a. Bidder Information: Include bidder (organization) name, address, contact person, phone, fax, and email address.
- b. Brief description of the bidder with information in support of the bidder's qualifications to perform the rail removal as requested in this RFB and as specified in section VI of this RFB, including a description of the bidder's non-invasive rail removal procedure and equipment to be used.
- c. A statement declaring that the bidder is able and intends to abide by all the terms and conditions set forth in section VI of this RFB.
- d. Estimated quality of rail material (reuse, re-roll, or scrap) as a whole or by segments as applicable.
- e. Estimated tonnage of rail material separately for Acton and Maynard.

- f. Time line for removal. A proposed removal schedule by section of the rail, including date of total rail removal completion and demobilization of equipment and materials by March 31, 2014.
- g. A location plan for the staging, stacking, and removal of the rail material, including security plan, as the bidder deems necessary, must be submitted in accordance with the RFB. The plan shall include specific access locations and indicate where equipment will be stored while work is in progress.
- h. At least three references from relevant, completed projects. For each project, submit a brief description, and the name, title and telephone number of a reference person who can evaluate and judge performance.
- i. Certificates. Signed certificates of non-collusion and tax compliance as attached as **Exhibit F**.
- j. Any further information to establish the bidder's qualifications to perform the rail removal work.

2. Completed Price Proposal Sheet – Exhibit G

- a. Cost for rail removal broken down by two line items:
 - 1. Labor, equipment and material, administrative overhead, bond costs, insurance premiums and other similar costs (lump sum)
 - 2. Transportation to point of sale by bidder
- b. Estimated bidder's proceeds of sale
- c. A price per linear foot of rail, and the total price offered by the bidder, itemized for each of the Town of Acton and Town of Maynard sections.

The Awarding Authority reserves the right to reject any Bid if the evidence submitted by such Bidder, or the investigation of such Bidder by the Awarding Authority, fails to satisfy Awarding Authority that such Bidder is properly qualified to carry out the obligations of the Contract and to complete the rail removal as contemplated therein. Without limitation, the Awarding Authority may reject any Bid by a Bidder that has not successfully completed at least three rail removal projects.

It is the responsibility of each Bidder before submitting a Bid to: (a) examine the Contract Documents thoroughly; (b) visit the Site to become familiar with the local conditions and condition of the rail material that may affect price, progress, performance or completion of the removal; (c) consider federal, state and local laws and regulations that may affect cost, progress, performance or furnishing of the work; (d) study and carefully correlate Bidder's observations with the Contract Documents; and (e) notify the Awarding Authority of all conflicts, errors or discrepancies in the Contract Documents.

IX. INSURANCE

- 1. Prior to rail removal, the Contractor shall procure and maintain, and shall cause all subcontractors to procure and maintain, insurance of the following types of coverage and limits of liability:

- a. Comprehensive General Liability (“CGL”), including products/completed operations, independent contractors and a “broad form” coverage endorsement, that must include contractual liability, property damage liability, bodily injury liability and personal injury liability. The minimum limit is \$1,000,000 per occurrence for Bodily Injury and Property Damage on a combined single limit basis.
 - b. Workers’ Compensation Insurance to the extent required by statute.
 - c. Automobile Bodily Injury and Property Damage limits of at least \$1,000,000.
 - d. Employers’ Liability Insurance of at least \$1,000,000.
2. All coverage shall be primary (unless otherwise noted), shall be written on an occurrence basis and shall be maintained without interruption from the date of this Agreement until the date of termination of this Agreement.
3. Certificates of insurance acceptable to the Town shall be filed with the Town prior to commencement of Contractor’s work. The certificates and the insurance policies required by this Agreement shall not expire for at least one year from the date of issuance and shall contain a provision that coverage afforded under the policies will not be canceled or allowed to expire unless the Town has received at least 30 days prior written notice. If any of the foregoing insurance coverage are required to remain in force after final payment and are reasonably available, an additional certificate evidencing continuation of this coverage shall be submitted with the final application for payment. The certificate of insurance and the insurance policies required hereunder shall name the Towns of Acton and Maynard as additional insured with respect to all work performed on behalf of the Towns. The insuring company shall be reputable, admitted to do business in Massachusetts and having a rating by A.M. best of at least A. VII.
4. The Contractor shall, upon execution of this Agreement, furnish a performance bond and a labor and materials or payment bond, each of a surety company qualified to do business under the Laws of the Commonwealth of Massachusetts and satisfactory to the Awarding Authority and each in the sum of the cost for rail removal as set forth on the Bid Form, **Exhibit G** (Removal Cost).
5. The contractor shall, upon execution of this Agreement, furnish a sufficient security conforming in all respects to General Laws Chapter 30, Section 39A, for payment of all rental and transportation charges for the hire or use of trucks and other equipment upon such contract, on a surety company qualified to do business under the Laws of the Commonwealth of Massachusetts and satisfactory to Awarding Authority and in the sum of the cost for rail removal as set forth on the Bid Form, **Exhibit G** (Removal Cost), the premiums for which shall be paid for by the successful bidder and are included in the overall bid.

X. MISCELLANEOUS TERMS AND CONDITIONS

1. Bidder's Representation

The submission of a Bid will constitute an incontrovertible representation by the Bidder that the Bidder has complied with every requirement of this RFB, that without exception the Bid is premised upon removal and sale of approximately 10,357.25 linear feet of track, or 20,714.50 linear feet of rail "As-is/Where-is" as stated in the Contract Documents, and that the Contract Documents are sufficient in scope and detail to indicate and convey understanding of all terms and conditions for performance of the Contract and the purchase and removal of rail.

2. Addenda

Changes in the work or corrections to or interpretation of the Contract Documents, as may be issued by the Awarding Authority during the bidding period, shall be in the form of Addenda. Such Addenda shall become part of the Contract Documents. Each Bidder shall acknowledge promptly receipt of any and all Addenda and shall confirm in its Bid that the information contained in such Addenda has been considered in preparing its Bid. Bidder shall be responsible for determining that it has received all Addenda which have been issued.

3. Governing Law

The validity, effect and enforceability, as well as all the rights of all of the parties regarding any Agreement entered into pursuant to this RFB shall be governed, construed and interpreted solely in accordance with the laws of the Commonwealth of Massachusetts.

4. Warranty

The Contractor shall warrant and guarantee to the Town of Acton that the rail removal will be conducted in accordance with the Contract Documents.

5. Prevailing Wages

Pursuant to G.L. c. 149, § 27, prior to awarding this Contract, the Awarding Authority has submitted information on this project to the commissioner of labor and industries and has requested that the commissioner determine the rate of wages to be paid on each job relating hereto. Pursuant to G.L. c. 149, § 27, said rates shall apply to all persons engaged in the work at the Site, regardless of whether such persons are employed by a Contractor or subcontractor or are independent Contractors or Awarding Authority operators. The commissioner, subject to the provisions of section twenty-six, has determined the same, and has furnished to the Awarding Authority a schedule of such rate or rates of wages.

The Awarding Authority hereby incorporates said schedule in this RFB as **Exhibit H** and shall furnish a copy of said schedule, without cost, to any person requesting the same. Said schedule shall be made a part of the contract for said Work and shall continue to 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 posted in a conspicuous place at the site of said Work during the life of the contract. The Contractor shall certify in writing upon Completion of the Work that it has complied fully with the requirements of this section.

XI. EVALUATION CRITERIA

All bids must comply with the minimum qualifications requirements of this RFB. All bids must respond to Section VIII of this RFB. The Contract will be awarded to the highest bid from a responsive bidder ("Successful Bidder"). A Successful Bidder shall possess the qualifications, skill, ability and integrity necessary for the faithful performance of the Contract including, without limitation, the qualifications required in Section VIII of this RFB. A bidder shall be deemed non-responsive for failure to submit sufficient proof of adequate minimum qualifications.

The Awarding Authority reserves the right to reject any and all bids.

The Awarding Authority will reject all nonconforming, nonresponsive or conditional Bids, and Bids that do not meet the minimum qualifications of this RFB, as set forth in Section VIII.

The Awarding Authority reserves the right to waive minor informalities in bids submitted.

XII. BID SUBMISSION DEADLINE

Bids are due no later than January 8, 2014, at the Town Manager's Office, Acton Town Hall, 472 Main Street, Acton, MA 01720. Proposals sent by facsimile or e-mail will not be accepted.

XIII. SELECTION PROCESS

All qualifying proposals will be reviewed by Town of Acton and will be awarded to the responsible and eligible bidder offering the highest price for the rails described in this RFB. The awarding authority reserves the right to reject any and all bids and to dispose of the rails through a negotiated sale, provided that the negotiated sale price is higher than the highest bid received from a responsive bidder.

XIV. GENERAL PROVISIONS

1. Correspondence Prior or During Proposal Submission Period

- a. Any information released by the Town either verbally or in writing prior to the issuance of this RFB shall be deemed preliminary and bind neither the Town nor the Consultant.
- b. The Town will not accept oral supplements, revisions, or changes to the responses to this RFB. Written supplements, revisions, or changes will be accepted before the proposal deadline only.
- c. The Acton Planning Director will be the project coordinator. All inquiries and communication concerning this RFB must be made in writing (e-mail is acceptable)

to Roland Bartl, Planning Director, 472 Main Street, Acton MA 01720, or if made orally, must be made at the pre-submittal conference. The Town will respond to all inquiries at the pre-submittal conference or in a memorandum following said conference, which will be sent to all conference participants as evident from the conference participant sign-in sheet.

- d. Organizations must respond in writing to all follow-up questions by the Town concerning their proposal.

XIV. NOTICE OF AWARD

If the Contract is to be awarded, the Awarding Authority aims to give the Successful Bidder a Notice of Award within ten (10) business days after the day of the General Bid opening. However, all Bids shall remain open for sixty (60) business days after the day of the General Bid opening but the Awarding Authority may, in its sole discretion, release any Bid.

XV. CONTRACT AWARD

- A. It is the Town's goal to have a Successful Bidder selected and contract awarded by the end of January 31, 2014.
- B. The Town intends to award the contract in the form of the Agreement attached hereto as **Exhibit A** to the Successful Bidder.
- C. Pending execution of a Contract, the Successful Bidder must agree to honor price until March 9, 2014 inclusive.
- E. Award of the contract is in the sole discretion of the Town Manager or his designee.
- F. The Town reserves the right at any time to accept any proposal in whole or in any part, and to reject any or all proposals.

XVI. NOTICE TO PROCEED

The Notice to Proceed will be issued within thirty (30) days of the execution of the Contract by the Awarding Authority and only after full payment has been made to the Town of Acton and Town of Maynard as specified in the Contract. This time may be extended by mutual agreement between the Awarding Authority and the Successful Bidder.

The Notice to Proceed will establish the date of Commencement of Rail Removal and the date of Final Completion.

XVII. PUBLIC NOTICE

Secretary of the Commonwealth - Central Register, 12/25/2013. Project Number: 01/08/14 - 938.

AGREEMENT BETWEEN THE TOWN OF ACTON

AND _____

Dated: _____, 2014

This Agreement between the Town of Acton (“Seller”), a Massachusetts municipal corporation with a principal address at Town Hall, 472 Main Street, Acton, MA 01720 and _____, a _____ corporation having a usual place of business at _____ (“Purchaser”) (collectively the “Parties”) is entered into as of the date written above.

WHEREAS, Seller owns a former railroad right-of-way within the Town of Acton which it plans to convert into a section of the Assabet River Rail Trail (“ARRT”);

WHEREAS, the Town of Maynard owns another section of the former right-of-way within the Town of Maynard which it plans to convert into a section of the ARRT;

WHEREAS, other sections of the former railroad right-of-way pass through other Towns, which plan to convert such sections into the ARRT;

WHEREAS, Seller serves as the local project manager for sections of the ARRT running through the Towns of Acton and Maynard (the “ARRT property”);

WHEREAS, the Acton-Maynard phase of construction of the rail trail on the ARRT property is scheduled to begin in 2015;

WHEREAS, Seller wishes to sell the steel rail currently located within the right-of-way running through the ARRT property in Acton and Maynard;

WHEREAS, Purchaser wishes to purchase the rail in the Acton/Maynard ARRT sections and is willing to remove and transport the rail from such sections at its own cost;

NOW THEREFORE, in consideration of the mutual promises set forth herein, and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties agree as follows:

1. Sale and Purchase of Rail

1.1 Seller agrees to sell and Purchaser agrees to purchase and take possession of the rail and related materials (the rail) located in the Acton-Maynard sections of the ARRT for an amount of \$_____. This amount represents a payment for 20,714.50 linear feet of rail and related rail materials (or ____ tons). Should the actual linear feet of removed rail exceed such quantity, the Purchaser shall pay an additional \$_____/linear foot for rail in excess of such quantity. Should the actual quantity of rail removed fall short of such number of linear feet, the

Seller shall reimburse the Purchaser by the same \$___/linear foot for any shortfall in the actual amount of rail removed. Such adjusted payments shall be due at the time of demobilization of removal and transport activities.

1.2 Purchaser agrees to measure the amount of rail removed and stacked for transport, prior to its transport from the site, on a daily basis and report in writing such measurements of rail to the designated representative of the Seller. Seller shall have the right to verify such measurements within a reasonable time, provided that the transport of such rail from the site not be unreasonably delayed.

1.3 Purchaser shall remit the initial payment to the Seller on or before _____, 2014.

1.4 Upon taking possession of the rail by removing it from the Acton-Maynard sections of the ARRT, all right, title and interest in the rail shall pass from the Towns of Acton and/or Maynard, as the case may be, to the Purchaser. The duly authorized representatives of the Towns of Acton and Maynard shall take all actions and execute such documents as the Purchaser may reasonably request in order to effect such transfer of title.

2. Conditions and Scope of Work of Rail Removal

2.1 The Purchaser shall be given access to the ARRT property in accordance with the location plan submitted in response to the Request for Bids (“RFB”), as such plan may be modified and approved by the designated representative of the Seller (“approved location plan”). All removal and transport work must be coordinated with the designated representative of the Seller.

2.2 The Purchaser shall adhere to the staging of equipment, and the stacking and storage of rail, in compliance with the approved location plan. The Purchaser shall make such security arrangements as it deems appropriate to secure the rail prior to transport, and shall bear the risk of loss of rail after its removal from the rail bed and throughout the time of its storage on site.

2.3 The Purchaser shall adhere to the schedule for removal submitted in response to the RFB, as such schedule may be modified and approved by the designated representative of the Seller, and as it may updated from time to time, such updates also subject to the approval of the designated representative of the Seller. Should the Purchaser fail to meet the completion date in such schedule and any approved updates, the Seller reserves the right to terminate this Agreement in accordance with Section 8.1 below.

2.4 The hours of rail removal, transport and related work shall be limited to weekdays between the hours of 7:00 AM and 6:00 PM, and Saturdays between the hours of 8:00 AM and

5:00 PM. No removal, transport and related work shall be performed on Sundays and legal holidays.

2.5 The ARRT property must be left in substantially the same condition as existed prior to the removal of the rail. Therefore reclamation should not be necessary. However, in the event that any significant accidental disturbances occur in the process of rail removal, the Seller's designated representative shall be notified immediately, and determine necessary repairs and remediation to be carried out at no cost to the Towns of Acton or Maynard, and without affecting the agreed sale price of the rail materials.

2.6 In removing and transporting the rail, and any other activities without limitation conducted by the Purchaser on the ARRT property, the Purchaser shall comply with any and all Orders of Conditions and other lawful orders of the conservation commissions of the Towns of Acton and Maynard. Prior to commencing any work to remove the rail material, the designated representative of the Seller shall supply the Purchaser with copies of any such Order of Conditions.

2.7 Except for Orders of Conditions obtained by each Town from its respective conservation commissions, the Purchaser shall be responsible for obtaining at its own cost and complying with any other licenses and permits that may be required to remove and transport the rail.

2.8 No soil, trees, or shrubs shall be disturbed without the prior express written authorization of the Town of Acton. Removal of shrubs and trees on the tracks and in the immediate vicinity of the tracks shall be exempt from this provision to the extent necessary for the safe and efficient removal of the rail. All shrubs and trees removed from the tracks or immediate vicinity shall be taken off site and properly disposed. No materials, organic or otherwise shall be disposed of on site or within adjacent wetlands or any 100 foot wetlands buffer.

2.9 The Purchaser shall not remove any other materials, including rail ties, artifacts identified in the RFB and non-rail material from the ARRT property.

2.10 The Purchaser shall at its own expense take all necessary precautions for the safety of, and shall provide all protection necessary to prevent damage, injury or loss to employees of the Purchaser and any subcontractor hired by the Purchaser, to employees of the Seller during inspections of the removal and transport activities, to all other persons coming on to the property or to properties adjacent to the ARRT property.

2.11 The Purchaser shall at its own expense, preserve and protect from injury the ARRT property and properties adjacent thereto. The Purchaser shall take special care during the

removal, transport and related activities to avoid damage to underground structures such as without limitation utility lines and pipes, conduits, and culverts.

2.12 The Purchaser shall, on a daily basis, maintain the ARRT property in a clean and orderly condition.

2.13 The Purchaser shall keep itself fully informed of and comply with all federal, state and local laws and regulations that affect the rail removal and transport activities, including as they apply to those engaged or employed in such activities, and of all orders of governmental bodies having jurisdiction or authority over the same.

3. **No Warranty**

PURSUANT TO THIS AGREEMENT, THE SELLER SELLS AND THE PURCHASER TAKES THE RAIL “AS-IS WHERE-IS.” NO OTHER WARRANTY TO PURCHASER OR ANY OTHER PERSON, WHETHER EXPRESS, IMPLIED OR STATUTORY, IS MADE, WHETHER AS TO THE INSTALLATION, DESCRIPTION, QUALITY, MERCHANTABILITY, COMPLETENESS, USEFUL LIFE, FUTURE ECONOMIC VIABILITY, OR FITNESS FOR ANY PARTICULAR PURPOSE OR AS TO ANY OTHER MATTER, ALL OF WHICH ARE EXPRESSLY DISCLAIMED BY THE SELLER. THE PARTIES AGREE THAT THE SELLER SHALL NOT BE DEEMED A MERCHANT UNDER ANY APPLICABLE SECTION OF THE MASSACHUSETTS UNIFORM COMMERCIAL CODE.

4. **No Liens**

The Purchaser shall not cause or create any mortgage, pledge, lien (including mechanics’, labor or materialmen’s lien), charge, security interest, encumbrance or claim of any nature (“Liens”) on the ARRT property. If Purchaser breaches its obligations under this Section, it shall immediately notify Seller in writing, shall promptly cause such Lien to be discharged and released of record without cost to Seller, and shall defend and indemnify Host against all costs and expenses (including reasonable attorneys’ fees and court costs at trial and on appeal) incurred in discharging and releasing such Lien.

5. **Insurance**

5.1 Prior to rail removal, the Contractor shall procure and maintain, and shall cause all subcontractors to procure and maintain, insurance of the following types of coverage and limits of liability:

- a. Comprehensive General Liability (“CGL”), including products/completed operations, independent contractors and a “broad form” coverage endorsement, that must include contractual liability, property damage liability, bodily injury liability and personal injury liability. The minimum limit is

\$1,000,000 per occurrence for Bodily Injury and Property Damage on a combined single limit basis.

- b. Workers' Compensation Insurance to the extent required by statute.
- c. Automobile Bodily Injury and Property Damage limits of at least \$1,000,000.
- d. Employers' Liability Insurance of at least \$1,000,000.

5.2 All coverage shall be primary (unless otherwise noted), shall be written on an occurrence basis and shall be maintained without interruption from the date of this Agreement until the date of termination of this Agreement.

5.3 Certificates of insurance acceptable to the Town shall be filed with the Town prior to commencement of rail removal. The certificates and the insurance policies required by this Agreement shall not expire for at least one year from the date of issuance and shall contain a provision that coverage afforded under the policies will not be canceled or allowed to expire unless the Town has received at least 30 days prior written notice. If any of the foregoing insurance coverage are required to remain in force after final payment and are reasonably available, an additional certificate evidencing continuation of this coverage shall be submitted with the final application for payment. The certificate of insurance and the insurance policies required hereunder shall name the Town of Acton as additional insured with respect to all work performed on behalf of the Town. The insuring company shall be reputable, admitted to do business in Massachusetts and having a rating by A.M. best of at least A. VII.

5.4 The Contractor shall, upon execution of this Agreement, furnish a performance bond and a labor and materials or payment bond, each of a surety company qualified to do business under the Laws of the Commonwealth of Massachusetts and satisfactory to the Awarding Authority and each in the sum of the cost for rail removal as set for the on the Bid Form.

5.5 The contractor shall, upon execution of this Agreement, furnish a sufficient security conforming in all respects to General Laws Chapter 30, Section 39A, for payment of all rental and transportation charges for the hire or use of trucks and other equipment upon such contract, on a surety company qualified to do business under the Laws of the Commonwealth of Massachusetts and satisfactory to Awarding Authority and in the sum of the cost for rail removal.

6. **Indemnification**

6.1 Purchaser's Indemnity: Purchaser shall indemnify, defend and hold harmless the Towns of Acton and Maynard, and their officers, agents and employees (each a "Indemnitee") of and

from any claim, demand, lawsuit, or action of any kind for injury to or death of persons, including, but not limited to, employees of Seller, and damage or destruction of property, including, but not limited to, property of the Towns of Acton and Maynard, or other loss or damage (any of the foregoing, a “Claim”) incurred by either of the aforementioned Towns, arising out of (i) negligent acts or omissions or willful misconduct of Purchaser, its agents, officers, directors, employees or contractors; or (ii) the material breach by Purchaser of any of its obligations under this Agreement. The obligation to indemnify shall extend to and encompass all costs incurred by either of the aforementioned Towns and any Indemnitee in defending such claims, demands, lawsuits or actions, including, but not limited to, attorney, witness and expert witness fees, and any other litigation related expenses.

6.2 Limitations: Purchaser’s obligations pursuant to Section 6 shall not extend to claims, demands, lawsuits or actions for liability to the extent attributable to the negligence or willful misconduct of the Towns of Acton and Maynard, the Indemnitees, or their respective other contractors, successors or assigns, or to the acts of third parties.

7. **Limitation of liability.**

NEITHER PARTY NOR ANY OF ITS INDEMNIFIED PERSONS SHALL BE LIABLE TO THE OTHER PARTY OR ITS INDEMNIFIED PERSONS FOR ANY SPECIAL, PUNITIVE, EXEMPLARY, INDIRECT, CONSEQUENTIAL OR ANALOGOUS DAMAGES, OR LOSSES OR DAMAGES FOR LOST PROFITS, WHETHER FORESEEABLE OR NOT, ARISING OUT OF, OR IN CONNECTION WITH, THIS AGREEMENT.

8. **Termination**

8.1 Termination for Cause: Either Party may terminate this Agreement in the event of a material breach upon seven (7) days advance written notice, unless the breaching party cures such breach within such seven (7) days. In the event of any such termination for cause, the Seller shall reimburse the Purchaser for any purchase price paid for rail not yet removed, after making deductions for any damages caused by the Purchaser.

8.2 Termination for Convenience: Either Party may terminate this Agreement for convenience upon seven (7) days advance written notice. In the event of any such termination for convenience, the Seller shall reimburse the Purchaser for any purchase price paid for rail not yet removed.

9. **Notices**

9.1 Notice Addresses: Unless otherwise provided in this Agreement, all notices and communications concerning this Agreement shall be in writing and addressed to the other Party as set forth herein or at such other address as may be designated in writing to the other Party.

If to the Seller:

The Town Manager
Acton Town Hall
472 Main Street
Acton, MA 01720

If to the Purchaser:

9.2 Notice Delivery: Unless otherwise provided herein, any notice provided for in this Agreement shall be hand delivered, sent by registered or certified U.S. Mail, postage prepaid, or by commercial overnight delivery service, or transmitted by e-mail, and shall be deemed served or delivered to the addressee or its office when received at the address for notice specified herein when hand delivered, upon confirmation of sending when sent by e-mail (if sent during normal business hours or the next business day if sent at any other time), on the day after being sent when sent by overnight delivery service, or five (5) business days after deposit in the mail when sent by U.S. mail.

10. Assignment

Purchaser shall not sell, transfer, assign, pledge or cause to be assumed this Agreement, in whole or in part, without the prior written consent of the Seller.

11. Miscellaneous

11.1 This Agreement constitutes the entire agreement and understanding between the Seller and the Purchaser with respect to the subject matter hereof and supersedes all prior agreements between them relating to the subject matter hereof, which are hereafter of no further force or effect. The RFB issued by Seller and the bid and related materials submitted by Purchaser to Seller are integral parts hereof and are made a part of this Agreement by reference. In the event of a conflict between the provisions of this Agreement and those of the RFB and bid submitted by Purchaser, the provisions of this Agreement shall prevail

11.2 This Agreement may only be amended, modified, or supplemented by an instrument in writing executed by duly authorized representatives of the Seller and Purchaser.

11.3 This Agreement shall be governed by, and construed and enforced in accordance with, the substantive laws of The Commonwealth of Massachusetts without reference to its principles of conflicts of laws.

11.4 The relationship between Seller and Purchaser shall not be that of partners, agents, or joint venturers, and nothing contained in this Agreement shall be deemed to constitute a partnership or agency agreement between them for any purposes, including federal income tax purposes. Seller and Purchaser, in performing any of their obligations hereunder, shall be independent contractors and shall discharge their contractual obligations at their own risk. Neither Party has the right to create an obligation for the other Party.

11.5 This Agreement may be executed in one or more counterparts, all of which taken together shall constitute one and the same instrument. Facsimile transmission of executed copies or signature pages for this Agreement shall be legal, valid and binding execution and delivery for all purposes.

IN WITNESS WHEREOF, the duly authorized officers of the Parties have executed this Agreement as an instrument under seal as of the Effective Date.

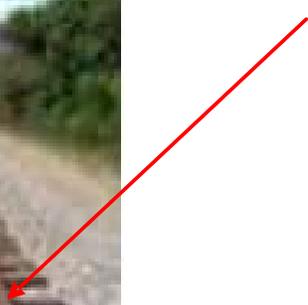
Steve L. Ledoux, Acton Town Manager

By:
Title:

Definitions



RAIL



TRACK

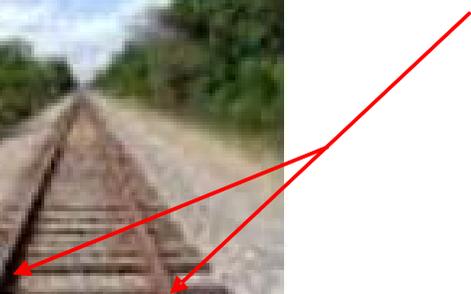


EXHIBIT C

Assabet River Rail Trail Acton and Maynard Historic Artifacts

4	Double track/spur is burried at gas station
12	Cement sign post - "W"
13	Old culvert both sides
14	Two staggard granite posts 18 ft. apart
17	Old stone culvert
18	Stone marker
21	Switch and Rail at Mill Pond
24	Tell tale

12



13



14



21

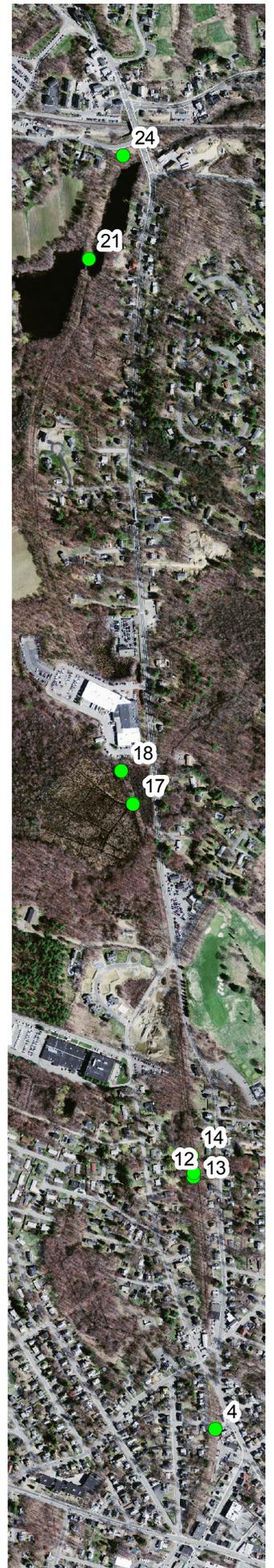


Exhibit C





Massachusetts Department of Environmental Protection
 Bureau of Resource Protection - Wetlands
WPA Form 2 – Determination of Applicability
 Massachusetts Wetlands Protection Act M.G.L. c. 131, §40

A. General Information

Important:
 When filling out forms on the computer, use only the tab key to move your cursor - do not use the return key.



From:

ACTON
 Conservation Commission

To: Applicant

Town of Acton Planning Department
 Name
472 Main Street
 Mailing Address
Acton MA 01720
 City/Town State Zip Code

Property Owner (if different from applicant):

 Name

 Mailing Address

 City/Town State Zip Code

1. Title and Date (or Revised Date if applicable) of Final Plans and Other Documents:

<u>USGS Maynard Quadrangle</u>	<u>1987</u>
Title	Date
<u>Plan & Profile of the Assabet River Rail Trail-Maynard & Acton, Middlesex County, Preliminary Right of Way (plan sheets 27-30)</u>	<u>4/22/13</u>
Title	Date
_____	_____
Title	Date

2. Date Request Filed:

December 5, 2013

B. Determination

Pursuant to the authority of M.G.L. c. 131, § 40, the Conservation Commission considered your Request for Determination of Applicability, with its supporting documentation, and made the following Determination.

Project Description (if applicable):

This project involves the removal of approximately 7212.48 linear feet of steel rails or 3606.24 linear feet of track. Ties and other track material are to be left untouched.

Small portions of the steel rail within within the Town-owned right-of-way will also remain untouched

For historic preservation/documentation reasons. Stockpiling and staging are anticipated at Sylvia Street and/or Maple Street on the Town-owned portion of the Simeone Farm designated for rail trail use, but are subject to change based upon the chosen consultant's staging and stacking plan. The intention is to have this work completed over the winter while vegetation is dormant and ground frozen

Project Location:

Assabet River Rail Trail
 Street Address
H2, H2A, H3B, I2
 Assessors Map/Plat Number

Acton
 City/Town
Right of way Parcel/Lot Number



Massachusetts Department of Environmental Protection

Bureau of Resource Protection - Wetlands

WPA Form 2 – Determination of Applicability

Massachusetts Wetlands Protection Act M.G.L. c. 131, §40

B. Determination (cont.)

The following Determination(s) is/are applicable to the proposed site and/or project relative to the Wetlands Protection Act and regulations:

Positive Determination

Note: No work within the jurisdiction of the Wetlands Protection Act may proceed until a final Order of Conditions (issued following submittal of a Notice of Intent or Abbreviated Notice of Intent) or Order of Resource Area Delineation (issued following submittal of Simplified Review ANRAD) has been received from the issuing authority (i.e., Conservation Commission or the Department of Environmental Protection).

1. The area described on the referenced plan(s) is an area subject to protection under the Act. Removing, filling, dredging, or altering of the area requires the filing of a Notice of Intent.

2a. The boundary delineations of the following resource areas described on the referenced plan(s) are confirmed as accurate. Therefore, the resource area boundaries confirmed in this Determination are binding as to all decisions rendered pursuant to the Wetlands Protection Act and its regulations regarding such boundaries for as long as this Determination is valid.

2b. The boundaries of resource areas listed below are not confirmed by this Determination, regardless of whether such boundaries are contained on the plans attached to this Determination or to the Request for Determination.

3. The work described on referenced plan(s) and document(s) is within an area subject to protection under the Act and will remove, fill, dredge, or alter that area. Therefore, said work requires the filing of a Notice of Intent.

4. The work described on referenced plan(s) and document(s) is within the Buffer Zone and will alter an Area subject to protection under the Act. Therefore, said work requires the filing of a Notice of Intent or ANRAD Simplified Review (if work is limited to the Buffer Zone).

5. The area and/or work described on referenced plan(s) and document(s) is subject to review and approval by:

Name of Municipality

Pursuant to the following municipal wetland ordinance or bylaw:

Name

Ordinance or Bylaw Citation



Massachusetts Department of Environmental Protection
Bureau of Resource Protection - Wetlands

WPA Form 2 – Determination of Applicability

Massachusetts Wetlands Protection Act M.G.L. c. 131, §40

B. Determination (cont.)

6. The following area and/or work, if any, is subject to a municipal ordinance or bylaw but not subject to the Massachusetts Wetlands Protection Act:

7. If a Notice of Intent is filed for the work in the Riverfront Area described on referenced plan(s) and document(s), which includes all or part of the work described in the Request, the applicant must consider the following alternatives. (Refer to the wetland regulations at 10.58(4)c. for more information about the scope of alternatives requirements):

- Alternatives limited to the lot on which the project is located.
- Alternatives limited to the lot on which the project is located, the subdivided lots, and any adjacent lots formerly or presently owned by the same owner.
- Alternatives limited to the original parcel on which the project is located, the subdivided parcels, any adjacent parcels, and any other land which can reasonably be obtained within the municipality.
- Alternatives extend to any sites which can reasonably be obtained within the appropriate region of the state.

Negative Determination

Note: No further action under the Wetlands Protection Act is required by the applicant. However, if the Department is requested to issue a Superseding Determination of Applicability, work may not proceed on this project unless the Department fails to act on such request within 35 days of the date the request is post-marked for certified mail or hand delivered to the Department. Work may then proceed at the owner's risk only upon notice to the Department and to the Conservation Commission. Requirements for requests for Superseding Determinations are listed at the end of this document.

1. The area described in the Request is not an area subject to protection under the Act or the Buffer Zone.
2. The work described in the Request is within an area subject to protection under the Act, but will not remove, fill, dredge, or alter that area. Therefore, said work does not require the filing of a Notice of Intent.
3. The work described in the Request is within the Buffer Zone, as defined in the regulations, but will not alter an Area subject to protection under the Act. Therefore, said work does not require the filing of a Notice of Intent, subject to the following conditions (if any).

No trees or chippings shall be left within 100 feet of wetlands.

4. The work described in the Request is not within an Area subject to protection under the Act (including the Buffer Zone). Therefore, said work does not require the filing of a Notice of Intent, unless and until said work alters an Area subject to protection under the Act.



Massachusetts Department of Environmental Protection
 Bureau of Resource Protection - Wetlands
WPA Form 2 – Determination of Applicability
 Massachusetts Wetlands Protection Act M.G.L. c. 131, §40

B. Determination (cont.)

5. The area described in the Request is subject to protection under the Act. Since the work described therein meets the requirements for the following exemption, as specified in the Act and the regulations, no Notice of Intent is required:

Exempt Activity (site applicable statutory/regulatory provisions)

6. The area and/or work described in the Request is not subject to review and approval by:

Name of Municipality

Pursuant to a municipal wetlands ordinance or bylaw.

Name

Ordinance or Bylaw Citation

C. Authorization

This Determination is issued to the applicant and delivered as follows:

- by hand delivery on 12/19/2013 by certified mail, return receipt requested on _____
- Date Date

This Determination is valid for **three years** from the date of issuance (except Determinations for Vegetation Management Plans which are valid for the duration of the Plan). This Determination does not relieve the applicant from complying with all other applicable federal, state, or local statutes, ordinances, bylaws, or regulations.

This Determination must be signed by a majority of the Conservation Commission. A copy must be sent to the appropriate DEP Regional Office (see Attachment) and the property owner (if different from the applicant).

Signatures:

William Fothergill
James C. Colyn
Thomas B. Arnold

[Signature]
[Signature]

Date



Massachusetts Department of Environmental Protection
Bureau of Resource Protection - Wetlands

WPA Form 2 – Determination of Applicability

Massachusetts Wetlands Protection Act M.G.L. c. 131, §40

D. Appeals

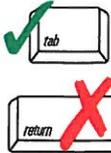
The applicant, owner, any person aggrieved by this Determination, any owner of land abutting the land upon which the proposed work is to be done, or any ten residents of the city or town in which such land is located, are hereby notified of their right to request the appropriate Department of Environmental Protection Regional Office (see Attachment) to issue a Superseding Determination of Applicability. The request must be made by certified mail or hand delivery to the Department, with the appropriate filing fee and Fee Transmittal Form (see Request for Departmental Action Fee Transmittal Form) as provided in 310 CMR 10.03(7) within ten business days from the date of issuance of this Determination. A copy of the request shall at the same time be sent by certified mail or hand delivery to the Conservation Commission and to the applicant if he/she is not the appellant. The request shall state clearly and concisely the objections to the Determination which is being appealed. To the extent that the Determination is based on a municipal ordinance or bylaw and not on the Massachusetts Wetlands Protection Act or regulations, the Department of Environmental Protection has no appellate jurisdiction.



Massachusetts Department of Environmental Protection
 Bureau of Resource Protection - Wetlands
WPA Form 2 – Determination of Applicability
 Massachusetts Wetlands Protection Act M.G.L. c. 131, §40

A. General Information

Important:
 When filling out forms on the computer, use only the tab key to move your cursor - do not use the return key.



From:

Maynard
 Conservation Commission

To: Applicant

Linda Hansen
 Name
195 Main Street
 Mailing Address
Maynard MA 01754
 City/Town State Zip Code

Property Owner (if different from applicant):

Town of Maynard
 Name
195 Main Street
 Mailing Address
Maynard MA 01754
 City/Town State Zip Code

1. Title and Date (or Revised Date if applicable) of Final Plans and Other Documents:

<u>Plan and Profile of Assabet River Rail Trail in the towns of Maynard & Acton</u>	<u>April 22, 2013</u>
Title	Date
<u> </u>	<u> </u>
Title	Date
<u> </u>	<u> </u>
Title	Date

2. Date Request Filed:

December 11, 2013

B. Determination

Pursuant to the authority of M.G.L. c. 131, § 40, the Conservation Commission considered your Request for Determination of Applicability, with its supporting documentation, and made the following Determination.

Project Description (if applicable):

The project involves the removal of approximately 12,340 linear feet of rail or 6,170 linear feet of track. Approximately half of the rail removal project is located within 50 feet of bordering vegetated wetland. The project includes only the removal of the steel rails and bolts; the wooden ties are to be left untouched.

Project Location:

Abandoned rail bed north of Concord Road
 Street Address
Map 9
 Assessors Map/Plat Number

Maynard
 City/Town
Lot 383
 Parcel/Lot Number



Massachusetts Department of Environmental Protection
 Bureau of Resource Protection - Wetlands
WPA Form 2 – Determination of Applicability
 Massachusetts Wetlands Protection Act M.G.L. c. 131, §40

B. Determination (cont.)

The following Determination(s) is/are applicable to the proposed site and/or project relative to the Wetlands Protection Act and regulations:

Positive Determination

Note: No work within the jurisdiction of the Wetlands Protection Act may proceed until a final Order of Conditions (issued following submittal of a Notice of Intent or Abbreviated Notice of Intent) or Order of Resource Area Delineation (issued following submittal of Simplified Review ANRAD) has been received from the issuing authority (i.e., Conservation Commission or the Department of Environmental Protection).

1. The area described on the referenced plan(s) is an area subject to protection under the Act. Removing, filling, dredging, or altering of the area requires the filing of a Notice of Intent.

2a. The boundary delineations of the following resource areas described on the referenced plan(s) are confirmed as accurate. Therefore, the resource area boundaries confirmed in this Determination are binding as to all decisions rendered pursuant to the Wetlands Protection Act and its regulations regarding such boundaries for as long as this Determination is valid.

2b. The boundaries of resource areas listed below are not confirmed by this Determination, regardless of whether such boundaries are contained on the plans attached to this Determination or to the Request for Determination.

3. The work described on referenced plan(s) and document(s) is within an area subject to protection under the Act and will remove, fill, dredge, or alter that area. Therefore, said work requires the filing of a Notice of Intent.

4. The work described on referenced plan(s) and document(s) is within the Buffer Zone and will alter an Area subject to protection under the Act. Therefore, said work requires the filing of a Notice of Intent or ANRAD Simplified Review (if work is limited to the Buffer Zone).

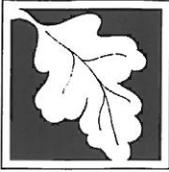
5. The area and/or work described on referenced plan(s) and document(s) is subject to review and approval by:

 Name of Municipality

Pursuant to the following municipal wetland ordinance or bylaw:

 Name

 Ordinance or Bylaw Citation



WPA Form 2 – Determination of Applicability

Massachusetts Wetlands Protection Act M.G.L. c. 131, §40

B. Determination (cont.)

6. The following area and/or work, if any, is subject to a municipal ordinance or bylaw but not subject to the Massachusetts Wetlands Protection Act:

7. If a Notice of Intent is filed for the work in the Riverfront Area described on referenced plan(s) and document(s), which includes all or part of the work described in the Request, the applicant must consider the following alternatives. (Refer to the wetland regulations at 10.58(4)c. for more information about the scope of alternatives requirements):

- Alternatives limited to the lot on which the project is located.
- Alternatives limited to the lot on which the project is located, the subdivided lots, and any adjacent lots formerly or presently owned by the same owner.
- Alternatives limited to the original parcel on which the project is located, the subdivided parcels, any adjacent parcels, and any other land which can reasonably be obtained within the municipality.
- Alternatives extend to any sites which can reasonably be obtained within the appropriate region of the state.

Negative Determination

Note: No further action under the Wetlands Protection Act is required by the applicant. However, if the Department is requested to issue a Superseding Determination of Applicability, work may not proceed on this project unless the Department fails to act on such request within 35 days of the date the request is post-marked for certified mail or hand delivered to the Department. Work may then proceed at the owner's risk only upon notice to the Department and to the Conservation Commission. Requirements for requests for Superseding Determinations are listed at the end of this document.

1. The area described in the Request is not an area subject to protection under the Act or the Buffer Zone.
2. The work described in the Request is within an area subject to protection under the Act, but will not remove, fill, dredge, or alter that area. Therefore, said work does not require the filing of a Notice of Intent.
3. The work described in the Request is within the Buffer Zone, as defined in the regulations, but will not alter an Area subject to protection under the Act. Therefore, said work does not require the filing of a Notice of Intent, subject to the following conditions (if any).
The limit of work is confined to the railroad bed that spans the width of the wooden railroad ties. No activity or storage of materials can occur in the area adjacent to the abandoned railroad bed. No heavy equipment is allowed outside the limit of work. The wooden railroad ties are to be left untouched. No alteration of wetland resource areas is allowed under this determination.
4. The work described in the Request is not within an Area subject to protection under the Act (including the Buffer Zone). Therefore, said work does not require the filing of a Notice of Intent, unless and until said work alters an Area subject to protection under the Act.



WPA Form 2 – Determination of Applicability

Massachusetts Wetlands Protection Act M.G.L. c. 131, §40

B. Determination (cont.)

5. The area described in the Request is subject to protection under the Act. Since the work described therein meets the requirements for the following exemption, as specified in the Act and the regulations, no Notice of Intent is required:

Exempt Activity (site applicable statutory/regulatory provisions)

6. The area and/or work described in the Request is not subject to review and approval by:

Town of Maynard. This is subject to the conditions in Negative Determination #3 above.

Name of Municipality

Pursuant to a municipal wetlands ordinance or bylaw.

Town of Maynard Wetlands Administrative Bylaw

Name

Chapter 28

Ordinance or Bylaw Citation

C. Authorization

This Determination is issued to the applicant and delivered as follows:

- by hand delivery on

- by certified mail, return receipt requested on

Dec. 19, 2013

Date

Date

This Determination is valid for **three years** from the date of issuance (except Determinations for Vegetation Management Plans which are valid for the duration of the Plan). This Determination does not relieve the applicant from complying with all other applicable federal, state, or local statutes, ordinances, bylaws, or regulations.

This Determination must be signed by a majority of the Conservation Commission. A copy must be sent to the appropriate DEP Regional Office (see

<http://www.mass.gov/eea/agencies/massdep/about/contacts/find-the-massdep-regional-office-for-your-city-or-town.html>) and the property owner (if different from the applicant).

Signatures:

Peter Keenan
John...
Kathleen W. King

Mr. John Dwyer
Jessica L. Giffen

December 19, 2013

Date

Exhibit F

CERTIFICATE OF NON-COLLUSION

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

Signature of person signing the bid or proposal

Name of business

CERTIFICATE OF TAX COMPLIANCE

Pursuant to Ch.62C, S.49A (b) of the Massachusetts General Laws, I,

_____, authorized signatory for
(name)

_____, do hereby certify under the pains and penalties
(name of bidder)

of perjury that said bidder has complied with all laws of the Commonwealth of Massachusetts relating to taxes.

Consultant

By: _____
(Signature of authorized representative)

(Title)

(Date)

Exhibit G**Price Proposal / Bid Form****REMOVAL COST**

Labor and Other Costs	Cost Per Linear Foot Rail
Labor, equipment, material, administrative overhead, bonds, insurance premiums and other similar costs (lump sum)	\$
Transportation of material to point of sale	\$

ESTIMATED PROCEEDS OF SALE

Town	Total Length of Rail (feet)	Price Per Linear Foot
Acton	8,902.08	\$
Maynard	11,812.42	\$

PRICE PROPOSED TO TOWNS

Town	Total Length of Rail (feet)	Price Offered Per Linear Foot
Acton	8,902.08	\$
Maynard	11,812.42	\$



DEVAL L. PATRICK
Governor

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

Exhibit H

Prevailing Wage Rates

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

JOANNE F. GOLDSTEIN
Secretary
HEATHER E. ROWE
Director

Awarding Authority: Town of Acton, Planning Dept.
Contract Number: **City/Town:** ACTON
Description of Work: Rail Removal Work; +/- 20,714.50 feet of rail in Acton rights of way. All rail material is being sold "As-Is/Where-Is". Successful bidder shall be responsible for the removal of the rail.
Job Location: Acton/Maynard Assabet River Rail Trail ROW

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- Awarding authorities must request an updated wage schedule from the Department of Labor Standards ("DLS") if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. Once a contractor has been selected by the awarding authority, the wage schedule shall be made a part of the contract for that project. The wage schedule must be posted in a conspicuous place at the work site during the life of the project in accordance with M.G.L. c. 149, § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project regardless of whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- All apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Training (DAT). Apprentices must keep his/her apprentice identification card on his/her person during all work hours on the project. If an apprentice rate is listed on the prevailing wage schedule for the trade in which an apprentice is registered with the DAT, the apprentice may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **If an apprentice rate is not listed on the prevailing wage schedule for the trade in which an apprentice is registered with the DAT, the apprentice 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. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F "rental of equipment" contracts.
- Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports directly to the awarding authority and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
- Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2013	\$30.95	\$9.41	\$8.80	\$0.00	\$49.16
	06/01/2014	\$31.30	\$9.41	\$8.80	\$0.00	\$49.51
	08/01/2014	\$31.30	\$9.91	\$8.80	\$0.00	\$50.01
	12/01/2014	\$31.30	\$9.91	\$9.33	\$0.00	\$50.54
	06/01/2015	\$31.65	\$9.91	\$9.33	\$0.00	\$50.89
	08/01/2015	\$31.65	\$10.41	\$9.33	\$0.00	\$51.39
	12/01/2015	\$31.65	\$10.41	\$10.08	\$0.00	\$52.14
	06/01/2016	\$32.15	\$10.41	\$10.08	\$0.00	\$52.64
	08/01/2016	\$32.15	\$10.91	\$10.08	\$0.00	\$53.14
	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>	12/01/2013	\$31.02	\$9.41	\$8.80	\$0.00	\$49.23
	06/01/2014	\$31.37	\$9.41	\$8.80	\$0.00	\$49.58
	08/01/2014	\$31.37	\$9.91	\$8.80	\$0.00	\$50.08
	12/01/2014	\$31.37	\$9.91	\$9.33	\$0.00	\$50.61
	06/01/2015	\$31.72	\$9.91	\$9.33	\$0.00	\$50.96
	08/01/2015	\$31.72	\$10.41	\$9.33	\$0.00	\$51.46
	12/01/2015	\$31.72	\$10.41	\$10.08	\$0.00	\$52.21
	06/01/2016	\$32.22	\$10.41	\$10.08	\$0.00	\$52.71
	08/01/2016	\$32.22	\$10.91	\$10.08	\$0.00	\$53.21
	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>	12/01/2013	\$31.14	\$9.41	\$8.80	\$0.00	\$49.35
	06/01/2014	\$31.49	\$9.41	\$8.80	\$0.00	\$49.70
	08/01/2014	\$31.49	\$9.91	\$8.80	\$0.00	\$50.20
	12/01/2014	\$31.49	\$9.91	\$9.33	\$0.00	\$50.73
	06/01/2015	\$31.84	\$9.91	\$9.33	\$0.00	\$51.08
	08/01/2015	\$31.84	\$10.41	\$9.33	\$0.00	\$51.58
	12/01/2015	\$31.84	\$10.41	\$10.08	\$0.00	\$52.33
	06/01/2016	\$32.34	\$10.41	\$10.08	\$0.00	\$52.83
	08/01/2016	\$32.34	\$10.91	\$10.08	\$0.00	\$53.33
	12/01/2016	\$32.34	\$10.91	\$10.89	\$0.00	\$54.14
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2013	\$84.21	\$9.80	\$18.17	\$0.00	\$112.18
	08/01/2014	\$87.36	\$9.80	\$18.17	\$0.00	\$115.33
	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
AIR TRACK OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2013	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	06/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	12/01/2014	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	06/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	12/01/2015	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	06/01/2016	\$33.10	\$7.30	\$12.10	\$0.00	\$52.50
	12/01/2016	\$33.85	\$7.30	\$12.10	\$0.00	\$53.25

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	12/01/2013	\$30.68	\$10.40	\$5.95	\$0.00	\$47.03
	06/01/2014	\$31.58	\$10.40	\$5.95	\$0.00	\$47.93
	12/01/2014	\$32.48	\$10.40	\$5.95	\$0.00	\$48.83
	06/01/2015	\$33.43	\$10.40	\$5.95	\$0.00	\$49.78
	12/01/2015	\$34.38	\$10.40	\$5.95	\$0.00	\$50.73
ASPHALT RAKER <i>LABORERS - ZONE 2</i>	12/01/2013	\$30.10	\$7.30	\$12.10	\$0.00	\$49.50
	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 2</i>	12/01/2013	\$30.10	\$7.30	\$12.10	\$0.00	\$49.50
	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 2</i>	12/01/2013	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	06/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	12/01/2014	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	06/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	12/01/2015	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	06/01/2016	\$33.10	\$7.30	\$12.10	\$0.00	\$52.50
	12/01/2016	\$33.85	\$7.30	\$12.10	\$0.00	\$53.25
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2010	\$37.70	\$6.97	\$11.18	\$0.00	\$55.85

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2010

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

Notes:

Apprentice to Journeyworker Ratio:1:5

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	09/01/2013	\$45.96	\$10.18	\$17.55	\$0.00	\$73.69
BRICKLAYERS LOCAL 3 (LOWELL)	03/01/2014	\$46.52	\$10.18	\$17.55	\$0.00	\$74.25
	09/01/2014	\$47.42	\$10.18	\$17.62	\$0.00	\$75.22
	03/01/2015	\$47.98	\$10.18	\$17.62	\$0.00	\$75.78
	09/01/2015	\$48.88	\$10.18	\$17.69	\$0.00	\$76.75
	03/01/2016	\$49.45	\$10.18	\$17.69	\$0.00	\$77.32
	09/01/2016	\$50.35	\$10.18	\$17.77	\$0.00	\$78.30
	03/01/2017	\$50.92	\$10.18	\$17.77	\$0.00	\$78.87

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 09/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.98	\$10.18	\$17.55	\$0.00	\$50.71
2	60	\$27.58	\$10.18	\$17.55	\$0.00	\$55.31
3	70	\$32.17	\$10.18	\$17.55	\$0.00	\$59.90
4	80	\$36.77	\$10.18	\$17.55	\$0.00	\$64.50
5	90	\$41.36	\$10.18	\$17.55	\$0.00	\$69.09

Effective Date - 03/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.26	\$10.18	\$17.55	\$0.00	\$50.99
2	60	\$27.91	\$10.18	\$17.55	\$0.00	\$55.64
3	70	\$32.56	\$10.18	\$17.55	\$0.00	\$60.29
4	80	\$37.22	\$10.18	\$17.55	\$0.00	\$64.95
5	90	\$41.87	\$10.18	\$17.55	\$0.00	\$69.60

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2013	\$34.45	\$7.30	\$12.90	\$0.00	\$54.65
	06/01/2014	\$35.20	\$7.30	\$12.90	\$0.00	\$55.40
	12/01/2014	\$35.95	\$7.30	\$12.90	\$0.00	\$56.15
	06/01/2015	\$36.70	\$7.30	\$12.90	\$0.00	\$56.90
	12/01/2015	\$37.45	\$7.30	\$12.90	\$0.00	\$57.65
	06/01/2016	\$38.20	\$7.30	\$12.90	\$0.00	\$58.40
	12/01/2016	\$39.20	\$7.30	\$12.90	\$0.00	\$59.40

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2013	\$33.30	\$7.30	\$12.90	\$0.00	\$53.50
	06/01/2014	\$34.05	\$7.30	\$12.90	\$0.00	\$54.25
	12/01/2014	\$34.80	\$7.30	\$12.90	\$0.00	\$55.00
	06/01/2015	\$35.55	\$7.30	\$12.90	\$0.00	\$55.75
	12/01/2015	\$36.30	\$7.30	\$12.90	\$0.00	\$56.50
	06/01/2016	\$37.05	\$7.30	\$12.90	\$0.00	\$57.25
	12/01/2016	\$38.05	\$7.30	\$12.90	\$0.00	\$58.25

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2013	\$33.30	\$7.30	\$12.90	\$0.00	\$53.50
	06/01/2014	\$34.05	\$7.30	\$12.90	\$0.00	\$54.25
	12/01/2014	\$34.80	\$7.30	\$12.90	\$0.00	\$55.00
	06/01/2015	\$35.55	\$7.30	\$12.90	\$0.00	\$55.75
	12/01/2015	\$36.30	\$7.30	\$12.90	\$0.00	\$56.50
	06/01/2016	\$37.05	\$7.30	\$12.90	\$0.00	\$57.25
	12/01/2016	\$38.05	\$7.30	\$12.90	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2013	\$30.10	\$7.30	\$12.10	\$0.00	\$49.50
	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i>	09/01/2013	\$34.53	\$9.80	\$15.61	\$0.00	\$59.94
	03/01/2014	\$35.13	\$9.80	\$15.61	\$0.00	\$60.54
	09/01/2014	\$35.90	\$9.80	\$15.61	\$0.00	\$61.31
	03/01/2015	\$36.67	\$9.80	\$15.61	\$0.00	\$62.08

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 09/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.27	\$9.80	\$1.57	\$0.00	\$28.64
2	60	\$20.72	\$9.80	\$1.57	\$0.00	\$32.09
3	70	\$24.17	\$9.80	\$10.90	\$0.00	\$44.87
4	75	\$25.90	\$9.80	\$10.90	\$0.00	\$46.60
5	80	\$27.62	\$9.80	\$12.47	\$0.00	\$49.89
6	80	\$27.62	\$9.80	\$12.47	\$0.00	\$49.89
7	90	\$31.08	\$9.80	\$14.04	\$0.00	\$54.92
8	90	\$31.08	\$9.80	\$14.04	\$0.00	\$54.92

Effective Date - 03/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.57	\$9.80	\$1.57	\$0.00	\$28.94
2	60	\$21.08	\$9.80	\$1.57	\$0.00	\$32.45
3	70	\$24.59	\$9.80	\$10.90	\$0.00	\$45.29
4	75	\$26.35	\$9.80	\$10.90	\$0.00	\$47.05
5	80	\$28.10	\$9.80	\$12.47	\$0.00	\$50.37
6	80	\$28.10	\$9.80	\$12.47	\$0.00	\$50.37
7	90	\$31.62	\$9.80	\$14.04	\$0.00	\$55.46
8	90	\$31.62	\$9.80	\$14.04	\$0.00	\$55.46

Notes:

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 3 (LOWELL)	07/01/2013	\$38.45	\$10.90	\$18.71	\$1.30	\$69.36
	01/01/2014	\$39.29	\$10.90	\$18.71	\$1.30	\$70.20
	07/01/2014	\$39.97	\$10.90	\$18.71	\$1.30	\$70.88
	01/01/2015	\$40.80	\$10.90	\$18.71	\$1.30	\$71.71
	07/01/2015	\$41.48	\$10.90	\$18.71	\$1.30	\$72.39
	01/01/2016	\$42.32	\$10.90	\$18.71	\$1.30	\$73.23

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CEMENT MASONRY/PLASTERING - Lowell

Effective Date - 07/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.23	\$10.90	\$12.21	\$1.30	\$43.64
2	60	\$23.07	\$10.90	\$13.71	\$1.30	\$48.98
3	65	\$24.99	\$10.90	\$14.71	\$1.30	\$51.90
4	70	\$26.92	\$10.90	\$15.71	\$1.30	\$54.83
5	75	\$28.84	\$10.90	\$16.71	\$1.30	\$57.75
6	80	\$30.76	\$10.90	\$17.71	\$1.30	\$60.67
7	90	\$34.61	\$10.90	\$18.71	\$1.30	\$65.52

Effective Date - 01/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.65	\$10.90	\$12.21	\$1.30	\$44.06
2	60	\$23.57	\$10.90	\$13.71	\$1.30	\$49.48
3	65	\$25.54	\$10.90	\$14.71	\$1.30	\$52.45
4	70	\$27.50	\$10.90	\$15.71	\$1.30	\$55.41
5	75	\$29.47	\$10.90	\$16.71	\$1.30	\$58.38
6	80	\$31.43	\$10.90	\$17.71	\$1.30	\$61.34
7	90	\$35.36	\$10.90	\$18.71	\$1.30	\$66.27

Notes:

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

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR LABORERS - ZONE 2	12/01/2013	\$30.10	\$7.30	\$12.10	\$0.00	\$49.50
	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES OPERATING ENGINEERS LOCAL 4	12/01/2013	\$41.49	\$10.00	\$14.18	\$0.00	\$65.67
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 4	12/01/2013	\$28.11	\$10.00	\$14.18	\$0.00	\$52.29
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DELEADER (BRIDGE) PAINTERS LOCAL 35 - ZONE 2	07/01/2013	\$45.41	\$7.85	\$15.85	\$0.00	\$69.11
	01/01/2014	\$45.91	\$7.85	\$16.10	\$0.00	\$69.86
	07/01/2014	\$46.76	\$7.85	\$16.10	\$0.00	\$70.71
	01/01/2015	\$47.66	\$7.85	\$16.10	\$0.00	\$71.61
	07/01/2015	\$48.56	\$7.85	\$16.10	\$0.00	\$72.51
	01/01/2016	\$49.51	\$7.85	\$16.10	\$0.00	\$73.46
	07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41
	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.71	\$7.85	\$0.00	\$0.00	\$30.56
2	55	\$24.98	\$7.85	\$3.58	\$0.00	\$36.41
3	60	\$27.25	\$7.85	\$3.90	\$0.00	\$39.00
4	65	\$29.52	\$7.85	\$4.23	\$0.00	\$41.60
5	70	\$31.79	\$7.85	\$13.90	\$0.00	\$53.54
6	75	\$34.06	\$7.85	\$14.23	\$0.00	\$56.14
7	80	\$36.33	\$7.85	\$14.55	\$0.00	\$58.73
8	90	\$40.87	\$7.85	\$15.20	\$0.00	\$63.92

Effective Date - 01/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.96	\$7.85	\$0.00	\$0.00	\$30.81
2	55	\$25.25	\$7.85	\$3.66	\$0.00	\$36.76
3	60	\$27.55	\$7.85	\$3.99	\$0.00	\$39.39
4	65	\$29.84	\$7.85	\$4.32	\$0.00	\$42.01
5	70	\$32.14	\$7.85	\$14.11	\$0.00	\$54.10
6	75	\$34.43	\$7.85	\$14.44	\$0.00	\$56.72
7	80	\$36.73	\$7.85	\$14.77	\$0.00	\$59.35
8	90	\$41.32	\$7.85	\$15.44	\$0.00	\$64.61

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN LABORERS - ZONE 2	12/01/2013	\$33.50	\$7.30	\$12.70	\$0.00	\$53.50
	06/01/2014	\$34.25	\$7.30	\$12.70	\$0.00	\$54.25
	12/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
	06/01/2015	\$35.75	\$7.30	\$12.70	\$0.00	\$55.75
	12/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: BACKHOE/LOADER/HAMMER OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2013	\$34.50	\$7.30	\$12.70	\$0.00	\$54.50
	06/01/2014	\$35.25	\$7.30	\$12.70	\$0.00	\$55.25
	12/01/2014	\$36.00	\$7.30	\$12.70	\$0.00	\$56.00
	06/01/2015	\$36.75	\$7.30	\$12.70	\$0.00	\$56.75
	12/01/2015	\$37.50	\$7.30	\$12.70	\$0.00	\$57.50
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS <i>LABORERS - ZONE 2</i>	12/01/2013	\$34.25	\$7.30	\$12.70	\$0.00	\$54.25
	06/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
	12/01/2014	\$35.75	\$7.30	\$12.70	\$0.00	\$55.75
	06/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50
	12/01/2015	\$37.25	\$7.30	\$12.70	\$0.00	\$57.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 2</i>	12/01/2013	\$34.50	\$7.30	\$12.70	\$0.00	\$54.50
	06/01/2014	\$35.25	\$7.30	\$12.70	\$0.00	\$55.25
	12/01/2014	\$36.00	\$7.30	\$12.70	\$0.00	\$56.00
	06/01/2015	\$36.75	\$7.30	\$12.70	\$0.00	\$56.75
	12/01/2015	\$37.50	\$7.30	\$12.70	\$0.00	\$57.50
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2013	\$34.25	\$7.30	\$12.70	\$0.00	\$54.25
	06/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
	12/01/2014	\$35.75	\$7.30	\$12.70	\$0.00	\$55.75
	06/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50
	12/01/2015	\$37.25	\$7.30	\$12.70	\$0.00	\$57.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 2</i>	12/01/2013	\$33.50	\$7.30	\$12.70	\$0.00	\$53.50
	06/01/2014	\$34.25	\$7.30	\$12.70	\$0.00	\$54.25
	12/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
	06/01/2015	\$35.75	\$7.30	\$12.70	\$0.00	\$55.75
	12/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2013	\$56.14	\$9.80	\$18.17	\$0.00	\$84.11
	08/01/2014	\$58.24	\$9.80	\$18.17	\$0.00	\$86.21
	08/01/2015	\$60.34	\$9.80	\$18.17	\$0.00	\$88.31
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2013	\$40.10	\$9.80	\$18.17	\$0.00	\$68.07
	08/01/2014	\$41.60	\$9.80	\$18.17	\$0.00	\$69.57
	08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2013	\$60.15	\$9.80	\$18.17	\$0.00	\$88.12
	08/01/2014	\$62.40	\$9.80	\$18.17	\$0.00	\$90.37
	08/01/2015	\$64.65	\$9.80	\$18.17	\$0.00	\$92.62
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2013	\$84.21	\$9.80	\$18.17	\$0.00	\$112.18
	08/01/2014	\$87.36	\$9.80	\$18.17	\$0.00	\$115.33
	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DRAWBRIDGE OPERATOR (Construction) <i>ELECTRICIANS LOCAL 103</i>	09/01/2013	\$43.96	\$13.00	\$14.42	\$0.00	\$71.38
	03/01/2014	\$44.45	\$13.00	\$14.68	\$0.00	\$72.13
	09/01/2014	\$45.12	\$13.00	\$14.70	\$0.00	\$72.82
	03/01/2015	\$45.84	\$13.00	\$14.72	\$0.00	\$73.56
	09/01/2015	\$46.80	\$13.00	\$14.75	\$0.00	\$74.55
	03/01/2016	\$47.75	\$13.00	\$14.78	\$0.00	\$75.53

For apprentice rates see "Apprentice- ELECTRICIAN"

ELECTRICIAN <i>ELECTRICIANS LOCAL 103</i>	09/01/2013	\$43.96	\$13.00	\$14.42	\$0.00	\$71.38
	03/01/2014	\$44.45	\$13.00	\$14.68	\$0.00	\$72.13
	09/01/2014	\$45.12	\$13.00	\$14.70	\$0.00	\$72.82
	03/01/2015	\$45.84	\$13.00	\$14.72	\$0.00	\$73.56
	09/01/2015	\$46.80	\$13.00	\$14.75	\$0.00	\$74.55
	03/01/2016	\$47.75	\$13.00	\$14.78	\$0.00	\$75.53

Apprentice - ELECTRICIAN - Local 103

Effective Date - 09/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.58	\$13.00	\$0.53	\$0.00	\$31.11
2	40	\$17.58	\$13.00	\$0.53	\$0.00	\$31.11
3	45	\$19.78	\$13.00	\$10.78	\$0.00	\$43.56
4	45	\$19.78	\$13.00	\$10.78	\$0.00	\$43.56
5	50	\$21.98	\$13.00	\$11.11	\$0.00	\$46.09
6	55	\$24.18	\$13.00	\$11.45	\$0.00	\$48.63
7	60	\$26.38	\$13.00	\$11.77	\$0.00	\$51.15
8	65	\$28.57	\$13.00	\$12.11	\$0.00	\$53.68
9	70	\$30.77	\$13.00	\$12.43	\$0.00	\$56.20
10	75	\$32.97	\$13.00	\$12.77	\$0.00	\$58.74

Effective Date - 03/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.78	\$13.00	\$0.53	\$0.00	\$31.31
2	40	\$17.78	\$13.00	\$0.53	\$0.00	\$31.31
3	45	\$20.00	\$13.00	\$11.04	\$0.00	\$44.04
4	45	\$20.00	\$13.00	\$11.04	\$0.00	\$44.04
5	50	\$22.23	\$13.00	\$11.37	\$0.00	\$46.60
6	55	\$24.45	\$13.00	\$11.70	\$0.00	\$49.15
7	60	\$26.67	\$13.00	\$12.03	\$0.00	\$51.70
8	65	\$28.89	\$13.00	\$12.37	\$0.00	\$54.26
9	70	\$31.12	\$13.00	\$12.69	\$0.00	\$56.81
10	75	\$33.34	\$13.00	\$13.03	\$0.00	\$59.37

Notes :

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

Apprentice to Journeyworker Ratio:2:3***

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ELEVATOR CONSTRUCTOR <i>ELEVATOR CONSTRUCTORS LOCAL 4</i>	01/01/2012	\$52.45	\$8.78	\$6.96	\$0.00	\$68.19

Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Effective Date - 01/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.23	\$8.78	\$0.00	\$0.00	\$35.01
2	55	\$28.85	\$8.78	\$6.96	\$0.00	\$44.59
3	65	\$34.09	\$8.78	\$6.96	\$0.00	\$49.83
4	70	\$36.72	\$8.78	\$6.96	\$0.00	\$52.46
5	80	\$41.96	\$8.78	\$6.96	\$0.00	\$57.70

Notes:

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

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER <i>ELEVATOR CONSTRUCTORS LOCAL 4</i>	01/01/2012	\$38.59	\$8.78	\$6.96	\$0.00	\$54.33
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For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

FENCE & GUARD RAIL ERECTOR <i>LABORERS - ZONE 2</i>	12/01/2013	\$30.10	\$7.30	\$12.10	\$0.00	\$49.50
	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	11/01/2013	\$38.73	\$10.00	\$13.55	\$0.00	\$62.28
	05/01/2014	\$39.50	\$10.00	\$13.55	\$0.00	\$63.05

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	11/01/2013	\$40.15	\$10.00	\$13.55	\$0.00	\$63.70
	05/01/2014	\$40.92	\$10.00	\$13.55	\$0.00	\$64.47

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	11/01/2013	\$21.10	\$10.00	\$13.55	\$0.00	\$44.65
	05/01/2014	\$21.55	\$10.00	\$13.55	\$0.00	\$45.10

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 103</i>	09/01/2013	\$43.96	\$13.00	\$14.42	\$0.00	\$71.38
	03/01/2014	\$44.45	\$13.00	\$14.68	\$0.00	\$72.13
	09/01/2014	\$45.12	\$13.00	\$14.70	\$0.00	\$72.82
	03/01/2015	\$45.84	\$13.00	\$14.72	\$0.00	\$73.56
	09/01/2015	\$46.80	\$13.00	\$14.75	\$0.00	\$74.55
	03/01/2016	\$47.75	\$13.00	\$14.78	\$0.00	\$75.53

For apprentice rates see "Apprentice- ELECTRICIAN"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS</i>	09/01/2013	\$32.97	\$13.00	\$12.77	\$0.00	\$58.74
<i>LOCAL 103</i>	03/01/2014	\$33.44	\$13.00	\$13.03	\$0.00	\$59.47
	09/01/2014	\$33.84	\$13.00	\$13.05	\$0.00	\$59.89
	03/01/2015	\$34.38	\$13.00	\$13.06	\$0.00	\$60.44
	09/01/2015	\$35.10	\$13.00	\$13.08	\$0.00	\$61.18
	03/01/2016	\$35.81	\$13.00	\$13.10	\$0.00	\$61.91
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$33.76	\$10.00	\$14.18	\$0.00	\$57.94
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER <i>LABORERS - ZONE 2</i>	12/01/2013	\$20.50	\$7.30	\$12.10	\$0.00	\$39.90
	06/01/2014	\$20.50	\$7.30	\$12.10	\$0.00	\$39.90
	12/01/2014	\$20.50	\$7.30	\$12.10	\$0.00	\$39.90
	06/01/2015	\$20.50	\$7.30	\$12.10	\$0.00	\$39.90
	12/01/2015	\$20.50	\$7.30	\$12.10	\$0.00	\$39.90
	06/01/2016	\$20.50	\$7.30	\$12.10	\$0.00	\$39.90
	12/01/2016	\$20.50	\$7.30	\$12.10	\$0.00	\$39.90
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE 1</i>	09/01/2013	\$38.61	\$9.80	\$16.71	\$0.00	\$65.12
	03/01/2014	\$38.61	\$9.80	\$16.71	\$0.00	\$65.12

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - FLOORCOVERER - Local 2168 Zone I

Effective Date - 09/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.31	\$9.80	\$1.79	\$0.00	\$30.90
2	55	\$21.24	\$9.80	\$1.79	\$0.00	\$32.83
3	60	\$23.17	\$9.80	\$11.34	\$0.00	\$44.31
4	65	\$25.10	\$9.80	\$11.34	\$0.00	\$46.24
5	70	\$27.03	\$9.80	\$13.13	\$0.00	\$49.96
6	75	\$28.96	\$9.80	\$13.13	\$0.00	\$51.89
7	80	\$30.89	\$9.80	\$14.92	\$0.00	\$55.61
8	85	\$32.82	\$9.80	\$14.92	\$0.00	\$57.54

Effective Date - 03/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.31	\$9.80	\$1.79	\$0.00	\$30.90
2	55	\$21.24	\$9.80	\$1.79	\$0.00	\$32.83
3	60	\$23.17	\$9.80	\$11.34	\$0.00	\$44.31
4	65	\$25.10	\$9.80	\$11.34	\$0.00	\$46.24
5	70	\$27.03	\$9.80	\$13.13	\$0.00	\$49.96
6	75	\$28.96	\$9.80	\$13.13	\$0.00	\$51.89
7	80	\$30.89	\$9.80	\$14.92	\$0.00	\$55.61
8	85	\$32.82	\$9.80	\$14.92	\$0.00	\$57.54

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$28.11	\$10.00	\$14.18	\$0.00	\$52.29
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 35 (ZONE 2)</i>	07/01/2013	\$34.91	\$7.85	\$15.85	\$0.00	\$58.61
	01/01/2014	\$35.41	\$7.85	\$16.10	\$0.00	\$59.36
	07/01/2014	\$36.56	\$7.85	\$16.10	\$0.00	\$60.51
	01/01/2015	\$37.16	\$7.85	\$16.10	\$0.00	\$61.11
	07/01/2015	\$38.06	\$7.85	\$16.10	\$0.00	\$62.01
	01/01/2016	\$39.01	\$7.85	\$16.10	\$0.00	\$62.96
	07/01/2016	\$39.96	\$7.85	\$16.10	\$0.00	\$63.91
	01/01/2017	\$40.91	\$7.85	\$16.10	\$0.00	\$64.86

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - GLAZIER - Local 35 Zone 2

Effective Date - 07/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.46	\$7.85	\$0.00	\$0.00	\$25.31
2	55	\$19.20	\$7.85	\$3.58	\$0.00	\$30.63
3	60	\$20.95	\$7.85	\$3.90	\$0.00	\$32.70
4	65	\$22.69	\$7.85	\$4.23	\$0.00	\$34.77
5	70	\$24.44	\$7.85	\$13.90	\$0.00	\$46.19
6	75	\$26.18	\$7.85	\$14.23	\$0.00	\$48.26
7	80	\$27.93	\$7.85	\$14.55	\$0.00	\$50.33
8	90	\$31.42	\$7.85	\$15.20	\$0.00	\$54.47

Effective Date - 01/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.71	\$7.85	\$0.00	\$0.00	\$25.56
2	55	\$19.48	\$7.85	\$3.66	\$0.00	\$30.99
3	60	\$21.25	\$7.85	\$3.99	\$0.00	\$33.09
4	65	\$23.02	\$7.85	\$4.32	\$0.00	\$35.19
5	70	\$24.79	\$7.85	\$14.11	\$0.00	\$46.75
6	75	\$26.56	\$7.85	\$14.44	\$0.00	\$48.85
7	80	\$28.33	\$7.85	\$14.77	\$0.00	\$50.95
8	90	\$31.87	\$7.85	\$15.44	\$0.00	\$55.16

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

HOISTING ENGINEER/CRANES/GRADALLS OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
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Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 12/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$22.27	\$10.00	\$0.00	\$0.00	\$32.27
2	60	\$24.29	\$10.00	\$14.18	\$0.00	\$48.47
3	65	\$26.32	\$10.00	\$14.18	\$0.00	\$50.50
4	70	\$28.34	\$10.00	\$14.18	\$0.00	\$52.52
5	75	\$30.37	\$10.00	\$14.18	\$0.00	\$54.55
6	80	\$32.39	\$10.00	\$14.18	\$0.00	\$56.57
7	85	\$34.42	\$10.00	\$14.18	\$0.00	\$58.60
8	90	\$36.44	\$10.00	\$14.18	\$0.00	\$60.62

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17 - A	12/09/2013	\$42.35	\$9.82	\$19.33	\$2.14	\$73.64
	02/01/2014	\$43.20	\$9.82	\$19.33	\$2.14	\$74.49
	08/01/2014	\$44.05	\$9.82	\$19.33	\$2.14	\$75.34
	02/01/2015	\$44.95	\$9.82	\$19.33	\$2.14	\$76.24
	08/01/2015	\$45.95	\$9.82	\$19.33	\$2.14	\$77.24
	02/01/2016	\$46.95	\$9.82	\$19.33	\$2.14	\$78.24
	08/01/2016	\$48.10	\$9.82	\$19.33	\$2.14	\$79.39
	02/01/2017	\$49.20	\$9.82	\$19.33	\$2.14	\$80.49
	08/01/2017	\$50.30	\$9.82	\$19.33	\$2.14	\$81.59
	02/01/2018	\$51.45	\$9.82	\$19.33	\$2.14	\$82.74

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 103	09/01/2013	\$43.96	\$13.00	\$14.42	\$0.00	\$71.38
	03/01/2014	\$44.45	\$13.00	\$14.68	\$0.00	\$72.13
	09/01/2014	\$45.12	\$13.00	\$14.70	\$0.00	\$72.82
	03/01/2015	\$45.84	\$13.00	\$14.72	\$0.00	\$73.56
	09/01/2015	\$46.80	\$13.00	\$14.75	\$0.00	\$74.55
	03/01/2016	\$47.75	\$13.00	\$14.78	\$0.00	\$75.53

For apprentice rates see "Apprentice- ELECTRICIAN"

HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 17 - A	12/09/2013	\$42.35	\$9.82	\$19.33	\$2.14	\$73.64
	02/01/2014	\$43.20	\$9.82	\$19.33	\$2.14	\$74.49
	08/01/2014	\$44.05	\$9.82	\$19.33	\$2.14	\$75.34
	02/01/2015	\$44.95	\$9.82	\$19.33	\$2.14	\$76.24
	08/01/2015	\$45.95	\$9.82	\$19.33	\$2.14	\$77.24
	02/01/2016	\$46.95	\$9.82	\$19.33	\$2.14	\$78.24
	08/01/2016	\$48.10	\$9.82	\$19.33	\$2.14	\$79.39
	02/01/2017	\$49.20	\$9.82	\$19.33	\$2.14	\$80.49
	08/01/2017	\$50.30	\$9.82	\$19.33	\$2.14	\$81.59
	02/01/2018	\$51.45	\$9.82	\$19.33	\$2.14	\$82.74

For apprentice rates see "Apprentice- SHEET METAL WORKER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING -WATER) <i>PIPEFITTERS LOCAL 537</i>	03/01/2013	\$49.34	\$8.75	\$14.39	\$0.00	\$72.48
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC <i>PIPEFITTERS LOCAL 537</i>	03/01/2013	\$49.34	\$8.75	\$14.39	\$0.00	\$72.48
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS <i>LABORERS - ZONE 2</i>	12/01/2013	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	06/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	12/01/2014	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	06/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	12/01/2015	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	06/01/2016	\$33.10	\$7.30	\$12.10	\$0.00	\$52.50
	12/01/2016	\$33.85	\$7.30	\$12.10	\$0.00	\$53.25
For apprentice rates see "Apprentice- LABORER"						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	09/01/2013	\$42.11	\$10.95	\$12.10	\$0.00	\$65.16
	09/01/2014	\$44.11	\$10.95	\$12.10	\$0.00	\$67.16

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

Effective Date - 09/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.06	\$10.95	\$9.00	\$0.00	\$41.01
2	60	\$25.27	\$10.95	\$9.62	\$0.00	\$45.84
3	70	\$29.48	\$10.95	\$10.24	\$0.00	\$50.67
4	80	\$33.69	\$10.95	\$10.86	\$0.00	\$55.50

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.06	\$10.95	\$9.00	\$0.00	\$42.01
2	60	\$26.47	\$10.95	\$9.62	\$0.00	\$47.04
3	70	\$30.88	\$10.95	\$10.24	\$0.00	\$52.07
4	80	\$35.29	\$10.95	\$10.86	\$0.00	\$57.10

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (LAWRENCE AREA)</i>	09/16/2013	\$36.44	\$7.70	\$18.60	\$0.00	\$62.74
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Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - IRONWORKER - Local 7 Lawrence

Effective Date - 09/16/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.86	\$7.70	\$18.60	\$0.00	\$48.16
2	70	\$25.51	\$7.70	\$18.60	\$0.00	\$51.81
3	75	\$27.33	\$7.70	\$18.60	\$0.00	\$53.63
4	80	\$29.15	\$7.70	\$18.60	\$0.00	\$55.45
5	85	\$30.97	\$7.70	\$18.60	\$0.00	\$57.27
6	90	\$32.80	\$7.70	\$18.60	\$0.00	\$59.10

Notes:

Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:

JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 2	12/01/2013	\$30.10	\$7.30	\$12.10	\$0.00	\$49.50
	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

LABORER LABORERS - ZONE 2	12/01/2013	\$29.85	\$7.30	\$12.10	\$0.00	\$49.25
	06/01/2014	\$30.35	\$7.30	\$12.10	\$0.00	\$49.75
	12/01/2014	\$30.85	\$7.30	\$12.10	\$0.00	\$50.25
	06/01/2015	\$31.35	\$7.30	\$12.10	\$0.00	\$50.75
	12/01/2015	\$31.85	\$7.30	\$12.10	\$0.00	\$51.25
	06/01/2016	\$32.35	\$7.30	\$12.10	\$0.00	\$51.75
	12/01/2016	\$33.10	\$7.30	\$12.10	\$0.00	\$52.50

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LABORER - Zone 2

Effective Date - 12/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$17.91	\$7.30	\$12.10	\$0.00	\$37.31
2	70	\$20.90	\$7.30	\$12.10	\$0.00	\$40.30
3	80	\$23.88	\$7.30	\$12.10	\$0.00	\$43.28
4	90	\$26.87	\$7.30	\$12.10	\$0.00	\$46.27

Effective Date - 06/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.21	\$7.30	\$12.10	\$0.00	\$37.61
2	70	\$21.25	\$7.30	\$12.10	\$0.00	\$40.65
3	80	\$24.28	\$7.30	\$12.10	\$0.00	\$43.68
4	90	\$27.32	\$7.30	\$12.10	\$0.00	\$46.72

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER LABORERS - ZONE 2	12/01/2013	\$29.85	\$7.30	\$12.10	\$0.00	\$49.25
	06/01/2014	\$30.35	\$7.30	\$12.10	\$0.00	\$49.75
	12/01/2014	\$30.85	\$7.30	\$12.10	\$0.00	\$50.25
	06/01/2015	\$31.35	\$7.30	\$12.10	\$0.00	\$50.75
	12/01/2015	\$31.85	\$7.30	\$12.10	\$0.00	\$51.25
	06/01/2016	\$32.35	\$7.30	\$12.10	\$0.00	\$51.75
	12/01/2016	\$33.10	\$7.30	\$12.10	\$0.00	\$52.50

For apprentice rates see "Apprentice- LABORER"

LABORER: CEMENT FINISHER TENDER LABORERS - ZONE 2	12/01/2013	\$29.85	\$7.30	\$12.10	\$0.00	\$49.25
	06/01/2014	\$30.35	\$7.30	\$12.10	\$0.00	\$49.75
	12/01/2014	\$30.85	\$7.30	\$12.10	\$0.00	\$50.25
	06/01/2015	\$31.35	\$7.30	\$12.10	\$0.00	\$50.75
	12/01/2015	\$31.85	\$7.30	\$12.10	\$0.00	\$51.25
	06/01/2016	\$32.35	\$7.30	\$12.10	\$0.00	\$51.75
	12/01/2016	\$33.10	\$7.30	\$12.10	\$0.00	\$52.50

For apprentice rates see "Apprentice- LABORER"

LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS - ZONE 2	12/01/2013	\$30.05	\$7.30	\$12.05	\$0.00	\$49.40
	06/01/2014	\$30.55	\$7.30	\$12.05	\$0.00	\$49.90
	12/01/2014	\$31.05	\$7.30	\$12.05	\$0.00	\$50.40
	06/01/2015	\$31.55	\$7.30	\$12.05	\$0.00	\$50.90
	12/01/2015	\$32.05	\$7.30	\$12.05	\$0.00	\$51.40

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MASON TENDER <i>LABORERS - ZONE 2</i>	12/01/2013	\$30.10	\$7.30	\$12.10	\$0.00	\$49.50
	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 2</i>	12/01/2013	\$29.85	\$7.30	\$12.10	\$0.00	\$49.25
	06/01/2014	\$30.35	\$7.30	\$12.10	\$0.00	\$49.75
	12/01/2014	\$30.85	\$7.30	\$12.10	\$0.00	\$50.25
	06/01/2015	\$31.35	\$7.30	\$12.10	\$0.00	\$50.75
	12/01/2015	\$31.85	\$7.30	\$12.10	\$0.00	\$51.25
	06/01/2016	\$32.35	\$7.30	\$12.10	\$0.00	\$51.75
	12/01/2016	\$33.10	\$7.30	\$12.10	\$0.00	\$52.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 2</i>	12/01/2013	\$29.85	\$7.30	\$12.10	\$0.00	\$49.25
	06/01/2014	\$30.35	\$7.30	\$12.10	\$0.00	\$49.75
	12/01/2014	\$30.85	\$7.30	\$12.10	\$0.00	\$50.25
	06/01/2015	\$31.35	\$7.30	\$12.10	\$0.00	\$50.75
	12/01/2015	\$31.85	\$7.30	\$12.10	\$0.00	\$51.25
	06/01/2016	\$32.35	\$7.30	\$12.10	\$0.00	\$51.75
	12/01/2016	\$33.10	\$7.30	\$12.10	\$0.00	\$52.50
This classification applies to the wholesale removal of standing trees including all associated trimming of branches and limbs, and applies to the removal of branches at locations not on or around utility lines. For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2013	\$30.10	\$7.30	\$12.10	\$0.00	\$49.50
	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	08/01/2013	\$36.66	\$10.18	\$16.83	\$0.00	\$63.67
	02/01/2014	\$37.11	\$10.18	\$16.83	\$0.00	\$64.12
	08/01/2014	\$37.82	\$10.18	\$16.90	\$0.00	\$64.90
	02/01/2015	\$38.27	\$10.18	\$16.90	\$0.00	\$65.35
	08/01/2015	\$38.98	\$10.18	\$16.97	\$0.00	\$66.13
	02/01/2016	\$39.43	\$10.18	\$16.97	\$0.00	\$66.58
	08/01/2016	\$40.13	\$10.18	\$17.05	\$0.00	\$67.36
	02/01/2017	\$40.59	\$10.18	\$17.05	\$0.00	\$67.82

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

Effective Date - 08/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.33	\$10.18	\$16.83	\$0.00	\$45.34
2	60	\$22.00	\$10.18	\$16.83	\$0.00	\$49.01
3	70	\$25.66	\$10.18	\$16.83	\$0.00	\$52.67
4	80	\$29.33	\$10.18	\$16.83	\$0.00	\$56.34
5	90	\$32.99	\$10.18	\$16.83	\$0.00	\$60.00

Effective Date - 02/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.56	\$10.18	\$16.83	\$0.00	\$45.57
2	60	\$22.27	\$10.18	\$16.83	\$0.00	\$49.28
3	70	\$25.98	\$10.18	\$16.83	\$0.00	\$52.99
4	80	\$29.69	\$10.18	\$16.83	\$0.00	\$56.70
5	90	\$33.40	\$10.18	\$16.83	\$0.00	\$60.41

Notes:

Apprentice to Journeyworker Ratio:1:3

MARBLE MASONS, TILELAYERS & TERRAZZO MECH	08/01/2013	\$48.10	\$10.18	\$18.15	\$0.00	\$76.43
BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2014	\$48.66	\$10.18	\$18.15	\$0.00	\$76.99
	08/01/2014	\$49.56	\$10.18	\$18.22	\$0.00	\$77.96
	02/01/2015	\$50.12	\$10.18	\$18.22	\$0.00	\$78.52
	08/01/2015	\$51.02	\$10.18	\$18.29	\$0.00	\$79.49
	02/01/2016	\$51.59	\$10.18	\$18.29	\$0.00	\$80.06
	08/01/2016	\$52.49	\$10.18	\$18.37	\$0.00	\$81.04
	02/01/2017	\$53.06	\$10.18	\$18.37	\$0.00	\$81.61

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 08/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.05	\$10.18	\$18.15	\$0.00	\$52.38
2	60	\$28.86	\$10.18	\$18.15	\$0.00	\$57.19
3	70	\$33.67	\$10.18	\$18.15	\$0.00	\$62.00
4	80	\$38.48	\$10.18	\$18.15	\$0.00	\$66.81
5	90	\$43.29	\$10.18	\$18.15	\$0.00	\$71.62

Effective Date - 02/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.33	\$10.18	\$18.15	\$0.00	\$52.66
2	60	\$29.20	\$10.18	\$18.15	\$0.00	\$57.53
3	70	\$34.06	\$10.18	\$18.15	\$0.00	\$62.39
4	80	\$38.93	\$10.18	\$18.15	\$0.00	\$67.26
5	90	\$43.79	\$10.18	\$18.15	\$0.00	\$72.12

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANICS MAINTENANCE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 2) <i>MILLWRIGHTS LOCAL 1121 - Zone 2</i>	10/01/2013	\$32.81	\$9.80	\$16.01	\$0.00	\$58.62
	04/01/2014	\$33.41	\$9.80	\$16.01	\$0.00	\$59.22
	10/01/2014	\$34.17	\$9.80	\$16.01	\$0.00	\$59.98
	04/01/2015	\$34.94	\$9.80	\$16.01	\$0.00	\$60.75

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - MILLWRIGHT - Local 1121 Zone 2

Effective Date - 10/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$18.05	\$9.80	\$4.40	\$0.00	\$32.25
2	65	\$21.33	\$9.80	\$13.21	\$0.00	\$44.34
3	75	\$24.61	\$9.80	\$14.01	\$0.00	\$48.42
4	85	\$27.89	\$9.80	\$14.81	\$0.00	\$52.50

Effective Date - 04/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$18.38	\$9.80	\$4.40	\$0.00	\$32.58
2	65	\$21.72	\$9.80	\$13.21	\$0.00	\$44.73
3	75	\$25.06	\$9.80	\$14.01	\$0.00	\$48.87
4	85	\$28.40	\$9.80	\$14.81	\$0.00	\$53.01

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER LABORERS - ZONE 2	12/01/2013	\$30.10	\$7.30	\$12.10	\$0.00	\$49.50
	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

OILER (OTHER THAN TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4	12/01/2013	\$20.96	\$10.00	\$14.18	\$0.00	\$45.14
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4	12/01/2013	\$24.43	\$10.00	\$14.18	\$0.00	\$48.61
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS II OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 - ZONE 2	07/01/2013	\$45.41	\$7.85	\$15.85	\$0.00	\$69.11
	01/01/2014	\$45.91	\$7.85	\$16.10	\$0.00	\$69.86
	07/01/2014	\$46.76	\$7.85	\$16.10	\$0.00	\$70.71
	01/01/2015	\$47.66	\$7.85	\$16.10	\$0.00	\$71.61
	07/01/2015	\$48.56	\$7.85	\$16.10	\$0.00	\$72.51
	01/01/2016	\$49.51	\$7.85	\$16.10	\$0.00	\$73.46
	07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41
	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.71	\$7.85	\$0.00	\$0.00	\$30.56
2	55	\$24.98	\$7.85	\$3.58	\$0.00	\$36.41
3	60	\$27.25	\$7.85	\$3.90	\$0.00	\$39.00
4	65	\$29.52	\$7.85	\$4.23	\$0.00	\$41.60
5	70	\$31.79	\$7.85	\$13.90	\$0.00	\$53.54
6	75	\$34.06	\$7.85	\$14.23	\$0.00	\$56.14
7	80	\$36.33	\$7.85	\$14.55	\$0.00	\$58.73
8	90	\$40.87	\$7.85	\$15.20	\$0.00	\$63.92

Effective Date - 01/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.96	\$7.85	\$0.00	\$0.00	\$30.81
2	55	\$25.25	\$7.85	\$3.66	\$0.00	\$36.76
3	60	\$27.55	\$7.85	\$3.99	\$0.00	\$39.39
4	65	\$29.84	\$7.85	\$4.32	\$0.00	\$42.01
5	70	\$32.14	\$7.85	\$14.11	\$0.00	\$54.10
6	75	\$34.43	\$7.85	\$14.44	\$0.00	\$56.72
7	80	\$36.73	\$7.85	\$14.77	\$0.00	\$59.35
8	90	\$41.32	\$7.85	\$15.44	\$0.00	\$64.61

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	07/01/2013	\$36.31	\$7.85	\$15.85	\$0.00	\$60.01
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	01/01/2014	\$36.81	\$7.85	\$16.10	\$0.00	\$60.76
	07/01/2014	\$37.66	\$7.85	\$16.10	\$0.00	\$61.61
	01/01/2015	\$38.56	\$7.85	\$16.10	\$0.00	\$62.51
	07/01/2015	\$39.46	\$7.85	\$16.10	\$0.00	\$63.41
	01/01/2016	\$40.41	\$7.85	\$16.10	\$0.00	\$64.36
	07/01/2016	\$41.36	\$7.85	\$16.10	\$0.00	\$65.31
	01/01/2017	\$42.31	\$7.85	\$16.10	\$0.00	\$66.26

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

Effective Date - 07/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.16	\$7.85	\$0.00	\$0.00	\$26.01
2	55	\$19.97	\$7.85	\$3.58	\$0.00	\$31.40
3	60	\$21.79	\$7.85	\$3.90	\$0.00	\$33.54
4	65	\$23.60	\$7.85	\$4.23	\$0.00	\$35.68
5	70	\$25.42	\$7.85	\$13.90	\$0.00	\$47.17
6	75	\$27.23	\$7.85	\$14.23	\$0.00	\$49.31
7	80	\$29.05	\$7.85	\$14.55	\$0.00	\$51.45
8	90	\$32.68	\$7.85	\$15.20	\$0.00	\$55.73

Effective Date - 01/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.41	\$7.85	\$0.00	\$0.00	\$26.26
2	55	\$20.25	\$7.85	\$3.66	\$0.00	\$31.76
3	60	\$22.09	\$7.85	\$3.99	\$0.00	\$33.93
4	65	\$23.93	\$7.85	\$4.32	\$0.00	\$36.10
5	70	\$25.77	\$7.85	\$14.11	\$0.00	\$47.73
6	75	\$27.61	\$7.85	\$14.44	\$0.00	\$49.90
7	80	\$29.45	\$7.85	\$14.77	\$0.00	\$52.07
8	90	\$33.13	\$7.85	\$15.44	\$0.00	\$56.42

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	07/01/2013	\$34.37	\$7.85	\$15.85	\$0.00	\$58.07
PAINTERS LOCAL 35 - ZONE 2	01/01/2014	\$34.87	\$7.85	\$16.10	\$0.00	\$58.82
	07/01/2014	\$35.72	\$7.85	\$16.10	\$0.00	\$59.67
	01/01/2015	\$36.62	\$7.85	\$16.10	\$0.00	\$60.57
	07/01/2015	\$37.52	\$7.85	\$16.10	\$0.00	\$61.47
	01/01/2016	\$38.47	\$7.85	\$16.10	\$0.00	\$62.42
	07/01/2016	\$39.42	\$7.85	\$16.10	\$0.00	\$63.37
	01/01/2017	\$40.37	\$7.85	\$16.10	\$0.00	\$64.32

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 07/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.19	\$7.85	\$0.00	\$0.00	\$25.04
2	55	\$18.90	\$7.85	\$3.58	\$0.00	\$30.33
3	60	\$20.62	\$7.85	\$3.90	\$0.00	\$32.37
4	65	\$22.34	\$7.85	\$4.23	\$0.00	\$34.42
5	70	\$24.06	\$7.85	\$13.90	\$0.00	\$45.81
6	75	\$25.78	\$7.85	\$14.23	\$0.00	\$47.86
7	80	\$27.50	\$7.85	\$14.55	\$0.00	\$49.90
8	90	\$30.93	\$7.85	\$15.20	\$0.00	\$53.98

Effective Date - 01/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.44	\$7.85	\$0.00	\$0.00	\$25.29
2	55	\$19.18	\$7.85	\$3.66	\$0.00	\$30.69
3	60	\$20.92	\$7.85	\$3.99	\$0.00	\$32.76
4	65	\$22.67	\$7.85	\$4.32	\$0.00	\$34.84
5	70	\$24.41	\$7.85	\$14.11	\$0.00	\$46.37
6	75	\$26.15	\$7.85	\$14.44	\$0.00	\$48.44
7	80	\$27.90	\$7.85	\$14.77	\$0.00	\$50.52
8	90	\$31.38	\$7.85	\$15.44	\$0.00	\$54.67

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (TRAFFIC MARKINGS) LABORERS - ZONE 2	12/01/2013	\$29.85	\$7.30	\$12.10	\$0.00	\$49.25
	06/01/2014	\$30.35	\$7.30	\$12.10	\$0.00	\$49.75
	12/01/2014	\$30.85	\$7.30	\$12.10	\$0.00	\$50.25
	06/01/2015	\$31.35	\$7.30	\$12.10	\$0.00	\$50.75
	12/01/2015	\$31.85	\$7.30	\$12.10	\$0.00	\$51.25
	06/01/2016	\$32.35	\$7.30	\$12.10	\$0.00	\$51.75
	12/01/2016	\$33.10	\$7.30	\$12.10	\$0.00	\$52.50

For Apprentice rates see "Apprentice- LABORER"

PAINTER / TAPER (BRUSH, NEW) *	07/01/2013	\$34.91	\$7.85	\$15.85	\$0.00	\$58.61
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	01/01/2014	\$35.41	\$7.85	\$16.10	\$0.00	\$59.36
	07/01/2014	\$36.26	\$7.85	\$16.10	\$0.00	\$60.21
	01/01/2015	\$37.16	\$7.85	\$16.10	\$0.00	\$61.11
	07/01/2015	\$38.06	\$7.85	\$16.10	\$0.00	\$62.01
	01/01/2016	\$39.01	\$7.85	\$16.10	\$0.00	\$62.96
	07/01/2016	\$39.96	\$7.85	\$16.10	\$0.00	\$63.91
	01/01/2017	\$40.91	\$7.85	\$16.10	\$0.00	\$64.86

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 07/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.46	\$7.85	\$0.00	\$0.00	\$25.31
2	55	\$19.20	\$7.85	\$3.58	\$0.00	\$30.63
3	60	\$20.95	\$7.85	\$3.90	\$0.00	\$32.70
4	65	\$22.69	\$7.85	\$4.23	\$0.00	\$34.77
5	70	\$24.44	\$7.85	\$13.90	\$0.00	\$46.19
6	75	\$26.18	\$7.85	\$14.23	\$0.00	\$48.26
7	80	\$27.93	\$7.85	\$14.55	\$0.00	\$50.33
8	90	\$31.42	\$7.85	\$15.20	\$0.00	\$54.47

Effective Date - 01/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.71	\$7.85	\$0.00	\$0.00	\$25.56
2	55	\$19.48	\$7.85	\$3.66	\$0.00	\$30.99
3	60	\$21.25	\$7.85	\$3.99	\$0.00	\$33.09
4	65	\$23.02	\$7.85	\$4.32	\$0.00	\$35.19
5	70	\$24.79	\$7.85	\$14.11	\$0.00	\$46.75
6	75	\$26.56	\$7.85	\$14.44	\$0.00	\$48.85
7	80	\$28.33	\$7.85	\$14.77	\$0.00	\$50.95
8	90	\$31.87	\$7.85	\$15.44	\$0.00	\$55.16

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PAINTER / TAPER (BRUSH, REPAINT)	07/01/2013	\$32.97	\$7.85	\$15.85	\$0.00	\$56.67
PAINTERS LOCAL 35 - ZONE 2	01/01/2014	\$33.47	\$7.85	\$16.10	\$0.00	\$57.42
	07/01/2014	\$34.32	\$7.85	\$16.10	\$0.00	\$58.27
	01/01/2015	\$35.22	\$7.85	\$16.10	\$0.00	\$59.17
	07/01/2015	\$36.12	\$7.85	\$16.10	\$0.00	\$60.07
	01/01/2016	\$37.07	\$7.85	\$16.10	\$0.00	\$61.02
	07/01/2016	\$38.02	\$7.85	\$16.10	\$0.00	\$61.97
	01/01/2017	\$38.97	\$7.85	\$16.10	\$0.00	\$62.92

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 07/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.49	\$7.85	\$0.00	\$0.00	\$24.34
2	55	\$18.13	\$7.85	\$3.58	\$0.00	\$29.56
3	60	\$19.78	\$7.85	\$3.90	\$0.00	\$31.53
4	65	\$21.43	\$7.85	\$4.23	\$0.00	\$33.51
5	70	\$23.08	\$7.85	\$13.90	\$0.00	\$44.83
6	75	\$24.73	\$7.85	\$14.23	\$0.00	\$46.81
7	80	\$26.38	\$7.85	\$14.55	\$0.00	\$48.78
8	90	\$29.67	\$7.85	\$15.20	\$0.00	\$52.72

Effective Date - 01/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.74	\$7.85	\$0.00	\$0.00	\$24.59
2	55	\$18.41	\$7.85	\$3.66	\$0.00	\$29.92
3	60	\$20.08	\$7.85	\$3.99	\$0.00	\$31.92
4	65	\$21.76	\$7.85	\$4.32	\$0.00	\$33.93
5	70	\$23.43	\$7.85	\$14.11	\$0.00	\$45.39
6	75	\$25.10	\$7.85	\$14.44	\$0.00	\$47.39
7	80	\$26.78	\$7.85	\$14.77	\$0.00	\$49.40
8	90	\$30.12	\$7.85	\$15.44	\$0.00	\$53.41

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PANEL & PICKUP TRUCKS DRIVER <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2012	\$30.28	\$9.07	\$8.00	\$0.00	\$47.35
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2013	\$40.10	\$9.80	\$18.17	\$0.00	\$68.07
	08/01/2014	\$41.60	\$9.80	\$18.17	\$0.00	\$69.57
	08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07
PILE DRIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2013	\$40.10	\$9.80	\$18.17	\$0.00	\$68.07
	08/01/2014	\$41.60	\$9.80	\$18.17	\$0.00	\$69.57
	08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PILE DRIVER - Local 56 Zone 1

Effective Date - 08/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.05	\$9.80	\$18.17	\$0.00	\$48.02
2	60	\$24.06	\$9.80	\$18.17	\$0.00	\$52.03
3	70	\$28.07	\$9.80	\$18.17	\$0.00	\$56.04
4	75	\$30.08	\$9.80	\$18.17	\$0.00	\$58.05
5	80	\$32.08	\$9.80	\$18.17	\$0.00	\$60.05
6	80	\$32.08	\$9.80	\$18.17	\$0.00	\$60.05
7	90	\$36.09	\$9.80	\$18.17	\$0.00	\$64.06
8	90	\$36.09	\$9.80	\$18.17	\$0.00	\$64.06

Effective Date - 08/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.80	\$9.80	\$18.17	\$0.00	\$48.77
2	60	\$24.96	\$9.80	\$18.17	\$0.00	\$52.93
3	70	\$29.12	\$9.80	\$18.17	\$0.00	\$57.09
4	75	\$31.20	\$9.80	\$18.17	\$0.00	\$59.17
5	80	\$33.28	\$9.80	\$18.17	\$0.00	\$61.25
6	80	\$33.28	\$9.80	\$18.17	\$0.00	\$61.25
7	90	\$37.44	\$9.80	\$18.17	\$0.00	\$65.41
8	90	\$37.44	\$9.80	\$18.17	\$0.00	\$65.41

Notes:

Apprentice to Journeyworker Ratio:1:3

PIPEFITTER & STEAMFITTER PIPEFITTERS LOCAL 537	03/01/2013	\$49.34	\$8.75	\$14.39	\$0.00	\$72.48
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Apprentice - PIPEFITTER - Local 537

Effective Date - 03/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$19.74	\$8.75	\$6.50	\$0.00	\$34.99
2	45	\$22.20	\$8.75	\$14.39	\$0.00	\$45.34
3	60	\$29.60	\$8.75	\$14.39	\$0.00	\$52.74
4	70	\$34.54	\$8.75	\$14.39	\$0.00	\$57.68
5	80	\$39.47	\$8.75	\$14.39	\$0.00	\$62.61

Notes:
 ** 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.
 Refrig/AC Mechanic **1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)

Apprentice to Journeyworker Ratio:**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIPELAYER <i>LABORERS - ZONE 2</i>	12/01/2013	\$30.10	\$7.30	\$12.10	\$0.00	\$49.50
	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

PLUMBERS & GASFITTERS <i>PLUMBERS & GASFITTERS LOCAL 12</i>	09/01/2013	\$49.06	\$9.82	\$14.04	\$0.00	\$72.92
	03/01/2014	\$50.06	\$9.82	\$14.04	\$0.00	\$73.92
	09/01/2014	\$51.06	\$9.82	\$14.04	\$0.00	\$74.92
	03/01/2015	\$52.06	\$9.82	\$14.04	\$0.00	\$75.92
	09/01/2015	\$53.06	\$9.82	\$14.04	\$0.00	\$76.92
	03/01/2016	\$54.21	\$9.82	\$14.04	\$0.00	\$78.07
	09/01/2016	\$55.26	\$9.82	\$14.04	\$0.00	\$79.12
	03/01/2017	\$56.26	\$9.82	\$14.04	\$0.00	\$80.12

Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 09/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$17.17	\$9.82	\$5.26	\$0.00	\$32.25
2	40	\$19.62	\$9.82	\$5.92	\$0.00	\$35.36
3	55	\$26.98	\$9.82	\$7.95	\$0.00	\$44.75
4	65	\$31.89	\$9.82	\$9.30	\$0.00	\$51.01
5	75	\$36.80	\$9.82	\$10.65	\$0.00	\$57.27

Effective Date - 03/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$17.52	\$9.82	\$5.26	\$0.00	\$32.60
2	40	\$20.02	\$9.82	\$5.92	\$0.00	\$35.76
3	55	\$27.53	\$9.82	\$7.95	\$0.00	\$45.30
4	65	\$32.54	\$9.82	\$9.30	\$0.00	\$51.66
5	75	\$37.55	\$9.82	\$10.65	\$0.00	\$58.02

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr
Step4 with lic\$54.16 Step5 with lic\$60.40

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.) <i>PIPEFITTERS LOCAL 537</i>	03/01/2013	\$49.34	\$8.75	\$14.39	\$0.00	\$72.48
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For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PNEUMATIC DRILL/TOOL OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2013	\$30.10	\$7.30	\$12.10	\$0.00	\$49.50
	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER <i>LABORERS - ZONE 2</i>	12/01/2013	\$30.85	\$7.30	\$12.10	\$0.00	\$50.25
	06/01/2014	\$31.35	\$7.30	\$12.10	\$0.00	\$50.75
	12/01/2014	\$31.85	\$7.30	\$12.10	\$0.00	\$51.25
	06/01/2015	\$32.35	\$7.30	\$12.10	\$0.00	\$51.75
	12/01/2015	\$32.85	\$7.30	\$12.10	\$0.00	\$52.25
	06/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75
	12/01/2016	\$34.10	\$7.30	\$12.10	\$0.00	\$53.50
For apprentice rates see "Apprentice- LABORER"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$28.11	\$10.00	\$14.18	\$0.00	\$52.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS LOCAL 170</i>	05/01/2010	\$22.04	\$6.50	\$5.44	\$0.00	\$33.98
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RESIDENTIAL WOOD FRAME (All Other Work) <i>CARPENTERS -ZONE 2 (Residential Wood)</i>	04/01/2011	\$24.24	\$8.67	\$15.51	\$0.00	\$48.42
RESIDENTIAL WOOD FRAME CARPENTER ** ** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement. <i>CARPENTERS -ZONE 2 (Residential Wood)</i>	05/01/2011	\$24.24	\$6.34	\$6.23	\$0.00	\$36.81
As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate.						

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER (Residential Wood Frame) - Zone 2

Effective Date - 05/01/2011

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.54	\$6.34	\$0.00	\$0.00	\$20.88
2	60	\$14.54	\$6.34	\$6.23	\$0.00	\$27.11
3	65	\$15.76	\$6.34	\$6.23	\$0.00	\$28.33
4	70	\$16.97	\$6.34	\$6.23	\$0.00	\$29.54
5	75	\$18.18	\$6.34	\$6.23	\$0.00	\$30.75
6	80	\$19.39	\$6.34	\$6.23	\$0.00	\$31.96
7	85	\$20.60	\$6.34	\$6.23	\$0.00	\$33.17
8	90	\$21.82	\$6.34	\$6.23	\$0.00	\$34.39

Notes:

Apprentice to Journeyworker Ratio:1:5

RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2013	\$30.10	\$7.30	\$12.10	\$0.00	\$49.50
	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg) <i>ROOFERS LOCAL 33</i>	08/01/2013	\$38.31	\$10.50	\$10.70	\$0.00	\$59.51
	02/01/2014	\$39.21	\$10.50	\$10.70	\$0.00	\$60.41
	08/01/2014	\$40.11	\$10.50	\$10.70	\$0.00	\$61.31
	02/01/2015	\$41.01	\$10.50	\$10.70	\$0.00	\$62.21
	08/01/2015	\$41.91	\$10.50	\$10.70	\$0.00	\$63.11
	02/01/2016	\$42.81	\$10.50	\$10.70	\$0.00	\$64.01

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ROOFER - Local 33

Effective Date - 08/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.16	\$10.50	\$3.38	\$0.00	\$33.04
2	60	\$22.99	\$10.50	\$10.70	\$0.00	\$44.19
3	65	\$24.90	\$10.50	\$10.70	\$0.00	\$46.10
4	75	\$28.73	\$10.50	\$10.70	\$0.00	\$49.93
5	85	\$32.56	\$10.50	\$10.70	\$0.00	\$53.76

Effective Date - 02/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.61	\$10.50	\$3.38	\$0.00	\$33.49
2	60	\$23.53	\$10.50	\$10.70	\$0.00	\$44.73
3	65	\$25.49	\$10.50	\$10.70	\$0.00	\$46.69
4	75	\$29.41	\$10.50	\$10.70	\$0.00	\$50.61
5	85	\$33.33	\$10.50	\$10.70	\$0.00	\$54.53

Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1
 Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.

Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE	08/01/2013	\$38.56	\$10.50	\$10.70	\$0.00	\$59.76
ROOFERS LOCAL 33	02/01/2014	\$39.46	\$10.50	\$10.70	\$0.00	\$60.66
	08/01/2014	\$40.36	\$10.50	\$10.70	\$0.00	\$61.56
	02/01/2015	\$41.26	\$10.50	\$10.70	\$0.00	\$62.46
	08/01/2015	\$42.16	\$10.50	\$10.70	\$0.00	\$63.36
	02/01/2016	\$43.06	\$10.50	\$10.70	\$0.00	\$64.26

For apprentice rates see "Apprentice- ROOFER"

SHEETMETAL WORKER	12/09/2013	\$42.35	\$9.82	\$19.33	\$2.14	\$73.64
SHEETMETAL WORKERS LOCAL 17 - A	02/01/2014	\$43.20	\$9.82	\$19.33	\$2.14	\$74.49
	08/01/2014	\$44.05	\$9.82	\$19.33	\$2.14	\$75.34
	02/01/2015	\$44.95	\$9.82	\$19.33	\$2.14	\$76.24
	08/01/2015	\$45.95	\$9.82	\$19.33	\$2.14	\$77.24
	02/01/2016	\$46.95	\$9.82	\$19.33	\$2.14	\$78.24
	08/01/2016	\$48.10	\$9.82	\$19.33	\$2.14	\$79.39
	02/01/2017	\$49.20	\$9.82	\$19.33	\$2.14	\$80.49
	08/01/2017	\$50.30	\$9.82	\$19.33	\$2.14	\$81.59
	02/01/2018	\$51.45	\$9.82	\$19.33	\$2.14	\$82.74

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SHEET METAL WORKER - Local 17-A

Effective Date - 12/09/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$16.94	\$9.82	\$4.28	\$0.00	\$31.04
2	40	\$16.94	\$9.82	\$4.28	\$0.00	\$31.04
3	45	\$19.06	\$9.82	\$8.70	\$1.13	\$38.71
4	45	\$19.06	\$9.82	\$8.70	\$1.13	\$38.71
5	50	\$21.18	\$9.82	\$9.49	\$1.21	\$41.70
6	50	\$21.18	\$9.82	\$9.74	\$1.22	\$41.96
7	60	\$25.41	\$9.82	\$11.05	\$1.39	\$47.67
8	65	\$27.53	\$9.82	\$11.84	\$1.48	\$50.67
9	75	\$31.76	\$9.82	\$13.41	\$1.65	\$56.64
10	85	\$36.00	\$9.82	\$14.48	\$1.81	\$62.11

Effective Date - 02/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.28	\$9.82	\$4.28	\$0.00	\$31.38
2	40	\$17.28	\$9.82	\$4.28	\$0.00	\$31.38
3	45	\$19.44	\$9.82	\$8.70	\$1.13	\$39.09
4	45	\$19.44	\$9.82	\$8.70	\$1.13	\$39.09
5	50	\$21.60	\$9.82	\$9.49	\$1.21	\$42.12
6	50	\$21.60	\$9.82	\$9.74	\$1.22	\$42.38
7	60	\$25.92	\$9.82	\$11.05	\$1.39	\$48.18
8	65	\$28.08	\$9.82	\$11.84	\$1.48	\$51.22
9	75	\$32.40	\$9.82	\$13.41	\$1.65	\$57.28
10	85	\$36.72	\$9.82	\$14.48	\$1.81	\$62.83

Notes:
Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

SIGN ERECTOR PAINTERS LOCAL 35 - ZONE 2	06/01/2013	\$25.81	\$7.07	\$7.05	\$0.00	\$39.93
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Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SIGN ERECTOR - Local 35 Zone 2

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2013	\$31.24	\$9.41	\$8.80	\$0.00	\$49.45
	06/01/2014	\$31.59	\$9.41	\$8.80	\$0.00	\$49.80
	08/01/2014	\$31.59	\$9.91	\$8.80	\$0.00	\$50.30
	12/01/2014	\$31.59	\$9.91	\$9.33	\$0.00	\$50.83
	06/01/2015	\$31.94	\$9.91	\$9.33	\$0.00	\$51.18
	08/01/2015	\$31.94	\$10.41	\$9.33	\$0.00	\$51.68
	12/01/2015	\$31.94	\$10.41	\$10.08	\$0.00	\$52.43
	06/01/2016	\$32.44	\$10.41	\$10.08	\$0.00	\$52.93
	08/01/2016	\$32.44	\$10.91	\$10.08	\$0.00	\$53.43
	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2013	\$31.53	\$9.41	\$8.80	\$0.00	\$49.74
	06/01/2014	\$31.88	\$9.41	\$8.80	\$0.00	\$50.09
	08/01/2014	\$31.88	\$9.91	\$8.80	\$0.00	\$50.59
	12/01/2014	\$31.88	\$9.91	\$9.33	\$0.00	\$51.12
	06/01/2015	\$32.23	\$9.91	\$9.33	\$0.00	\$51.47
	08/01/2015	\$32.23	\$10.41	\$9.33	\$0.00	\$51.97
	12/01/2015	\$32.23	\$10.41	\$10.08	\$0.00	\$52.72
	06/01/2016	\$32.73	\$10.41	\$10.08	\$0.00	\$53.22
	08/01/2016	\$32.73	\$10.91	\$10.08	\$0.00	\$53.72
	12/01/2016	\$32.73	\$10.91	\$10.89	\$0.00	\$54.53

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPRINKLER FITTER	10/01/2013	\$53.58	\$8.42	\$12.60	\$0.00	\$74.60
<i>SPRINKLER FITTERS LOCAL 550 - (Section B) Zone 1</i>	01/01/2014	\$53.33	\$8.42	\$12.85	\$0.00	\$74.60
	03/01/2014	\$54.58	\$8.42	\$12.85	\$0.00	\$75.85
	10/01/2014	\$55.73	\$8.42	\$12.85	\$0.00	\$77.00
	01/01/2015	\$55.73	\$8.42	\$13.00	\$0.00	\$77.15
	03/01/2015	\$56.73	\$8.42	\$13.00	\$0.00	\$78.15
	10/01/2015	\$57.88	\$8.42	\$13.00	\$0.00	\$79.30
	01/01/2016	\$57.88	\$8.67	\$13.15	\$0.00	\$79.70
	03/01/2016	\$58.88	\$8.67	\$13.15	\$0.00	\$80.70
	10/01/2016	\$60.03	\$8.67	\$13.15	\$0.00	\$81.85
	03/01/2017	\$61.03	\$8.67	\$13.15	\$0.00	\$82.85

Apprentice - SPRINKLER FITTER - Local 550 (Section B) Zone 1

Effective Date - 10/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$18.75	\$8.42	\$8.00	\$0.00	\$35.17
2	40	\$21.43	\$8.42	\$8.00	\$0.00	\$37.85
3	45	\$24.11	\$8.42	\$8.00	\$0.00	\$40.53
4	50	\$26.79	\$8.42	\$8.00	\$0.00	\$43.21
5	55	\$29.47	\$8.42	\$8.00	\$0.00	\$45.89
6	60	\$32.15	\$8.42	\$8.00	\$0.00	\$48.57
7	65	\$34.83	\$8.42	\$8.00	\$0.00	\$51.25
8	70	\$37.51	\$8.42	\$8.00	\$0.00	\$53.93
9	75	\$40.19	\$8.42	\$8.00	\$0.00	\$56.61
10	80	\$42.86	\$8.42	\$8.00	\$0.00	\$59.28

Effective Date - 01/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$18.67	\$8.42	\$8.25	\$0.00	\$35.34
2	40	\$21.33	\$8.42	\$8.25	\$0.00	\$38.00
3	45	\$24.00	\$8.42	\$8.25	\$0.00	\$40.67
4	50	\$26.67	\$8.42	\$8.25	\$0.00	\$43.34
5	55	\$29.33	\$8.42	\$8.25	\$0.00	\$46.00
6	60	\$32.00	\$8.42	\$8.25	\$0.00	\$48.67
7	65	\$34.66	\$8.42	\$8.25	\$0.00	\$51.33
8	70	\$37.33	\$8.42	\$8.25	\$0.00	\$54.00
9	75	\$40.00	\$8.42	\$8.25	\$0.00	\$56.67
10	80	\$42.66	\$8.42	\$8.25	\$0.00	\$59.33

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

Apprentice to Journeyworker Ratio:1:3

STEAM BOILER OPERATOR	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
<i>OPERATING ENGINEERS LOCAL 4</i>						

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 103</i>	09/01/2013	\$32.97	\$13.00	\$12.77	\$0.00	\$58.74
	03/01/2014	\$33.44	\$13.00	\$13.03	\$0.00	\$59.47
	09/01/2014	\$33.84	\$13.00	\$13.05	\$0.00	\$59.89
	03/01/2015	\$34.38	\$13.00	\$13.06	\$0.00	\$60.44
	09/01/2015	\$35.10	\$13.00	\$13.08	\$0.00	\$61.18
	03/01/2016	\$35.81	\$13.00	\$13.10	\$0.00	\$61.91

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effective Date - 09/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$13.19	\$13.00	\$0.40	\$0.00	\$26.59
2	40	\$13.19	\$13.00	\$0.40	\$0.00	\$26.59
3	45	\$14.84	\$13.00	\$10.04	\$0.00	\$37.88
4	45	\$14.84	\$13.00	\$10.04	\$0.00	\$37.88
5	50	\$16.49	\$13.00	\$10.29	\$0.00	\$39.78
6	55	\$18.13	\$13.00	\$10.53	\$0.00	\$41.66
7	60	\$19.78	\$13.00	\$10.78	\$0.00	\$43.56
8	65	\$21.43	\$13.00	\$11.03	\$0.00	\$45.46
9	70	\$23.08	\$13.00	\$11.28	\$0.00	\$47.36
10	75	\$24.73	\$13.00	\$11.53	\$0.00	\$49.26

Effective Date - 03/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$13.38	\$13.00	\$0.40	\$0.00	\$26.78
2	40	\$13.38	\$13.00	\$0.40	\$0.00	\$26.78
3	45	\$15.05	\$13.00	\$10.29	\$0.00	\$38.34
4	45	\$15.05	\$13.00	\$10.29	\$0.00	\$38.34
5	50	\$16.72	\$13.00	\$10.54	\$0.00	\$40.26
6	55	\$18.39	\$13.00	\$10.79	\$0.00	\$42.18
7	60	\$20.06	\$13.00	\$11.04	\$0.00	\$44.10
8	65	\$21.74	\$13.00	\$11.29	\$0.00	\$46.03
9	70	\$23.41	\$13.00	\$11.54	\$0.00	\$47.95
10	75	\$25.08	\$13.00	\$11.79	\$0.00	\$49.87

Notes:

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TERRAZZO FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	08/01/2013	\$47.00	\$10.18	\$18.15	\$0.00	\$75.33
	02/01/2014	\$47.56	\$10.18	\$18.15	\$0.00	\$75.89
	08/01/2014	\$48.46	\$10.18	\$18.22	\$0.00	\$76.86
	02/01/2015	\$49.02	\$10.18	\$18.22	\$0.00	\$77.42
	08/01/2015	\$49.92	\$10.18	\$18.29	\$0.00	\$78.39
	02/01/2016	\$50.49	\$10.18	\$18.29	\$0.00	\$78.96
	08/01/2016	\$51.39	\$10.18	\$18.37	\$0.00	\$79.94
	02/01/2017	\$51.96	\$10.18	\$18.37	\$0.00	\$80.51

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.50	\$10.18	\$18.15	\$0.00	\$51.83
2	60	\$28.20	\$10.18	\$18.15	\$0.00	\$56.53
3	70	\$32.90	\$10.18	\$18.15	\$0.00	\$61.23
4	80	\$37.60	\$10.18	\$18.15	\$0.00	\$65.93
5	90	\$42.30	\$10.18	\$18.15	\$0.00	\$70.63

Effective Date - 02/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.78	\$10.18	\$18.15	\$0.00	\$52.11
2	60	\$28.54	\$10.18	\$18.15	\$0.00	\$56.87
3	70	\$33.29	\$10.18	\$18.15	\$0.00	\$61.62
4	80	\$38.05	\$10.18	\$18.15	\$0.00	\$66.38
5	90	\$42.80	\$10.18	\$18.15	\$0.00	\$71.13

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2013	\$34.70	\$7.30	\$12.90	\$0.00	\$54.90
	06/01/2014	\$35.45	\$7.30	\$12.90	\$0.00	\$55.65
	12/01/2014	\$36.20	\$7.30	\$12.90	\$0.00	\$56.40
	06/01/2015	\$36.95	\$7.30	\$12.90	\$0.00	\$57.15
	12/01/2015	\$37.70	\$7.30	\$12.90	\$0.00	\$57.90
	06/01/2016	\$38.45	\$7.30	\$12.90	\$0.00	\$58.65
	12/01/2016	\$39.45	\$7.30	\$12.90	\$0.00	\$59.65

For apprentice rates see "Apprentice- LABORER"

TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2013	\$33.42	\$7.30	\$12.90	\$0.00	\$53.62
	06/01/2014	\$34.17	\$7.30	\$12.90	\$0.00	\$54.37
	12/01/2014	\$34.92	\$7.30	\$12.90	\$0.00	\$55.12
	06/01/2015	\$35.67	\$7.30	\$12.90	\$0.00	\$55.87
	12/01/2015	\$36.42	\$7.30	\$12.90	\$0.00	\$56.62
	06/01/2016	\$37.17	\$7.30	\$12.90	\$0.00	\$57.37
	12/01/2016	\$38.17	\$7.30	\$12.90	\$0.00	\$58.37

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2013	\$33.30	\$7.30	\$12.90	\$0.00	\$53.50
	06/01/2014	\$34.05	\$7.30	\$12.90	\$0.00	\$54.25
	12/01/2014	\$34.80	\$7.30	\$12.90	\$0.00	\$55.00
	06/01/2015	\$35.55	\$7.30	\$12.90	\$0.00	\$55.75
	12/01/2015	\$36.30	\$7.30	\$12.90	\$0.00	\$56.50
	06/01/2016	\$37.05	\$7.30	\$12.90	\$0.00	\$57.25
	12/01/2016	\$38.05	\$7.30	\$12.90	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2013	\$31.82	\$9.41	\$8.80	\$0.00	\$50.03
	06/01/2014	\$32.17	\$9.41	\$8.80	\$0.00	\$50.38
	08/01/2014	\$32.17	\$9.91	\$8.80	\$0.00	\$50.88
	12/01/2014	\$32.17	\$9.91	\$9.33	\$0.00	\$51.41
	06/01/2015	\$32.52	\$9.91	\$9.33	\$0.00	\$51.76
	08/01/2015	\$32.52	\$10.41	\$9.33	\$0.00	\$52.26
	12/01/2015	\$32.52	\$10.41	\$10.08	\$0.00	\$53.01
	06/01/2016	\$33.02	\$10.41	\$10.08	\$0.00	\$53.51
	08/01/2016	\$33.02	\$10.91	\$10.08	\$0.00	\$54.01
12/01/2016	\$33.02	\$10.91	\$10.89	\$0.00	\$54.82	
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2013	\$45.58	\$7.30	\$13.30	\$0.00	\$66.18
	06/01/2014	\$46.33	\$7.30	\$13.30	\$0.00	\$66.93
	12/01/2014	\$47.08	\$7.30	\$13.30	\$0.00	\$67.68
	06/01/2015	\$47.83	\$7.30	\$13.30	\$0.00	\$68.43
	12/01/2015	\$48.58	\$7.30	\$13.30	\$0.00	\$69.18
	06/01/2016	\$49.33	\$7.30	\$13.30	\$0.00	\$69.93
	12/01/2016	\$50.33	\$7.30	\$13.30	\$0.00	\$70.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2013	\$47.58	\$7.30	\$13.30	\$0.00	\$68.18
	06/01/2014	\$48.33	\$7.30	\$13.30	\$0.00	\$68.93
	12/01/2014	\$49.08	\$7.30	\$13.30	\$0.00	\$69.68
	06/01/2015	\$49.83	\$7.30	\$13.30	\$0.00	\$70.43
	12/01/2015	\$50.58	\$7.30	\$13.30	\$0.00	\$71.18
	06/01/2016	\$51.33	\$7.30	\$13.30	\$0.00	\$71.93
	12/01/2016	\$52.33	\$7.30	\$13.30	\$0.00	\$72.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2013	\$37.65	\$7.30	\$13.30	\$0.00	\$58.25
	06/01/2014	\$38.40	\$7.30	\$13.30	\$0.00	\$59.00
	12/01/2014	\$39.15	\$7.30	\$13.30	\$0.00	\$59.75
	06/01/2015	\$39.90	\$7.30	\$13.30	\$0.00	\$60.50
	12/01/2015	\$40.65	\$7.30	\$13.30	\$0.00	\$61.25
	06/01/2016	\$41.40	\$7.30	\$13.30	\$0.00	\$62.00
	12/01/2016	\$42.40	\$7.30	\$13.30	\$0.00	\$63.00
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2013	\$39.65	\$7.30	\$13.30	\$0.00	\$60.25
	06/01/2014	\$40.40	\$7.30	\$13.30	\$0.00	\$61.00
	12/01/2014	\$41.15	\$7.30	\$13.30	\$0.00	\$61.75
	06/01/2015	\$41.90	\$7.30	\$13.30	\$0.00	\$62.50
	12/01/2015	\$42.65	\$7.30	\$13.30	\$0.00	\$63.25
	06/01/2016	\$43.40	\$7.30	\$13.30	\$0.00	\$64.00
	12/01/2016	\$44.40	\$7.30	\$13.30	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2013	\$31.24	\$9.41	\$8.80	\$0.00	\$49.45
	06/01/2014	\$31.59	\$9.41	\$8.80	\$0.00	\$49.80
	08/01/2014	\$31.59	\$9.91	\$8.80	\$0.00	\$50.30
	12/01/2014	\$31.59	\$9.91	\$9.33	\$0.00	\$50.83
	06/01/2015	\$31.94	\$9.91	\$9.33	\$0.00	\$51.18
	08/01/2015	\$31.94	\$10.41	\$9.33	\$0.00	\$51.68
	12/01/2015	\$31.94	\$10.41	\$10.08	\$0.00	\$52.43
	06/01/2016	\$32.44	\$10.41	\$10.08	\$0.00	\$52.93
	08/01/2016	\$32.44	\$10.91	\$10.08	\$0.00	\$53.43
	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
WAGON DRILL OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2013	\$30.10	\$7.30	\$12.10	\$0.00	\$49.50
	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER <i>PLUMBERS & GASFITTERS LOCAL 12</i>	09/01/2013	\$49.06	\$9.82	\$14.04	\$0.00	\$72.92
	03/01/2014	\$50.06	\$9.82	\$14.04	\$0.00	\$73.92
	09/01/2014	\$51.06	\$9.82	\$14.04	\$0.00	\$74.92
	03/01/2015	\$52.06	\$9.82	\$14.04	\$0.00	\$75.92
	09/01/2015	\$53.06	\$9.82	\$14.04	\$0.00	\$76.92
	03/01/2016	\$54.21	\$9.82	\$14.04	\$0.00	\$78.07
	09/01/2016	\$55.26	\$9.82	\$14.04	\$0.00	\$79.12
	03/01/2017	\$56.26	\$9.82	\$14.04	\$0.00	\$80.12
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

Additional Apprentices Information:

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

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

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

- * Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof.
- ** Multiple ratios are listed in the comment field.
- *** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.
- **** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.