

BRIDGE PRESERVATION #R-10-006 – Zoar Road over Sam Rice Brook Rowe, MA



INVITATION FOR BIDS 2025-2182 Bids due February 4, 2026 at 2 pm

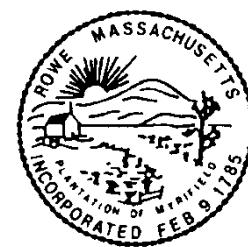
Contact Information:

Ellen Batchelder, MCPPO

Assistant Procurement Officer
Franklin Regional Council of Governments
12 Olive Street, Suite 2
Greenfield, MA 01301
413-774-3167 X131
FAX: 413-774-3169
Email: ebatchelder@frcog.org
Bid docs available at <http://frcog.org/bids>

Awarding Authority:

Town of Rowe, MA



**Franklin Regional
Council of Governments**

Engineering Plans and Specifications by:
Gill Engineering
Newton, MA

INVITATION FOR BIDS

BRIDGE #R-10-006 – ZOAR ROAD BRIDGE FRCOG IFB 2025-2182

The Franklin Regional Council of Governments (FRCOG) will accept sealed bids on behalf of the Town of Rowe, MA for preservation work to Bridge #R-10-006 carrying Zoar Road over Sam Rice Brook in Rowe, MA.

Sealed bids should be marked "**ZOAR ROAD BRIDGE**" and will be received by the Franklin Regional Council of Governments, 12 Olive St. Suite 2, Greenfield, MA 01301, until **February 4, 2026 at 2 PM**. Bids received after the deadline will not be accepted. If the FRCOG office is closed for any reason, bids will be opened the following business day at 2PM. *Submit one original and one copy of the bid.*

ALL INTERESTED PARTIES ARE ENCOURAGED TO REVIEW THIS INVITATION FOR BIDS; **HOWEVER THIS IFB SHOULD BE CONSIDERED INFORMAL** AND ONLY BIDS FROM MASSDOT PREQUALIFIED CONTRACTORS IN THE REQUISITE CLASS OF WORK WILL BE CONSIDERED FOR AWARD. ALL CONTRACTORS SHOULD CONFIRM THEIR ELIGIBILITY BEFORE BIDDING. A BIDDER MAY OFFER BIDS UP TO THEIR PREQUALIFICATION AMOUNT.

PREQUALIFICATION AMOUNT: \$62,000.00
THE CLASS OF WORK IS: BRIDGE - CONSTRUCTION

Wage rates for this bid are subject to prevailing wage rates as per MGL Chapter 149, Section 26 - 27f inclusive. This bid is being undertaken per MGL Ch 30 §39M requiring a 5% bid bond/deposit and 50% Labor and Materials Payment Bond.

Qualified bidders who are Minority/Women/Disabled Owned Business Enterprises (M/W/D/BE) businesses are encouraged to apply. Other qualified bidders are encouraged to partner with disadvantaged businesses. A listing of certified disadvantaged businesses can be found at <http://www.mass.gov/sdo>. Affirmative Action, Equal Opportunity, and Workforce Participation goals apply.

There will be no pre-bid meeting. Potential contractors are invited to visit the project site and send written questions via email to the FRCOG Assistant Procurement Officer at ebatchelder@frcog.org no later than 4 PM on 1/23/2026 and they will be addressed via an addendum.

Specifications, and bid instructions are available for download from <https://frcog.org/bids>. Plans and additional reports are accessible via Dropbox links (provided in this document). Downloading from the FRCOG site will allow for automatic notification of any addenda or clarifications.

The Town of Rowe is the awarding authority and reserves the right to accept or reject any or all bids in total or in part as they may deem in the best public interest.

FRANKLIN REGIONAL COUNCIL OF GOVERNMENTS
By: *Laura Phelps, Chief Procurement Officer*
January 8, 2026

The Franklin Regional Council of Governments (FRCOG) and the Town do not discriminate on the basis of race, color, national origin, sex, age, disability, or gender with respect to admission to, access to, or operation of its programs, services or activities. If you would like accessibility or language accommodation, please contact the Title VI Coordinator at 413-774-3167 (voice) (MA Relay System: 800-439-2370), 413-774-3169 (fax), or civilrights@frcog.org (e-mail).

Advertisement for Public Works Construction Services (MGL Ch 30, §39M)

- Greenfield Recorder Legal Ad January 14, 2026
- FRCOG Webpage January 8, 2026
- Posted at Rowe Town Hall January 8, 2026
- Central Register January 14, 2026
- COMMBUYS January 14, 2026

CRITICAL DATES

Deadline for Written Questions January 23, 2026, 4PM
There will be no pre-bid meeting.
Send questions to ebatchelder@frcog.org

Addenda issued to Planholders January 28, 2026

SEALED BIDS DUE **February 4, 2026 at 2PM**

ESTIMATED DATES

Notice of Award	February 20, 2026
Contract Executed	March 13, 2026
Work to Start	July 1, 2026
Work Completed by	October 1, 2026 (or 3 months after Notice to Proceed given)

BID PACKAGE TABLE OF CONTENTS

	IFB Page(s)
Invitation for Bids – Public Notice	1-2
Schedule of Critical and Estimated Dates, Document DROPBOX Links	3-4
Project Description	5
Special Provisions/Technical Specifications	6-23
General Instructions to Bidders	24-27
Bid Forms	28-30
Attachment A Sample Contract Document, Payment Bond Form, and Contractor's Certification Form	31-53
Attachment B Certified Payroll Reporting Forms and PW Schedule	54-end

UNDER SEPARATE COVER

The following documents for IFB 2025-2182 are available at these **DROPBOX** links:

EXHIBIT 1 GILL ENGINEERING DESIGN PLANS

<https://www.dropbox.com/scl/fi/fimfy6kdcnedumr1voapa/Rowe-R-10-006-MassDOT-Stamped-Approved-Signed-Plans.pdf?rlkey=ul0v10mpd8df2hkbp61wgmwvr&st=y0tnmzvu&dl=0>

EXHIBIT 2 RDA DOCUMENTS

<https://www.dropbox.com/scl/fi/w79qsau6m9unoocbmim4x/20250807-RDA-Package-Rowe-Bridge-Repairs.pdf?rlkey=4won0qiji4ub325xhjbeh6crj&st=yai0oi0n&dl=0>

PROJECT DESCRIPTION SUMMARY

Bridge #R-10-006 on Zoar Road over Sam Rice Brook

The Zoar Road over Sam Rice Brook Bridge Preservation Project is located on a major collector road located just north of the Deerfield River and approximately 0.7 miles west of Hazelton Road in the Town of Rowe. The bridge currently is restricted to a single lane of traffic but does not have a posted weight limit. The superstructure condition is poor and the substructure and bridge deck condition is generally satisfactory. The bridge shall be closed to traffic during construction and a detour route will be implemented by the Town of Rowe with Contractor support. The work includes the encasement of five deteriorated steel beam ends in a steel reinforced and concrete encased jacket.

The details are presented on a single construction drawing sheet that has been reviewed and approved by MassDOT on October 21, 2025. Traffic management required to perform the construction shall be as directed by the Town of Rowe. The Engineering plan and RDA documents are included under Separate Cover.

The Zoar Road bridge shall not be closed until such time as the Cyrus Stage Road bridge has been reopened, currently anticipated to be on or about July 1, 2026. Construction of the Zoar Road bridge repairs shall be performed upon reopening the Cyrus Stage Road bridge. The Contractor shall notify the Town of Rowe in writing at least two (2) weeks in advance of any proposed commencement of the work. Before starting any work under this Contract, the Contractor shall submit a Schedule of Operations. Work on roadways shall proceed only on such sections and widths thereof as will be approved by the Town of Rowe. The Town expects a completion date three months after the Notice to Proceed is issued.

Funding for this project is from Chapter 90 and Municipality funds from the Town of Rowe.

Liquidated Damages of \$500/day after October 1, 2026 (or 3 months after Notice to Proceed given)

TECHNICAL SPECIFICATIONS

TOWN OF ROWE BRIDGE NO. R-10-006, ZOAR ROAD OVER SAM RICE BROOK BRIDGE PRESERVATION

SPECIAL PROVISIONS TO THE MASSACHUSETTS DEPARTMENT OF TRANSPORTATION – HIGHWAY DIVISION STANDARD SPECIFICATIONS FOR HIGHWAYS AND BRIDGES

DIVISION II

The work on this project shall conform to the January 2025 Massachusetts Department of Transportation Highway Division Standard Specifications for Highways and Bridges and most recent updates, the most current version of the MassDOT Supplemental Specifications as of the bid opening date, the January 2025 Massachusetts Department of Transportation Highway Division Construction Standard Details; 1990 Standard Drawings for Signs and Supports; the 1996 Construction and Traffic Standard Details (as relates to the Pavement Markings details only); the 2009 Manual on Uniform Traffic Control Devices (MUTCD) with Revisions 1, 2, and 3 dated July 2022, Massachusetts Amendments and the Standard Municipal Traffic Code; the 1968 Standard Drawings for Traffic Signals and Highway Lighting; the latest edition of American Standard for Nursery Stock; the Plans and these Special Provisions. The 2025 Standard Specifications; the latest editions of the Supplemental Specifications and the Interim Supplemental Specifications shall be referred to collectively as the Standard Specifications.

The Zoar Road over Sam Rice Brook Bridge Preservation Project is located on a major collector road located just north of the Deerfield River and approximately 0.7 miles west of Hazelton Road in the Town of Rowe. The bridge currently is restricted to a single lane of traffic but does not have a posted weight limit. The superstructure condition is poor and the substructure and bridge deck condition is generally satisfactory. The bridge shall be closed to traffic during construction and a detour route will be implemented by the Town of Rowe with Contractor support. The work includes the encasement of five deteriorated steel beam ends in a steel reinforced and concrete encased jacket. The details are presented on a single construction drawing sheet that has been reviewed and approved by MassDOT on October 21, 2025. Traffic management required to perform the construction shall be as directed by the Town of Rowe.

Payment for materials or work shown on the Plans or as being part of the bridge preservation project which may be incidental to its construction and are not specifically included for payment under the Contract shall be considered incidental to the work performed. Where used within the contract documents, the terms “Department”, “Municipality”, and “Town” shall be taken to mean the Town of Rowe. The term “Engineer” shall be taken to mean the authorized representative or Project Manager for the Town of Rowe. Temporary shielding needed to contain debris and the Contractor’s means and methods to obtain access to the beams to be repaired during the work shall be considered incidental without separate compensation.

For the work specified under this Contract, the Contractor or Subcontractor(s) shall be prequalified

R-10-006 Rowe (12/8/2025) -1

by the Massachusetts Department of Transportation Highway Division (MassDOT) for the following classes of work:

Bridge Construction
Demolition

GENERAL REQUIREMENTS FOR DEMOLITION AND WORK INVOLVING PAINTED STEEL

Demolition and work involving painted steel shall conform to the requirements of Section 961 of the 2025 Standard Specifications.

Work Involving Painted Steel

Hazardous materials shall be removed in the immediate area of any intended welding, heating, saw cutting or burning of steel. Hazardous material removal is required to allow the demolition of structural steel, railings, drainage systems, utility supports, steel lamp posts, etc.

The Contractor shall assume that the coatings on the steel contain lead (Pb), unless otherwise determined by testing. The Contractor shall certify in writing to the Engineer the results of all testing, and shall also certify that any lead (Pb) coated steel removed from the project was not reused or buried, but was sent to a scrap metal recycling facility.

Implement and maintain programs and procedures, which comply with the requirements of this specification and all applicable standards and regulations. Comply with all applicable regulations even if the regulation is not specifically referenced herein. If a state or local regulation is more restrictive than the regulation of this specification, follow the more restrictive requirements.

This requirement is intended only for the demolition and preparation prior to repair and does not include provisions for recoating of steel.

Environmental

All applicable portions of Sections 961.65 “Worker Protection” and 961.66 “Environmental Protection and Monitoring” shall be followed when performing this work.

During chemical stripping a hand washing facility may be used in lieu of a decontamination/changing facility.

Hazardous material shall be collected during the disassembly and disposed of as outlined in Section 961.68 “Handling of Hazardous Waste and Reporting Release Programs”.

The applicable submittals shall be according to Section 961.69 “Submittals”.

Cleaning/Removal

Cutting Or Burning Of Steel

All surfaces to be welded, heated, saw cut or burned shall be cleaned so as to remove all contaminants and/or hazardous materials, which could be discharged to the environment as a function of the subsequent operations.

Lead paint shall be removed in its entirety in an area prescribed by a 6 inch (15 cm) minimum offset from the required work. The paint removal operation may be dry abrasive blasting, wet abrasive blasting or chemical stripping.

Proper level of containment shall be used when performing this work in accordance with Section 961.67 "Containment". Full containment is not required during chemical stripping operation however; the Contractor shall install proper shielding and/or tarpaulins under the chemical stripping operations in order to catch all debris generated during this procedure. A cleaned area must be inspected and approved before the demolition operations are started.

During cleaning operations the Contractor shall be required to furnish and erect temporary floodlights illuminating the steel surface at a minimum of 30-foot candles. This lighting shall be used in areas where there is insufficient lighting for proper cleaning operations and inspection. The Contractor shall supply electrical power.

The Contractor shall provide support for interim and final inspection of the bridge during cleaning operations. This support shall include the necessary traffic controls and safe access to the work.

Mechanical Disassembly Of Steel

All surfaces to be mechanically disassembled by shear cutting or removing bolts or rivets shall not require deleading. When shear cutting or removing bolts or rivets, the Contractor shall not use any method that will cause dust and/or particles to be emitted and/or dispersed into the environment to an extent that would expose the workers above the Action Levels of 30 $\mu\text{g}/\text{m}^3$.

For purposes of limiting the lead (Pb) dust, the Contractor will be required to dampen the lead paint work areas.

The Contractor shall install a proper shielding and/or tarpaulins under all lead-paint-coated surfaces to be shear cut or bolts or rivets ordered removed in order to catch any loose lead paint chips, dust or particles.

PLANS AND DETAIL DRAWINGS

(Supplementing Subsection 5.02)

Plans for the existing bridge dated November 1938 are available upon request from Gill Engineering Associates. Existing conditions shown on the plans were depicted from the existing plans, and visual observations. The latest MassDOT inspection report is also available upon request. The Contractor shall perform his/her own investigation of the existing culvert to determine its condition and details necessary for construction and base his/her bid thereon.

PROTECTION OF UTILITIES AND PROPERTY

(Supplementing Subsection 7.13)

The plans may indicate the location of existing known utilities in the vicinity of the work. Bidders are cautioned to verify this information, as its accuracy and completeness are not guaranteed in any manner.

The Contractor is responsible for the protection of vehicular and pedestrian areas on and under the culvert being worked on. The Contractor at no additional compensation (unless otherwise, provided in this Contract) shall take all necessary precautions, including the use of shielding, to protect vehicles and pedestrians from debris.

NOTICE TO OWNERS OF UTILITIES

Written notice shall be given by the Contractor to all public service corporations or officials owning or having charge of publicly or privately owned utilities attached to, or in the vicinity of the culvert, of his/her intention to commence operations and the Contractor shall at that time file a copy of such notice with the Engineer.

Before the Contractor begins any work or operations that may cause damage to any subsurface structures, he/she shall carefully locate all such structures and conduct his operations so as to avoid any damage to them.

A list of public and private utilities can be found on the MassDOT website at:

<https://www.mass.gov/info-details/utility-contacts-by-district-and-municipality>

Select District 1 then select the City/Town, and then locate the utility. The utility contact list is for guidance only and is not guaranteed to be complete or up to date. The Contractor shall be responsible for informing the following officials in each area that he/she is assigned to work in:

Brook E. Shulda, Town Administrator, Town of Rowe: 413-339-5520, ext.100

Lance P. Larned, Town of Rowe Highway Department Superintendent: 413-339-5520, ext.111

Police Department, Town of Rowe: 413-339-8340

Fire Department, Town of Rowe: 413-339-4001

PROTECTION OF UNDERGROUND FACILITIES

The Contractor's attention is directed to the necessity of making his own investigation in order to assure that no damage to existing structures, drainage lines, traffic signal conduits, et cetera, will occur. The Contractor shall notify Massachusetts DIG SAFE and procure a Dig Safe Number for each location prior to disturbing existing ground in any way. The telephone number of the Dig Safe Call Center is 811 or 1-888-344-7233

PIGEON WASTE

R-10-006 Rowe (12/8/2025) -4

The Contractor shall remove and disposal of the pigeon waste and any other debris accumulated on the steel members and bridge seats in areas where work is being performed. Pigeon waste and debris material contaminates will require special handling and disposal in accordance with all Federal, state, and local requirements.

ENVIRONMENTAL PERMITTING

The Contractor is advised that a MassDEP WPA Form 2 – Determination of Applicability was issued for this project by the Rowe Conservation Commission on September 2, 2025. A Negative Determination was issued as 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 filing of a Notice of Intent. See Attachment B.

PROVISIONS FOR TRAVEL AND PROSECUTION OF WORK

The Zoar Road bridge shall not be closed until such time as the Cyrus Stage Road bridge has been reopened, currently anticipated to be on or about July 1, 2026. Construction of the Zoar Road bridge repairs shall be performed upon reopening the Cyrus Stage Road bridge. The Contractor shall notify the Town of Rowe in writing at least two (2) weeks in advance of any proposed commencement of the work. Before starting any work under this Contract, the Contractor shall submit a Schedule of Operations. Work on roadways shall proceed only on such sections and widths thereof as will be approved by the Town of Rowe.

DESIGNER/ TOWN HIGHWAY DEPARTMENT

<u>DESIGNER</u>	<u>TOWN HIGHWAY DEPARTMENT</u>
Daniel S. Crovo, P.E.	Lance P. Larned
Gill Engineering Associates, Inc.	Town of Rowe Highway Superintendent
63 Kendrick Street	8 Sibley Road
Needham, MA 02494	Rowe, MA 01367
781-355-7100	413-339-5588

ARCHITECTURAL ACCESS BOARD TOLERANCES

The Contractor shall be responsible for constructing all project elements in strict compliance with the current AAB/ADA rules, regulations and standards.

All construction elements in this project associated with sidewalks, walkways, wheelchair ramps and curb cuts are controlled by 521CMR - Rules and Regulations of the Architectural Access Board (AAB).

The AAB Rules and Regulations specify maximum slopes and minimum dimensions required for construction acceptance. There is no tolerance allowed for slopes greater than the maximum slope nor for dimensions less than the minimum dimensions.

Contractors shall establish grade elevations at all wheel chair ramp locations, and shall set transition lengths accord All wheelchair ramp joints and transition sections which define grade changes shall be formed, staked and checked prior to placing cement concrete. All grade changes are to be made at joints.

<u>ITEM 905.2</u>	<u>5000 PSI, 3/8 INCH, 710 HP CEMENT CONCRETE FOR BEAM END ENCASEMENTS</u>	<u>CUBIC YARD</u>
--------------------------	---	--------------------------

Work performed under this Item shall be performed in accordance with Section 901 of the Standard Specifications, and the following:

Work under this item shall consist of forming, providing, placing, and consolidating 5000 PSI, 3/8 Inch, 710 HP Cement Concrete to perform beam end encasements, as directed by the Engineer.

The Contractor shall obtain the approval of the Engineer that all surface preparations of the beam ends, installation of threaded rods and steel reinforcing has been installed and accepted by the Engineer prior to placing repair concrete.

The concrete shall be properly consolidated by inserting 1" nominal head diameter pencil vibrators in openings at the tops of the forms at a maximum spacing of 1½ times the radius of action of the vibrator used. The slump of the concrete at discharge shall be increased to 6" to 7" in order to facilitate proper consolidation. Increasing the slump by addition of mixing water in excess of the amount contained in the MassDOT approved mix design shall not be permitted. The mix shall contain superplasticizer conforming to AASHTO M 194 Type F or G, which shall be added in accordance with the concrete technician's recommendations. The amount of superplasticizer added to the cement concrete shall be recorded on the delivery slip. The delivery slip shall be signed by the concrete technician. The concrete technician shall be either an ACI Certified Concrete Technician (minimum Grade I - Field) or a New England Transportation Technician Certification Program - Certified Concrete Technician.

METHOD OF MEASURMENT AND BASIS OF PAYMENT

Item 905.2 will be measured and paid at the Contract Unit Price per Cubic Yard of repair concrete provided, placed, and consolidated. This payment shall be considered full compensation for all labor, tools, equipment, formwork, materials and all incidental items of work necessary to satisfactorily complete the repairs.

<u>ITEM 910.1</u>	<u>STEEL REINFORCEMENT FOR REPAIRS</u>	<u>POUND</u>
--------------------------	---	---------------------

Work under this Item shall conform to the relevant provisions of Section 901 of the Standard Specifications and the following:

This item consists of procuring and installing reinforcing steel bars and threaded rod reinforcing steel as shown on the plans. Work shall include the supply and installation of supplemental steel reinforcement and threaded rods. The threaded rods shall be attached to the beam webs in holes

that shall be drilled through the webs and secured using nuts and washers as shown on the plans. Reinforcing steel bars shall be securely tied to the threaded rods.

Item 910.1 will be measured and paid for at the contract unit price per POUND complete in place and accepted, which price shall include all labor, materials, equipment and incidental costs required to complete the work., but all costs in connection therewith shall be included in the Contract unit price bid. Item 910.1 will be measured and paid at the Contract unit price per the actual number pounds of steel reinforcement bars, threaded rods, and nuts and washers for the steel beam end encasement repairs. The contract price shall include all labor, materials, tools and equipment required to complete the work as described above and as required by the Engineer.

CONTRACT ALLOWANCE PAYMENT ITEMS

The quantity to be paid for under these items shall be the actual amount paid by the Contractor to provide satisfactory police services and testing operations as stipulated and required. Any associated Contractor overhead costs and profit shall be considered incidental to the cost of the contract.

ALLOWANCE ITEM 999.001

TRAFFIC POLICE

The Contractor shall furnish police services where and when required to direct traffic on existing roadways where traffic is maintained.

The Contractor shall provide such police officers as may be deemed necessary by either the Engineer or the Town for the direction and control of all traffic traveling within and through the project area. The police officers shall be obtained from the Town Police Department as applicable. The police officers shall be paid by the Contractor at the prevailing rate of wages established by the Town.

Allowance for Police Services

An allowance for the furnishing of police services has been included in all bids. This allowance is determined by multiplying the number of hours estimated as necessary by the prevailing hourly rate of wages established for such services. The Contractor shall submit certified copies of itemized bills of services rendered for review and approval by the Engineer. The allowance will be adjusted to the actual amount paid for authorized and approved police services as stipulated and shall include other payments due to any legal requirements of the State and Federal governments.

ALLOWANCE ITEM 999.300

MATERIALS INSPECTION, SAMPLING AND TESTING SERVICES

Allowance for Verification and Testing

Materials inspection, sampling and testing services shall be provided by independent testing consultants or firms that shall be retained by the Contractor to ensure compliance with the

Standard Specifications and these Special Provisions. These services will include, but are not limited to the following:

- Field Placed Cement Concrete Inspection and Testing

The firm(s) selected to provide these services must be pre-qualified by MassDOT in the discipline of Materials Inspection and Testing. The Contractor shall coordinate with the firm(s) and the Engineer as necessary while the work is ongoing to ensure that the appropriate materials inspection, sampling and testing is occurring. Test reports shall be provided to the Engineer with copies to the Contractor. Work on materials that fail to meet the requirements of these Special Provisions shall be promptly corrected by the Contractor in accordance with the standard specifications. The cost of tests that fail to show compliance will not be reimbursed to the Contractor. The Contractor shall be reimbursed under this allowance item for testing based on paid invoices from the independent testing consultant(s).

ALLOWANCE ITEM 999.800

ADDITIONAL MATERIALS

The Contractor will be paid his/her actual cost plus ten (10) percent for additional materials that are required to perform additional work if directed by the Engineer. However, no materials shall be ordered until approved by the Engineer and competitive prices may be required if the Engineer directs.

The Contractor is required to seek permission from the Engineer for use of artisans for the acquisition of materials. The Contractor will not bid this item. No materials that are incidental or required under a Bid Item shall be paid for under this allowance.

ALLOWANCE ITEM 999.801

ADDITIONAL ARTISANS

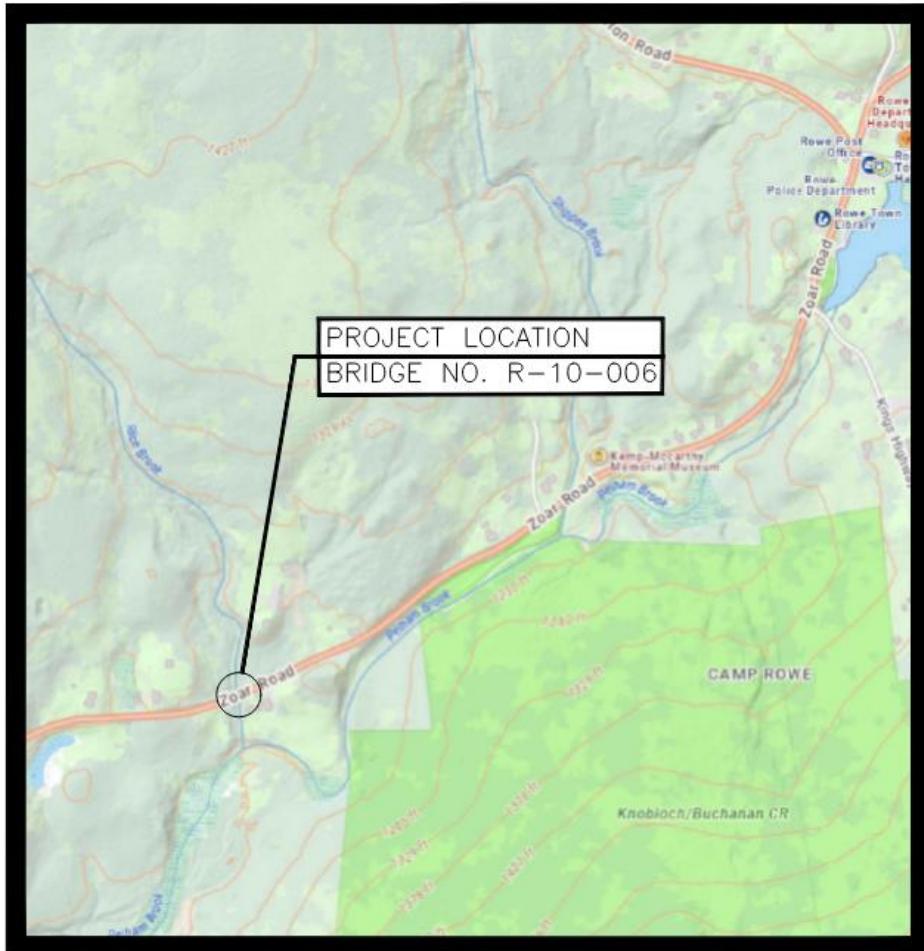
The Contractor will be paid his/her actual cost plus ten (10) percent for any additional artisans required to perform additional work if directed by the Engineer. However, no subcontractor shall be ordered until the estimate has been approved by the Engineer and competitive prices may be required if the Engineer so directs.

*****END OF SPECIAL PROVISIONS*****

ATTACHMENT A

LOCUS MAP

R-10-006 Rowe (12/8/2025) -8



LOCUS
NOT TO SCALE

R-10-006 Rowe (12/8/2025) -9

ATTACHMENT B

WPA FORM 2 – DETERMINATION OF APPLICABILITY

R-10-006 Rowe (12/8/2025) -10



**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:

Rowe Conservation Commission
Conservation Commission

To: Applicant

Town of Rowe

Name

Town Hall 321 Zoar Rd

Mailing Address

Rowe

MA
State

01367
Zip Code

Property Owner (if different from applicant):

Name

Mailing Address

TownAdmin@rowe-

MA
State

01367
Zip Code

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

Title

Date

Title

Date

Title

Date

2. Date Request Filed:

08/07/2025

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):

Repair deteriorating steel beams on Bridge R-10-006 which carries Zoar Road over Sam Rice Brook..

Project Location:

244 Zoar Rd

Street Address

Lat:42.61767 Long:-72.84197

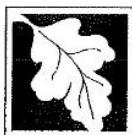
Assessors Map/Plat Number

Rowe

City/Town

Map#: 203 0 008 Parcel# 54

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).

Refer to attached

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

by certified mail, return receipt requested on

09/02/2025

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/>) and the property owner (if different from the applicant).

Signatures:

Signatures:

Ramon Luis Sanchez
Chairman
EDP

08/28/2025

Date

R-10-006 Rowe (12/8/2025) -14



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 <http://www.mass.gov/eea/agencies/massdep/about/contacts/>) 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.

Order of Conditions for RDA - Repairing Bridge No R-10-006

1. Every effort should be made to prevent construction material from entering Sam Rice Brook.
2. Any disturbed area is to be stabilized with a natural seed mix and covered with loose straw or soil stabilized netting.
3. A member of the Conservation Commission may enter and inspect the site and the activity that are the subject of this Order at all reasonable times.
4. The applicant shall notify the Conservation Commission at least 48 hours prior to any activity on the site and shall provide the name(s) and telephone numbers(s) of all person(s) responsible for compliance with this order.

ATTACHMENT C

MASSDOT APPROVED BRIDGE REPAIR DRAWING

R-10-006 Rowe (12/8/2025) -17

R-10-006 Rowe (12/8/2025) -18

**TOWN OF ROWE
BRIDGE #R-10-006 – ZOAR ROAD BRIDGE
FRCOG IFB 2025-2182**

GENERAL INSTRUCTIONS TO BIDDERS

1. All bids must contain a filled out and signed BID FORM. Minor defects on a bid submittal may be waived by the Chief Procurement Officer (CPO) as long as the error or variation is not prejudicial or preferential to the other bidders and that it may be corrected without affect upon substantive elements of the bid such as, but not limited to, price, quality, payment terms or delivery schedule. Resolution will be determined by the CPO.
2. Bids which are incomplete, not properly endorsed or signed, or otherwise contrary to instructions may be rejected as non-responsive by the CPO. Conditional bids will not be accepted. Any bid arriving after the time and date of bid opening will not be accepted.
3. As the TOWN OF ROWE is exempt from the payment of Federal Excise Taxes and Massachusetts Sales Tax, prices quoted herein are not to include these taxes.
4. A bidder will be held to the terms and the prices on the bid form for the duration of the contract period if a contract is signed by both parties within 40 days from bid opening.
5. The TOWN reserves the right to reject any and all bids, in total or in part.
6. The selected contractor will be bound by all applicable statutory provisions of law of the Federal Government and the Commonwealth of Massachusetts.
7. The contractor will be required to indemnify and hold harmless the TOWN OF ROWE for all damages to life and property that may occur due to contractor's negligence or that of his/her employees, subcontractors, etc., during the contract.
8. If in the judgment of the TOWN OF ROWE, any property is needlessly damaged by an act or omission of the contractor, the amount of damages will be deducted from money due the contractor or may be recovered from said contractor in legal action.
9. Any restrictions, qualifications, or deviations from specifications must appear either on the bid form or on an attachment thereto.
10. A contract (or contracts) will be signed between the awarded bidder(s) and the TOWN OF ROWE. **A sample contract is attached.** Any provisions of the contract that cannot be met by a prospective bidder must be brought to the attention of the FRCOG during the open question period, otherwise submittal of a bid constitutes acceptance of the Town's standard terms and conditions.
11. Once bids are opened, the FRCOG will forward the information to the Town and their Engineer for review.
12. The contract(s) resulting from this bid will be awarded to the lowest responsible and responsive bidder based upon bid price, past performance and reliability of the bidder, quality of product and/or service, and degree of exclusion, exemption, or restrictions on the bid form. In the event of identical and responsible low bids, a coin toss overseen by the CPO will determine the award. Responsibility may be determined in part by reference checks. **A list of all projects done or in process for Municipalities in Massachusetts for Bridges/Culverts in the last two years is required with the bid submission.**
13. Any questions about the technical specifications of the project or the bid process must be directed to FRCOG via written question (email ebatchelder@frcog.org) and all prospective bidders will be notified if an addendum is required.

14. The FRCOG will in no way be responsible for the actions of the TOWN. Payment of invoices will be made within 30 days upon receipt of invoice by the TOWN.
15. FRCOG will be available to answer any general questions about bid procedure, etc., but no question will be answered that in any way could give an unfair advantage to a bidder. All inquiries concerning this bid should be directed to:

Ellen Batchelder, Assistant Procurement Officer
Franklin Regional Council of Governments
12 Olive Street, Suite 2
Greenfield, MA 01301
EMAIL ebatchelder@frcog.org

16. Traffic management required to perform the construction shall be directed and paid for by the TOWN of ROWE. The road will be closed during construction.
17. The FRCOG and the TOWN OF ROWE do not discriminate on the basis of disability with respect to admission to, access to, or operation of its programs, services or activities. Individuals who may need auxiliary aids should call the Council office.
18. Awards will be based on the estimated quantities provided times the price submitted. The responsive and responsible contractor whose total is lowest for the combination of all items will be awarded unless the Town has a legitimate reason to not award to that particular vendor per MGL Ch30 §39M.
19. The project is being funded by Chapter 90 and Municipality funds from the Town of Rowe. If funding becomes unavailable, the project could be cancelled.
20. **OSHA Certification is Required**

All contractors working on public works projects will be required to certify that ALL employees employed at the work site have successfully completed an OSHA approved course in construction safety at least 10 hours in duration. This law requires general contractors to have on file records of all employees OSHA 10- hour training and provide proof to the various agencies in charge of the work. This also applies to all subcontractors, hired trucks, and hired equipment with operators. Every bidder must certify that all persons who are employed by them for this bid are certified. Proof does not have to be submitted with this bid but must be available upon request.

21 Contract execution will be conditioned upon producing:

An insurance certificate as outlined on the INSURANCE REQUIREMENTS page and a 50% Labor and Materials Payment Bond.

Failure or refusal of the successful bidder to execute and deliver a Signed Contract, Certificate of Insurance, and Labor and Materials Bond acceptable to the Chief Procurement Officer within five days after notice of contract award will result in the forfeiture of the Bid Bond as Liquidated Damages. The Contract may be awarded to the next lowest qualified bidder or the IFB re-advertised, if the Town believes it is in the best public interest.

INSURANCE REQUIREMENTS

The Contractor shall at all times during the Contract maintain in full force and effect Employer's Liability, Worker's Compensation, Bodily Injury Liability and Property Damage, and General Liability Insurance, including contractual liability coverage. All insurance shall be by insurers and for policy limits acceptable to the Council and before commencement of work hereunder the Contractor agrees to furnish the Council certificates of insurance or other evidence satisfactory to the Council to the effect that such insurance has been procured and is in force.

For the purpose of the Contract, the Contractor shall carry the following types of insurance in at least the minimum amounts specified below:

COVERAGE LIMITS OF LIABILITY

Workers' Compensation	Statutory
Employers' Liability	\$500,000
Bodily Injury Liability (except automobile)	\$1,000,000 each occurrence \$2,000,000 aggregate
Property Damage Liability (except automobile)	\$1,000,000 each occurrence \$2,000,000 aggregate
Automobile Bodily Injury Liability	\$1,000,000 each person \$2,000,000 each occurrence
Automobile Property Damage Liability	\$1,000,000 each occurrence
Excess Umbrella Liability	\$2,000,000 each occurrence
Contractor's Pollution Liability	\$1,000,000 each occurrence \$3,000,000 aggregate

Contractor's Pollution Liability: The Contractor shall purchase and maintain coverage for bodily injury and property damage resulting from liability arising out of pollution related exposures such as asbestos abatement, lead paint abatement, tank removal, removal of contaminated soil, etc. The policy shall cover the liability of the Contractor during the process of removal, storage, transport and disposal of hazardous waste and contaminated soil and/or asbestos abatement. The policy shall coverage for on-site and off-site bodily injury and loss of, damage to, or loss of use of property, directly or indirectly arising out of the discharge, dispersal, release or escape of smoke, vapors, soot, fumes, acids, alkalis, toxic chemicals, liquids or gas, waste materials or other irritants, contaminants or pollutants into or upon the land, the atmosphere or any water course or body of water, whether it be gradual or sudden and accidental. The policy shall also include defense and clean-up costs. The Town shall be named as an additional insured.

The TOWN OF ROWE shall be named as an additional insured under the liability and automobile insurance. The excess/umbrella liability insurance policy should contain a broad form general liability endorsement.

Checklist of Required Signed Bid Documents:

- Bid Form
- Bid Signature Page with Corporate Resolution or List of Partners if applicable
- 5% Bid Bond
- References (Please list all Massachusetts municipal Bridge/Culvert Projects completed or in process in the last two years with contact information)

SUBMIT ONE ORIGINAL AND ONE COPY OF THE BID

FORM FOR GENERAL BID – Page 1 of 2
TOWN OF ROWE – BRIDGE #R-10-006 ZOAR ROAD BRIDGE
FRCOG IFB 2025-2182

To the Town of ROWE, Massachusetts, (hereinafter called the "Owner") acting through its Selectboard, duly authorized therefore, who act solely for said Town and without personal liability to themselves:

Ladies/Gentlemen:

The undersigned _____, as bidder, declares that the only persons or parties interested in this bid as principals are those named herein; that the bidder has carefully examined the proposed form of Proposal and the Specifications (and amendments thereto); and he/she bids and agrees, if this bid is accepted, that the bidder will furnish all materials and labor necessary for the completion of the Work as specified in the Proposal, in the manner and time therein prescribed and according to the requirements of Owner as herein set forth.

The Bidder agrees that the Owner will have forty (40) consecutive days from date of opening to accept the bid, except as described in the specifications, the unit(s) at the price, therein. The Bidder also understands that the Owner reserves the right to accept or reject any or all bids and to waive any informalities in the Proposals if it is in the Owner's interest to do so. The Advertisement for Bidders, Information for Bidders, Specifications and Bid Form attached thereto, shall become a contract upon the receipt by the Bidder of written acceptance of this bid by the Owner.

I/We hereby agree to provide services for which we have provided pricing in accordance with the specifications in the bid and MassDOT, Mass DEP and Army Corps of Engineers standards, where appropriate, and agree to the standard terms and conditions of the sample contract attached.

Pursuant to M.G.L. Ch. 62C, Sec. 49A, I certify under the penalties of perjury that, to the best of my knowledge and belief, I am in **compliance with all laws of the Commonwealth relating to taxes**, reporting of employees and contractors, and withholding and remitting child support.

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

The undersigned certifies under penalties of perjury that the said undersigned is **not presently debarred** from doing public construction work in the Commonwealth of Massachusetts under the provisions of Section 29F of Chapter 29 of the General Laws, or any other applicable debarment provisions of any other Chapter of the General Laws, or any Rule or Regulation promulgated thereunder.

I hereby certify that all of our employees who will be employed at the work site have successfully passed the **OSHA approved 10-hour safety course**, and we have proof on file. I also certify that I am able to furnish labor that can work in harmony with all other elements of labor employed or to be employed in the work.

The BIDDER acknowledges receipt of the following addenda:

No. _____, dated _____, 2026
No. _____, dated _____, 2026
No. _____, dated _____, 2026
No. _____, dated _____, 2026

FORM FOR GENERAL BID, Page 2 of 2, CONTINUED: _____ Bidder's Name

ITEM	QUANTITY	UNITS	DESCRIPTION	UNIT PRICE	EXTENDED
905.2	1	CY	5000 PSI, 3/8 INCH, 710 HP CEMENT CONCRETE		\$
910.1	70	LB	STEEL REINFORCEMENT FOR REPAIRS		\$
			ALLOWANCES:		
999.300	1	LS	MATERIALS INSPECTION, SAMPLING, AND TESTING SERVICES	5,000.00	\$ 5,000.00
999.800	1	LS	ADDITIONAL MATERIALS	5,000.00	\$ 5,000.00
999.801	1	LS	ADDITIONAL ARTISANS	5,000.00	\$ 5,000.00
			TOTAL CONSTRUCTION BID WITH ALLOWANCES	\$	

TOTAL CONSTRUCTION BID IN WORDS: _____

Authorized Signature  _____ Printed Name _____

Title _____ Company Name _____

Company Address _____

City/State/Zip _____

Phone _____ Email _____

Date _____

The Office of the Attorney General, Washington, DC, requires the following information on all bid proposals amounting to \$1,000.00 or more:

_____ Federal Tax ID Number (this number is regularly used by companies when filing their "EMPLOYER'S FEDERAL TAX RETURN, U.S." Treasury Department Form 941

*IF A CORPORATION, INCLUDE WITH YOUR BID A CORPORATE
RESOLUTION LISTING ALL DULY AUTHORIZED SIGNERS ON BEHALF OF
THE CORPORATION AND CHECK HERE

*IF A LIMITED LIABILITY CORPORATION (LLC), INCLUDE THE NAME OF THE
LLC MANAGER AND CHECK THE APPROPRIATE CLASSIFICATION OF LLC

Circle tax classification: D (disregarded entity) C (corporation) or
 P (partnership)

_____ LLC MANAGER NAME

*IF A PARTNERSHIP, INCLUDE A LIST OF NAMES/ADDRESSES OF ALL
PARTNERS AND CHECK HERE (add additional page if necessary)

_____ NAME
_____ NAME
_____ NAME
_____ NAME

*IF A PROPRIETORSHIP, COMPLETELY FILL OUT INFORMATION ON BID
FORM ONLY AND CHECK HERE

ATTACHMENT A - SAMPLE AGREEMENT

TOWN OF ROWE BRIDGE #R-10-006 – ZOAR ROAD BRIDGE

THIS AGREEMENT made this _____ day of _____, 2026 between **CONTRACTOR** with a usual place of business at **ADDRESS AND PHONE**, hereinafter called the CONTRACTOR, and the **TOWN of ROWE** acting by its **SELECTBOARD**, with a usual place of business at **321 ZOAR ROAD, ROWE, MA 01367 TEL 413-339-5520** (hereinafter called the OWNER).

The CONTRACTOR and the OWNER, for the consideration hereinafter named, agree as follows:

1. Scope of Work

The Contractor shall furnish all labor, materials, equipment and insurance to perform all work required for the project known as the **BRIDGE #R-10-006 ZOAR ROAD BRIDGE** Project, in strict accordance with the Contract Documents and all related Drawings and Specifications including the Order of Conditions. The Contract Documents (Section 11, herein), Specifications, Drawings and any **GENERAL SUPPLEMENTARY CONDITIONS** are incorporated herein by reference and are made a part of this Agreement.

2. Contract Price

The Owner shall pay the Contractor for the performance of this Agreement, subject to additions and deductions provided herein, in current funds, the sum of **\$xxxx (xxxxDOLLARS and xxxCENTS)**.

3. Commencement and Completion of Work and Liquidated Damages

It is agreed that time is of the essence of this Agreement. The Contractor shall commence and prosecute the work under this Agreement upon execution hereof and shall complete the work within 3 months of the Notice to Proceed being issued.

- A. **Definition of Term:** The Term "Substantial completion" shall mean the date certified by the Owner when construction is sufficiently complete, in accordance with the Contract Documents, so the Owner may occupy the project, or designated portion(s) thereof, for the use for which it is intended.

- B. **Time as Essential Condition:** It is understood and agreed that the commencement of and substantial completion of the work are essential conditions of this Agreement. It is further agreed that time is of the essence for each and every portion of the Contract Documents wherein a definite and certain length of time is fixed for the performance of any act whatsoever; and where under the Contract Documents any additional time is allowed for the completion of any work, the new time fixed by such extension shall be of the essence of this Agreement. It is understood and agreed that the times for the completion of the work are reasonable, taking into consideration the average climatic range and usual industrial conditions prevailing in this locality.

- C. Progress and Completion: Contractor shall commence work promptly upon execution of this Agreement and shall prosecute and complete the work regularly, diligently and uninterrupted at such a rate of progress as will insure Substantial Completion within the stipulated number of calendar days.
- D. Liquidated Damages: It is expressly agreed between the Contractor and the Owner that the Contractor will be responsible for all damages which may arise due to the Contractor's failure to substantially complete the work within the above specified time. If the Contractor shall neglect, fail or refuse to complete the work within the specified number of days, or any extension thereof authorized by the Owner, Contractor agrees, as a part of the consideration for the execution of this Contract by the Owner, to pay the Owner the amount specified herein, not as a penalty, but as liquidated damages for such breach of contract as hereinafter set forth, for each and every calendar day, excluding Saturdays, Sundays and legal Holidays, that the Contractor shall be in default of Substantial completion after the date specified in the Agreement. Due to the impracticability and extreme difficulty of fixing and ascertaining the actual damages the Owner would in such event sustain, said amount is agreed to be the amount of damages which the Owner would sustain, and said amount shall be retained from time to time by the Owner from current periodic estimates. The amount of liquidated damages shall be \$500 per day.

4. Performance of the Work

- A. Direction of the Work: The Contractor shall supervise and direct the Work, using his best skills and attention which shall not be less than such state of skill and attention generally rendered by the contracting profession for projects similar to the Project in scope, difficulty and location. The Contractor shall maintain adequate supervisory personnel at the project site during the performance of the Work. He shall be solely responsible for all construction means, methods, techniques, sequences and procedures and for coordinating all portions of the Work under the Agreement.
- B. Responsibility for the Work: (1) The Contractor shall be responsible to the Owner for the acts and omissions of his employees, Subcontractors and their agents and employees, and other persons performing any of the Work under a contract with the Contractor. This obligation shall also extend to the presence on the Site of suppliers of materials or equipment, their employees, contractors, and agents engaged in the work.

(2) The Contractor shall not be relieved from his obligations to perform the Work in accordance with the Contract Documents either by the activities or duties of the Owner in its administration of the Agreement, or by inspections, tests or approvals required or performed by persons other than the Contractor. Approval or review of any documents, plans, specifications, or drawings by the Owner shall not relieve the Contractor of its duties and obligations hereunder.
- C. Permits and Fees: Unless otherwise expressly provided, the Contractor shall secure and pay for all permits and fees, licenses and inspections necessary for the proper execution and completion of the Work which are customarily secured after execution of the Agreement and which are legally required at the time the bids are received, and the same shall at all times be the property of the Owner and shall be delivered to the Owner upon completion of the Project.
- D. Notices, Compliance With Laws: (1) The Contractor shall give all notices and comply with all federal, state and local laws, ordinances, rules, regulations and lawful orders of any public

authority bearing on the performance of the Work. The Contractor shall provide the Owner with reproductions of all permits, licenses and receipts for any fees paid. The Owner represents that it has disclosed to the Contractor all orders and requirements known to the Owner of any public authority particular to this Agreement.

(2) If the Contractor observes that any of the Contract Documents are at variance with applicable laws, statutes, codes and regulations in any respect, he shall promptly notify the Owner in writing, and any necessary changes shall be accomplished by appropriate modification.

(3) If the Contractor performs any Work which he knows or should know is contrary to such laws, ordinances, rules and regulations, and without such notice to the Owner, he shall assume full responsibility therefor and shall bear all costs attributable thereto.

(4) In the performance of the Work, the Contractor shall comply with all applicable federal, state and local laws and regulations including those relating to workplace and employee safety. The Contractor shall notify the Owner immediately of any conditions at the place of the work which violate said laws and regulations and shall take prompt action to correct and eliminate any such violations.

E. Project Superintendent: The Contractor shall employ a competent superintendent and necessary assistants who shall be in attendance at the Project site at all times during the progress of the Work. The superintendent shall represent the Contractor and all communications given to the superintendent shall be as binding as if given to the Contractor. Important communications shall be confirmed in writing. Other communications shall be so confirmed on written request in each case.

F. Progress Schedule: The Contractor, immediately after being awarded the Contract, shall prepare and submit for the Owner's information an estimated progress schedule for the Work. The progress schedule shall be related to the entire Project to the extent required by the Contract Documents, and shall provide for expeditious and practicable execution of the Work.

G. Drawings, Specifications and Submittals:

(1) The Contractor shall maintain at the site for the Owner one record copy of all Drawings, Specifications, Addenda, Change Orders and other Modifications, and "As-Built" Drawings and Specifications in good order and marked currently to record all changes made during construction, and approved Shop Drawings, Product Data and Samples. These shall be delivered to the Owner upon completion of the Work.

(2) By approving and submitting Shop Drawings, Product Data and Samples, the Contractor represents that he has determined and verified all materials, field measurements, and field construction criteria related thereto, or will do so, and that he has checked and coordinated the information contained within such submittals with the requirements of the Work and of the Contract Documents.

(3) The Contractor shall not be relieved of responsibility for any deviation from the requirements of the Contract Documents by the Owner's approval of Shop Drawings, Product Data or Samples unless the Contractor has specifically informed the Owner in writing of such deviation at the time of submission and the Owner has given written approval to the specific deviation. The

Contractor shall not be relieved from responsibility for errors or omissions in the Shop Drawings, Product Data or Samples by the Owner's approval thereof.

(4) The Contractor shall direct specific attention, in writing or on resubmitted Shop Drawings, Product Data or Samples, to revisions other than those requested by the Owner on previous submittals.

(5) No portion of the Work requiring submission of a Shop Drawing, Product Data or Sample shall be commenced until the submittal has been approved by the Owner. All such portions of the Work shall be in accordance with approved submittals.

H. Protection of the Work and Owner's Property: The Contractor shall at all times safely guard the Owner's property from injury or loss in connection with this Agreement. He shall at all times safely guard and protect his own work, and that of adjacent property from damage. The Contractor shall replace or make good any such damage, loss or injury. The Contractor shall clean the work area and restore it to its original condition upon completion of the work.

I. Quality of the Work: The Contractor shall perform the work in a good, workmanlike manner. The Contractor hereby guarantees that the entire work constructed by him under the Agreement will meet fully all requirements thereof as to quality of workmanship and materials. The Contractor hereby agrees to make at his own expense any repairs or replacements made necessary by defects in materials or workmanship supplied to him that become evident within one (1) year after the date of the final payment, and to restore to full compliance with the requirements set forth herein any part of the work constructed hereunder, which during said one (1) year period is found to be deficient with respect to any provisions of the Contract Documents. The Contractor also agrees to hold the Owner harmless from claims of any kind arising from damage due to said defects. The Contractor shall make all repairs and replacements promptly upon receipt of written orders for same from the Owner. If the Contractor fails to make the repairs and replacements promptly, the Owner may do the work and the Contractor shall be liable to the Owner for the cost thereof.

J. Warranty: The Contractor guarantees to Owner that all materials incorporated into the work will be new unless otherwise specified or agreed. Prior to final payment, the Contractor shall deliver to the Owner all manufacturers' warranties, together with such endorsements or assignments as are necessary to ensure to the Owner the full rights and benefits of such warranties.

5. Affirmative Action/Equal Employment Opportunity/Workforce Participation

The Contractor is directed to comply with all applicable Federal and State Laws, Ordinances, Bylaws, and rules and regulations regarding affirmative action, equal employment opportunity, and workforce participation goal requirements. Failure of the Contractor to comply with any such law, rule or regulation shall constitute grounds for the Owner to terminate the Agreement. The Contractor shall not discriminate against any person because of race, color, religious creed, national origin, gender, ancestry, sexual orientation, age, handicap, gender identity, genetic information, military service or any other protected class under the law.

See Attached CONTRACTOR CERTIFICATION and SUPPLEMENTAL EQUAL EMPLOYMENT OPPORTUNITY, NON-DISCRIMINATION AND AFFIRMATIVE ACTION PROGRAM

6. Site Information Not Guaranteed; Contractor's Investigation

All information given in the Contract Documents relating to subsurface and other conditions, natural phenomena, existing pipes, and other structures is from the best sources at present available to the Owner. All such information is furnished only for the information and convenience of the Contractor and is not guaranteed.

It is agreed and understood that the Owner does not warrant or guarantee that the subsurface or other conditions, natural phenomena, existing pipes, or other structures encountered during construction will be the same as those indicated in the Contract Documents.

Contractor has familiarized himself with the nature and extent of the Contract Documents, work, locality, and with all local conditions and federal, state, and local laws, rules, ordinances, and regulations that in any manner may affect costs, progress, or performance of the work. Contractor has made, or has caused to be made, examinations, investigations, and tests and studies of such reports and related data in addition to those referred to in the paragraph above as he deems necessary for the performance of the work at the Contract Price, within the Contract Time, and in accordance with the other Terms and Conditions of the Contract Documents; and no additional examinations, tests, investigations, reports, and similar data are or will be required by the Contractor for such purposes.

Contractor has correlated the results of all such observations, examinations, investigations, tests, reports, and data with the Contract Documents. Contractor has given the Owner written notice of all conflicts, errors, or discrepancies that he has discovered in the Contract Documents, and the resolution thereof by the Owner is acceptable to the Contractor.

It is further agreed and understood that the Contractor shall not use or be entitled to use any of the information made available to him or obtained in any examination made by him in any manner as a basis of or ground for any claim or demand against the Owner, arising from or by reason of any variance which may exist between the information made available and the actual subsurface conditions or other conditions or structures actually encountered during the construction work, except as may otherwise be expressly provided for in the Contract Documents.

7. Project Architect or Engineer

There is a project engineer for this project who is DANIEL CROVO, P.E.; GILL ENGINEERING ASSOCIATES, NEWTON, MA. Except as otherwise indicated in the Contract Documents, the Engineer shall be a representative of the Owner and the Contractor shall direct all communications, questions and comments on the work and the performance thereof to the Engineer. Except as otherwise provided, the Engineer shall have all the authority of the Owner set forth in the Contract Documents. In general, the Engineer shall have the authority to review the performance of the work, reject work which is defective or otherwise does not comply with the Contract Documents and to order the Contractor to remedy defective work and take such actions which are necessary to make the work conform to the Contract Documents.

8. Wage Rates

Prevailing Wage Rates as determined by the Commissioner of the Department of Labor and Workforce Development under the provisions of Massachusetts General Laws, Chapter 149, Section 26 to 27G, as amended, apply to this project. It is the responsibility of the Contractor to provide the Town with certified payrolls and to comply with all requirements of the above-cited statutes.

The schedules of prevailing wage rates are included in the Contract Documents. Send Certified Payroll to: Brooke Shulda, Rowe Town Administrator.

9. Payments to the Contractor

After receipt from the Contractor of a proper and satisfactory periodic estimate requesting payment of the amount due for the preceding month, the Owner shall apply for and receive reimbursement from the Grantor, after which time the Owner shall make payment for:

- A. The work performed during the preceding month.
- B. The materials not incorporated in the Work but delivered and suitably stored at the site (or at some location agreed upon in writing) to which the Contractor has title, or to which a Subcontractor has title and has authorized the Contractor to transfer title to the Owner.
- C. Less the following retention items:
 - 1. A retention based on an estimate of the fair value of the Owner's claims against the Contractor.
 - 2. A retention for direct payments to Subcontractors, if any, based on demands for same in accordance with the provisions of Section 39F of Chapter 30 of the General Laws.
 - 3. A retention not exceeding five percent (5%) of the approved amount of the periodic payment.
- D. After the receipt of a periodic estimate requesting final payment and within thirty (30) days after the Contractor fully completes the Work, or substantially completes the Work so that the value of the Work remaining to be done is, on the estimate of the Owner, less than 1% of the original Contract Price, or substantially completes the Work and the Owner takes possession or occupancy, whichever occurs first, the Owner shall pay the Contractor the entire balance due on the Contract less:
 - 1. A retention based on an estimate of the fair value of the Owner's claims against the Contractor and of the cost of completing the incomplete and unsatisfactory items of work.
 - 2. A retention for direct payments to Subcontractors, if any, based on demands of same in accordance with the provisions of Section 39F of Chapter 30 of the General Laws, or based on the record of payments by the Contractor to the Subcontractors under this Contract if such record of payment indicates that the Contractor has not paid Subcontractors as provided in Section 39F of Chapter 30 of the General Laws.

The Owner may make changes in any periodic estimate submitted by the Contractor and the payment due on said periodic estimate shall be computed in accordance with the changes so made, and such changes and any requirements for a corrected periodic estimate shall not affect the due date for the periodic payment or the date for the commencement of interest charges on the amount of the periodic payment computed in accordance with the changes made, as provided herein; provided further, that the Owner may, within fourteen (14) days after receipt, return to the Contractor for correction, any periodic estimate which

is not in acceptable form or which contains computations not arithmetically correct, and in that event, the date of receipt of such periodic estimate shall be the date of receipt of the corrected periodic estimate in proper form and with arithmetically correct computations. The date of receipt of a periodic estimate received on a Saturday shall be the first working day thereafter.

E. **Changes in the Work:** No changes in the work covered by the approved Contract Documents shall be made without prior written approval of the Owner. Charges or credits for the work covered by the approved change shall be determined by one or more, or a combination of the following methods:

- (a) Unit bid prices previously approved.
- (b) An agreed lump sum.
- (c) The actual cost of:
 - (1) Labor.
 - (2) Materials entering permanently into the work.
 - (3) The ownership or rental cost of construction equipment during the time of use on the extra work.
 - (4) Power and consumable supplies for the operation of power equipment.
 - (5) Wages to be paid.

To the cost under (c) there shall be added a fixed fee to be agreed upon but not to exceed fifteen percent (15%) of the actual cost of work. The fee shall be compensation to cover the cost of supervision, overhead, bond, profit and any other general expenses.

F. **Claims for Additional Costs:** If the Contractor wishes to make a claim for an increase in the Contract Sum, he shall give the Owner written notice thereof within twenty days after the occurrence of the event giving rise to such claim. This notice shall be given by the Contractor before proceeding to execute the Work, except in an emergency endangering life or property. No such claim shall be valid unless so made. Any change in the Contract Sum resulting from such claim shall be authorized by Change Order.

The Contractor hereby agrees that the Contractor shall have no claim for damages of any kind against the Owner on account of any delay in the commencement or performance of the work and/or any hindrance, delay or suspension of any portion of the work including, but not limited to, any claims or damages on account of having to perform out of sequence work, claims for damages on account of loss of production or other interference with the work whether such delay is caused by the Owner or otherwise, except as and to the extent expressly provided under G.L. c.30, §39O in the case of written orders by the Owner. The Contractor acknowledges that the Contractor's sole remedy for any such claim will be an extension of time as provided herein.

10. **Final Payment, Effect**

The acceptance of final payment by the Contractor shall constitute a waiver of all claims by the Contractor arising under the Agreement.

11. Contract Documents

The Contract Documents consist of the following, together with this Agreement:

This Contract Form

Attachment A:

Contractor's Bid Submission

Clerk's Certificate of Corporate Vote

Attachment B:

Addenda

Invitation to Bid

Instructions to Bidders

General Conditions

Engineer's Technical Specifications / SPECIAL PROVISIONS

Attachment C:

Certified Payroll Reporting Forms

Schedule of Prevailing Wages

Under Separate Cover

Exhibit 1 - Engineer's Plans

Exhibit 2 – RDA Documents

Appendix A

Labor & Materials Payment Bond

Contractor's Certification Form

Certificate of Insurance

12. Terms Required By Law

12.1 This contract will be construed and governed by the provisions of applicable federal, state and local laws and regulations; and wherever any provision of the contract or contract documents shall conflict with any provision or requirement of federal, state or local law or regulation, then the provisions of law and regulation shall control. Where applicable to the contract, the provisions of General Laws are incorporated by reference into this contract, including but not limited to the following:

General Laws Chapter 30B - Procurement of Goods and Services

General Laws Chapter 30, section 39 et. seq. - Public Works Contracts

12.2 Wherever applicable law mandates the inclusion of any term and/or provision into a municipal contract, this section shall be understood to import such term or provision into this contract. To whatever extent any provision of this contract shall be inconsistent with any law or regulation limiting the power or liability of cities and towns, such law or regulation shall control.

12.3 The Contractor shall give all notices and comply with all laws and regulations bearing on the performance of the contract. If the Contractor performs the contract in violation of any applicable law or regulation, the Contractor shall bear all costs arising therefrom.

12.4 The Contractor shall keep itself fully informed of all existing and future State and Federal Laws and Municipal By-laws and regulations and of all orders and decrees of any bodies or tribunals having jurisdiction in any manner affecting those engaged or employed in the work, of the materials used in the work or in any way affecting the conduct of the work, if any discrepancy or inconsistency is discovered in the Drawings, Specifications or Contract for this work in violation of any such law, by-law, regulation, order or decree, it shall forthwith report the same in writing to the Owner. It shall, at all times, itself observe and comply with and shall cause all its agents, employees and subcontractors to observe and comply with all such existing and future laws, by-laws, regulations, orders and decrees; and shall protect and indemnify the Owner and its duly appointed agents against any claim or liability arising from or based on any violation whether by Contractor, its agents, employees or Subcontractors or any such law, by-law, regulation or decree.

13. Indemnification

- a. The Contractor shall defend, indemnify, and hold harmless the Owner from and against any and all claims, damages, losses, and expenses, including attorney's fees, arising out of the performance of this Agreement when such claims, damages, losses, and expenses are caused, in whole or in part, by the acts, errors, or omissions of the Contractor or his employees, agents, subcontractors or representatives. Such obligation shall not negate, abridge, or reduce in any way any additional indemnification rights of the Owner, that otherwise may exist under statute or in law or equity.
- b. Contractor assumes full responsibility for relations with any subcontractors employed directly or indirectly by the Contractor and the Contractor shall defend, indemnify, and save harmless the Owner from all demands made against the Owner by such subcontractor, such subcontractor's agent or employee, or any person, as the result of such subcontractor's work performed pursuant to this Agreement including but not limited to negligent acts, errors, or omissions that arise out of, result from, or are connected with the performance of this Agreement or any subsequent Agreement and is not otherwise subject to indemnifications under subparagraph "a" above.
- c. The Contractor shall defend, indemnify, and hold harmless the Owner from any and all demands relating to wages, overtime compensation, or other employee benefits by employees employed directly or indirectly by the Contractor for work performed in connection with the work hereunder or required by state or federal law, including but not limited to **Fair Labor Standards Act and Massachusetts Prevailing Wage Law**.
- d. The indemnification obligations of the Contractor shall not be limited in any way by any limitations on the amount or type of damages, compensations, or benefits payable by or for the Contractor under any federal or state law.
- e. In the event of a breach of this Agreement by the Contractor, the Contractor shall pay the Owner all reasonable attorneys' fees, costs and other litigation expenses incurred by the Owner in enforcing its rights as a result of said breach in addition to any damages for said breach.

14. Insurance

The Contractor shall purchase and maintain such insurance as will protect both the Owner and the Contractor from claims which may arise under the Agreement, including operations performed for the named insured by independent contractors and general inspection thereof by the named insured. In addition, the Contractor shall require its subcontractors to maintain such insurance. Coverage shall be provided for:

- .1 claims under workers' or workmen's compensation, disability benefit and other applicable employee benefit acts;
- .2 claims for damages because of bodily injury, occupational sickness or disease, or death of Contractor's employees;
- .3 claims for damages because of bodily injury, sickness or disease, or death of any person other than Contractor's employees;
- .4 claims for damages insured by usual personal injury liability coverage which are sustained (1) by any person as a result of an offense directly or indirectly related to the employment of such person by the Contractor, or (2) by any other person;
- .5 claims for damages, including damages to the Work itself, because of injury to or destruction of tangible property, including loss of use resulting therefrom; and
- .6 claims for damages because of bodily injury or death of any person or property damage arising out of the ownership, maintenance or use of any motor vehicle.
- .7 claims involving contractual liability applicable to the Contractor's obligations under Article 13.

The Contractor shall, at all times during the Contract, maintain in full force and effect: Employer's Liability, Workers' Compensation, Public Liability and Property Damage Insurance, including contractual liability coverage for the provisions of Section 13.00 (INDEMNITY). All insurance shall be by insurers and for policy limits acceptable to Owner and, before commencement of work hereunder, the Contractor agrees to furnish Owner with certificates of insurance or other evidence satisfactory to Owner to the effect that such insurance has been procured and is in force.

For the purpose of the Contract, the Contractor shall carry the following types of insurance in at least the limits specified below:

COVERAGE LIMITS OF LIABILITY

Workers' Compensation	Statutory
Employers' Liability	\$500,000
Bodily Injury Liability (except automobile)	\$1,000,000 each occurrence \$2,000,000 aggregate
Property Damage Liability (except automobile)	\$1,000,000 each occurrence \$2,000,000 aggregate

Automobile Bodily Injury Liability	\$1,000,000 each person \$2,000,000 each occurrence
Automobile Property Damage Liability	\$1,000,000 each occurrence
Excess Umbrella Liability	\$2,000,000 each occurrence
Contractor's Pollution Liability	\$1,000,000 each occurrence \$3,000,000 aggregate

Contractor's Pollution Liability: The Contractor shall purchase and maintain coverage for bodily injury and property damage resulting from liability arising out of pollution related exposures such as asbestos abatement, lead paint abatement, tank removal, removal of contaminated soil, etc. The policy shall cover the liability of the Contractor during the process of removal, storage, transport and disposal of hazardous waste and contaminated soil and/or asbestos abatement. The policy shall coverage for on-site and off-site bodily injury and loss of, damage to, or loss of use of property, directly or indirectly arising out of the discharge, dispersal, release or escape of smoke, vapors, soot, fumes, acids, alkalis, toxic chemicals, liquids or gas, waste materials or other irritants, contaminants or pollutants into or upon the land, the atmosphere or any water course or body of water, whether it be gradual or sudden and accidental. The policy shall also include defense and clean-up costs. The Town shall be named as an additional insured.

Town of ROWE shall be named as an additional insured under the liability and automobile insurance. The general liability insurance policy should contain a broad form general liability endorsement.

Except for Workmen's Compensation, all liability coverage shall name the Owner as an additional insured and shall provide for 30 days prior written notice to the Owner of any modification or termination of coverage provided thereby. The Contractor shall provide the Owner with appropriate certificate(s) of insurance evidencing compliance with this provision prior to the commencement of any work under this Agreement.

15. Notice

All notices required to be given hereunder shall be in writing and delivered to, or mailed first class to, the parties' respective addresses stated above. In the event that immediate notice is required, it may be given by telephone or EMAIL, but shall, to the extent possible, be followed by notice in writing in the manner set forth above.

16. Termination

- A. Each party shall have the right to terminate this Agreement in the event of a failure of the other party to comply with the terms of the Agreement. Such termination shall be effective upon seven days' notice to the party in default and the failure within that time of said party to cure its default.
- B. The Owner shall have the right to terminate the Agreement without cause, upon ten (10) days' written notice to the Contractor. In the event that the Agreement is terminated pursuant to this subparagraph, the Contractor shall be reimbursed in accordance with the Contract Documents for all satisfactory Work performed up to the termination date, and for all materials or equipment not incorporated in the Work, but delivered and suitably stored at the site. Payment for material or equipment stored at the site shall be conditioned upon submission by the Contractor of bills of sale

or such other evidence as is satisfactory to Owner to establish the Owner's title to such material or equipment or otherwise protect the Owner's interests.

17. Miscellaneous

A. ROYALTIES AND PATENTS: The Contractor shall pay all royalties and license fees. He shall defend all suits or claims for infringement of any patent rights and shall save the Owner harmless from loss on account thereof, except that the Owner shall be responsible for all such loss when a particular design, process or the product of a particular manufacturer or manufacturers is specified; but if the Contractor believes or has reason to believe that the design, process or product specified is an infringement of a patent, he shall be responsible for such loss unless he promptly gives such information to the Owner, and thereafter the Owner insists on the use of the design, process or products specified.

B. ACCESS TO RECORDS

Contractor will make all books, accounts, data, records, reports, files and other papers, things or property, that relate to its activities under this Contract, available at all reasonable times for inspection, review and audit by the Owner, its authorized representative, the Inspector General of the Commonwealth, or the Auditor of the Commonwealth. The Commonwealth reserve the right of the Governor or his designee, the Secretary of Administration and Finance and the State Auditor or his designee, at reasonable times and upon reasonable notice to examine the books, records, and other compilative data of the Contractor which pertain to the performance of the provisions and requirements of this Contract as provided by Executive Order 195.

C. RIGHTS AND REMEDIES

Owner's rights and remedies provided in this Contract are in addition to any other rights and remedies provided by law.

D. CONFLICT OF INTEREST

Each party shall adhere to the provisions of Massachusetts General Laws, Chapter 268A, with respect to the Conduct of Public Employees. In addition, no member, officer, or employee of either party, or its designee, or agents, no member of the governing body of the locality in which the program is situated, and no other public official of such locality or localities who exercises any functions or responsibilities with respect to the program during his tenure or for one (1) year thereafter (or such longer period as may be provided in Chapter 268A of the Massachusetts General Laws), shall have any interest in any contract or subcontract, or the proceeds thereof, for work to be performed in connection with the program assisted under this Contract. Each party shall incorporate, or cause to be incorporated, in all such contracts or subcontracts a provision prohibiting such interest, pursuant to the purposes of this subsection.

E. JURISDICTION

This Contract shall be interpreted by the laws of the Commonwealth of Massachusetts and any suit brought pursuant to this Contract shall be commenced only within the County of Franklin, Massachusetts.

F. MODIFICATION, WAIVER OR CHANGE

No modifications, waiver or change shall be made in the terms and conditions of this Contract except as may be mutually agreed upon in writing by all parties hereto.

G. ASSIGNMENT

Owner and Contractor recognize that each has a substantial interest in having the other perform or control the acts required of it by this Contract. Neither party shall perform its duties through a delegate nor assign its interest under this Contract without the written consent of the other. Nothing herein shall be construed to prevent an assignor's due performance of its entire obligation.

H. SUCCESSORS AND ASSIGNS

Owner and Contractor each binds itself, its partners, successors, assigns, and legal representatives to the other party to this Contract and to the partners, successors, assigns and legal representatives of such other party with respect to all covenants of this Contract.

I. ENTIRE UNDERSTANDING

This Contract, together with the attachments hereto, represent the entire understanding of the parties, and neither party is relying upon any representation not contained herein.

J. SEVERABILITY/INTERPRETATION

In the event that any provision of this Contract shall be deemed invalid, unreasonable, or unenforceable by any court of competent jurisdiction, such provision shall be stricken from the Contract or modified so as to render it reasonable, and the remaining provisions of this Contract or the modified provision as provided above, shall continue in full force and effect and be binding upon the parties so long as such remaining or modified provisions reflect the intent of the parties as of the date of this Contract. Further, should this Contract omit any statutory or regulatory requirements which would otherwise render this Contract illegal, then this Contract shall be deemed amended to the minimum extent necessary to comply with said statutes or regulations.

For purposes of interpreting this Agreement in the context of a dispute over its terms or otherwise neither party shall be considered the drafter of this Agreement and neither party shall have any provision of this Agreement construed in its favor as a result of its role in drafting this Agreement or its bargaining power with respect to this Agreement, Consultant's Services, the Project, or otherwise.

K. OWNERSHIP OF DOCUMENTS

The parties agree that all documents created for the project by the Contractor shall belong to the Owner.

L. By its signature hereon, the Contractor certifies, under the pains and penalties of perjury, that it has complied with all laws of the Commonwealth of Massachusetts relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

M. Compensation for any additional approved work or change orders is subject to the continued availability of funds.

[Remainder of page intentionally blank.]

AGREED:

TOWN OF ROWE, MASSACHUSETTS
(Owner)

By its SELECTBOARD

Authorized Signature(s)

Printed Name

Date

CONTRACTOR: NAME

By _____

_____ (Name)

_____ (Title)

_____ (Address)

_____ (City and State and ZIP)

_____ Email

_____ Date

PAYMENT BOND

KNOW ALL MEN BY THESE PRESENTS: That we _____

____ a _____
(Name of Contractor) (Corporation, Partnership, Joint Venture or Individual)

hereinafter called "Principal" and _____ of _____,
(Surety)

State of _____ hereinafter called the "Surety" and licensed by the State
(City and State)

Division of Insurance to do business under the laws of the Commonwealth of Massachusetts, are held and firmly bound to the Town of _____, _____, Massachusetts, hereinafter called "Owner", in the penal sum of _____ Dollars

(\$_____) in lawful money of the United States, for the payment of which sum well and truly to be made, we bind ourselves, our heirs, executors, administrators and successors, jointly and severally, firmly by these presents.

THE CONDITION OF THIS OBLIGATION is such that Whereas, the Principal entered into a certain contract with the Owner, dated the _____ day of _____, 20____, for the construction described as follows:

NOW, THEREFORE, if the Principal shall promptly make payment to all persons, firms, subcontractors, and corporations furnishing materials for or performing labor in the prosecution of the work provided for in such contract, and any authorized extension or modification thereof, including all amounts due for materials, lubricants, oil, gasoline, coal and coke, repairs on machinery, equipment and tools, consumed or used in connection with the construction of such work, and all insurance premiums on said work, and for all labor, performed in such work whether by subcontractor or otherwise, then this obligation shall be void; otherwise to remain in full force and effect.

PROVIDED, FURTHER, that the said Surety, for value received hereby stipulates and agrees that no change, extension of time, alteration or addition to the terms of the contract or to the work to be performed thereunder or the specifications accompanying the same shall in any way affect its obligation on this bond, and it does hereby waive notice of any such change, extension of time, alteration or addition to the terms of this contract or to the work or to the specifications.

When the Surety's obligation under this Bond arises, the Surety, at its sole expense and at the consent and election of the Owner, shall promptly take one of the following steps: (1) arrange for the Principal to make payment to subcontractors and suppliers; (2) make payments to all subcontractors and suppliers; or (3) reimburse the Owner, in a manner and at such time as the Owner shall decide, for all costs and expenses incurred by the Owner in reimbursing the subcontractors and suppliers. Surety will keep Owner reasonably informed of the progress, status and results of any investigation of any claim of the Owner.

If the Surety does not proceed as provided in this Bond with due diligence and all deliberate speed, the Surety shall be deemed to be in default of this Bond, and the Owner shall be entitled to enforce any remedy available to the Owner.

After the Surety's obligation under this Bond arises, the Surety is obligated, to the limit of the amounts of this Bond for all payments to subcontractors and suppliers.

Any proceeding, legal or equitable, under this Bond shall be instituted in any court of competent jurisdiction in the Commonwealth of Massachusetts.

The Surety, for value received, hereby stipulates and agrees that no change, extension of time, alteration or addition to the terms of the Construction Contract or to the work to be performed thereunder or the specifications accompanying the same shall in any way affect its obligation on this Bond, and it does hereby waive notice of any such change, extension of time, alteration or addition to the terms of the Construction Contract or to the work or to the specifications.

PROVIDED, FURTHER, that no final settlement between the Owner and the Contractor shall abridge the right of any beneficiary hereunder, whose claim may be unsatisfied.

IN WITNESS WHEREOF, this instrument is executed in _____ () counterparts, each one of which shall be deemed an original, this _____ day of _____, 20___.

ATTEST:

Surety

By

(Attorney-in-Fact)

(Address-Zip Code)

(SEAL)

Witness as to Surety

(Address-Zip Code)

NOTE: Date of Bond must not be prior to date of Contract. If Contractor is a Partnership, all partners should execute Bond.

THE COMMONWEALTH OF MASSACHUSETTS

SUPPLEMENTAL EQUAL EMPLOYMENT OPPORTUNITY, NON-DISCRIMINATION
AND AFFIRMATIVE ACTION PROGRAM

ATTACHMENT

APPLIES TO ALL WORK REIMBURSED UNDER MASSACHUSETTS “CHAPTER 90” HIGHWAY
PROGRAM

I. Definitions

For purposes of this contract,

“Minority” means a person who meets one or more of the following definitions:

- (a) American Indian or Native American means: all persons having origins in any of the original peoples of North America and who are recognized as an Indian by a tribe or tribal organization.
- (b) Asian means: All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian sub-continent, or the Pacific Islands, including, but not limited to China, Japan, Korea, Samoa, India, and the Philippine Islands.
- (c) Black means: All persons having origins in any of the Black racial groups of Africa, including, but not limited to, African-Americans, and all persons having origins in any of the original peoples of the Cape Verdean Islands.
- (d) Eskimo or Aleut means: All persons having origins in any of the peoples of Northern Canada, Greenland, Alaska, and Eastern Siberia.
- (e) Hispanic means: All persons having their origins in any of the Spanish-speaking peoples of Mexico, Puerto Rico, Cuba, Central or South America, or the Caribbean Islands.

“State construction contract” means a contract for the construction, reconstruction, installation, demolition, maintenance or repair of a building or capital facility, or a contract for the construction, reconstruction, alteration, remodeling or repair of a public work undertaken by a department, agency, board, or commission of the commonwealth.

“State assisted construction contract” means a contract for the construction, reconstruction, installation, demolition, maintenance or repair of a building or capital facility undertaken by a political subdivision of the commonwealth, or two or more political subdivisions thereof, an authority, or other instrumentality and whose costs of the contract are paid for, reimbursed, grant funded, or otherwise supported, in whole or in part, by the commonwealth.

II. Equal Opportunity, Non-Discrimination and Affirmative Action

During the performance of this Contract, the Contractor and all subcontractors (hereinafter collectively referred to as “the Contractor”) for a state construction contract or a state assisted construction contract, for him/herself, his/her assignees and successors in interest, agree to comply with all applicable equal employment opportunity, non-discrimination and affirmative action requirements, including but not limited to the following:

In connection with the performance of work under this contract, the Contractor shall not discriminate against any employee or applicant for employment because of race, color, religious creed, national origin, sex, sexual orientation, genetic information, military service, age, ancestry or disability, shall not discriminate in the selection or retention of subcontractors, and shall not discriminate in the procurement of materials and rentals of equipment.

The aforesaid provision shall include, but not be limited to, the following: employment upgrading, demotion, or transfer; recruitment advertising, layoff or termination; rates of pay or other forms of compensation; conditions or privileges of employment; and selection for apprenticeship or on-the-job training opportunity. The Contractor shall comply with the provisions of chapter 151B of the Massachusetts General Laws, as amended, and all other applicable anti-discrimination and equal opportunity laws, all of which are herein incorporated by reference and made a part of this Contract.

The Contractor shall post hereafter in conspicuous places, available for employees and applicants for employment, notices to be provided by the Massachusetts Commission Against Discrimination setting forth the provisions of the Fair Employment Practices Law of the Commonwealth (Massachusetts General Laws Chapter 151B).

In connection with the performance of work under this contract, the Contractor shall undertake, in good faith, affirmative action measures to eliminate any discriminatory barriers in the terms and conditions of employment on the grounds of race, color, religious creed, national origin, sex, sexual orientation, genetic information, military service, age, ancestry or disability. Such affirmative action measures shall entail positive and aggressive measures to ensure non-discrimination and to promote equal opportunity in the areas of hiring, upgrading, demotion or transfer, recruitment, layoff or termination, rate of compensation, apprenticeship and on-the-job training programs. A list of positive and aggressive measures shall include, but not be limited to, advertising employment opportunities in minority and other community news media; notifying minority, women and other community-based organizations of employment opportunities; validating all job specifications, selection requirements, and tests; maintaining a file of names and addresses of each worker referred to the Contractor and what action was taken concerning such worker; and notifying the administering agency in writing when a union with whom the Contractor has a collective bargaining agreement has failed to refer a minority or woman worker. These and other affirmative action measures shall include all actions required to guarantee equal employment opportunity for all persons, regardless of race, color, religious creed, national origin, sex, sexual orientation, genetic information, military service, age, ancestry or disability. One purpose of this provision is to ensure to the fullest extent possible an adequate supply of skilled tradesmen for this and future Commonwealth public construction projects.

III. Minority and Women Workforce Participation

Pursuant to his/her obligations under the preceding section, the Contractor shall strive to achieve on this project the labor participation goals contained herein. Said participation goals shall apply in each job category on this project including but not limited to bricklayers, carpenters, cement masons, electricians, ironworkers, operating engineers and those classes of work enumerated in Section 44F of Chapter 149 of the Massachusetts General Laws. The participation goals for this project shall be 15.3% for minorities and 6.9% for women. The participation goals, as set forth herein, shall not be construed as quotas or set-asides; rather, such participation goals will be used to measure the progress of the Commonwealth's equal opportunity, non-discrimination and affirmative action program. Additionally, the participation goals contained herein should not be seen or treated as a floor or as a ceiling for the employment of particular individuals or group of individuals.

IV. Liaison Committee

At the discretion of the agency that administers the contract for the construction project there may be established for the life of the contract a body to be known as the Liaison Committee. The Liaison Committee shall be composed of one representative each from the agency or agencies administering the contract for the construction project, hereinafter called the administering agency, a representative from the Office of Affirmative action, and such other representatives as may be designated by the administering agency.

The Contractor (or his/her agent, if any, designated by him/her as the on-site equal employment opportunity officer) shall recognize the Liaison Committee as an affirmative action body, and shall establish a continuing working relationship with the Liaison Committee, consulting with the Liaison Committee on all matters related to minority recruitment, referral, employment and training.

V. Reports and Records

The Contractor shall prepare projected workforce tables on a quarterly basis when required by the administering agency. These shall be broken down into projections, by week, of workers required in each trade. Copies shall be furnished one week in advance of the commencement of the period covered, and also, when updated, to the administering agency and the Liaison Committee when required.

The Contractor shall prepare weekly reports in a form approved by the administering agency, unless information required is required to be reported electronically by the administering agency, the number of hours worked in each trade by each employee, identified as woman, minority, or non-minority. Copies of these shall be provided at the end of each such week to the administering agency and the Liaison Committee.

Records of employment referral orders, prepared by the Contractor, shall be made available to the administering agency on request.

The Contractor will provide all information and reports required by the administering agency on instructions issued by the administering agency and will permit access to its facilities and any books, records, accounts and other sources of information which may be determined by the administering agency to effect the employment of personnel. This provision shall apply only to information pertinent to the Commonwealth's supplementary non-discrimination, equal opportunity and access and opportunity contract requirements. Where information required is in the exclusive possession of another who fails or refuses to furnish this information, the Contractor shall so certify to the administering agency and shall set forth what efforts he has made to obtain the information.

VI. Access to Work Site

A designee of the administering agency and a designee of the Liaison Committee shall each have a right to access the work site.

VII. Solicitations for Subcontracts, and for the Procurement of Materials and Equipment

In all solicitations either by competitive bidding or negotiation made by the Contractor either for work to be performed under a subcontract or for the procurement of materials or equipment, each potential

subcontractor or supplier shall be notified in writing by the Contractor of the Contractor's obligations under this contract relative to non-discrimination and equal opportunity.

VIII. Sanctions

Whenever the administering agency believes the General or Prime Contractor or any subcontractor may not be operating in compliance with the provisions of the Fair Employment Practices Law of the Commonwealth (Massachusetts General Laws Chapter 151B), the administering agency may refer the matter to the Massachusetts Commission Against Discrimination ("Commission") for investigation.

Following the referral of a matter by the administering agency to the Massachusetts Commission Against Discrimination, and while the matter is pending before the MCAD, the administering agency may withhold payments from contractors and subcontractors when it has documentation that the contractor or subcontractor has violated the Fair Employment Practices Law with respect to its activities on the Project, or if the administering agency determines that the contractor has materially failed to comply with its obligations and the requirements of this Section. The amount withheld shall not exceed a withhold of payment to the General or Prime Contractor of 1/100 or 1% of the contract award price or \$5,000, whichever sum is greater, or, if a subcontractor is in non-compliance, a withhold by the administering agency from the General Contractor, to be assessed by the General Contractor as a charge against the subcontractor, of 1/100 or 1% of the subcontractor price, or \$1,000 whichever sum is greater, for each violation of the applicable law or contract requirements. The total withheld from any one General or Prime Contractor or subcontractor on a Project shall not exceed \$20,000 overall. No withhold of payments or investigation by the Commission or its agent shall be initiated without the administering agency providing prior notice to the Contractor.

If, after investigation, the Massachusetts Commission Against Discrimination finds that a General or Prime Contractor or subcontractor, in commission of a state construction contract or state-assisted construction contract, violated the provisions of the Fair Employment Practices Law, the administering agency may convert the amount withheld as set forth above into a permanent sanction, as a permanent deduct from payments to the General or Prime Contractor or subcontractor, which sanction will be in addition to any such sanctions, fines or penalties imposed by the Massachusetts Commission Against Discrimination:

No sanction enumerated under this Section shall be imposed by the administering agency except after notice to the General or Prime Contractor or subcontractor and an adjudicatory proceeding, as that term is used, under Massachusetts General Laws Chapter 30A, has been conducted.

IX. Severability

The provisions of this section are severable, and if any of these provisions shall be held unconstitutional by any court of competent jurisdiction, the decision of such court shall not affect or impair any of the remaining provisions.

X. Contractor's Certification

A bidder for a state construction contract or state assisted construction contract will not be eligible for award of the contract unless such bidder has submitted to the administering agency the following certification, which will be incorporated into the resulting contract:

CONTRACTOR'S CERTIFICATION

(Contractor Name)

certifies that they:

1. Will not discriminate in their employment practices;
2. Intend to use the following listed construction trades in the work under the contract

_____ ; and

3. Will make good faith efforts to comply with the minority employee and women employee workforce participation ratio goals and specific affirmative action steps contained herein; and
4. Are in compliance with all applicable federal and state laws, rules, and regulations governing fair labor and employment practices; and
5. Will provide the provisions of the "Supplemental Equal Employment Opportunity, Non-Discrimination and Affirmative Action Program" to each and every subcontractor employed on the Project and will incorporate the terms of this Section into all subcontracts and work orders entered into on the Project.
6. Agree to comply with all provisions contained herein.

(Signature of authorized representative of Contractor)

Date

(Printed name of authorized representative of Contractor)

XI. Subcontractor Requirements

Prior to the award of any subcontract for a state construction contract or a state assisted construction contract, regardless of tier, the Prime or General Contractor shall provide all prospective subcontractors with a complete copy of this Section entitled "Supplemental Equal Employment Opportunity, Non-Discrimination and Affirmative Action Program" and will incorporate the provisions of this Section by reference into any and all contracts or work orders for all subcontractors providing work on the Project. In order to ensure that the said subcontractor's certification becomes a part of all subcontracts under the prime contract, the Prime or General Contractor shall certify in writing to the administering agency that it has complied with the requirements as set forth in the preceding paragraph.

ATTACHMENT B

PW NOTICE AND COMPLIANCE SCHEDULE

PREVAILING WAGE SCHEDULE



THE COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF LABOR
DIVISION OF OCCUPATIONAL SAFETY
PREVAILING WAGE PROGRAM
www.mass.gov/dos/pw

The Massachusetts Prevailing Wage Law **M.G.L. c. 149, §§26-27**

NOTICE TO AWARDING AUTHORITIES

The enclosed wage schedule applies only to the specific project listed at the top of the schedule, and these rates will remain in effect for the duration of the project.

You should request an updated wage schedule from the Division of Occupational Safety if you have not opened bids or selected a contractor within 90 days of the date of issuance of the enclosed wage schedule.

The wage schedule shall be incorporated in any advertisement or call for bids for the project for which it has been issued.

Once a contractor has been selected by the awarding authority, the wage schedule shall be made a part of the contract for that project.

NOTICE TO CONTRACTORS

The enclosed wage schedule must be posted in a conspicuous place at the work site during the life of the project.

The wages listed on the enclosed wage schedule must be paid to employees on public works projects regardless of whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.

The enclosed wage schedule applies to all phases of the project, including the final clean-up. Contractors whose only role is to perform final clean-up must pay their employees according to this wage schedule.

All apprentices must be registered with the Massachusetts Division of Apprenticeship Training (DAT) in order to be paid at the lower apprentice rates. All apprentices must keep his/her apprentice identification card on his/her person during all work hours. If a worker is not registered with DAT, they must be paid the "total rate" listed on the wage schedule regardless of experience or skill level. For further information, please call 617-626-5409, or write to DAT, 19 Staniford Street, Floor 1, P.O. Box 146759, Boston, MA 02114.

WEEKLY PAYROLL RECORDS REPORT & STATEMENT OF COMPLIANCE

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

In addition, every contractor and subcontractor is required to submit a copy of their weekly payroll records to the awarding authority. This is required to be done on a weekly basis. Once collected, the awarding authority is also required to preserve those records for three years from the date of completion of the project.

Each such contractor or subcontractor shall furnish to the awarding authority directly within 15 days after completion of its portion of the work, a statement, executed by the contractor, subcontractor or by any authorized officer thereof who supervised the payment of wages, this form.

STATEMENT OF COMPLIANCE

_____, 20____

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

do hereby state:

That I pay or supervise the payment of the persons employed by
on the _____

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

Signature _____
Title _____

MASSACHUSETTS WEEKLY CERTIFIED PAYROLL REPORT FORM



Company's Name:		Address:		Phone No.:		Payroll No.:																								
Employer's Signature:		Title:		Contract No:		Tax Payer ID Number		Work Week Ending:																						
Awarding Authority's Name:		Public Works Project Name:		Public Works Project Location:		Min. Wage Rate Sheet Number																								
General / Prime Contractor's Name:		Subcontractor's Name:				"Employer" Hourly Fringe Benefit Contributions																								
Employee Name & Complete Address	Work Classification:	Employee is OSHA 10 certified (?)	Appr. Rate (%)	Hours Worked						Project Hours (A)	Hourly Base Wage (B)	Health & Welfare Insurance (C)	ERISA Pension Plan (D)	Supp. Unemp. (E)	Total Hourly Prev. Wage (F)	(B+C+D+E)	(A x F)	Project Gross Wages	Check No. (H)											
				Su.	Mo.	Tu.	We.	Th.	Fr.											Sa.	All Other Hours									

Are all apprentice employees identified above currently registered with the MA DLS's Division of Apprentice Standards?

YES NO

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

No apprentices are identified above

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



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

MAURA HEALY
Governor
KIM DRISCOLL
Lt. Governor

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

LAUREN JONES
Secretary
MICHAEL FLANAGAN
Director

Awarding Authority: Rowe **City/Town:** ROWE
Contract Number: 2025-2182
Description of Work: Preservation work to Bridge #R-10-006 carrying Zoar Road over Sam Rice Brook in Rowe, MA.
Job Location: Zoar Road, Rowe, MA

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- 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 no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, the awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.
- This annual update requirement is generally not applicable to 27F “rental of equipment” contracts. For such contracts, the prevailing wage rates issued by DLS shall remain in effect for the duration of the contract term. However, if the prevailing wage rate sheet issued does not contain wage rates for each year covered by the contract term, the Awarding Authority must request updated rate sheets from DLS and provide them to the contractor to ensure the correct rates are being paid throughout the duration of the contract. Additionally, if an Awarding Authority exercises an option to renew or extend the contract term, they must request updated rate sheets from DLS and provide them to the contractor.
- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the “Wage Request Number” on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or a sub-contractor.
- Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.**
- Every contractor or subcontractor working on the construction project must submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. For a sample payroll reporting form go to <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.
- Contractors must obtain the wage schedules from awarding authorities. 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.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/1/2025	\$40.95	\$15.57	\$21.78	\$0.00	\$0.00	\$78.30
	1/1/2026	\$40.95	\$16.17	\$21.78	\$0.00	\$0.00	\$78.90
	6/1/2026	\$41.95	\$16.17	\$21.78	\$0.00	\$0.00	\$79.90
	12/1/2026	\$41.95	\$16.17	\$23.52	\$0.00	\$0.00	\$81.64
	1/1/2027	\$41.95	\$16.77	\$23.52	\$0.00	\$0.00	\$82.24
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/1/2025	\$41.02	\$15.57	\$21.78	\$0.00	\$0.00	\$78.37
	1/1/2026	\$41.02	\$16.17	\$21.78	\$0.00	\$0.00	\$78.97
	6/1/2026	\$42.02	\$16.17	\$21.78	\$0.00	\$0.00	\$79.97
	12/1/2026	\$42.02	\$16.17	\$23.52	\$0.00	\$0.00	\$81.71
	1/1/2027	\$42.02	\$16.77	\$23.52	\$0.00	\$0.00	\$82.31
(4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/1/2025	\$41.14	\$15.57	\$21.78	\$0.00	\$0.00	\$78.49
	1/1/2026	\$41.14	\$16.17	\$21.78	\$0.00	\$0.00	\$79.09
	6/1/2026	\$42.14	\$16.17	\$21.78	\$0.00	\$0.00	\$80.09
	12/1/2026	\$42.14	\$16.17	\$23.52	\$0.00	\$0.00	\$81.83
	1/1/2027	\$42.14	\$16.77	\$23.52	\$0.00	\$0.00	\$82.43
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 3)	8/1/2024	\$117.16	\$10.08	\$11.62	\$12.67	\$0.00	\$151.53
For apprentice rates see "Apprentice- PILE DRIVER"							
AIR TRACK OPERATOR LABORERS LABORERS - ZONE 4 (BUILDING & SITE)	12/1/2025	\$36.54	\$10.15	\$9.50	\$5.53	\$0.00	\$61.72
	6/1/2026	\$39.04	\$10.15	\$9.50	\$5.53	\$0.00	\$64.22
	12/1/2026	\$41.46	\$10.15	\$9.50	\$5.53	\$0.00	\$66.64
	6/1/2027	\$42.86	\$10.15	\$9.50	\$5.53	\$0.00	\$68.04
	12/1/2027	\$44.26	\$10.15	\$9.50	\$5.53	\$0.00	\$69.44
	6/1/2028	\$45.76	\$10.15	\$9.50	\$5.53	\$0.00	\$70.94
	12/1/2028	\$47.26	\$10.15	\$9.50	\$5.53	\$0.00	\$72.44
For apprentice rates see "Apprentice- LABORER"							
AIR TRACK OPERATOR (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/1/2025	\$36.71	\$10.15	\$9.50	\$6.60	\$0.00	\$62.96
	6/1/2026	\$38.75	\$10.15	\$9.50	\$6.60	\$0.00	\$65.00
	12/1/2026	\$40.04	\$10.15	\$9.50	\$6.60	\$0.00	\$66.29
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
ASBESTOS WORKER (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)	12/1/2025	\$40.32	\$14.50	\$4.30	\$6.25	\$0.00	\$65.37
	6/1/2026	\$40.32	\$14.50	\$4.30	\$6.25	\$0.00	\$65.37
	12/1/2026	\$40.32	\$14.50	\$4.30	\$6.25	\$0.00	\$65.37
ASPHALT RAKER LABORERS LABORERS - ZONE 4 (BUILDING & SITE)	12/1/2025	\$36.04	\$10.15	\$9.50	\$5.53	\$0.00	\$61.22
	6/1/2026	\$38.54	\$10.15	\$9.50	\$5.53	\$0.00	\$63.72
	12/1/2026	\$40.96	\$10.15	\$9.50	\$5.53	\$0.00	\$66.14
	6/1/2027	\$42.36	\$10.15	\$9.50	\$5.53	\$0.00	\$67.54
	12/1/2027	\$43.76	\$10.15	\$9.50	\$5.53	\$0.00	\$68.94
	6/1/2028	\$45.26	\$10.15	\$9.50	\$5.53	\$0.00	\$70.44
	12/1/2028	\$47.26	\$9.90	\$9.25	\$5.53	\$0.00	\$71.94
	6/1/2029	\$34.29	\$9.90	\$0.00	\$0.00	\$0.00	\$44.19
	12/1/2029	\$36.79	\$9.90	\$9.25	\$5.53	\$0.00	\$61.47

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	6/1/2206	\$39.29	\$9.90	\$9.25	\$5.53	\$0.00	\$63.97
	12/1/2206	\$41.46	\$9.90	\$9.25	\$5.53	\$0.00	\$66.14
	6/1/2207	\$43.11	\$9.90	\$9.25	\$5.53	\$0.00	\$67.79
	12/1/2207	\$44.51	\$9.90	\$9.25	\$5.53	\$0.00	\$69.19
	6/1/2208	\$46.01	\$9.90	\$9.25	\$5.53	\$0.00	\$70.69
	12/1/2208	\$47.01	\$10.15	\$9.50	\$5.53	\$0.00	\$72.19

For apprentice rates see "Apprentice- LABORER"

ASPHALT RAKER (HEAVY & HIGHWAY)	12/1/2025	\$36.21	\$10.15	\$9.50	\$6.60	\$0.00	\$62.46
LABORERS	6/1/2026	\$38.25	\$10.15	\$9.50	\$6.60	\$0.00	\$64.50
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/1/2026	\$39.54	\$10.15	\$9.50	\$6.60	\$0.00	\$65.79

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

AUTOMATIC GRADER-EXCAVATOR (RECLAIMER)	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

BACKHOE/FRONT-END LOADER OPERATOR	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

BARCO-TYPE JUMPING TAMPER	12/1/2025	\$36.04	\$10.15	\$9.50	\$5.53	\$0.00	\$61.22
LABORERS	6/1/2026	\$38.54	\$10.15	\$9.50	\$5.53	\$0.00	\$63.72
LABORERS - ZONE 4 (BUILDING & SITE)	12/1/2026	\$40.96	\$10.15	\$9.50	\$5.53	\$0.00	\$66.14
	6/1/2027	\$42.36	\$10.15	\$9.50	\$5.53	\$0.00	\$67.54
	12/1/2027	\$43.76	\$10.15	\$9.50	\$5.53	\$0.00	\$68.94
	6/1/2028	\$45.26	\$10.15	\$9.50	\$5.53	\$0.00	\$70.44
	12/1/2028	\$47.26	\$9.90	\$9.25	\$5.53	\$0.00	\$71.94
	6/1/2205	\$34.29	\$9.90	\$0.00	\$0.00	\$0.00	\$44.19
	12/1/2205	\$36.79	\$9.90	\$9.25	\$5.53	\$0.00	\$61.47
	6/1/2206	\$39.29	\$9.90	\$9.25	\$5.53	\$0.00	\$63.97
	12/1/2206	\$41.46	\$9.90	\$9.25	\$5.53	\$0.00	\$66.14
	6/1/2207	\$43.11	\$9.90	\$9.25	\$5.53	\$0.00	\$67.79
	12/1/2207	\$44.51	\$9.90	\$9.25	\$5.53	\$0.00	\$69.19
	6/1/2208	\$46.01	\$9.90	\$9.25	\$5.53	\$0.00	\$70.69
	12/1/2208	\$47.01	\$10.15	\$9.50	\$5.53	\$0.00	\$72.19

For apprentice rates see "Apprentice- LABORER"

BATCH/CEMENT PLANT - ON SITE	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

BLOCK PAVER, RAMMER / CURB SETTER	12/1/2025	\$36.54	\$10.15	\$9.50	\$5.53	\$0.00	\$61.72
LABORERS	6/1/2026	\$39.04	\$10.15	\$9.50	\$5.53	\$0.00	\$64.22
LABORERS - ZONE 4 (BUILDING & SITE)	12/1/2026	\$41.46	\$10.15	\$9.50	\$5.53	\$0.00	\$66.64
	6/1/2027	\$42.86	\$10.15	\$9.50	\$5.53	\$0.00	\$68.04
	12/1/2027	\$44.26	\$10.15	\$9.50	\$5.53	\$0.00	\$69.44
	6/1/2028	\$45.76	\$10.15	\$9.50	\$5.53	\$0.00	\$70.94
	12/1/2028	\$47.26	\$10.15	\$9.50	\$5.53	\$0.00	\$72.44

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"							
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY)	12/1/2025	\$36.71	\$10.15	\$9.50	\$6.60	\$0.00	\$62.96
LABORERS	6/1/2026	\$38.75	\$10.15	\$9.50	\$6.60	\$0.00	\$65.00
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/1/2026	\$40.04	\$10.15	\$9.50	\$6.60	\$0.00	\$66.29
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
BOILER MAKER	1/1/2024	\$48.12	\$7.07	\$14.60	\$6.00	\$0.00	\$75.79
BOILERMAKERS LOCAL 29							
BOILERMAKERS LOCAL 29							

Apprentice: BOILER MAKER**Effective Date: 1/1/2024**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	65.00	\$31.28	\$7.07	\$9.32	\$3.90	\$0.00	\$51.57
2	65.00	\$31.28	\$7.07	\$9.32	\$3.90	\$0.00	\$51.57
3	70.00	\$33.68	\$7.07	\$10.03	\$4.20	\$0.00	\$54.98
4	75.00	\$36.09	\$7.07	\$10.74	\$4.50	\$0.00	\$58.40
5	80.00	\$38.50	\$7.07	\$11.45	\$4.80	\$0.00	\$61.82
6	85.00	\$40.90	\$7.07	\$12.18	\$5.10	\$0.00	\$65.25
7	90.00	\$43.31	\$7.07	\$12.88	\$5.40	\$0.00	\$68.66
8	95.00	\$45.71	\$7.07	\$13.62	\$5.70	\$0.00	\$72.10

Apprentice to Journeyworker Ratio: 1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	8/1/2025	\$56.36	\$11.49	\$15.57	\$5.89	\$0.00	\$89.31
BRICKLAYERS LOCAL 3	2/1/2026	\$57.71	\$11.49	\$15.57	\$5.89	\$0.00	\$90.66
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	8/1/2026	\$59.91	\$11.49	\$15.57	\$5.89	\$0.00	\$92.86
	2/1/2027	\$61.31	\$11.49	\$15.57	\$5.89	\$0.00	\$94.26

Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)**Effective Date: 8/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$28.18	\$11.49	\$15.57	\$5.89	\$0.00	\$61.13
2	60.00	\$33.82	\$11.49	\$15.57	\$5.89	\$0.00	\$66.77
3	70.00	\$39.45	\$11.49	\$15.57	\$5.89	\$0.00	\$72.40
4	80.00	\$45.09	\$11.49	\$15.57	\$5.89	\$0.00	\$78.04
5	90.00	\$50.72	\$11.49	\$15.57	\$5.89	\$0.00	\$83.67

Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)**Effective Date: 2/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$28.86	\$11.49	\$15.57	\$5.89	\$0.00	\$61.81
2	60.00	\$34.63	\$11.49	\$15.57	\$5.89	\$0.00	\$67.58

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)							
Effective Date: 2/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
3	70.00	\$40.40	\$11.49	\$15.57	\$5.89	\$0.00	\$73.35
4	80.00	\$46.17	\$11.49	\$15.57	\$5.89	\$0.00	\$79.12
5	90.00	\$51.94	\$11.49	\$15.57	\$5.89	\$0.00	\$84.89

Apprentice to Journeyworker Ratio: 1:5

BULLDOZER/POWER SHOVEL/TREE SHREDDER /CLAM SHELL OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
---	-----------	---------	---------	---------	--------	--------	---------

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN LABORERS LABORERS - FOUNDATION AND MARINE	12/1/2025	\$49.85	\$10.15	\$9.50	\$9.80	\$0.00	\$79.30
	6/1/2026	\$51.40	\$10.15	\$9.50	\$9.80	\$0.00	\$80.85
	12/1/2026	\$52.90	\$10.15	\$9.50	\$9.80	\$0.00	\$82.35

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING LABORER LABORERS LABORERS - FOUNDATION AND MARINE	12/1/2025	\$48.70	\$10.15	\$9.50	\$9.80	\$0.00	\$78.15
	6/1/2026	\$50.25	\$10.15	\$9.50	\$9.80	\$0.00	\$79.70
	12/1/2026	\$51.75	\$10.15	\$9.50	\$9.80	\$0.00	\$81.20

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING TOP MAN LABORERS LABORERS - FOUNDATION AND MARINE	12/1/2025	\$49.03	\$10.15	\$9.50	\$9.80	\$0.00	\$78.48
	6/1/2026	\$50.58	\$10.15	\$9.50	\$9.80	\$0.00	\$80.03
	12/1/2026	\$52.08	\$10.15	\$9.50	\$9.80	\$0.00	\$81.53

For apprentice rates see "Apprentice- LABORER"

CARBIDE CORE DRILL OPERATOR LABORERS LABORERS - ZONE 4 (BUILDING & SITE)	12/1/2025	\$36.04	\$10.15	\$9.50	\$5.53	\$0.00	\$61.22
	6/1/2026	\$38.54	\$10.15	\$9.50	\$5.53	\$0.00	\$63.72
	12/1/2026	\$40.96	\$10.15	\$9.50	\$5.53	\$0.00	\$66.14
	6/1/2027	\$42.36	\$10.15	\$9.50	\$5.53	\$0.00	\$67.54
	12/1/2027	\$43.76	\$10.15	\$9.50	\$5.53	\$0.00	\$68.94
	6/1/2028	\$45.26	\$10.15	\$9.50	\$5.53	\$0.00	\$70.44
	12/1/2028	\$47.26	\$9.90	\$9.25	\$5.53	\$0.00	\$71.94
	6/1/2029	\$34.29	\$9.90	\$0.00	\$0.00	\$0.00	\$44.19
	12/1/2029	\$36.79	\$9.90	\$9.25	\$5.53	\$0.00	\$61.47
	6/1/2020	\$39.29	\$9.90	\$9.25	\$5.53	\$0.00	\$63.97
	12/1/2020	\$41.46	\$9.90	\$9.25	\$5.53	\$0.00	\$66.14
	6/1/2021	\$43.11	\$9.90	\$9.25	\$5.53	\$0.00	\$67.79
	12/1/2021	\$44.51	\$9.90	\$9.25	\$5.53	\$0.00	\$69.19
	6/1/2022	\$46.01	\$9.90	\$9.25	\$5.53	\$0.00	\$70.69
	12/1/2022	\$47.01	\$10.15	\$9.50	\$5.53	\$0.00	\$72.19

For apprentice rates see "Apprentice- LABORER"

CARPENTER CARPENTERS	9/1/2025	\$43.54	\$8.56	\$11.25	\$6.90	\$0.00	\$70.25
	3/1/2026	\$44.44	\$8.56	\$11.25	\$6.90	\$0.00	\$71.15

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
CARPENTERS LOCAL 336 - HAMPDEN HAMPSHIRE	9/1/2026	\$45.39	\$8.56	\$11.25	\$6.90	\$0.00	\$72.10
FRANKLIN	3/1/2027	\$46.29	\$8.56	\$11.25	\$6.90	\$0.00	\$73.00

Apprentice: CARPENTER**Effective Date: 9/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$19.59	\$8.56	\$0.00	\$1.38	\$0.00	\$29.53
2	45.00	\$19.59	\$8.56	\$0.00	\$1.38	\$0.00	\$29.53
3	55.00	\$23.95	\$8.56	\$0.00	\$2.76	\$0.00	\$35.27
4	55.00	\$23.95	\$8.56	\$0.00	\$2.76	\$0.00	\$35.27
5	70.00	\$30.48	\$8.56	\$11.25	\$4.14	\$0.00	\$54.43
6	70.00	\$30.48	\$8.56	\$11.25	\$4.14	\$0.00	\$54.43
7	80.00	\$34.83	\$8.56	\$11.25	\$5.52	\$0.00	\$60.16
8	80.00	\$34.83	\$8.56	\$11.25	\$5.52	\$0.00	\$60.16

Apprentice: CARPENTER**Effective Date: 3/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$20.00	\$8.56	\$0.00	\$1.38	\$0.00	\$29.94
2	45.00	\$20.00	\$0.65	\$0.00	\$1.38	\$0.00	\$22.03
3	55.00	\$24.44	\$8.56	\$0.00	\$2.76	\$0.00	\$35.76
4	55.00	\$24.44	\$8.56	\$0.00	\$2.76	\$0.00	\$35.76
5	70.00	\$31.11	\$8.56	\$11.25	\$4.14	\$0.00	\$55.06
6	70.00	\$31.11	\$8.56	\$11.25	\$4.14	\$0.00	\$55.06
7	80.00	\$35.55	\$8.56	\$11.25	\$5.52	\$0.00	\$60.88
8	80.00	\$35.55	\$8.56	\$11.25	\$5.52	\$0.00	\$60.88

Apprentice to Journeyworker Ratio: 1:5

CARPENTER WOOD FRAME	10/1/2025	\$27.75	\$7.02	\$3.80	\$1.00	\$0.00	\$39.57
CARPENTERS	10/1/2026	\$28.85	\$7.02	\$3.80	\$1.00	\$0.00	\$40.67
CARPENTERS-ZONE 3 (Wood Frame)							
All Aspects of New Wood Frame Work							

Apprentice: CARPENTER WOOD FRAME**Effective Date: 10/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$16.65	\$7.02	\$0.00	\$0.00	\$0.00	\$23.67
2	60.00	\$16.65	\$7.02	\$0.00	\$0.00	\$0.00	\$23.67
3	65.00	\$18.04	\$7.02	\$0.00	\$1.00	\$0.00	\$26.06
4	70.00	\$19.43	\$7.02	\$0.00	\$1.00	\$0.00	\$27.45
5	75.00	\$20.81	\$7.02	\$3.80	\$1.00	\$0.00	\$32.63
6	80.00	\$22.20	\$7.02	\$3.80	\$1.00	\$0.00	\$34.02
7	85.00	\$23.59	\$7.02	\$3.80	\$1.00	\$0.00	\$35.41

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: CARPENTER WOOD FRAME							
Effective Date: 10/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
8	90.00	\$24.98	\$7.02	\$3.80	\$1.00	\$0.00	\$36.80

Apprentice: CARPENTER WOOD FRAME							
Effective Date: 10/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$17.31	\$7.02	\$0.00	\$0.00	\$0.00	\$24.33
2	60.00	\$17.31	\$7.02	\$0.00	\$0.00	\$0.00	\$24.33
3	65.00	\$18.75	\$7.02	\$0.00	\$1.00	\$0.00	\$26.77
4	70.00	\$20.20	\$7.02	\$0.00	\$1.00	\$0.00	\$28.22
5	75.00	\$21.64	\$7.02	\$3.80	\$1.00	\$0.00	\$33.46
6	80.00	\$23.08	\$7.02	\$3.80	\$1.00	\$0.00	\$34.90
7	85.00	\$24.52	\$7.02	\$3.80	\$1.00	\$0.00	\$36.34
8	90.00	\$25.97	\$7.02	\$3.80	\$1.00	\$0.00	\$37.79

Apprentice to Journeyworker Ratio: 1:5

CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 3 BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	7/1/2024	\$44.56	\$13.20	\$16.30	\$2.93	\$1.69	\$78.68
--	----------	---------	---------	---------	--------	--------	---------

Apprentice: CEMENT MASONRY/PLASTERING							
Effective Date: 7/1/2024							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$22.28	\$13.20	\$16.30	\$0.00	\$0.00	\$51.78
2	60.00	\$26.74	\$13.20	\$16.30	\$2.93	\$1.69	\$60.86
3	65.00	\$28.96	\$13.20	\$16.30	\$2.93	\$1.69	\$63.08
4	70.00	\$31.19	\$13.20	\$16.30	\$2.93	\$1.69	\$65.31
5	75.00	\$33.42	\$13.20	\$16.30	\$2.93	\$1.69	\$67.54
6	80.00	\$35.65	\$13.20	\$16.30	\$2.93	\$1.69	\$69.77
7	90.00	\$40.10	\$13.20	\$16.30	\$2.93	\$1.69	\$74.22

Apprentice to Journeyworker Ratio: 1:3

CHAIN SAW OPERATOR LABORERS LABORERS - ZONE 4 (BUILDING & SITE)	12/1/2025 6/1/2026 12/1/2026 6/1/2027 12/1/2027 6/1/2028 12/1/2028 6/1/2029 12/1/2029	\$36.04 \$38.54 \$40.96 \$42.36 \$43.76 \$45.26 \$47.26 \$34.29 \$36.79	\$10.15 \$10.15 \$10.15 \$10.15 \$10.15 \$10.15 \$9.90 \$9.90 \$9.90	\$9.50 \$9.50 \$9.50 \$9.50 \$9.50 \$9.50 \$9.25 \$0.00 \$9.25	\$5.53 \$5.53 \$5.53 \$5.53 \$5.53 \$5.53 \$5.53 \$0.00 \$5.53	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$61.22 \$63.72 \$66.14 \$67.54 \$68.94 \$70.44 \$71.94 \$44.19 \$61.47
IFB 2025-2182 ROWE Zoar Road Bridge							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	6/1/2206	\$39.29	\$9.90	\$9.25	\$5.53	\$0.00	\$63.97
	12/1/2206	\$41.46	\$9.90	\$9.25	\$5.53	\$0.00	\$66.14
	6/1/2207	\$43.11	\$9.90	\$9.25	\$5.53	\$0.00	\$67.79
	12/1/2207	\$44.51	\$9.90	\$9.25	\$5.53	\$0.00	\$69.19
	6/1/2208	\$46.01	\$9.90	\$9.25	\$5.53	\$0.00	\$70.69
	12/1/2208	\$47.01	\$10.15	\$9.50	\$5.53	\$0.00	\$72.19

For apprentice rates see "Apprentice- LABORER"

COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
---	-----------	---------	---------	---------	--------	--------	---------

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CRANE OPERATOR OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$43.06	\$13.78	\$12.15	\$3.00	\$0.00	\$71.99
--	-----------	---------	---------	---------	--------	--------	---------

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

DELEADER (BRIDGE) PAINTERS LOCAL 35 PAINTERS LOCAL 35 - ZONE 3	7/1/2025	\$58.51	\$10.30	\$11.95	\$12.50	\$0.00	\$93.26
	1/1/2026	\$59.56	\$10.35	\$12.00	\$12.60	\$0.00	\$94.51

Apprentice: DELEADER (BRIDGE)**Effective Date: 7/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$29.26	\$10.30	\$0.00	\$0.00	\$0.00	\$39.56
2	55.00	\$32.18	\$10.30	\$0.00	\$6.88	\$0.00	\$49.36
3	60.00	\$35.11	\$10.30	\$0.00	\$7.50	\$0.00	\$52.91
4	65.00	\$38.03	\$10.30	\$0.00	\$8.13	\$0.00	\$56.46
5	70.00	\$40.96	\$10.30	\$11.95	\$8.75	\$0.00	\$71.96
6	75.00	\$43.88	\$10.30	\$11.95	\$9.38	\$0.00	\$75.51
7	80.00	\$46.81	\$10.30	\$11.95	\$10.00	\$0.00	\$79.06
8	90.00	\$52.66	\$10.30	\$11.95	\$11.25	\$0.00	\$86.16

Apprentice: DELEADER (BRIDGE)**Effective Date: 1/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$29.78	\$10.35	\$0.00	\$0.00	\$0.00	\$40.13
2	55.00	\$32.76	\$10.35	\$0.00	\$6.93	\$0.00	\$50.04
3	60.00	\$35.74	\$10.35	\$0.00	\$7.56	\$0.00	\$53.65
4	65.00	\$38.71	\$10.35	\$0.00	\$8.19	\$0.00	\$57.25
5	70.00	\$41.69	\$10.35	\$12.00	\$8.82	\$0.00	\$72.86
6	75.00	\$44.67	\$10.35	\$12.00	\$9.45	\$0.00	\$76.47
7	80.00	\$47.65	\$10.35	\$12.00	\$10.08	\$0.00	\$80.08
8	90.00	\$53.60	\$10.35	\$12.00	\$11.34	\$0.00	\$87.29

Apprentice to Journeyworker Ratio: 1:1

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
DEMO: ADZEMAN	12/1/2025	\$48.75	\$10.15	\$9.50	\$9.65	\$0.00	\$78.05
LABORERS	6/1/2026	\$50.30	\$10.15	\$9.50	\$9.65	\$0.00	\$79.60
LABORERS - ZONE 4 (BUILDING & SITE)	12/7/2026	\$51.80	\$10.15	\$9.50	\$9.65	\$0.00	\$81.10
	6/7/2027	\$53.40	\$10.15	\$9.50	\$9.65	\$0.00	\$82.70
	12/6/2027	\$55.00	\$10.15	\$9.50	\$9.65	\$0.00	\$84.30
	6/5/2028	\$56.68	\$10.15	\$9.50	\$9.65	\$0.00	\$85.98
	12/4/2028	\$58.35	\$10.15	\$9.50	\$9.65	\$0.00	\$87.65

For apprentice rates see "Apprentice- LABORER"

DEMO: BACKHOE/LOADER/HAMMER OPERATOR	12/1/2025	\$49.75	\$10.15	\$9.50	\$9.65	\$0.00	\$79.05
LABORERS	6/1/2026	\$51.30	\$10.15	\$9.50	\$9.65	\$0.00	\$80.60
LABORERS - ZONE 4 (BUILDING & SITE)	12/7/2026	\$52.80	\$10.15	\$9.50	\$9.65	\$0.00	\$82.10
	6/7/2027	\$54.40	\$10.15	\$9.50	\$9.65	\$0.00	\$83.70
	12/6/2027	\$56.00	\$10.15	\$9.50	\$9.65	\$0.00	\$85.30
	6/5/2028	\$57.68	\$10.15	\$9.50	\$9.65	\$0.00	\$86.98
	12/4/2028	\$59.35	\$10.15	\$9.50	\$9.65	\$0.00	\$88.65

For apprentice rates see "Apprentice- LABORER"

DEMO: BURNERS	12/1/2025	\$49.50	\$10.15	\$9.50	\$9.65	\$0.00	\$78.80
LABORERS	6/1/2026	\$51.05	\$10.15	\$9.50	\$9.65	\$0.00	\$80.35
LABORERS - ZONE 4 (BUILDING & SITE)	12/7/2026	\$52.55	\$10.15	\$9.50	\$9.65	\$0.00	\$81.85
	6/7/2027	\$54.15	\$10.15	\$9.50	\$9.65	\$0.00	\$83.45
	12/6/2027	\$55.75	\$10.15	\$9.50	\$9.65	\$0.00	\$85.05
	6/5/2028	\$57.43	\$10.15	\$9.50	\$9.65	\$0.00	\$86.73
	12/4/2028	\$59.10	\$10.15	\$9.50	\$9.65	\$0.00	\$88.40

For apprentice rates see "Apprentice- LABORER"

DEMO: CONCRETE CUTTER/SAWYER	12/1/2025	\$49.75	\$10.15	\$9.50	\$9.65	\$0.00	\$79.05
LABORERS	6/1/2026	\$51.30	\$10.15	\$9.50	\$9.65	\$0.00	\$80.60
LABORERS - ZONE 4 (BUILDING & SITE)	12/7/2026	\$52.80	\$10.15	\$9.50	\$9.65	\$0.00	\$82.10
	6/7/2027	\$54.40	\$10.15	\$9.50	\$9.65	\$0.00	\$83.70
	12/6/2027	\$56.00	\$10.15	\$9.50	\$9.65	\$0.00	\$85.30
	6/5/2028	\$57.68	\$10.15	\$9.50	\$9.65	\$0.00	\$86.98
	12/4/2028	\$59.35	\$10.15	\$9.50	\$9.65	\$0.00	\$88.65

For apprentice rates see "Apprentice- LABORER"

DEMO: JACKHAMMER OPERATOR	12/1/2025	\$49.50	\$10.15	\$9.50	\$9.65	\$0.00	\$78.80
LABORERS	6/1/2026	\$51.05	\$10.15	\$9.50	\$9.65	\$0.00	\$80.35
LABORERS - ZONE 4 (BUILDING & SITE)	12/7/2026	\$52.55	\$10.15	\$9.50	\$9.65	\$0.00	\$81.85
	6/7/2027	\$54.15	\$10.15	\$9.50	\$9.65	\$0.00	\$83.45
	12/6/2027	\$55.75	\$10.15	\$9.50	\$9.65	\$0.00	\$85.05
	6/5/2028	\$57.43	\$10.15	\$9.50	\$9.65	\$0.00	\$86.73
	12/4/2028	\$59.10	\$10.15	\$9.50	\$9.65	\$0.00	\$88.40

For apprentice rates see "Apprentice- LABORER"

DEMO: WRECKING LABORER	12/1/2025	\$48.75	\$10.15	\$9.50	\$9.65	\$0.00	\$78.05
LABORERS	6/1/2026	\$50.30	\$10.15	\$9.50	\$9.65	\$0.00	\$79.60
LABORERS - ZONE 4 (BUILDING & SITE)	12/7/2026	\$51.80	\$10.15	\$9.50	\$9.65	\$0.00	\$81.10
	6/7/2027	\$53.40	\$10.15	\$9.50	\$9.65	\$0.00	\$82.70
	12/6/2027	\$55.00	\$10.15	\$9.50	\$9.65	\$0.00	\$84.30

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	6/5/2028	\$56.68	\$10.15	\$9.50	\$9.65	\$0.00	\$85.98
	12/4/2028	\$58.35	\$10.15	\$9.50	\$9.65	\$0.00	\$87.65

For apprentice rates see "Apprentice- LABORER"

DIVER	8/1/2024	\$78.11	\$10.08	\$11.62	\$12.67	\$0.00	\$112.48
PILE DRIVER LOCAL 56							

PILE DRIVER LOCAL 56 (ZONE 3)

as of 8-1-24, Apprentices with diving licenses begin at second year. % of Diver wage 70/80/90 2A \$69.83, 3A \$91.79,4A \$102.14 Total Rate

DIVER TENDER	8/1/2024	\$49.19	\$10.08	\$11.62	\$12.67	\$0.00	\$83.56
PILE DRIVER LOCAL 56							

PILE DRIVER LOCAL 56 (ZONE 3)

as of 8-1-24, Apprentices with diving licenses begin at second year. % of Piledriver wage 70/80/90 2A \$54.20, 3A \$73.93,4A \$82.05 Total Rate

DIVER TENDER (EFFLUENT)	8/1/2024	\$83.69	\$10.08	\$11.62	\$12.67	\$0.00	\$118.06
PILE DRIVER LOCAL 56							

PILE DRIVER LOCAL 56 (ZONE 3)

For apprentice rates see "Apprentice- PILE DRIVER"

DIVER/SLURRY (EFFLUENT)	8/1/2024	\$117.16	\$10.08	\$11.62	\$12.67	\$0.00	\$151.53
PILE DRIVER LOCAL 56							

PILE DRIVER LOCAL 56 (ZONE 3)

For apprentice rates see "Apprentice- PILE DRIVER"

DRAWBRIDGE OPERATOR (Construction)	7/1/2020	\$26.77	\$6.67	\$3.93	\$0.00	\$0.16	\$37.53
DRAWBRIDGE - SEIU LOCAL 888							

ELECTRICIAN (Including Core Drilling)	12/28/2025	\$53.26	\$13.75	\$8.40	\$6.96	\$0.00	\$82.37
ELECTRICIANS LOCAL 7							

ELECTRICIANS LOCAL 7	6/28/2026	\$54.41	\$14.00	\$8.43	\$7.03	\$0.00	\$83.87
1/3/2027							

ELECTRICIANS LOCAL 7	\$55.56	\$14.25	\$8.47	\$7.09	\$0.00	\$85.37
----------------------	---------	---------	--------	--------	--------	---------

Apprentice: ELECTRICIAN (Including Core Drilling)**Effective Date: 12/28/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$21.30	\$7.65	\$0.63	\$0.00	\$0.00	\$29.58
2	45.00	\$23.97	\$7.65	\$0.70	\$0.00	\$0.00	\$32.32
3	50.00	\$26.63	\$13.75	\$7.53	\$0.00	\$0.00	\$47.91
4	55.00	\$29.29	\$13.75	\$7.61	\$0.00	\$0.00	\$50.65
5	65.00	\$34.62	\$13.75	\$9.84	\$0.00	\$0.00	\$58.21
6	70.00	\$37.28	\$13.75	\$11.30	\$0.00	\$0.00	\$62.33

Apprentice: ELECTRICIAN (Including Core Drilling)**Effective Date: 6/28/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$21.76	\$7.80	\$0.63	\$0.00	\$0.00	\$30.19
2	45.00	\$24.48	\$7.80	\$0.70	\$0.00	\$0.00	\$32.98

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: ELECTRICIAN (Including Core Drilling)							
Effective Date: 6/28/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
3	50.00	\$27.21	\$14.00	\$7.53	\$0.00	\$0.00	\$48.74
4	55.00	\$29.93	\$14.00	\$7.61	\$0.00	\$0.00	\$51.54
5	65.00	\$35.37	\$14.00	\$9.84	\$0.00	\$0.00	\$59.21
6	70.00	\$38.09	\$14.00	\$11.30	\$0.00	\$0.00	\$63.39

Apprentice to Journeyworker Ratio: 2:3

ELEVATOR CONSTRUCTOR	1/1/2025	\$66.41	\$16.28	\$10.96	\$10.40	\$0.00	\$104.05
ELEVATOR CONSTRUCTORS LOCAL 41	1/1/2026	\$69.23	\$16.38	\$11.06	\$10.70	\$0.00	\$107.37
ELEVATOR CONSTRUCTORS LOCAL 41	1/1/2027	\$72.23	\$16.48	\$11.16	\$11.00	\$0.00	\$110.87

Apprentice: ELEVATOR CONSTRUCTOR
Effective Date: 1/1/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$33.21	\$16.28	\$0.00	\$0.00	\$0.00	\$49.49
2	55.00	\$36.53	\$16.28	\$10.96	\$10.40	\$0.00	\$74.17
3	65.00	\$43.17	\$16.28	\$10.96	\$10.40	\$0.00	\$80.81
4	70.00	\$46.49	\$16.28	\$10.96	\$10.40	\$0.00	\$84.13
5	80.00	\$53.13	\$16.28	\$10.96	\$10.40	\$0.00	\$90.77

Apprentice: ELEVATOR CONSTRUCTOR
Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$34.62	\$16.38	\$0.00	\$0.00	\$0.00	\$51.00
2	55.00	\$38.08	\$16.38	\$11.06	\$10.70	\$0.00	\$76.22
3	65.00	\$45.00	\$16.38	\$11.06	\$10.70	\$0.00	\$83.14
4	70.00	\$48.46	\$16.38	\$11.06	\$10.70	\$0.00	\$86.60
5	80.00	\$55.38	\$16.38	\$11.06	\$10.70	\$0.00	\$93.52

Apprentice to Journeyworker Ratio: 1:1

ELEVATOR CONSTRUCTOR HELPER	1/1/2025	\$46.49	\$16.28	\$10.96	\$10.40	\$0.00	\$84.13
ELEVATOR CONSTRUCTORS LOCAL 41	1/1/2026	\$48.46	\$16.38	\$11.06	\$10.70	\$0.00	\$86.60
ELEVATOR CONSTRUCTORS LOCAL 41	1/1/2027	\$50.56	\$16.48	\$11.16	\$11.00	\$0.00	\$89.20

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

FENCE & BEAM RAIL ERECTOR	12/1/2025	\$36.04	\$10.15	\$9.50	\$5.53	\$0.00	\$61.22
LABORERS	6/1/2026	\$38.54	\$10.15	\$9.50	\$5.53	\$0.00	\$63.72
LABORERS - ZONE 4 (BUILDING & SITE)	12/1/2026	\$40.71	\$10.15	\$9.50	\$5.53	\$0.00	\$65.89
	6/1/2027	\$42.36	\$10.15	\$9.50	\$5.53	\$0.00	\$67.54
	12/1/2027	\$43.76	\$10.15	\$9.50	\$5.53	\$0.00	\$68.94

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	6/1/2028	\$45.26	\$10.15	\$9.50	\$5.53	\$0.00	\$70.44
	12/1/2028	\$46.76	\$10.15	\$9.50	\$5.53	\$0.00	\$71.94

For apprentice rates see "Apprentice- LABORER"

FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/1/2025 6/1/2026 12/1/2026	\$36.21 \$38.25 \$39.54	\$10.15 \$10.15 \$10.15	\$9.50 \$9.50 \$9.50	\$6.60 \$6.60 \$6.60	\$0.00 \$0.00 \$0.00	\$62.46 \$64.50 \$65.79
---	------------------------------------	-------------------------------	-------------------------------	----------------------------	----------------------------	----------------------------	-------------------------------

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

FIELD ENG.INST/ROD-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	6/1/1999	\$18.84	\$4.80	\$4.10	\$0.00	\$0.00	\$27.74
--	----------	---------	--------	--------	--------	--------	---------

FIELD ENG.PARTY CHIEF:BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	6/1/1999	\$21.33	\$4.80	\$4.10	\$0.00	\$0.00	\$30.23
---	----------	---------	--------	--------	--------	--------	---------

FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	6/1/1999	\$22.33	\$4.80	\$4.10	\$0.00	\$0.00	\$31.23
--	----------	---------	--------	--------	--------	--------	---------

FIRE ALARM INSTALLER ELECTRICIANS LOCAL 7 ELECTRICIANS LOCAL 7	12/28/2025 6/28/2026 1/3/2027	\$53.26 \$54.41 \$55.56	\$13.75 \$14.00 \$14.25	\$8.40 \$8.43 \$8.47	\$6.96 \$7.03 \$7.09	\$0.00 \$0.00 \$0.00	\$82.37 \$83.87 \$85.37
--	-------------------------------------	-------------------------------	-------------------------------	----------------------------	----------------------------	----------------------------	-------------------------------

For apprentice rates see "Apprentice- ELECTRICIAN"

FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING ELECTRICIANS LOCAL 7 ELECTRICIANS LOCAL 7	12/28/2025 6/28/2026 1/3/2027	\$53.26 \$54.41 \$55.56	\$13.75 \$14.00 \$14.25	\$8.40 \$8.43 \$8.47	\$6.96 \$7.03 \$7.09	\$0.00 \$0.00 \$0.00	\$82.37 \$83.87 \$85.37
--	-------------------------------------	-------------------------------	-------------------------------	----------------------------	----------------------------	----------------------------	-------------------------------

For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"

FIREMAN OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
---	-----------	---------	---------	---------	--------	--------	---------

Apprentice: FIREMAN**Effective Date: 12/1/2023**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$23.42	\$13.78	\$12.15	\$3.00	\$0.00	\$52.35
2	70.00	\$27.32	\$13.78	\$12.15	\$3.00	\$0.00	\$56.25
3	80.00	\$31.22	\$13.78	\$12.15	\$3.00	\$0.00	\$60.15
4	90.00	\$35.13	\$13.78	\$12.15	\$3.00	\$0.00	\$64.06

Apprentice to Journeyworker Ratio: 1:6

FLAGGER & SIGNALER (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/1/2025 6/1/2026 12/1/2026	\$28.09 \$29.21 \$29.21	\$10.15 \$10.15 \$10.15	\$9.50 \$9.50 \$9.50	\$6.60 \$6.60 \$6.60	\$0.00 \$0.00 \$0.00	\$54.34 \$55.46 \$55.46
---	------------------------------------	-------------------------------	-------------------------------	----------------------------	----------------------------	----------------------------	-------------------------------

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

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
FLOORCOVERER	9/1/2025	\$43.44	\$8.56	\$11.25	\$6.90	\$0.00	\$70.15
FLOORCOVERERS LOCAL 2168	3/1/2026	\$44.34	\$8.56	\$11.25	\$6.90	\$0.00	\$71.05
FLOORCOVERERS LOCAL 2168 ZONE III	9/1/2026	\$45.29	\$8.56	\$11.25	\$6.90	\$0.00	\$72.00
	3/1/2027	\$46.19	\$8.56	\$11.25	\$6.90	\$0.00	\$72.90

Apprentice: FLOORCOVERER**Effective Date: 9/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$19.55	\$8.56	\$0.00	\$1.38	\$0.00	\$29.49
2	45.00	\$19.55	\$8.56	\$0.00	\$1.38	\$0.00	\$29.49
3	55.00	\$23.89	\$8.56	\$0.00	\$2.76	\$0.00	\$35.21
4	55.00	\$23.89	\$8.56	\$0.00	\$2.76	\$0.00	\$35.21
5	70.00	\$30.41	\$8.56	\$11.25	\$4.14	\$0.00	\$54.36
6	70.00	\$30.41	\$8.56	\$11.25	\$4.14	\$0.00	\$54.36
7	80.00	\$34.75	\$8.56	\$11.25	\$5.52	\$0.00	\$60.08
8	80.00	\$34.75	\$8.56	\$11.25	\$5.52	\$0.00	\$60.08

Apprentice: FLOORCOVERER**Effective Date: 3/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$19.95	\$8.56	\$0.00	\$1.38	\$0.00	\$29.89
2	45.00	\$19.95	\$8.56	\$0.00	\$1.38	\$0.00	\$29.89
3	55.00	\$24.39	\$8.56	\$0.00	\$2.76	\$0.00	\$35.71
4	55.00	\$24.39	\$8.56	\$0.00	\$2.76	\$0.00	\$35.71
5	70.00	\$31.04	\$8.56	\$11.25	\$4.14	\$0.00	\$54.99
6	70.00	\$31.04	\$8.56	\$11.25	\$4.14	\$0.00	\$54.99
7	80.00	\$35.47	\$8.56	\$11.25	\$5.52	\$0.00	\$60.80
8	80.00	\$35.47	\$8.56	\$11.25	\$5.52	\$0.00	\$60.80

Apprentice Notes

Steps are 750 hrs.

Apprentice to Journeyworker Ratio: 1:1

FORK LIFT	12/1/2023	\$39.25	\$13.78	\$12.15	\$3.00	\$0.00	\$68.18
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATORS/LIGHTING PLANTS	12/1/2023	\$35.80	\$13.78	\$12.15	\$3.00	\$0.00	\$64.73
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	6/1/2025	\$43.13	\$10.80	\$8.25	\$5.50	\$0.00	\$67.68
GLAZIERS LOCAL 1333	6/1/2026	\$44.73	\$11.20	\$8.40	\$6.05	\$0.00	\$70.38

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
GLAZIERS LOCAL 1333	6/1/2027	\$46.73	\$11.60	\$8.55	\$6.60	\$0.00	\$73.48
	6/1/2028	\$48.73	\$12.00	\$8.70	\$7.20	\$0.00	\$76.63

Apprentice: GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)**Effective Date: 6/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$21.57	\$10.80	\$8.25	\$5.50	\$0.00	\$46.12
2	56.25	\$24.26	\$10.80	\$8.25	\$5.50	\$0.00	\$48.81
3	62.50	\$26.96	\$10.80	\$8.25	\$5.50	\$0.00	\$51.51
4	68.75	\$29.65	\$10.80	\$8.25	\$5.50	\$0.00	\$54.20
5	75.00	\$32.35	\$10.80	\$8.25	\$5.50	\$0.00	\$56.90
6	81.25	\$35.04	\$10.80	\$8.25	\$5.50	\$0.00	\$59.59
7	87.50	\$37.74	\$10.80	\$8.25	\$5.50	\$0.00	\$62.29
8	93.75	\$40.43	\$10.80	\$8.25	\$5.50	\$0.00	\$64.98

Apprentice: GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)**Effective Date: 6/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$22.37	\$11.20	\$8.40	\$6.05	\$0.00	\$48.02
2	56.25	\$25.16	\$11.20	\$8.40	\$6.05	\$0.00	\$50.81
3	62.50	\$27.96	\$11.20	\$8.40	\$6.05	\$0.00	\$53.61
4	68.75	\$30.75	\$11.20	\$8.40	\$6.05	\$0.00	\$56.40
5	75.00	\$33.55	\$11.20	\$8.40	\$6.05	\$0.00	\$59.20
6	81.25	\$36.34	\$11.20	\$8.40	\$6.05	\$0.00	\$61.99
7	87.50	\$39.14	\$11.20	\$8.40	\$6.05	\$0.00	\$64.79
8	93.75	\$41.93	\$11.20	\$8.40	\$6.05	\$0.00	\$67.58

Apprentice to Journeyworker Ratio: 3:1

GRADER/TRENCHING MACHINE/DERRICK OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
--	-----------	---------	---------	---------	--------	--------	---------

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

HVAC (DUCTWORK)	7/1/2025	\$43.48	\$12.94	\$11.01	\$8.72	\$2.13	\$78.28
SHEETMETAL WORKERS LOCAL 63	7/1/2026	\$43.48	\$13.24	\$11.01	\$9.92	\$2.13	\$79.78
SHEETMETAL WORKERS LOCAL 63	1/1/2027	\$43.48	\$13.54	\$11.01	\$11.12	\$2.13	\$81.28
	7/1/2027	\$44.98	\$13.54	\$11.01	\$11.12	\$2.13	\$82.78
	1/1/2028	\$46.48	\$13.54	\$11.01	\$11.12	\$2.13	\$84.28

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS)	12/28/2025	\$53.26	\$13.75	\$8.40	\$6.96	\$0.00	\$82.37
ELECTRICIANS LOCAL 7	6/28/2026	\$54.41	\$14.00	\$8.43	\$7.03	\$0.00	\$83.87
ELECTRICIANS LOCAL 7	1/3/2027	\$55.56	\$14.25	\$8.47	\$7.09	\$0.00	\$85.37

For apprentice rates see "Apprentice- ELECTRICIAN"

HVAC (TESTING AND BALANCING - AIR)	7/1/2025	\$43.48	\$12.94	\$11.01	\$8.72	\$2.13	\$78.28
IFB 2025-2182 ROWE - Zoar Road Bridge						Page 71 of 92	

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental	Unemployment	Total Rate
SHEETMETAL WORKERS LOCAL 63	7/1/2026	\$43.48	\$13.24	\$11.01	\$9.92		\$2.13	\$79.78
SHEETMETAL WORKERS LOCAL 63	1/1/2027	\$43.48	\$13.54	\$11.01	\$11.12		\$2.13	\$81.28
	7/1/2027	\$44.98	\$13.54	\$11.01	\$11.12		\$2.13	\$82.78
	1/1/2028	\$46.48	\$13.54	\$11.01	\$11.12		\$2.13	\$84.28

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (TESTING AND BALANCING -WATER)	9/17/2025	\$52.26	\$12.00	\$10.85	\$7.10	\$0.00	\$82.21
PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2026	\$54.26	\$12.00	\$10.85	\$7.10	\$0.00	\$84.21
PLUMBERS & PIPEFITTERS LOCAL 104	9/17/2026	\$56.26	\$12.00	\$10.85	\$7.10	\$0.00	\$86.21
	3/17/2027	\$58.26	\$12.00	\$10.85	\$7.10	\$0.00	\$88.21
	9/17/2027	\$60.26	\$12.00	\$10.85	\$7.10	\$0.00	\$90.21
	3/17/2028	\$62.26	\$12.00	\$10.85	\$7.10	\$0.00	\$92.21
	9/17/2028	\$64.26	\$12.00	\$10.85	\$7.10	\$0.00	\$94.21
	3/17/2029	\$66.26	\$12.00	\$10.85	\$7.10	\$0.00	\$96.21

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

HVAC MECHANIC	9/17/2025	\$52.26	\$12.00	\$10.85	\$7.10	\$0.00	\$82.21
PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2026	\$54.26	\$12.00	\$10.85	\$7.10	\$0.00	\$84.21
PLUMBERS & PIPEFITTERS LOCAL 104	9/17/2026	\$56.26	\$12.00	\$10.85	\$7.10	\$0.00	\$86.21
	3/17/2027	\$58.26	\$12.00	\$10.85	\$7.10	\$0.00	\$88.21
	9/17/2027	\$60.26	\$12.00	\$10.85	\$7.10	\$0.00	\$90.21
	3/17/2028	\$62.26	\$12.00	\$10.85	\$7.10	\$0.00	\$92.21
	9/17/2028	\$64.26	\$12.00	\$10.85	\$7.10	\$0.00	\$94.21
	3/17/2029	\$66.26	\$12.00	\$10.85	\$7.10	\$0.00	\$96.21

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

HYDRAULIC DRILLS (HEAVY & HIGHWAY)	12/1/2025	\$36.71	\$10.15	\$9.50	\$6.60	\$0.00	\$62.96
LABORERS	6/1/2026	\$38.75	\$10.15	\$9.50	\$6.60	\$0.00	\$65.00
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/1/2026	\$40.04	\$10.15	\$9.50	\$6.60	\$0.00	\$66.29

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

INSULATOR (PIPES & TANKS)	9/1/2025	\$48.27	\$14.75	\$9.52	\$10.09	\$0.00	\$82.63
HEAT & FROST INSULATORS LOCAL 6	9/1/2026	\$51.01	\$14.75	\$9.52	\$10.09	\$0.00	\$85.37
HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)							

Apprentice: INSULATOR (PIPES & TANKS)**Effective Date: 9/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental	Unemployment	Total Rate
1	50.00	\$24.14	\$14.75	\$9.27	\$5.05	\$0.00	\$53.21	
2	60.00	\$28.96	\$14.75	\$9.32	\$6.05	\$0.00	\$59.08	
3	70.00	\$33.79	\$14.75	\$9.37	\$7.06	\$0.00	\$64.97	
4	80.00	\$38.62	\$14.75	\$9.42	\$8.07	\$0.00	\$70.86	

Apprentice: INSULATOR (PIPES & TANKS)**Effective Date: 9/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental	Unemployment	Total Rate
1	50.00	\$24.14	\$14.75	\$9.27	\$5.05	\$0.00	\$53.21	
2	60.00	\$28.96	\$14.75	\$9.32	\$6.05	\$0.00	\$59.08	
3	70.00	\$33.79	\$14.75	\$9.37	\$7.06	\$0.00	\$64.97	
4	80.00	\$38.62	\$14.75	\$9.42	\$8.07	\$0.00	\$70.86	

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: INSULATOR (PIPES & TANKS)							
Effective Date: 9/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$25.51	\$14.75	\$9.27	\$5.05	\$0.00	\$54.58
2	60.00	\$30.61	\$14.75	\$9.32	\$6.05	\$0.00	\$60.73
3	70.00	\$35.71	\$14.75	\$9.37	\$7.06	\$0.00	\$66.89
4	80.00	\$40.81	\$14.75	\$9.42	\$8.07	\$0.00	\$73.05

Apprentice to Journeyworker Ratio: 1:4

IRONWORKER/WELDER	3/16/2024	\$40.66	\$8.25	\$12.70	\$10.00	\$0.00	\$71.61
IRONWORKERS LOCAL 7							
IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)							

Apprentice: IRONWORKER/WELDER							
Effective Date: 3/16/2024							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$24.40	\$8.25	\$12.70	\$10.00	\$0.00	\$55.35
2	70.00	\$28.46	\$8.25	\$12.70	\$10.00	\$0.00	\$59.41
3	75.00	\$30.50	\$8.25	\$12.70	\$10.00	\$0.00	\$61.45
4	80.00	\$32.53	\$8.25	\$12.70	\$10.00	\$0.00	\$63.48
5	85.00	\$34.56	\$8.25	\$12.70	\$10.00	\$0.00	\$65.51
6	90.00	\$36.59	\$8.25	\$12.70	\$10.00	\$0.00	\$67.54

Apprentice to Journeyworker Ratio: 1:4

JACKHAMMER & PAVING BREAKER OPERATOR	12/1/2025	\$36.04	\$10.15	\$9.50	\$5.53	\$0.00	\$61.22
LABORERS							
LABORERS - ZONE 4 (BUILDING & SITE)							
12/1/2026	\$40.96	\$10.15	\$9.50	\$5.53	\$0.00	\$66.14	
6/1/2027	\$42.36	\$10.15	\$9.50	\$5.53	\$0.00	\$67.54	
12/1/2027	\$43.76	\$10.15	\$9.50	\$5.53	\$0.00	\$68.94	
6/1/2028	\$45.26	\$10.15	\$9.50	\$5.53	\$0.00	\$70.44	
12/1/2028	\$47.26	\$9.90	\$9.25	\$5.53	\$0.00	\$71.94	
6/1/2205	\$34.29	\$9.90	\$0.00	\$0.00	\$0.00	\$44.19	
12/1/2205	\$36.79	\$9.90	\$9.25	\$5.53	\$0.00	\$61.47	
6/1/2206	\$39.29	\$9.90	\$9.25	\$5.53	\$0.00	\$63.97	
12/1/2206	\$41.46	\$9.90	\$9.25	\$5.53	\$0.00	\$66.14	
6/1/2207	\$43.11	\$9.90	\$9.25	\$5.53	\$0.00	\$67.79	
12/1/2207	\$44.51	\$9.90	\$9.25	\$5.53	\$0.00	\$69.19	
6/1/2208	\$46.01	\$9.90	\$9.25	\$5.53	\$0.00	\$70.69	
12/1/2208	\$47.01	\$10.15	\$9.50	\$5.53	\$0.00	\$72.19	

For apprentice rates see "Apprentice- LABORER"

LABORER	12/1/2025	\$35.79	\$10.15	\$9.50	\$5.53	\$0.00	\$60.97
LABORERS							
LABORERS - ZONE 4 (BUILDING & SITE)							
6/1/2026	\$38.29	\$10.15	\$9.50	\$5.53	\$0.00	\$63.47	
12/1/2026	\$40.71	\$10.15	\$9.50	\$5.53	\$0.00	\$65.89	
6/1/2027	\$42.11	\$10.15	\$9.50	\$5.53	\$0.00	\$67.29	

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/1/2027	\$43.51	\$10.15	\$9.50	\$5.53	\$0.00	\$68.69
	6/1/2028	\$45.01	\$10.15	\$9.50	\$5.53	\$0.00	\$70.19
	12/1/2028	\$46.51	\$10.15	\$9.50	\$5.53	\$0.00	\$71.69

Apprentice: LABORER**Effective Date: 12/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$21.47	\$10.15	\$9.50	\$5.53	\$0.00	\$46.65
2	70.00	\$25.05	\$10.15	\$9.50	\$5.53	\$0.00	\$50.23
3	80.00	\$28.63	\$10.15	\$9.50	\$5.53	\$0.00	\$53.81
4	90.00	\$32.21	\$10.15	\$9.50	\$5.53	\$0.00	\$57.39

Apprentice: LABORER**Effective Date: 6/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$22.97	\$10.15	\$9.50	\$5.53	\$0.00	\$48.15
2	70.00	\$26.80	\$10.15	\$9.50	\$5.53	\$0.00	\$51.98
3	80.00	\$30.63	\$10.15	\$9.50	\$5.53	\$0.00	\$55.81
4	90.00	\$34.46	\$10.15	\$9.50	\$5.53	\$0.00	\$59.64

Apprentice to Journeyworker Ratio: 1:5

LABORER (HEAVY & HIGHWAY)	12/1/2025	\$35.96	\$10.15	\$9.50	\$6.60	\$0.00	\$62.21
LABORERS	6/1/2026	\$38.00	\$10.15	\$9.50	\$6.60	\$0.00	\$64.25
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/1/2026	\$39.29	\$10.15	\$9.50	\$6.60	\$0.00	\$65.54

Apprentice: LABORER (HEAVY & HIGHWAY)**Effective Date: 12/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$21.88	\$10.15	\$9.50	\$6.60	\$0.00	\$48.13
2	70.00	\$25.52	\$10.15	\$9.50	\$6.60	\$0.00	\$51.77
3	80.00	\$29.17	\$10.15	\$9.50	\$6.60	\$0.00	\$55.42
4	90.00	\$32.81	\$10.15	\$9.50	\$6.60	\$0.00	\$59.06

Apprentice: LABORER (HEAVY & HIGHWAY)**Effective Date: 6/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$22.80	\$10.15	\$9.50	\$6.60	\$0.00	\$49.05
2	70.00	\$26.60	\$10.15	\$9.50	\$6.60	\$0.00	\$52.85
3	80.00	\$30.40	\$10.15	\$9.50	\$6.60	\$0.00	\$56.65
4	90.00	\$34.20	\$10.15	\$9.50	\$6.60	\$0.00	\$60.45

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice to Journeyworker Ratio: 1:5							
LABORER: CARPENTER TENDER	12/1/2025	\$35.79	\$10.15	\$9.50	\$5.53	\$0.00	\$60.97
LABORERS	6/1/2026	\$38.29	\$10.15	\$9.50	\$5.53	\$0.00	\$63.47
LABORERS - ZONE 4 (BUILDING & SITE)	12/1/2026	\$40.71	\$10.15	\$9.50	\$5.53	\$0.00	\$65.89
	6/1/2027	\$42.11	\$10.15	\$9.50	\$5.53	\$0.00	\$67.29
	12/1/2027	\$43.51	\$10.15	\$9.50	\$5.53	\$0.00	\$68.69
	6/1/2028	\$45.01	\$10.15	\$9.50	\$5.53	\$0.00	\$70.19
	12/1/2028	\$46.51	\$10.15	\$9.50	\$5.53	\$0.00	\$71.69
For apprentice rates see "Apprentice- LABORER"							
LABORER: CEMENT FINISHER TENDER	12/1/2025	\$35.79	\$10.15	\$9.50	\$5.53	\$0.00	\$60.97
LABORERS	6/1/2026	\$38.29	\$10.15	\$9.50	\$5.53	\$0.00	\$63.47
LABORERS - ZONE 4 (BUILDING & SITE)	12/1/2026	\$40.71	\$10.15	\$9.50	\$5.53	\$0.00	\$65.89
	6/1/2027	\$42.11	\$10.15	\$9.50	\$5.53	\$0.00	\$67.29
	12/1/2027	\$43.51	\$10.15	\$9.50	\$5.53	\$0.00	\$68.69
	6/1/2028	\$45.01	\$10.15	\$9.50	\$5.53	\$0.00	\$70.19
	12/1/2028	\$46.51	\$10.15	\$9.50	\$5.53	\$0.00	\$71.69
For apprentice rates see "Apprentice- LABORER"							
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER	12/1/2025	\$34.63	\$10.15	\$9.50	\$5.41	\$0.00	\$59.69
LABORERS	6/1/2026	\$36.67	\$10.15	\$9.50	\$5.41	\$0.00	\$61.73
LABORERS - ZONE 4 (BUILDING & SITE)	12/1/2026	\$37.96	\$10.15	\$9.50	\$5.41	\$0.00	\$63.02
	6/1/2027	\$39.26	\$10.15	\$9.50	\$5.41	\$0.00	\$64.32
	12/1/2027	\$40.56	\$10.15	\$9.50	\$5.41	\$0.00	\$65.62
	6/5/2028	\$41.91	\$10.15	\$9.50	\$5.41	\$0.00	\$66.97
	12/4/2028	\$43.26	\$10.15	\$9.50	\$5.41	\$0.00	\$68.32
For apprentice rates see "Apprentice- LABORER"							
LABORER: MASON TENDER	12/1/2025	\$37.79	\$10.15	\$9.50	\$5.53	\$0.00	\$62.97
LABORERS	6/1/2026	\$40.29	\$10.15	\$9.50	\$5.53	\$0.00	\$65.47
LABORERS - ZONE 4 (BUILDING & SITE)	12/1/2026	\$42.71	\$10.15	\$9.50	\$5.53	\$0.00	\$67.89
	6/1/2027	\$44.11	\$10.15	\$9.50	\$5.53	\$0.00	\$69.29
	12/1/2027	\$45.51	\$10.15	\$9.50	\$5.53	\$0.00	\$70.69
	6/1/2028	\$47.01	\$10.15	\$9.50	\$5.53	\$0.00	\$72.19
	12/1/2028	\$48.51	\$10.15	\$9.50	\$5.53	\$0.00	\$73.69
For apprentice rates see "Apprentice- LABORER"							
LABORER: MASON TENDER (HEAVY & HIGHWAY)	12/1/2025	\$36.21	\$10.15	\$9.50	\$6.60	\$0.00	\$62.46
LABORERS	6/1/2026	\$38.25	\$10.15	\$9.50	\$6.60	\$0.00	\$64.50
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/1/2026	\$39.54	\$10.15	\$9.50	\$6.60	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
LABORER: MULTI-TRADE TENDER	12/1/2025	\$35.79	\$10.15	\$9.50	\$5.53	\$0.00	\$60.97
LABORERS	6/1/2026	\$38.29	\$10.15	\$9.50	\$5.53	\$0.00	\$63.47
LABORERS - ZONE 4 (BUILDING & SITE)	12/1/2026	\$40.71	\$10.15	\$9.50	\$5.53	\$0.00	\$65.89
	6/1/2027	\$42.11	\$10.15	\$9.50	\$5.53	\$0.00	\$67.29
	12/1/2027	\$43.51	\$10.15	\$9.50	\$5.53	\$0.00	\$68.69
	6/1/2028	\$45.01	\$10.15	\$9.50	\$5.53	\$0.00	\$70.19
	12/1/2028	\$46.51	\$10.15	\$9.50	\$5.53	\$0.00	\$71.69

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"							
LABORER: TREE REMOVER	12/1/2025	\$35.79	\$10.15	\$9.50	\$5.53	\$0.00	\$60.97
LABORERS	6/1/2026	\$38.29	\$10.15	\$9.50	\$5.53	\$0.00	\$63.47
LABORERS - ZONE 4 (BUILDING & SITE)	12/1/2026	\$40.71	\$10.15	\$9.50	\$5.53	\$0.00	\$65.89
	6/1/2027	\$42.11	\$10.15	\$9.50	\$5.53	\$0.00	\$67.29
	12/1/2027	\$43.51	\$10.15	\$9.50	\$5.53	\$0.00	\$68.69
	6/1/2028	\$45.01	\$10.15	\$9.50	\$5.53	\$0.00	\$70.19
	12/1/2028	\$46.51	\$10.15	\$9.50	\$5.53	\$0.00	\$71.69
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"							
LASER BEAM OPERATOR	12/1/2025	\$36.04	\$10.15	\$9.50	\$5.53	\$0.00	\$61.22
LABORERS	6/1/2026	\$38.54	\$10.15	\$9.50	\$5.53	\$0.00	\$63.72
LABORERS - ZONE 4 (BUILDING & SITE)	12/1/2026	\$40.96	\$10.15	\$9.50	\$5.53	\$0.00	\$66.14
	6/1/2027	\$42.36	\$10.15	\$9.50	\$5.53	\$0.00	\$67.54
	12/1/2027	\$43.76	\$10.15	\$9.50	\$5.53	\$0.00	\$68.94
	6/1/2028	\$45.26	\$10.15	\$9.50	\$5.53	\$0.00	\$70.44
	12/1/2028	\$47.26	\$9.90	\$9.25	\$5.53	\$0.00	\$71.94
	6/1/2205	\$34.29	\$9.90	\$0.00	\$0.00	\$0.00	\$44.19
	12/1/2205	\$36.79	\$9.90	\$9.25	\$5.53	\$0.00	\$61.47
	6/1/2206	\$39.29	\$9.90	\$9.25	\$5.53	\$0.00	\$63.97
	12/1/2206	\$41.46	\$9.90	\$9.25	\$5.53	\$0.00	\$66.14
	6/1/2207	\$43.11	\$9.90	\$9.25	\$5.53	\$0.00	\$67.79
	12/1/2207	\$44.51	\$9.90	\$9.25	\$5.53	\$0.00	\$69.19
	6/1/2208	\$46.01	\$9.90	\$9.25	\$5.53	\$0.00	\$70.69
	12/1/2208	\$47.01	\$10.15	\$9.50	\$5.53	\$0.00	\$72.19
For apprentice rates see "Apprentice- LABORER"							
LASER BEAM OPERATOR (HEAVY & HIGHWAY)	12/1/2025	\$36.21	\$10.15	\$9.50	\$6.60	\$0.00	\$62.46
LABORERS	6/1/2026	\$38.25	\$10.15	\$9.50	\$6.60	\$0.00	\$64.50
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/1/2026	\$39.54	\$10.15	\$9.50	\$6.60	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
MARBLE & TILE FINISHERS	8/1/2025	\$45.56	\$11.49	\$15.10	\$5.68	\$0.00	\$77.83
BRICKLAYERS LOCAL 3	2/1/2026	\$46.64	\$11.49	\$15.10	\$5.68	\$0.00	\$78.91
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	8/1/2026	\$48.40	\$11.49	\$15.10	\$5.68	\$0.00	\$80.67
	2/1/2027	\$49.52	\$11.49	\$15.10	\$5.68	\$0.00	\$81.79
Apprentice: MARBLE & TILE FINISHERS Effective Date: 8/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$22.78	\$11.49	\$15.10	\$5.68	\$0.00	\$55.05
2	60.00	\$27.34	\$11.49	\$15.10	\$5.68	\$0.00	\$59.61
3	70.00	\$31.89	\$11.49	\$15.10	\$5.68	\$0.00	\$64.16
4	80.00	\$36.45	\$11.49	\$15.10	\$5.68	\$0.00	\$68.72
5	90.00	\$41.00	\$11.49	\$15.10	\$5.68	\$0.00	\$73.27

Construction

Classification		Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: MARBLE & TILE FINISHERS								
Effective Date: 2/1/2026								
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	
1	50.00	\$23.32	\$11.49	\$15.10	\$5.68	\$0.00	\$55.59	
2	60.00	\$27.98	\$11.49	\$15.10	\$5.68	\$0.00	\$60.25	
3	70.00	\$32.65	\$11.49	\$15.10	\$5.68	\$0.00	\$64.92	
4	80.00	\$37.31	\$11.49	\$15.10	\$5.68	\$0.00	\$69.58	
5	90.00	\$41.98	\$11.49	\$15.10	\$5.68	\$0.00	\$74.25	

Apprentice to Journeyworker Ratio: 1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES)	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANIC/WELDER/BOOM TRUCK	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 3)	1/6/2025	\$43.42	\$10.08	\$11.47	\$9.75	\$0.00	\$74.72
MILLWRIGHTS LOCAL 1121	1/5/2026	\$45.70	\$10.08	\$11.47	\$9.75	\$0.00	\$77.00
MILLWRIGHTS LOCAL 1121 - Zone 3							

Apprentice: MILLWRIGHT (Zone 3)**Effective Date: 1/6/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	\$23.88	\$10.08	\$0.00	\$5.36	\$0.00	\$39.32
2	65.00	\$28.22	\$10.08	\$0.00	\$6.34	\$0.00	\$44.64
3	75.00	\$32.57	\$10.08	\$11.47	\$7.31	\$0.00	\$61.43
4	85.00	\$36.91	\$10.08	\$11.47	\$8.29	\$0.00	\$66.75

Apprentice: MILLWRIGHT (Zone 3)**Effective Date: 1/5/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	\$25.14	\$10.08	\$0.00	\$5.36	\$0.00	\$40.58
2	65.00	\$29.71	\$10.08	\$0.00	\$6.34	\$0.00	\$46.13
3	75.00	\$34.28	\$10.08	\$11.47	\$7.31	\$0.00	\$63.14
4	85.00	\$38.85	\$10.08	\$11.47	\$8.29	\$0.00	\$68.69

Apprentice Notes

Step 1&2 Appr. indentured after 1/6/2020 receive no pension,

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice to Journeyworker Ratio: 1:4							
MORTAR MIXER	12/1/2025	\$36.04	\$10.15	\$9.50	\$5.53	\$0.00	\$61.22
LABORERS	6/1/2026	\$38.54	\$10.15	\$9.50	\$5.53	\$0.00	\$63.72
LABORERS - ZONE 4 (BUILDING & SITE)	12/1/2026	\$40.96	\$10.15	\$9.50	\$5.53	\$0.00	\$66.14
	6/1/2027	\$42.36	\$10.15	\$9.50	\$5.53	\$0.00	\$67.54
	12/1/2027	\$43.76	\$10.15	\$9.50	\$5.53	\$0.00	\$68.94
	6/1/2028	\$45.26	\$10.15	\$9.50	\$5.53	\$0.00	\$70.44
	12/1/2028	\$47.26	\$9.90	\$9.25	\$5.53	\$0.00	\$71.94
	6/1/2205	\$34.29	\$9.90	\$0.00	\$0.00	\$0.00	\$44.19
	12/1/2205	\$36.79	\$9.90	\$9.25	\$5.53	\$0.00	\$61.47
	6/1/2206	\$39.29	\$9.90	\$9.25	\$5.53	\$0.00	\$63.97
	12/1/2206	\$41.46	\$9.90	\$9.25	\$5.53	\$0.00	\$66.14
	6/1/2207	\$43.11	\$9.90	\$9.25	\$5.53	\$0.00	\$67.79
	12/1/2207	\$44.51	\$9.90	\$9.25	\$5.53	\$0.00	\$69.19
	6/1/2208	\$46.01	\$9.90	\$9.25	\$5.53	\$0.00	\$70.69
	12/1/2208	\$47.01	\$10.15	\$9.50	\$5.53	\$0.00	\$72.19
For apprentice rates see "Apprentice- LABORER"							
OILER	12/1/2023	\$35.02	\$13.78	\$12.15	\$3.00	\$0.00	\$63.95
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
OTHER POWER DRIVEN EQUIPMENT - CLASS VI	12/1/2023	\$32.74	\$13.78	\$12.15	\$3.00	\$0.00	\$61.67
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PAINTER (BRIDGES/TANKS)	7/1/2025	\$58.51	\$10.30	\$11.95	\$12.50	\$0.00	\$93.26
PAINTERS LOCAL 35	1/1/2026	\$59.56	\$10.35	\$12.00	\$12.60	\$0.00	\$94.51
PAINTERS LOCAL 35 - ZONE 3							
Apprentice: PAINTER (BRIDGES/TANKS)							
Effective Date: 7/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$29.26	\$10.30	\$0.00	\$0.00	\$0.00	\$39.56
2	55.00	\$32.18	\$10.30	\$0.00	\$6.88	\$0.00	\$49.36
3	60.00	\$35.11	\$10.30	\$0.00	\$7.50	\$0.00	\$52.91
4	65.00	\$38.03	\$10.30	\$0.00	\$8.13	\$0.00	\$56.46
5	70.00	\$40.96	\$10.30	\$11.95	\$8.75	\$0.00	\$71.96
6	75.00	\$43.88	\$10.30	\$11.95	\$9.38	\$0.00	\$75.51
7	80.00	\$46.81	\$10.30	\$11.95	\$10.00	\$0.00	\$79.06
8	90.00	\$52.66	\$10.30	\$11.95	\$11.25	\$0.00	\$86.16

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: PAINTER (BRIDGES/TANKS)							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$29.78	\$10.35	\$0.00	\$0.00	\$0.00	\$40.13
2	55.00	\$32.76	\$10.35	\$0.00	\$6.93	\$0.00	\$50.04
3	60.00	\$35.74	\$10.35	\$0.00	\$7.56	\$0.00	\$53.65
4	65.00	\$38.71	\$10.35	\$0.00	\$8.19	\$0.00	\$57.25
5	70.00	\$41.69	\$10.35	\$12.00	\$8.82	\$0.00	\$72.86
6	75.00	\$44.67	\$10.35	\$12.00	\$9.45	\$0.00	\$76.47
7	80.00	\$47.65	\$10.35	\$12.00	\$10.08	\$0.00	\$80.08
8	90.00	\$53.60	\$10.35	\$12.00	\$11.34	\$0.00	\$87.29

Apprentice to Journeyworker Ratio: 1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	7/1/2025	\$41.13	\$10.30	\$11.95	\$8.25	\$0.00	\$71.63
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.	1/1/2026	\$42.03	\$10.35	\$12.00	\$8.35	\$0.00	\$72.73
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 3							

Apprentice: PAINTER (SPRAY OR SANDBLAST, NEW) ***Effective Date: 7/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$20.57	\$10.30	\$0.00	\$0.00	\$0.00	\$30.87
2	55.00	\$22.62	\$10.30	\$0.00	\$4.54	\$0.00	\$37.46
3	60.00	\$24.68	\$10.30	\$0.00	\$4.95	\$0.00	\$39.93
4	65.00	\$26.73	\$10.30	\$0.00	\$5.36	\$0.00	\$42.39
5	70.00	\$28.79	\$10.30	\$11.95	\$5.78	\$0.00	\$56.82
6	75.00	\$30.85	\$10.30	\$11.95	\$6.19	\$0.00	\$59.29
7	80.00	\$32.90	\$10.30	\$11.95	\$6.60	\$0.00	\$61.75
8	90.00	\$37.02	\$10.30	\$11.95	\$7.43	\$0.00	\$66.70

Apprentice: PAINTER (SPRAY OR SANDBLAST, NEW) ***Effective Date: 1/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$21.02	\$10.35	\$0.00	\$0.00	\$0.00	\$31.37
2	55.00	\$23.12	\$10.35	\$0.00	\$4.59	\$0.00	\$38.06
3	60.00	\$25.22	\$10.35	\$0.00	\$5.01	\$0.00	\$40.58
4	65.00	\$27.32	\$10.35	\$0.00	\$5.43	\$0.00	\$43.10
5	70.00	\$29.42	\$10.35	\$12.00	\$5.85	\$0.00	\$57.62
6	75.00	\$31.52	\$10.35	\$12.00	\$6.26	\$0.00	\$60.13
7	80.00	\$33.62	\$10.35	\$12.00	\$6.68	\$0.00	\$62.65
8	90.00	\$37.83	\$10.35	\$12.00	\$7.52	\$0.00	\$67.70

Construction

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

Apprentice to Journeyworker Ratio: 1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	7/1/2025	\$38.45	\$10.30	\$11.95	\$8.25	\$0.00	\$68.95
PAINTERS LOCAL 35	1/1/2026	\$39.35	\$10.35	\$12.00	\$8.35	\$0.00	\$70.05
PAINTERS LOCAL 35 - ZONE 3							

Apprentice: PAINTER (SPRAY OR SANDBLAST, REPAINT)**Effective Date: 7/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$19.23	\$10.30	\$0.00	\$0.00	\$0.00	\$29.53
2	55.00	\$21.15	\$10.30	\$0.00	\$4.54	\$0.00	\$35.99
3	60.00	\$23.07	\$10.30	\$0.00	\$4.95	\$0.00	\$38.32
4	65.00	\$24.99	\$10.30	\$0.00	\$5.36	\$0.00	\$40.65
5	70.00	\$26.92	\$10.30	\$11.95	\$5.78	\$0.00	\$54.95
6	75.00	\$28.84	\$10.30	\$11.95	\$6.19	\$0.00	\$57.28
7	80.00	\$30.76	\$10.30	\$11.95	\$6.60	\$0.00	\$59.61
8	90.00	\$34.61	\$10.30	\$11.95	\$7.43	\$0.00	\$64.29

Apprentice: PAINTER (SPRAY OR SANDBLAST, REPAINT)**Effective Date: 1/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$19.68	\$10.35	\$0.00	\$0.00	\$0.00	\$30.03
2	55.00	\$21.64	\$10.35	\$0.00	\$4.59	\$0.00	\$36.58
3	60.00	\$23.61	\$10.35	\$0.00	\$5.01	\$0.00	\$38.97
4	65.00	\$25.58	\$10.35	\$0.00	\$5.43	\$0.00	\$41.36
5	70.00	\$27.55	\$10.35	\$12.00	\$5.85	\$0.00	\$55.75
6	75.00	\$29.51	\$10.35	\$12.00	\$6.26	\$0.00	\$58.12
7	80.00	\$31.48	\$10.35	\$12.00	\$6.68	\$0.00	\$60.51
8	90.00	\$35.42	\$10.35	\$12.00	\$7.52	\$0.00	\$65.29

Apprentice to Journeyworker Ratio: 1:1

PAINTER / TAPER (BRUSH, NEW) *	7/1/2025	\$39.73	\$10.30	\$11.95	\$8.25	\$0.00	\$70.23
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.	1/1/2026	\$40.63	\$10.35	\$12.00	\$8.35	\$0.00	\$71.33
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 3							

Apprentice: PAINTER / TAPER (BRUSH, NEW) ***Effective Date: 7/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$19.87	\$10.30	\$0.00	\$0.00	\$0.00	\$30.17
2	55.00	\$21.85	\$10.30	\$0.00	\$4.54	\$0.00	\$36.69
3	60.00	\$23.84	\$10.30	\$0.00	\$4.95	\$0.00	\$39.09

Construction

Classification		Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: PAINTER / TAPER (BRUSH, NEW) *								
Effective Date: 7/1/2025								
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	
4	65.00	\$25.82	\$10.30	\$0.00	\$5.36	\$0.00	\$41.48	
5	70.00	\$27.81	\$10.30	\$11.95	\$5.78	\$0.00	\$55.84	
6	75.00	\$29.80	\$10.30	\$11.95	\$6.19	\$0.00	\$58.24	
7	80.00	\$31.78	\$10.30	\$11.95	\$6.60	\$0.00	\$60.63	
8	90.00	\$35.76	\$10.30	\$11.95	\$7.43	\$0.00	\$65.44	
Apprentice: PAINTER / TAPER (BRUSH, NEW) *								
Effective Date: 1/1/2026								
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	
1	50.00	\$20.32	\$10.35	\$0.00	\$0.00	\$0.00	\$30.67	
2	55.00	\$22.35	\$10.35	\$0.00	\$4.59	\$0.00	\$37.29	
3	60.00	\$24.38	\$10.35	\$0.00	\$5.01	\$0.00	\$39.74	
4	65.00	\$26.41	\$10.35	\$0.00	\$5.43	\$0.00	\$42.19	
5	70.00	\$28.44	\$10.35	\$12.00	\$5.85	\$0.00	\$56.64	
6	75.00	\$30.47	\$10.35	\$12.00	\$6.26	\$0.00	\$59.08	
7	80.00	\$32.50	\$10.35	\$12.00	\$6.68	\$0.00	\$61.53	
8	90.00	\$36.57	\$10.35	\$12.00	\$7.52	\$0.00	\$66.44	

Apprentice to Journeyworker Ratio: 1:1

PAINTER / TAPER (BRUSH, REPAINT)	7/1/2025	\$37.05	\$10.30	\$11.95	\$8.25	\$0.00	\$67.55
PAINTERS LOCAL 35	1/1/2026	\$37.95	\$10.35	\$12.00	\$8.35	\$0.00	\$68.65
PAINTERS LOCAL 35 - ZONE 3							

Apprentice: PAINTER / TAPER (BRUSH, REPAINT)**Effective Date: 7/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$18.53	\$10.30	\$0.00	\$0.00	\$0.00	\$28.83
2	55.00	\$20.38	\$10.30	\$0.00	\$4.54	\$0.00	\$35.22
3	60.00	\$22.23	\$10.30	\$0.00	\$4.95	\$0.00	\$37.48
4	65.00	\$24.08	\$10.30	\$0.00	\$5.36	\$0.00	\$39.74
5	70.00	\$25.94	\$10.30	\$11.95	\$5.78	\$0.00	\$53.97
6	75.00	\$27.79	\$10.30	\$11.95	\$6.19	\$0.00	\$56.23
7	80.00	\$29.64	\$10.30	\$11.95	\$6.60	\$0.00	\$58.49
8	90.00	\$33.35	\$10.30	\$11.95	\$7.43	\$0.00	\$63.03

Apprentice: PAINTER / TAPER (BRUSH, REPAINT)**Effective Date: 1/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate

Construction

Classification		Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: PAINTER / TAPER (BRUSH, REPAINT)								
Effective Date: 1/1/2026								
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	
1	50.00	\$18.98	\$10.35	\$0.00	\$0.00	\$0.00	\$29.33	
2	55.00	\$20.87	\$10.35	\$0.00	\$4.59	\$0.00	\$35.81	
3	60.00	\$22.77	\$10.35	\$0.00	\$5.01	\$0.00	\$38.13	
4	65.00	\$24.67	\$10.35	\$0.00	\$5.43	\$0.00	\$40.45	
5	70.00	\$26.57	\$10.35	\$12.00	\$5.85	\$0.00	\$54.77	
6	75.00	\$28.46	\$10.35	\$12.00	\$6.26	\$0.00	\$57.07	
7	80.00	\$30.36	\$10.35	\$12.00	\$6.68	\$0.00	\$59.39	
8	90.00	\$34.16	\$10.35	\$12.00	\$7.52	\$0.00	\$64.03	

Apprentice to Journeyworker Ratio: 1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	12/1/2025	\$35.96	\$10.15	\$9.50	\$6.60	\$0.00	\$62.21
LABORERS	6/1/2026	\$38.00	\$10.15	\$9.50	\$6.60	\$0.00	\$64.25
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/1/2026	\$39.29	\$10.15	\$9.50	\$6.60	\$0.00	\$65.54

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

PANEL & PICKUP TRUCKS DRIVER	12/1/2025	\$40.78	\$15.57	\$21.78	\$0.00	\$0.00	\$78.13
TEAMSTERS JOINT COUNCIL NO. 10	1/1/2026	\$40.78	\$16.17	\$21.78	\$0.00	\$0.00	\$78.73
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	6/1/2026	\$41.78	\$16.17	\$21.78	\$0.00	\$0.00	\$79.73
	12/1/2026	\$41.78	\$16.17	\$23.52	\$0.00	\$0.00	\$81.47
	1/1/2027	\$41.78	\$16.77	\$23.52	\$0.00	\$0.00	\$82.07

PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	8/1/2024	\$49.19	\$10.08	\$11.62	\$12.67	\$0.00	\$83.56
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							

For apprentice rates see "Apprentice- PILE DRIVER"

PILE DRIVER	8/1/2024	\$49.19	\$10.08	\$11.62	\$12.67	\$0.00	\$83.56
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							

Apprentice: PILE DRIVER**Effective Date: 8/1/2024**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$22.14	\$10.08	\$0.00	\$2.53	\$0.00	\$34.75
2	55.00	\$27.05	\$10.08	\$0.00	\$5.07	\$0.00	\$42.20
3	70.00	\$34.43	\$10.08	\$11.62	\$7.60	\$0.00	\$63.73
4	80.00	\$39.35	\$10.08	\$11.62	\$10.14	\$0.00	\$71.19

Apprentice to Journeyworker Ratio: 1:5

PIPELAYER	12/1/2025	\$36.04	\$10.15	\$9.50	\$5.53	\$0.00	\$61.22
LABORERS	6/1/2026	\$38.54	\$10.15	\$9.50	\$5.53	\$0.00	\$63.72
LABORERS - ZONE 4 (BUILDING & SITE)	12/1/2026	\$40.96	\$10.15	\$9.50	\$5.53	\$0.00	\$66.14

IFB 2025-2182 ROWE - Zoar Road Bridge

Page 82 of 92

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	6/1/2027	\$42.36	\$10.15	\$9.50	\$5.53	\$0.00	\$67.54
	12/1/2027	\$43.76	\$10.15	\$9.50	\$5.53	\$0.00	\$68.94
	6/1/2028	\$45.26	\$10.15	\$9.50	\$5.53	\$0.00	\$70.44
	12/1/2028	\$47.26	\$9.90	\$9.25	\$5.53	\$0.00	\$71.94
	6/1/2029	\$34.29	\$9.90	\$0.00	\$0.00	\$0.00	\$44.19
	12/1/2029	\$36.79	\$9.90	\$9.25	\$5.53	\$0.00	\$61.47
	6/1/2030	\$39.29	\$9.90	\$9.25	\$5.53	\$0.00	\$63.97
	12/1/2030	\$41.46	\$9.90	\$9.25	\$5.53	\$0.00	\$66.14
	6/1/2031	\$43.11	\$9.90	\$9.25	\$5.53	\$0.00	\$67.79
	12/1/2031	\$44.51	\$9.90	\$9.25	\$5.53	\$0.00	\$69.19
	6/1/2032	\$46.01	\$9.90	\$9.25	\$5.53	\$0.00	\$70.69
	12/1/2032	\$47.01	\$10.15	\$9.50	\$5.53	\$0.00	\$72.19

For apprentice rates see "Apprentice- LABORER"

PIPELAYER (HEAVY & HIGHWAY)	12/1/2025	\$36.21	\$10.15	\$9.50	\$6.60	\$0.00	\$62.46
LABORERS	6/1/2026	\$38.25	\$10.15	\$9.50	\$6.60	\$0.00	\$64.50
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/1/2026	\$39.54	\$10.15	\$9.50	\$6.60	\$0.00	\$65.79

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

PLUMBER & PIPEFITTER	9/17/2025	\$52.26	\$12.00	\$10.85	\$7.10	\$0.00	\$82.21
PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2026	\$54.26	\$12.00	\$10.85	\$7.10	\$0.00	\$84.21
PLUMBERS & PIPEFITTERS LOCAL 104	9/17/2026	\$56.26	\$12.00	\$10.85	\$7.10	\$0.00	\$86.21
	3/17/2027	\$58.26	\$12.00	\$10.85	\$7.10	\$0.00	\$88.21
	9/17/2027	\$60.26	\$12.00	\$10.85	\$7.10	\$0.00	\$90.21
	3/17/2028	\$62.26	\$12.00	\$10.85	\$7.10	\$0.00	\$92.21
	9/17/2028	\$64.26	\$12.00	\$10.85	\$7.10	\$0.00	\$94.21
	3/17/2029	\$66.26	\$12.00	\$10.85	\$7.10	\$0.00	\$96.21

Apprentice: PLUMBER & PIPEFITTER

Effective Date: 9/17/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$23.52	\$12.00	\$10.85	\$0.00	\$0.00	\$46.37
2	50.00	\$26.13	\$12.00	\$10.85	\$0.00	\$0.00	\$48.98
3	55.00	\$28.74	\$12.00	\$10.85	\$0.00	\$0.00	\$51.59
4	60.00	\$31.36	\$12.00	\$10.85	\$0.00	\$0.00	\$54.21
5	65.00	\$33.97	\$12.00	\$10.85	\$0.00	\$0.00	\$56.82
6	70.00	\$36.58	\$12.00	\$10.85	\$0.00	\$0.00	\$59.43
7	75.00	\$39.20	\$12.00	\$10.85	\$0.00	\$0.00	\$62.05
8	80.00	\$41.81	\$12.00	\$10.85	\$0.00	\$0.00	\$64.66
9	85.00	\$44.42	\$12.00	\$10.85	\$7.10	\$0.00	\$74.37
10	85.00	\$44.42	\$12.00	\$10.85	\$7.10	\$0.00	\$74.37

Apprentice: PLUMBER & PIPEFITTER

Effective Date: 3/17/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: PLUMBER & PIPEFITTER							
Effective Date: 3/17/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$24.42	\$12.00	\$10.85	\$0.00	\$0.00	\$47.27
2	50.00	\$27.13	\$12.00	\$10.85	\$0.00	\$0.00	\$49.98
3	55.00	\$29.84	\$12.00	\$10.85	\$0.00	\$0.00	\$52.69
4	60.00	\$32.56	\$12.00	\$10.85	\$0.00	\$0.00	\$55.41
5	65.00	\$35.27	\$12.00	\$10.85	\$0.00	\$0.00	\$58.12
6	70.00	\$37.98	\$12.00	\$10.85	\$0.00	\$0.00	\$60.83
7	75.00	\$40.70	\$12.00	\$10.85	\$0.00	\$0.00	\$63.55
8	80.00	\$43.41	\$12.00	\$10.85	\$0.00	\$0.00	\$66.26
9	85.00	\$46.12	\$12.00	\$10.85	\$7.10	\$0.00	\$76.07
10	85.00	\$46.12	\$12.00	\$10.85	\$7.10	\$0.00	\$76.07

Apprentice Notes

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

Apprentice to Journeyworker Ratio: 1:1

PNEUMATIC CONTROLS (TEMP.)	9/17/2025	\$52.26	\$12.00	\$10.85	\$7.10	\$0.00	\$82.21
PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2026	\$54.26	\$12.00	\$10.85	\$7.10	\$0.00	\$84.21
PLUMBERS & PIPEFITTERS LOCAL 104	9/17/2026	\$56.26	\$12.00	\$10.85	\$7.10	\$0.00	\$86.21
	3/17/2027	\$58.26	\$12.00	\$10.85	\$7.10	\$0.00	\$88.21
	9/17/2027	\$60.26	\$12.00	\$10.85	\$7.10	\$0.00	\$90.21
	3/17/2028	\$62.26	\$12.00	\$10.85	\$7.10	\$0.00	\$92.21
	9/17/2028	\$64.26	\$12.00	\$10.85	\$7.10	\$0.00	\$94.21
	3/17/2029	\$66.26	\$12.00	\$10.85	\$7.10	\$0.00	\$96.21

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

PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)	12/1/2025	\$36.21	\$10.15	\$9.50	\$6.60	\$0.00	\$62.46
LABORERS	6/1/2026	\$38.25	\$10.15	\$9.50	\$6.60	\$0.00	\$64.50
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/1/2026	\$39.54	\$10.15	\$9.50	\$6.60	\$0.00	\$65.79

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

POWDERMAN & BLASTER	12/1/2025	\$36.79	\$10.15	\$9.50	\$5.53	\$0.00	\$61.97
LABORERS	6/1/2026	\$39.29	\$10.15	\$9.50	\$5.53	\$0.00	\$64.47
LABORERS - ZONE 4 (BUILDING & SITE)	12/1/2026	\$41.71	\$10.15	\$9.50	\$5.53	\$0.00	\$66.89
	6/1/2027	\$43.11	\$10.15	\$9.50	\$5.53	\$0.00	\$68.29
	12/1/2027	\$44.51	\$10.15	\$9.50	\$5.53	\$0.00	\$69.69
	6/1/2028	\$46.01	\$10.15	\$9.50	\$5.53	\$0.00	\$71.19
	12/1/2028	\$47.51	\$10.15	\$9.50	\$5.53	\$0.00	\$72.69

For apprentice rates see "Apprentice- LABORER"

POWDERMAN & BLASTER (HEAVY & HIGHWAY)	12/1/2025	\$36.96	\$10.15	\$9.50	\$6.60	\$0.00	\$63.21
LABORERS	6/1/2026	\$39.00	\$10.15	\$9.50	\$6.60	\$0.00	\$65.25
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/1/2026	\$40.29	\$10.15	\$9.50	\$6.60	\$0.00	\$66.54

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

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
READY-MIX CONCRETE DRIVER TEAMSTERS 404 - Construction Service (Northampton) TEAMSTERS 404 - Construction Service (Northampton)	5/1/2024	\$26.14	\$11.82	\$7.25	\$0.00	\$0.00	\$45.21
RIDE-ON MOTORIZED BUGGY OPERATOR LABORERS LABORERS - ZONE 4 (BUILDING & SITE)	12/1/2025 6/1/2026 12/1/2026 6/1/2027 12/1/2027 6/1/2028 12/1/2028 6/1/2205 12/1/2205 6/1/2206 12/1/2206 6/1/2207 12/1/2207 6/1/2208 12/1/2208	\$36.04 \$38.54 \$40.96 \$42.36 \$43.76 \$45.26 \$47.26 \$34.29 \$36.79 \$39.29 \$41.46 \$43.11 \$44.51 \$46.01 \$47.01	\$10.15 \$10.15 \$10.15 \$10.15 \$10.15 \$10.15 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$10.15	\$9.50 \$9.50 \$9.50 \$9.50 \$9.50 \$9.50 \$9.25 \$0.00 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.50	\$5.53 \$5.53 \$5.53 \$5.53 \$5.53 \$5.53 \$5.53 \$0.00 \$5.53 \$5.53 \$5.53 \$5.53 \$5.53 \$5.53 \$5.53	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$61.22 \$63.72 \$66.14 \$67.54 \$68.94 \$70.44 \$71.94 \$44.19 \$61.47 \$63.97 \$66.14 \$67.79 \$69.19 \$70.69 \$72.19
For apprentice rates see "Apprentice- LABORER"							
ROLLER OPERATOR OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$38.42	\$13.78	\$12.15	\$3.00	\$0.00	\$67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
ROOFER (Coal tar pitch) ROOFERS LOCAL 248 ROOFERS LOCAL 248	10/2/2025 7/16/2026	\$44.73 \$46.73	\$10.60 \$10.60	\$8.70 \$8.70	\$10.00 \$10.00	\$0.00 \$0.00	\$74.03 \$76.03
For apprentice rates see "Apprentice- ROOFER"							
ROOFER (Inc.Roofers Waterproofng &Roofers Damproofg) ROOFERS LOCAL 248 ROOFERS LOCAL 248	10/2/2025 7/16/2026	\$44.23 \$46.23	\$10.60 \$10.60	\$8.70 \$8.70	\$10.00 \$10.00	\$0.00 \$0.00	\$73.53 \$75.53
ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 248 ROOFERS LOCAL 248	10/2/2025 7/16/2026	\$44.73 \$46.73	\$10.60 \$10.60	\$8.70 \$8.70	\$10.00 \$10.00	\$0.00 \$0.00	\$74.03 \$76.03
For apprentice rates see "Apprentice- ROOFER"							
SCRAPER OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
.....IFB 2025-2182 ROWE :: Zoar Road Bridge.....						Page 85 of 92	

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS)	12/1/2023	\$38.42	\$13.78	\$12.15	\$3.00	\$0.00	\$67.35
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
SELF-PROPELLED POWER BROOM	12/1/2023	\$35.80	\$13.78	\$12.15	\$3.00	\$0.00	\$64.73
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
SHEETMETAL WORKER	7/1/2025	\$43.48	\$12.94	\$11.01	\$8.72	\$2.13	\$78.28
SHEETMETAL WORKERS LOCAL 63	7/1/2026	\$43.48	\$13.24	\$11.01	\$9.92	\$2.13	\$79.78
SHEETMETAL WORKERS LOCAL 63	1/1/2027	\$43.48	\$13.54	\$11.01	\$11.12	\$2.13	\$81.28
	7/1/2027	\$44.98	\$13.54	\$11.01	\$11.12	\$2.13	\$82.78
	1/1/2028	\$46.48	\$13.54	\$11.01	\$11.12	\$2.13	\$84.28

Apprentice: SHEETMETAL WORKER**Effective Date: 7/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$19.57	\$5.82	\$4.95	\$0.00	\$0.85	\$31.19
2	50.00	\$21.74	\$6.47	\$5.51	\$0.00	\$0.94	\$34.66
3	55.00	\$23.91	\$7.12	\$9.91	\$0.00	\$1.15	\$42.09
4	60.00	\$26.09	\$7.76	\$9.91	\$0.00	\$1.23	\$44.99
5	65.00	\$28.26	\$8.41	\$9.91	\$0.00	\$1.31	\$47.89
6	70.00	\$30.44	\$9.06	\$9.91	\$0.00	\$1.39	\$50.80
7	75.00	\$32.61	\$9.71	\$9.91	\$0.00	\$1.47	\$53.70
8	80.00	\$34.78	\$10.35	\$9.91	\$8.72	\$1.78	\$65.54
9	85.00	\$36.96	\$11.00	\$9.91	\$8.72	\$1.86	\$68.45
10	90.00	\$39.13	\$11.65	\$9.91	\$8.72	\$1.94	\$71.35

Apprentice: SHEETMETAL WORKER**Effective Date: 7/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$19.57	\$5.96	\$4.95	\$0.00	\$0.85	\$31.33
2	50.00	\$21.74	\$6.62	\$5.51	\$0.00	\$0.94	\$34.81
3	55.00	\$23.91	\$7.28	\$9.91	\$0.00	\$1.15	\$42.25
4	60.00	\$26.09	\$7.94	\$9.91	\$0.00	\$1.23	\$45.17
5	65.00	\$28.26	\$8.60	\$9.91	\$0.00	\$1.31	\$48.08
6	70.00	\$30.44	\$9.27	\$9.91	\$0.00	\$1.39	\$51.01
7	75.00	\$32.61	\$9.93	\$9.91	\$0.00	\$1.47	\$53.92
8	80.00	\$34.78	\$10.59	\$9.91	\$9.92	\$1.78	\$66.98
9	85.00	\$36.96	\$11.25	\$9.91	\$9.92	\$1.86	\$69.90
10	90.00	\$39.13	\$11.92	\$9.91	\$9.92	\$1.94	\$72.82

Apprentice to Journeyworker Ratio: 1:3

SPECIALIZED EARTH MOVING EQUIP < 35 TONS 12/1/2025 \$41.24 \$15.57 \$21.78 \$0.00 \$0.00 \$78.59

IFB:2025-2182 ROWE-Zoar Road Bridge Page 86 of 92

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
TEAMSTERS JOINT COUNCIL NO. 10	1/1/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$0.00	\$79.19
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	6/1/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$0.00	\$80.19
	12/1/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$0.00	\$81.93
	1/1/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$0.00	\$82.53
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	12/1/2025	\$41.53	\$15.57	\$21.78	\$0.00	\$0.00	\$78.88
TEAMSTERS JOINT COUNCIL NO. 10	1/1/2026	\$41.53	\$16.17	\$21.78	\$0.00	\$0.00	\$79.48
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	6/1/2026	\$42.53	\$16.17	\$21.78	\$0.00	\$0.00	\$80.48
	12/1/2026	\$42.53	\$16.17	\$23.52	\$0.00	\$0.00	\$82.22
	1/1/2027	\$42.53	\$16.77	\$23.52	\$0.00	\$0.00	\$82.82
SPRINKLER FITTER	10/1/2025	\$53.25	\$12.40	\$7.40	\$9.41	\$0.00	\$82.46
SPRINKLER FITTERS LOCAL 669	1/1/2026	\$53.25	\$13.60	\$7.45	\$9.41	\$0.00	\$83.71
SPRINKLER FITTERS LOCAL 669	4/1/2026	\$56.54	\$13.60	\$7.45	\$9.41	\$0.00	\$87.00
	7/1/2026	\$56.54	\$13.60	\$7.45	\$9.41	\$0.00	\$87.00
	10/1/2026	\$56.54	\$13.60	\$7.45	\$9.41	\$0.00	\$87.00
	1/1/2027	\$56.54	\$14.55	\$7.50	\$9.41	\$0.00	\$88.00
	4/1/2027	\$59.83	\$14.55	\$7.50	\$9.41	\$0.00	\$91.29
	7/1/2027	\$59.83	\$14.55	\$7.50	\$9.41	\$0.00	\$91.29
	10/1/2027	\$59.83	\$14.55	\$7.50	\$9.41	\$0.00	\$91.29
	1/1/2028	\$59.83	\$15.50	\$7.55	\$9.41	\$0.00	\$92.29

Apprentice: SPRINKLER FITTER**Effective Date: 10/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	43.00	\$26.94	\$12.40	\$0.00	\$0.00	\$0.00	\$39.34
2	48.00	\$30.08	\$12.40	\$0.00	\$0.00	\$0.00	\$42.48
3	52.00	\$32.58	\$12.40	\$7.40	\$1.15	\$0.00	\$53.53
4	56.00	\$35.09	\$12.40	\$7.40	\$1.15	\$0.00	\$56.04
5	59.00	\$36.97	\$12.40	\$7.40	\$1.40	\$0.00	\$58.17
6	64.00	\$40.10	\$12.40	\$7.40	\$1.40	\$0.00	\$61.30
7	68.00	\$42.61	\$12.40	\$7.40	\$1.40	\$0.00	\$63.81
8	72.00	\$45.12	\$12.40	\$7.40	\$1.40	\$0.00	\$66.32
9	76.00	\$47.62	\$12.40	\$7.40	\$1.40	\$0.00	\$68.82
10	80.00	\$50.13	\$12.40	\$7.40	\$1.40	\$0.00	\$71.33

Apprentice: SPRINKLER FITTER**Effective Date: 1/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	43.00	\$26.94	\$9.64	\$0.00	\$0.00	\$0.00	\$36.58
2	48.00	\$30.08	\$9.64	\$0.00	\$0.00	\$0.00	\$39.72
3	52.00	\$32.58	\$13.60	\$7.45	\$1.15	\$0.00	\$54.78
4	56.00	\$35.09	\$13.60	\$7.45	\$1.15	\$0.00	\$57.29
5	59.00	\$36.97	\$13.60	\$7.45	\$1.40	\$0.00	\$59.42
6	64.00	\$40.10	\$13.60	\$7.45	\$1.40	\$0.00	\$62.55

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: SPRINKLER FITTER							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
7	68.00	\$42.61	\$13.60	\$7.45	\$1.40	\$0.00	\$65.06
8	72.00	\$45.12	\$13.60	\$7.45	\$1.40	\$0.00	\$67.57
9	76.00	\$47.62	\$13.60	\$7.45	\$1.40	\$0.00	\$70.07
10	80.00	\$50.13	\$13.60	\$7.45	\$1.40	\$0.00	\$72.58

Apprentice to Journeyworker Ratio: 1:1

TELECOMMUNICATION TECHNICIAN	12/28/2025	\$53.26	\$13.75	\$8.40	\$6.96	\$0.00	\$82.37
TELECOMMUNICATION TECHNICIAN	6/28/2026	\$54.41	\$14.00	\$8.43	\$7.03	\$0.00	\$83.87
ELECTRICIANS LOCAL 7	1/3/2027	\$55.56	\$14.25	\$8.47	\$7.09	\$0.00	\$85.37
ELECTRICIANS LOCAL 7							

For apprentice rates and ratios see "Apprentice- ELECTRICIAN"

Apprentice: TELECOMMUNICATION TECHNICIAN**Effective Date: 12/28/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$21.30	\$7.65	\$0.63	\$0.00	\$0.00	\$29.58
2	45.00	\$23.97	\$7.65	\$0.70	\$0.00	\$0.00	\$32.32
3	50.00	\$26.63	\$13.75	\$7.53	\$0.00	\$0.00	\$47.91
4	55.00	\$29.29	\$13.75	\$7.61	\$0.00	\$0.00	\$50.65
5	65.00	\$34.62	\$13.75	\$9.84	\$0.00	\$0.00	\$58.21
6	70.00	\$37.28	\$13.75	\$11.30	\$0.00	\$0.00	\$62.33

Apprentice: TELECOMMUNICATION TECHNICIAN**Effective Date: 6/28/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$21.76	\$7.80	\$0.63	\$0.00	\$0.00	\$30.19
2	45.00	\$24.48	\$7.80	\$0.70	\$0.00	\$0.00	\$32.98
3	50.00	\$27.21	\$14.00	\$7.53	\$0.00	\$0.00	\$48.74
4	55.00	\$29.93	\$14.00	\$7.61	\$0.00	\$0.00	\$51.54
5	65.00	\$35.37	\$14.00	\$9.84	\$0.00	\$0.00	\$59.21
6	70.00	\$38.09	\$14.00	\$11.30	\$0.00	\$0.00	\$63.39

Apprentice to Journeyworker Ratio: 1:1

TERRAZZO FINISHERS	8/1/2025	\$66.89	\$11.49	\$15.57	\$8.02	\$0.00	\$101.97
BRICKLAYERS LOCAL 3	2/10/2026	\$68.24	\$11.49	\$15.57	\$8.02	\$0.00	\$103.32
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	8/1/2026	\$70.44	\$11.49	\$15.57	\$8.02	\$0.00	\$105.52
	2/1/2027	\$71.84	\$11.49	\$15.57	\$8.02	\$0.00	\$106.92

Construction

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

Apprentice: TERRAZZO FINISHERS**Effective Date: 8/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental	Unemployment	Total Rate
1	50.00	\$33.45	\$11.49	\$15.57	\$8.02	\$0.00	\$0.00	\$68.53
2	60.00	\$40.13	\$11.49	\$15.57	\$8.02	\$0.00	\$0.00	\$75.21
3	70.00	\$46.82	\$11.49	\$15.57	\$8.02	\$0.00	\$0.00	\$81.90
4	80.00	\$53.51	\$11.49	\$15.57	\$8.02	\$0.00	\$0.00	\$88.59
5	90.00	\$60.20	\$11.49	\$15.57	\$8.02	\$0.00	\$0.00	\$95.28

Apprentice: TERRAZZO FINISHERS**Effective Date: 2/10/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental	Unemployment	Total Rate
1	50.00	\$34.12	\$11.49	\$15.57	\$8.02	\$0.00	\$0.00	\$69.20
2	60.00	\$40.94	\$11.49	\$15.57	\$8.02	\$0.00	\$0.00	\$76.02
3	70.00	\$47.77	\$11.49	\$15.57	\$8.02	\$0.00	\$0.00	\$82.85
4	80.00	\$54.59	\$11.49	\$15.57	\$8.02	\$0.00	\$0.00	\$89.67
5	90.00	\$61.42	\$11.49	\$15.57	\$8.02	\$0.00	\$0.00	\$96.50

Apprentice to Journeyworker Ratio: 1:5

TERRAZZO MECHANIC	8/1/2025	\$67.97	\$11.49	\$15.57	\$7.99	\$0.00	\$103.02
BRICKLAYERS LOCAL 3	2/1/2026	\$69.32	\$11.49	\$15.57	\$7.99	\$0.00	\$104.37
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	8/1/2026	\$71.52	\$11.49	\$15.57	\$7.99	\$0.00	\$106.57
	2/1/2027	\$72.92	\$11.49	\$15.57	\$7.99	\$0.00	\$107.97

Apprentice: TERRAZZO MECHANIC**Effective Date: 8/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental	Unemployment	Total Rate
1	50.00	\$33.99	\$11.49	\$15.57	\$7.99	\$0.00	\$0.00	\$69.04
2	60.00	\$40.78	\$11.49	\$15.57	\$7.99	\$0.00	\$0.00	\$75.83
3	70.00	\$47.58	\$11.49	\$15.57	\$7.99	\$0.00	\$0.00	\$82.63
4	80.00	\$54.38	\$11.49	\$15.57	\$7.99	\$0.00	\$0.00	\$89.43
5	90.00	\$61.17	\$11.49	\$15.57	\$7.99	\$0.00	\$0.00	\$96.22

Apprentice: TERRAZZO MECHANIC**Effective Date: 2/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental	Unemployment	Total Rate
1	50.00	\$34.66	\$11.49	\$15.57	\$7.99	\$0.00	\$0.00	\$69.71
2	60.00	\$41.59	\$11.49	\$15.57	\$7.99	\$0.00	\$0.00	\$76.64
3	70.00	\$48.52	\$11.49	\$15.57	\$7.99	\$0.00	\$0.00	\$83.57

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: TERRAZZO MECHANIC							
Effective Date: 2/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
4	80.00	\$55.46	\$11.49	\$15.57	\$7.99	\$0.00	\$90.51
5	90.00	\$62.39	\$11.49	\$15.57	\$7.99	\$0.00	\$97.44
Apprentice to Journeyworker Ratio: 1:5							
TEST BORING DRILLER	12/1/2025	\$52.70	\$10.15	\$9.50	\$9.80	\$0.00	\$82.15
LABORERS	6/1/2026	\$54.25	\$10.15	\$9.50	\$9.80	\$0.00	\$83.70
LABORERS - FOUNDATION AND MARINE	12/1/2026	\$55.75	\$10.15	\$9.50	\$9.80	\$0.00	\$85.20
For apprentice rates see "Apprentice- LABORER"							
TEST BORING DRILLER HELPER	12/1/2025	\$48.82	\$10.15	\$9.50	\$9.80	\$0.00	\$78.27
LABORERS	6/1/2026	\$50.37	\$10.15	\$9.50	\$9.80	\$0.00	\$79.82
LABORERS - FOUNDATION AND MARINE	12/1/2026	\$51.87	\$10.15	\$9.50	\$9.80	\$0.00	\$81.32
For apprentice rates see "Apprentice- LABORER"							
TEST BORING LABORER	12/1/2025	\$48.70	\$10.15	\$9.50	\$9.80	\$0.00	\$78.15
LABORERS	6/1/2026	\$50.25	\$10.15	\$9.50	\$9.80	\$0.00	\$79.70
LABORERS - FOUNDATION AND MARINE	12/1/2026	\$51.75	\$10.15	\$9.50	\$9.80	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"							
TRACTORS	12/1/2023	\$38.42	\$13.78	\$12.15	\$3.00	\$0.00	\$67.35
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
TRAILERS FOR EARTH MOVING EQUIPMENT	12/1/2025	\$41.82	\$15.57	\$21.78	\$0.00	\$0.00	\$79.17
TEAMSTERS JOINT COUNCIL NO. 10	1/1/2026	\$41.82	\$16.17	\$21.78	\$0.00	\$0.00	\$79.77
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	6/1/2026	\$42.82	\$16.17	\$21.78	\$0.00	\$0.00	\$80.77
	12/1/2026	\$42.82	\$16.17	\$23.52	\$0.00	\$0.00	\$82.51
	1/1/2027	\$42.82	\$16.77	\$23.52	\$0.00	\$0.00	\$83.11
TUNNEL WORK - COMPRESSED AIR	12/1/2025	\$60.93	\$10.15	\$9.50	\$10.25	\$0.00	\$90.83
LABORERS	6/1/2026	\$62.48	\$10.15	\$9.50	\$10.25	\$0.00	\$92.38
LABORERS (COMPRESSED AIR)	12/1/2026	\$63.98	\$10.15	\$9.50	\$10.25	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	12/1/2025	\$62.93	\$10.15	\$9.50	\$10.25	\$0.00	\$92.83
LABORERS	6/1/2026	\$64.48	\$10.15	\$9.50	\$10.25	\$0.00	\$94.38
LABORERS (COMPRESSED AIR)	12/1/2026	\$65.98	\$10.15	\$9.50	\$10.25	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - FREE AIR	12/1/2025	\$53.00	\$10.15	\$9.50	\$10.25	\$0.00	\$82.90
LABORERS	6/1/2026	\$54.55	\$10.15	\$9.50	\$10.25	\$0.00	\$84.45
LABORERS (FREE AIR TUNNEL)	12/1/2026	\$56.05	\$10.15	\$9.50	\$10.25	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR (HAZ. WASTE)	12/1/2025	\$55.00	\$10.15	\$9.50	\$10.25	\$0.00	\$84.90
LABORERS	6/1/2026	\$56.55	\$10.15	\$9.50	\$10.25	\$0.00	\$86.45
LABORERS (FREE AIR TUNNEL)	12/1/2026	\$58.05	\$10.15	\$9.50	\$10.25	\$0.00	\$87.95

For apprentice rates see "Apprentice- LABORER"

VAC-HAUL	12/1/2025	\$41.24	\$15.57	\$21.78	\$0.00	\$0.00	\$78.59
TEAMSTERS JOINT COUNCIL NO. 10	1/1/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$0.00	\$79.19
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	6/1/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$0.00	\$80.19
	12/1/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$0.00	\$81.93
	1/1/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$0.00	\$82.53

WAGON DRILL OPERATOR (HEAVY & HIGHWAY)	12/1/2025	\$36.21	\$10.15	\$9.50	\$6.60	\$0.00	\$62.46
LABORERS	6/1/2026	\$38.25	\$10.15	\$9.50	\$6.60	\$0.00	\$64.50
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/1/2026	\$39.54	\$10.15	\$9.50	\$6.60	\$0.00	\$65.79

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

WATER METER INSTALLER	9/17/2025	\$52.26	\$12.00	\$10.85	\$7.10	\$0.00	\$82.21
PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2026	\$54.26	\$12.00	\$10.85	\$7.10	\$0.00	\$84.21
PLUMBERS & PIPEFITTERS LOCAL 104	9/17/2026	\$56.26	\$12.00	\$10.85	\$7.10	\$0.00	\$86.21
	3/17/2027	\$58.26	\$12.00	\$10.85	\$7.10	\$0.00	\$88.21
	9/17/2027	\$60.26	\$12.00	\$10.85	\$7.10	\$0.00	\$90.21
	3/17/2028	\$62.26	\$12.00	\$10.85	\$7.10	\$0.00	\$92.21
	9/17/2028	\$64.26	\$12.00	\$10.85	\$7.10	\$0.00	\$94.21
	3/17/2029	\$66.26	\$12.00	\$10.85	\$7.10	\$0.00	\$96.21

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

Additional Apprentice Information

All apprentices must be registered with the Division of Apprenticeship Training(DAS) in accordance with M.G.L.c. 23, §§ 11E-11L. Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the hourly prevailing wage rate established by the Commissioner under the provisions of M.G.L.c. 149, §§ 26-27D.

Apprentice ratios are established by DAS pursuant to M.G.L.c. 23, §§ 11E-11L. Ratios are expressed as the allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified. The ratios listed herein have been taken from relevant private collective bargaining agreements(CBAs) and are provided for illustrative purposes only. They have not been independently verified as being accurate or continuing to be accurate.

Parties having questions regarding what ratio to use should contact DAS.