INVITATION FOR BIDS

FOR

IFB 2025-45

Pauline Street Fire Station Floor/Slab Project

FY 2025

WINTHROP TOWN HALL

Finance Office, Room 12A

1 Metcalf Square

Winthrop, MA 02152

617-846-1025

TOWN OF WINTHROP
PROJECT MANUAL TABLE OF CONTENTS
Pauline Street Fire Station Floor/Slab Project

Cover Page
Table of Contents

Part 1 - Bidding Documents, Contract Forms, and Conditions of the Contract

1. - Invitation for Bid

2. - Instructions to Bidders

3. - Bid Form
   - Bid Item Sheets

4. - Bidder's Qualification Forms

   - Bidders Qualification Form and References

5. - Contract Forms
   - Owner - Contractor Contract (sample only)
   - Non-Collusion form
   - Signature Authority Certification
   - Tax Compliance Attestation
   - OSHA Certification
   - Payment Bond Sample

6. - General Conditions of the Contract

7. - Wage Rate Requirements
   - Department of Labor Minimum Wage Rates
   - Statement of Compliance
   - Weekly Payroll Report Form

TOWN OF WINTHROP
LEGAL NOTICE IFB 2025-41
Pauline Street Fire Station Floor/Slab Project

The TOWN of WINTHROP invites sealed bids from Contractors for : **Pauline Street Fire Station Floor/Slab Project.**

Bids will be received until: **1:00 p.m. on February 27, 2025** at the Procurement Office, Town Hall Room #12, 1 Metcalf Square, Winthrop, MA 02152. Immediately following the deadline for bids all qualified bids received within the time specified will be publicly opened and read aloud.

Specification Documents will be available for download from the Town's webpage, https://www.winthropma.gov/Bids.aspx on **Thursday, February 6, 2025** There will be no charge for contract documents.

There will a pre-bid conference scheduled for this project. The pre-bid will be held on February 12, 2025 at 10:00am, 40 Pauline Street. This will be the only opportunity to view the site.

Bidders must be DCAMM certified for the trades listed below and bidders must include a current DCAMM Certificate of Eligibility and a signed DCAMM Update Statement.

DCAMM Category: **Masonry.**

All bids must be accompanied by a **Bid deposit** in an amount that is not less than five percent **(5%) of the value of the bid**, including all added alternates.

Invitation for Bid. It is the sole responsibility of the contractor to ensure they have received any and all addenda prior to the bid opening. The TOWN of WINTHROP reserves the right to waive any informalities in any or all bids, or to reject any or all bids, if it be in the public interest to do so.

This Invitation for Bids is in accordance with M.G.L. 149.

TOWN OF WINTHROP
Dylan Cook, MCPPO, MPA
Procurement Officer / CFO

TOWN OF WINTHROP

INSTRUCTIONS TO BIDDERS

ARTICLE 1 - BIDDER'S REPRESENTATION

1.1 Each General Bidder (hereinafter called the "Bidder") by making a bid (hereinafter called "bid") represents that:

1. The Bidder has read and understands the Contract Documents and the bid is made in accordance therewith.

2. The Bidder has experience with the Work to be performed.

1.2 Failure to so examine the Contract Documents and site will not relieve any Bidder from any obligation under the bid as submitted.

ARTICLE 2 - REQUEST FOR INTERPRETATION

2.1 Bidders shall promptly notify the TOWN of any ambiguity, inconsistency, or error which they may discover upon examination of the Contract Documents, the site, and local conditions.

2.2 Bidders requiring clarification or interpretation of the Contract Documents shall make a written request to the Procurement Officer via email at dcook@winthropma.gov. The TOWN will use its best efforts to answer such requests if received seven (7) calendar days before the date for receipt of the bids.

2.3 Interpretation, correction, or change in the Contract Documents will be made by Addendum which will become part of the Contract Documents. The TOWN will not be held accountable for any oral instruction..

2.4 Addenda will be emailed to every individual or firm on record as having taken a set of Contract Documents.

2.5 Copies of addenda will be posted to the Town’s webpage.

ARTICLE 3 - MBE PARTICIPATION

3.1 By bidding on this project each Bidder certifies its intent to comply with the Massachusetts Minority/Women Business Enterprise Plan to further expand business opportunities for minority firms

3.2 The awarded bidder shall, prior to the award of any sub-contract, obtain from each of its sub-contractors the Sub-Contractors Certification certifying the Sub-Contractor shall comply with the minority manpower ratio.

ARTICLE 4 - PREPARATION AND SUBMISSION OF BIDS

4.1 Bids shall be submitted on the "Bid Form" as appropriate, as furnished by the TOWN.

4.2 All entries on the Bid Form shall be made by typewriter or in ink.

4.3 Any quantities indicated on the Bid Form or elsewhere in the Project Manual or Drawings are estimates only and are given solely as a basis for the comparison of bids. The TOWN does not by implication or otherwise guarantee them to be even approximately correct. The Contractor shall have no claim for additional compensation, or refuse to do the work called for, by reason of the actual quantities involved being greater or lesser by any amount than those called for in the proposal.

4.4 Where so indicated on the Bid Form, sums shall be expressed in both words and figures. Where there is a discrepancy between the bid sum expressed in words and the bid sum expressed in figures, the words shall control.

4.5 All proposals which contain abnormally high prices, or abnormally low prices, for any class of work, or those which contain unbalanced bidding in any form or manner may be rejected as informal.

4.6 Bid Deposits shall be submitted in the amount specified in the Invitation for Bids. They shall be made payable to the TOWN of WINTHROP and shall be either in the form of cash, certified check, treasurer's or cashier's check issued by a responsible bank or trust company, or a bid bond issued by a surety licensed to do business in the

Commonwealth of Massachusetts; and shall be conditioned upon the faithful performance by the principal of the agreements contained in the bid.

Bid deposits of the three (3) lowest responsible and eligible Bidders shall be retained until the execution and delivery of the Owner/Contractor agreement.

4.7 The Bid, including the bid deposit shall be enclosed in a sealed envelope with the following plainly marked on the outside:

* BID FOR TOWN OF WINTHROP "**Pauline Street Fire Station Floor/Slab Project**"

* BIDDER'S NAME and BUSINESS ADDRESS

4.8 Date and time for receipt of bids is set forth in the Invitation for Bids.

4.9 Timely delivery of a bid at the location designated shall be the full responsibility of the Bidder.

ARTICLE 5 - ALTERNATES

5.1 Each Bidder shall acknowledge Alternates (if any) in Section C on the Bid Form.

5.2 In the event an Alternate does not involve a change in the amount of the base bid, the Bidder shall so indicate it by writing "No Change", or "N/C" or "0" in the space provided for that Alternate.

5.3 Bidders shall enter on the Bid Form a single amount for each Alternate which shall consist of the amount for work performed by the Contractor.

5.4 The low Bidder will be determined on the basis of the sum of the base bid and the accepted alternates.

ARTICLE 6 - WITHDRAWAL OF BIDS

6.1 Any bid may be withdrawn prior to the time designated for receipt of bids on written or telegraphic request. Telegraphic withdrawal of bids must be confirmed over the Bidder's signature by written notice postmarked on or before the date and time set for receipt of bids.

6.2 Withdrawn bids may be resubmitted up to the time designated for the receipt of bids.

6.3 No bids shall be withdrawn for sixty days, Saturdays, Sundays and legal holidays excluded, after the opening of the bids.

ARTICLE 7 - CONTRACT AWARD

7.1 The TOWN of WINTHROP will award the contract to the lowest responsive and responsible Bidder within 10 days, Saturdays, Sundays, and legal holidays excluded after the opening of bids.

7.2 The TOWN of WINTHROP reserves the right to waive any informalities in or to reject any or all Bids if it be in the public interest to do so.

7.3 As used herein, the term "lowest responsive and responsible Bidder" shall mean the Bidder (1) whose bid is the lowest of those bidders possessing the skill, ability and integrity necessary for the faithful performance of the work; (2) who shall certify that he is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed in the work; (3) who, where the provisions of section eight B of chapter twenty-nine apply, shall have been determined to be qualified thereunder.

7.4 It is the purpose of the TOWN not to award this contract to any bidder who does not furnish evidence satisfactory to the Chief Procurement Officer that he has the ability and experience in this class of work and that he has sufficient capital and plans to enable him to prosecute the same successfully and to complete it within the specified time and that he will complete it in accordance with the terms thereof.

7.5 Subsequent to the award and within five (5) days, Saturday, Sundays and legal holidays excluded, after the prescribed forms are presented for signature, the successful Bidder shall execute and deliver to the TOWN two originally signed copies of the Contract in the form included in the Contract Documents.

7.6 In the event that the TOWN receives low bids in identical amount from two or more responsive and responsible Bidders, the TOWN shall select the successful Bidder by a blind selection process such as flipping a coin or drawing names from a hat. The low Bidders who are under consideration will be invited to attend and observe the selection process.

ARTICLE 8 - TAXES

8.1 The Bidder shall not include in this bid any tax imposed upon the sale or rental of tangible personal property in this Commonwealth, such as any and all building materials, supplies, services and equipment required to complete the work.

8.2 The TOWN is exempt from payment of the Massachusetts Sales Tax, and the Bidder shall not include any sales tax on its bid.

ARTICLE 9 – TIE BREAKER PROCEDURES

9.1 Bids will be compared on the basis of the unit prices stated in the Bid. In the event of a tie, the Town will go to a "Second Heat" format in which the tied vendors submit a last and final Pricing without changing the terms of their original offers. The second price submission will be on a specific time and place and follow a specific quote format. The Contract will then be awarded to the responsive and responsible vendor offering the best price. In the event of a further tie, a Coin Toss will be used to break the tie.

ARTICLE 10 – “OR EQUAL” CLAUSE

10.1 Whenever the specifications define the material or article required by using the name of the proprietary product or of a manufacturer or vendor rather than by using descriptive detail of substance or function, the words "or equal" are to be understood to follow immediately the name of the maker, vendor or proprietary product. The words "or equal" shall be interpreted as including any material or article which, in the opinion of the Awarding Authority, is equal in quality, durability, appearance, strength and design to the article named and which will perform adequately the function imposed by the general design.

10.2 Whenever in the specification the names of manufacturers are mentioned as indicating that their products comply with a particular specification, or when specific trade names or plate numbers or letters are mentioned, it is not intended to exclude products of other manufacturers whose names, trade names or symbols have not been mentioned, provided however, that such products otherwise comply, in the opinion of the Awarding Authority, with the specification. The opinion of the Awarding Authority shall in all cases mentioned be final.

ARTICLE 11 – CONFLICT BETWEEN SPECIFICATIONS

11.1 Wherever a conflict exists between this specification and Commonwealth of Massachusetts laws, rules, or regulations, the laws rules or regulations of the Commonwealth of Massachusetts shall prevail.END OF SECTION

END OF SECTION

TOWN OF WINTHROP

A. The undersigned proposes to furnish all labor and materials required in accordance with the Contract Documents supplied by the TOWN of WINTHROP entitled:

Pauline Street Fire Station Floor/Slab Project.

for the contract price specified below, subject to additions and deduction according to the terms of the specifications.

B. This bid includes addenda number(s) _____, _____, _____, _____,

C. The proposed contract price is:

Total Bid Price in (Words): _____

Total Bid Price in (Figures): $_____

D. The undersigned has completed and submits herewith the following documents:

- Bid Form - signed, 2 pages
- Bidder's Qualification Form and References;
- A five percent (5%) bid deposit/bid bond.

E. The undersigned agrees that, if selected as general contractor, s/he will within five days, Saturdays, Sundays and legal holidays excluded, after presentation thereof by the TOWN of WINTHROP, execute a contract in accordance with the terms of this bid and furnish a performance bond and also a labor and materials or payment bond, each of a surety company qualified to do business under the laws of the Commonwealth and satisfactory to the TOWN of WINTHROP and each in the sum not less than 50% of the contract price, the premiums for which are to be paid by the general contractor and are included in the contract price.

The undersigned hereby certifies that it is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed on the work and that they will comply fully with all laws and regulations applicable to awards made subject to M.G.L. Chapter 30, Section 39M.

The undersigned further certifies under the penalties of perjury that this bid is in all respects bona fide, fair and made without collusion or fraud with any other person. As used in this paragraph the word "person" shall mean any natural person, joint venture, partnership, corporation or other business or legal entity. The undersigned further certifies under penalty of perjury that the said undersigned is not presently debarred from public contracting or subcontracting in the Commonwealth under the provisions of M.G.L. Chapter 29, Section 29F or any other applicable debarment provisions of any other chapter of the General Laws or any rule or regulation promulgated thereunder.

Date _____

_____
(Name of General Bidder)

BY: _____

_____
(Printed Name and Title of Signatory)

_____
(Business Address)

_____
(TOWN, State, Zip)

_____/_____
(Telephone) (FAX)

_____
(E-mail address)

TOWN OF WINTHROP

BIDDER'S QUALIFICATIONS AND REFERENCES FORM

All questions must be answered, and the data given must be clear and comprehensive. Please type or print legibly. If necessary, add additional sheet for starred items. This information will be utilized by the TOWN of WINTHROP for purposes of determining bidder responsiveness and responsibility with regard to the requirements and specifications of the Contract.

1. FIRM NAME: _____

2. WHEN ORGANIZED: _____

3 INCORPORATED? ☐ YES ☐ NO DATE AND STATE OF INCORPORATION: _____

* 4. LIST ALL CONTRACTS CURRENTLY ON HAND, SHOWING CONTRACT AMOUNT AND ANTICIPATED DATE OF COMPLETION:

_____

_____

_____

_____

_____

* 5. HAVE YOU EVER FAILED TO COMPLETE A CONTRACT AWARDED TO YOU?
☐ YES ☐ NO
IF YES, WHERE AND WHY?

_____

_____

* 6. HAVE YOU EVER DEFAULTED ON A CONTRACT? ☐ YES ☐ NO
IF YES, PROVIDE DETAILS.

_____

_____

* 7. LIST YOUR VEHICLES/EQUIPMENT AVAILABLE FOR THIS CONTRACT:

_____

_____

_____

_____

_____

_____

_____

* 8. IN THE SPACES FOLLOWING, PROVIDE INFORMATION REGARDING CONTRACTS COMPLETED BY YOUR FIRM SIMILAR IN NATURE TO THE PROJECT BEING BID. A MINIMUM OF FOUR (4) CONTRACTS SHOULD BE LISTED. PUBLICLY BID CONTRACTS ARE PREFERRED, BUT NOT MANDATORY.

PROJECT NAME: _____
OWNER: _____
TOWN/STATE: _____
DOLLAR AMOUNT: $ _____ DATE COMPLETED: _____
PUBLICLY BID? ☐ YES ☐ NO
TYPE OF WORK?: _____
CONTACT PERSON: _____ TELEPHONE #: (____)_____
CONTACT PERSON'S RELATION TO PROJECT?: _____
(i.e., contract manager, purchasing agent, etc.)

_____

PROJECT NAME: _____
OWNER: _____
TOWN/STATE: _____
DOLLAR AMOUNT: $ _____ DATE COMPLETED: _____
PUBLICLY BID? ÍYES ÍNO
TYPE OF WORK?: _____
CONTACT PERSON: _____ TELEPHONE #: (____)_____
CONTACT PERSON'S RELATION TO PROJECT?: _____
(i.e., contract manager, purchasing agent, etc.)
_____

PROJECT NAME: _____
OWNER: _____
TOWN/STATE: _____
DOLLAR AMOUNT: $ _____ DATE COMPLETED: _____
PUBLICLY BID? ÍYES ÍNO
TYPE OF WORK?: _____
CONTACT PERSON: _____ TELEPHONE #: (____)_____
CONTACT PERSON'S RELATION TO PROJECT?: _____
(i.e., contract manager, purchasing agent, etc.)
_____

PROJECT NAME: _____
OWNER: _____
TOWN/STATE: _____
DOLLAR AMOUNT: $ _____ DATE COMPLETED: _____
PUBLICLY BID? ÍYES ÍNO
TYPE OF WORK?: _____
CONTACT PERSON: _____ TELEPHONE #: (____)_____
CONTACT PERSON'S RELATION TO PROJECT?: _____
(i.e., contract manager, purchasing agent, etc.)

9. The undersigned certifies that the information contained herein is complete and accurate and hereby authorizes and requests any person, firm, or corporation to furnish any information requested by the TOWN of WINTHROP in verification of the recitals comprising this statement of Bidder's qualifications and experience.

DATE: _____ BIDDER: _____

SIGNATURE: _____

PRINTED NAME: _____ TITLE: _____

<u>This form is required at the time of bid submittal:</u>

AFFIDAVIT OF NON-COLLUSION

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

Signature: _____

Date: _____

Name[Printed]: _____

Title:_____

Company:_____

BIDDERS/RESPONDENTS MUST SUBMIT THIS FORM FULY COMPLETED

SIGNATURE AUTHORITY CERTIFICATION

I hereby certify, on behalf of _____ (Company Name),

that _____ (Name of Signer) of this Company, be and hereby is authorized to execute contracts and bonds in the name and on behalf of said Company, and affix its Corporate Seal thereto, and such execution of any contract of obligation in this Company's name on its behalf by such person under seal of the Company, shall be valid and binding upon this Company.

_____

Signature

_____

Name &Title

_____

Date

BIDDERS/RESPONDENTS MUST SUBMIT THIS FORM FULY COMPLETED

TAX COMPLIANCE ATTESTATION

Pursuant to MGL c. 62C, § 49A, the undersigned, acting on behalf of the Contractor, certifies under the penalties of perjury that, to the best of the undersign's knowledge and belief, the Contractor is in compliance with all laws of the Commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support.*

_____ _____

**Signature of Individual
or Corporate Contractor (Mandatory)

*** Contractor's Social Security Number
Federal Identification Number

By: _____Date: _____
Corporate Officer
(Mandatory, if applicable)

* The provision in the Attestation relating to child support applies only when the Contractor is an individual.

** Approval of a contract or other agreement will not be granted unless the applicant signs this certification clause.

*** Your social security number will be furnished to the Massachusetts Department of Revenue to determine whether you have met tax filing or tax payment obligations. Providers who fail to correct their non-filing or delinquency will not have a contract or other agreement issued, renewed, or extended. This request is made under the authority of MGL c. 62C, § 49A.

BIDDERS/RESPONDENTS MUST SUBMIT THIS FORM FULY COMPLETED

AFFIDAVIT OF COMPLIANCE WITH OSHA REGULATIONS

The undersigned certifies under the penalties of perjury that all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee.

Signature: _____

Date: _____

Name[Printed]: _____

Title:_____

Company:_____

BIDDERS/RESPONDENTS MUST SUBMIT THIS FORM FULY COMPLETED

PAYMENT BOND

Know All Men By These Presents:

That we,_____, as PRINCIPAL, and _____, as SURETY, are held and firmly bound unto the TOWN of WINTHROP as Obligee, in the sum of _____ dollars ($_____) to be paid to the Obligee, for which payments well and truly to be made, we bind ourselves, our respective heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents.

Whereas, the said PRINCIPAL has made a contract with the Obligee, bearing the date of _____, 20_____, for the construction of

_____

(Project Title)

in WINTHROP, Massachusetts.

Now, the conditions of this obligation are such that if the PRINCIPAL and all Sub-contractors under said contract shall pay for all labor performed or furnished and for all materials used or employed in said contract and in any and all duly authorized modifications, alterations, extensions of time, changes or additions to said contract that may hereafter be made, notice to the SURETY of such modifications, alterations, extensions of time, changes or additions being hereby waived, the foregoing to include any other purposes or items set out in, and to be subject to, provisions of M.G.L. c. 30, sec. 39A, and M.G.L. c. 149 sec. 29, as amended, then this obligation shall become null and void; otherwise it shall remain in full force, virtue and effect.

In Witness Whereof, the PRINCIPAL and SURETY have hereto set their hands and seals this _____day of _____,20____.

PRINCIPAL	SURETY
_____	_____
BY_____	BY_____
(SEAL)	(ATTORNEY-IN-FACT) (SEAL)
_____ (Title)	
ATTEST: _____	ATTEST: _____

TOWN OF WINTHROP

WAGE RATE REQUIREMENTS

1. GENERAL

A. This section summarizes the requirements for the payment of wages to laborers and mechanics employed under the Contract.

B. Other duties and requirements of law which may not be specified in this section apply and are inherently a part of the Contract.

2. WAGE RATES

A. The rate per hour to be paid to mechanics, apprentices, teamsters, chauffeurs, and laborers employed on the Work shall not be less than the rate of wages in the attached "Minimum Wage Rates" as determined by the Director of Labor and Industries. This schedule shall continue to be the minimum rate of wages for said employees during the life of this Contract.

B. Keep posted on the site a legible copy of said schedule. Keep on file the wage rates and classifications of labor employed on this Work in order that they may be available for inspection by the Owner, Administrator, or the Architect.

C. Apprentices employed pursuant to this determination of wage rates must be registered and approved by the State Apprenticeship Council wherever rates for journeymen or apprentices are not listed.

D. Pay reserve police officers employed on the Work the prevailing rate of wages paid to regular police officers as required by M.G.L. c149, Sec. 34B, as amended. Such police officers shall be covered by Workmen's Compensation Insurance and Employers Liability Insurance by the Contractor.

E. The Contractor and all subcontractors shall, on a weekly basis throughout the term of the contract, provide to the TOWN of WINTHROP certified payroll affidavits verifying compliance with M.G.L. c.149, Sec. 27, 27A and 27B.

F. The Contractor and all subcontractors shall provide a Statement of Compliance within 15 days of the completion of its portion of the work. This statement shall be submitted to the Owner on the form found elsewhere in this section.

G. The Contractor shall maintain accurate and complete records, including payroll records, during the Contract term and for three years thereafter.

END OF SECTION

TOWN OF WINTHROP

SUMMARY OF WORK AND SPECIFIC REQUIREMENTS OF THE CONTRACT

I. SUMMARY OF WORK

Price to furnish and install (all parts, equipment, labor, and services needed) to Remove and Replace the existing concrete slab at the Pauline Street Fire Station. Work will included (but not limited to) the following:

1. Construction of a new first floor slab, as a slab-on-grade.
2. Infilling of the existing basement level, underlying the fire truck parking area.
    a. Using lightweight cellular concrete, flowable fill or gravel borrow.
3. Construction of a new retaining wall, within the existing basement footprint.
4. See attached, Geotechnical Probe Results and Slab Repair Recommendations Report (attached) for more detailed information about existing site conditions.
5. Also see attached, Review Set Detailing Technical Plan, for more details of exact specifications.

Additional scope of work to be included in the price:

1. Demolition and removal of exisiting slab.
2. Installation of polyethylene vapor barrier and crushed stone.
3. Place and compact sturctural fill.
4. Foundation work, as outlined in plans.
5. Foundation drainage work, along the proposed basement retaining wall.

II. INSURANCE REQUIREMENTS

A. The Contractor shall carry and maintain until acceptance of the work such Workmen's Compensation , Automobile Liability, Public Liability, Contingent Public Liability, Property Damage and Contingent Property Damage Insurance as shall protect him and any sub-contractor performing work covered by this contract from all claims and liability for damages for personal injury, including accidental death, and for property damage which may arise from operations under this contract, whether such operations be by himself or by any sub-contractor or by any one directly or indirectly employed by either of them.

B. The TOWN shall be named as an "additional insured" on such policy.

C. The amounts of such insurance shall be as follows:

1. Workmen's Compensation Insurance as required by Massachusetts General Law.

2. Automobile Liability Insurance on all vehicles owned or hired for

    a. Bodily Injury in an amount not less than $500,000.00 for each occurrence, and not less than $1,000,000.00 aggregate;
    b. Property Damage in an amount not less than $250,000.00 each occurrence, and not less than $500,000.00 aggregate.

3. Public Liability Insurance and Contingent Public Liability Insurance in an amount not less than $500,000.00 for injuries, including accidental death to any one person, and subject to the same limit for each person, in an amount not less than $1,000,000.00 on account of one accident.

4. Property Damage Insurance and Contingent Property Damage Insurance in an amount not less than $250,000.00 on account of one accident, and in an amount of not less than $500,000.00 on account of all accidents.

5. General Liability Insurance shall include Contractual Liability Insurance.

D. Before any work is started, the successful bidder shall be required to file with the TOWN certificates of insurance coverage as detailed above, with policy numbers and dates of expiration.

E. The Contractor shall indemnify, hold harmless and defend the TOWN and its departments, officers, employees, servants, and agents from and against all actions, causes of actions, claims, demands, damages, costs, loss of services, expenses and compensation, including attorney's fees and interest arising out of or resulting directly or indirectly from the services rendered pursuant to this Contract, provided that any such action, cause of action, claim, demand, damage, cost, loss of service, expense, compensation (1) in any way grows out of bodily injury, sickness, disease or death, or to injury to or destruction of tangible property, which (2) is caused in whole or in part by any act or omission of the Contractor, anyone directly or indirectly employed by any of them or anyone for whose acts any of them may be liable, regardless of whether or not it is cased in part by a party indemnified hereunder.

V. AUDIT AND/OR INSPECTION

A. The TOWN, or the Comptroller General of the United States shall be permitted to examine and inspect all work, materials, payrolls, records of personnel, invoices of materials and other relevant data and records.

END OF SECTION

SAMPLE TOWN-CONTRACTOR AGREEMENT
********(For illustrative purposes only)*******

Contract #____

OWNER-CONTRACTOR AGREEMENT
FOR PUBLIC WORKS CONSTRUCTION

THIS AGREEMENT made this ___ day of ____ in the year ____, between _____, with a usual place of business at _____, hereinafter called the CONTRACTOR, and the Town of Winthrop, acting by its town manager, with a usual place of business at 1 Metcalf Square, Winthrop, MA 02152, 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 _____, in strict accordance with the Contract Documents and all related Drawings and Specifications. The said Documents, 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 and XX/100 Dolars (XXXXXX).

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 on or before XXXXXXX.

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 uninterruptedly 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 $200.00 per day.

4. <u>Performance of the Work</u>

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.

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

The Contractor is directed to comply with all applicable State Laws, Ordinances, Bylaws, and rules and regulations regarding affirmative action/equal employment opportunity requirements. Failure of the Contractor to comply with any such law, rule or regulation shall constitute grounds for the Owner to terminate the Agreement.

6. <u>Site Information Not Guaranteed; Contractor's Investigation</u>

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 no project architect-engineer for this project. Except as otherwise indicated in the Contract Documents, _____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 him. Except as otherwise provided, he shall have all the authority of the Owner set forth in the Contract Documents. In general, heshall 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.

9. Payments to the Contractor

A. The Owner shall make payment to the Contractor in accordance with the provisions of Sections 39F and 39G of Chapter 30 of the General Laws of the Commonwealth of Massachusetts. The Contractor shall submit requisitions for payment as required by said provisions and the directions of the Owner.

B. The Contractor's applications for payment shall be subject to approval by the Director of Public Works, Steve Calla.

C. 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 and 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, bonds, profit and any other general expenses.

D. 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.

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:

Invitation to Bid
This Contract Form
Bid Form
Non-Collusion Certificate
Tax Compliance Certificate
Clerk's Certificate of Corporate Vote
Certificate of Insurance
Schedule of Prevailing Wages

12. Terms Required By Law

This Agreement shall be considered to include all terms required to be included in it by the Massachusetts General Laws, and all other laws, as though such terms were set forth in full herein.

13. Indemnification

The Contractor shall 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.

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 workmans' 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;

.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; and

.7 claims involving contractual liability applicable to the Contractor's obligations under Article 13.

The limits of liability for coverage required under the preceding paragraph shall be as required by the Owner.

Except for Workmen's Compensation, all liability coverage shall name the Town of Winthrop as an additional insured and shall provide for 30 days prior written notice to the Town 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 facsimile, 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 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. Assignment: The Contractor shall not assign or transfer any of its rights, duties or obligations under this Agreement without the written approval of the Owner.

C. Governing Law: This Agreement shall be governed by and construed in accordance with the law of the Commonwealth of Massachusetts.

D. Statutory Compliance: 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.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals, the Owner by its authorized representatives who, however, incur no personal liability by reason of the execution hereof or of anything herein contained, as of the day and year first above written.

CONTRACTOR:
By its _____

OWNER: Town of Winthrop

_____
Anthony Marino,
Town Manager

By: _____
Title:
Name:

In accordance with M.G.L. C.44, Section 31C, this is to certify that an appropriation in the amount of this contract is available therefor and that the $XXXXX has been authorized to execute the contract and approve all requisitions and change orders.

By _____
Dylan Cook, CFO

Approval as to Form.

_____
Town Counsel

PREVAILING WAGES

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

Prevailing Wage Rates

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

MAURA HEALEY
Governor

KIM DRISCOLL
Lt. Governor

LAUREN JONES
Secretary

MICHAEL FLANAGAN
Director

Awarding Authority: Town of Winthrop

Contract Number: 2025-45 **City/Town:** WINTHROP

Description of Work: Pauline Street Fire Station Floor/Slab Project

Job Location: winthrop, ma 02152

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 form 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 within90 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.

Issue Date: 02/05/2025 **Wage Request Number:** 20250204-076

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE A*	12/01/2024	$41.05	$14.91	$20.17	$0.00	$76.13
	06/01/2025	$42.05	$14.91	$20.17	$0.00	$77.13
	08/01/2025	$42.05	$15.41	$20.17	$0.00	$77.63
	12/01/2025	$42.05	$15.41	$21.78	$0.00	$79.24
	06/01/2026	$43.05	$15.41	$21.78	$0.00	$80.24
	08/01/2026	$43.05	$15.91	$21.78	$0.00	$80.74
	12/01/2026	$43.05	$15.91	$23.52	$0.00	$82.48
(3 AXLE) DRIVER - EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE A*	12/01/2024	$40.88	$14.91	$20.17	$0.00	$75.96
	06/01/2025	$41.12	$14.91	$20.17	$0.00	$76.20
	08/01/2025	$41.12	$15.41	$20.17	$0.00	$76.70
	12/01/2025	$41.12	$15.41	$21.78	$0.00	$78.31
	06/01/2026	$43.12	$15.41	$21.78	$0.00	$80.31
	08/01/2026	$43.12	$15.91	$21.78	$0.00	$80.81
	12/01/2026	$43.12	$15.91	$23.52	$0.00	$82.55
(4 & 5 AXLE) DRIVER - EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE A*	12/01/2024	$41.24	$14.91	$20.17	$0.00	$76.32
	06/01/2025	$42.24	$14.91	$20.17	$0.00	$77.32
	08/01/2025	$42.24	$15.41	$20.17	$0.00	$77.82
	12/01/2025	$42.24	$15.41	$21.78	$0.00	$79.43
	06/01/2026	$43.24	$15.41	$21.78	$0.00	$80.43
	08/01/2026	$43.24	$15.91	$21.78	$0.00	$80.93
	12/01/2026	$43.24	$15.91	$23.52	$0.00	$82.67
ADS/SUBMERSIBLE PILOT *PILE DRIVER LOCAL 56 (ZONE 1)*	01/01/2024	$117.16	$10.08	$24.29	$0.00	$151.53
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR *LABORERS - ZONE 1*	12/01/2024	$47.60	$9.65	$18.40	$0.00	$75.65
	06/01/2025	$49.10	$9.65	$18.40	$0.00	$77.15
	12/01/2025	$50.60	$9.65	$18.40	$0.00	$78.65
	06/01/2026	$51.40	$9.65	$18.40	$0.00	$79.45
	12/01/2026	$53.65	$9.65	$18.40	$0.00	$81.70
	06/01/2027	$55.25	$9.65	$18.40	$0.00	$83.30
	12/01/2027	$56.85	$9.65	$18.40	$0.00	$84.90
	06/01/2028	$58.53	$9.65	$18.40	$0.00	$86.58
	12/01/2028	$60.20	$9.65	$18.40	$0.00	$88.25
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) *LABORERS - ZONE 1 (HEAVY & HIGHWAY)*	12/01/2024	$47.70	$9.65	$18.40	$0.00	$75.75
	06/01/2025	$49.20	$9.65	$18.40	$0.00	$77.25
	12/01/2025	$50.70	$9.65	$18.40	$0.00	$78.75
	06/01/2026	$52.25	$9.65	$18.40	$0.00	$80.30
	12/01/2026	$53.75	$9.65	$18.40	$0.00	$81.80
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. *HEAT & FROST INSULATORS LOCAL 6 (BOSTON)*	12/01/2024	$42.80	$14.50	$11.05	$0.00	$68.35
	06/01/2025	$43.80	$14.50	$11.05	$0.00	$69.35
	12/01/2025	$44.80	$14.50	$11.05	$0.00	$70.35

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASPHALT RAKER *LABORERS - ZONE 1*	12/01/2024	$47.10	$9.65	$18.40	$0.00	$75.15
	06/01/2025	$48.60	$9.65	$18.40	$0.00	$76.65
	12/01/2025	$50.10	$9.65	$18.40	$0.00	$78.15
	06/01/2026	$51.65	$9.65	$18.40	$0.00	$79.70
	12/01/2026	$53.15	$9.65	$18.40	$0.00	$81.20
	06/01/2027	$54.75	$9.65	$18.40	$0.00	$82.80
	12/01/2027	$56.35	$9.65	$18.40	$0.00	$84.40
	06/01/2028	$58.03	$9.65	$18.40	$0.00	$86.08
	12/01/2028	$59.70	$9.65	$18.40	$0.00	$87.75
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) *LABORERS - ZONE 1 (HEAVY & HIGHWAY)*	12/01/2024	$47.20	$9.65	$18.40	$0.00	$75.25
	06/01/2025	$48.70	$9.65	$18.40	$0.00	$76.75
	12/01/2025	$50.20	$9.65	$18.40	$0.00	$78.25
	06/01/2026	$51.75	$9.65	$18.40	$0.00	$79.80
	12/01/2026	$53.25	$9.65	$18.40	$0.00	$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE *OPERATING ENGINEERS LOCAL 4*	12/01/2024	$57.03	$15.55	$16.50	$0.00	$89.08
	06/01/2025	$58.33	$15.55	$16.50	$0.00	$90.38
	12/01/2025	$59.78	$15.55	$16.50	$0.00	$91.83
	06/01/2026	$61.08	$15.55	$16.50	$0.00	$93.13
	12/01/2026	$62.53	$15.55	$16.50	$0.00	$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER *OPERATING ENGINEERS LOCAL 4*	12/01/2024	$57.03	$15.55	$16.50	$0.00	$89.08
	06/01/2025	$58.33	$15.55	$16.50	$0.00	$90.38
	12/01/2025	$59.78	$15.55	$16.50	$0.00	$91.83
	06/01/2026	$61.08	$15.55	$16.50	$0.00	$93.13
	12/01/2026	$62.53	$15.55	$16.50	$0.00	$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER *LABORERS - ZONE 1*	12/01/2024	$47.10	$9.65	$18.40	$0.00	$75.15
	06/01/2025	$48.60	$9.65	$18.40	$0.00	$76.65
	12/01/2025	$50.10	$9.65	$18.40	$0.00	$78.15
	06/01/2026	$51.65	$9.65	$18.40	$0.00	$79.70
	12/01/2026	$53.15	$9.65	$18.40	$0.00	$81.20
	06/01/2027	$54.75	$9.65	$18.40	$0.00	$82.80
	12/01/2027	$56.35	$9.65	$18.40	$0.00	$84.40
	06/01/2028	$58.03	$9.65	$18.40	$0.00	$86.08
	12/01/2028	$59.70	$9.65	$18.40	$0.00	$87.75
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BLOCK PAVER, RAMMER / CURB SETTER *LABORERS - ZONE 1*	12/01/2024	$47.60	$9.65	$18.40	$0.00	$75.65
	06/01/2025	$49.10	$9.65	$18.40	$0.00	$77.15
	12/01/2025	$50.60	$9.65	$18.40	$0.00	$78.65
	06/01/2026	$51.40	$9.65	$18.40	$0.00	$79.45
	12/01/2026	$53.65	$9.65	$18.40	$0.00	$81.70
	06/01/2027	$55.25	$9.65	$18.40	$0.00	$83.30
	12/01/2027	$56.85	$9.65	$18.40	$0.00	$84.90
	06/01/2028	$58.53	$9.65	$18.40	$0.00	$86.58
	12/01/2028	$60.20	$9.65	$18.40	$0.00	$88.25
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) *LABORERS - ZONE 1 (HEAVY & HIGHWAY)*	12/01/2024	$47.70	$9.65	$18.40	$0.00	$75.75
	06/01/2025	$49.20	$9.65	$18.40	$0.00	$77.25
	12/01/2025	$50.70	$9.65	$18.40	$0.00	$78.75
	06/01/2026	$52.25	$9.65	$18.40	$0.00	$80.30
	12/01/2026	$53.75	$9.65	$18.40	$0.00	$81.80
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
BOILER MAKER *BOILERMAKERS LOCAL 29*	01/01/2024	$48.12	$7.07	$20.60	$0.00	$75.79

Apprentice - *BOILERMAKER - Local 29*

Effective Date - 01/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	$31.28	$7.07	$13.22	$0.00	$51.57
2	65	$31.28	$7.07	$13.22	$0.00	$51.57
3	70	$33.68	$7.07	$14.23	$0.00	$54.98
4	75	$36.09	$7.07	$15.24	$0.00	$58.40
5	80	$38.50	$7.07	$16.25	$0.00	$61.82
6	85	$40.90	$7.07	$17.28	$0.00	$65.25
7	90	$43.31	$7.07	$18.28	$0.00	$68.66
8	95	$45.71	$7.07	$19.32	$0.00	$72.10

Notes:

Apprentice to Journeyworker Ratio:1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) *BRICKLAYERS LOCAL 3 (BOSTON)*	02/01/2025	$65.80	$11.49	$23.59	$0.00	$100.88
	08/01/2025	$67.95	$11.49	$23.59	$0.00	$103.03
	02/01/2026	$69.30	$11.49	$23.59	$0.00	$104.38
	08/01/2026	$71.50	$11.49	$23.59	$0.00	$106.58
	02/01/2027	$72.90	$11.49	$23.59	$0.00	$107.98

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$32.90	$11.49	$23.59	$0.00	$67.98
2	60	$39.48	$11.49	$23.59	$0.00	$74.56
3	70	$46.06	$11.49	$23.59	$0.00	$81.14
4	80	$52.64	$11.49	$23.59	$0.00	$87.72
5	90	$59.22	$11.49	$23.59	$0.00	$94.30

Effective Date - 08/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$33.98	$11.49	$23.59	$0.00	$69.06
2	60	$40.77	$11.49	$23.59	$0.00	$75.85
3	70	$47.57	$11.49	$23.59	$0.00	$82.65
4	80	$54.36	$11.49	$23.59	$0.00	$89.44
5	90	$61.16	$11.49	$23.59	$0.00	$96.24

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER *OPERATING ENGINEERS LOCAL 4*	12/01/2024	$56.40	$15.55	$16.50	$0.00	$88.45
	06/01/2025	$57.68	$15.55	$16.50	$0.00	$89.73
	12/01/2025	$59.12	$15.55	$16.50	$0.00	$91.17
	06/01/2026	$60.40	$15.55	$16.50	$0.00	$92.45
	12/01/2026	$61.84	$15.55	$16.50	$0.00	$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN *LABORERS - FOUNDATION AND MARINE*	12/01/2024	$48.10	$9.65	$18.22	$0.00	$75.97
	06/01/2025	$49.60	$9.65	$18.22	$0.00	$77.47
	12/01/2025	$51.10	$9.65	$18.22	$0.00	$78.97
	06/01/2026	$52.65	$9.65	$18.22	$0.00	$80.52
	12/01/2026	$54.15	$9.65	$18.22	$0.00	$82.02
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER *LABORERS - FOUNDATION AND MARINE*	12/01/2024	$46.95	$9.65	$18.22	$0.00	$74.82
	06/01/2025	$48.45	$9.65	$18.22	$0.00	$76.32
	12/01/2025	$49.95	$9.65	$18.22	$0.00	$77.82
	06/01/2026	$51.50	$9.65	$18.22	$0.00	$79.37
	12/01/2026	$53.00	$9.65	$18.22	$0.00	$80.87
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN *LABORERS - FOUNDATION AND MARINE*	12/01/2024	$47.28	$9.65	$18.22	$0.00	$75.15
	06/01/2025	$48.78	$9.65	$18.22	$0.00	$76.65
	12/01/2025	$50.28	$9.65	$18.22	$0.00	$78.15
	06/01/2026	$51.83	$9.65	$18.22	$0.00	$79.70
	12/01/2026	$53.33	$9.65	$18.22	$0.00	$81.20
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARBIDE CORE DRILL OPERATOR *LABORERS - ZONE 1*	12/01/2024	$47.10	$9.65	$18.40	$0.00	$75.15
	06/01/2025	$48.60	$9.65	$18.40	$0.00	$76.65
	12/01/2025	$50.10	$9.65	$18.40	$0.00	$78.15
	06/01/2026	$51.65	$9.65	$18.40	$0.00	$79.70
	12/01/2026	$53.15	$9.65	$18.40	$0.00	$81.20
	06/01/2027	$54.75	$9.65	$18.40	$0.00	$82.80
	12/01/2027	$56.35	$9.65	$18.40	$0.00	$84.40
	06/01/2028	$58.03	$9.65	$18.40	$0.00	$86.08
	12/01/2028	$59.70	$9.65	$18.40	$0.00	$87.75
For apprentice rates see "Apprentice- LABORER"						
CARPENTER *CARPENTERS -ZONE 1 (Metro Boston)*	09/01/2024	$58.96	$9.83	$19.97	$0.00	$88.76
	03/01/2025	$60.46	$9.83	$19.97	$0.00	$90.26
	09/01/2025	$61.96	$9.83	$19.97	$0.00	$91.76
	03/01/2026	$63.46	$9.83	$19.97	$0.00	$93.26
	09/01/2026	$64.96	$9.83	$19.97	$0.00	$94.76
	03/01/2027	$66.46	$9.83	$19.97	$0.00	$96.26

Apprentice - *CARPENTER - Zone 1 Metro Boston*

Effective Date - 09/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	$26.53	$9.83	$1.73	$0.00	$38.09
2	45	$26.53	$9.83	$1.73	$0.00	$38.09
3	55	$32.43	$9.83	$3.40	$0.00	$45.66
4	55	$32.43	$9.83	$3.40	$0.00	$45.66
5	70	$41.27	$9.83	$16.51	$0.00	$67.61
6	70	$41.27	$9.83	$16.51	$0.00	$67.61
7	80	$47.17	$9.83	$18.24	$0.00	$75.24
8	80	$47.17	$9.83	$18.24	$0.00	$75.24

Effective Date - 03/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	$27.21	$9.83	$1.73	$0.00	$38.77
2	45	$27.21	$9.83	$1.73	$0.00	$38.77
3	55	$33.25	$9.83	$3.40	$0.00	$46.48
4	55	$33.25	$9.83	$3.40	$0.00	$46.48
5	70	$42.32	$9.83	$16.51	$0.00	$68.66
6	70	$42.32	$9.83	$16.51	$0.00	$68.66
7	80	$48.37	$9.83	$18.24	$0.00	$76.44
8	80	$48.37	$9.83	$18.24	$0.00	$76.44

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARPENTER WOOD FRAME *CARPENTERS-ZONE 3 (Wood Frame)*	10/01/2024	$26.65	$7.02	$4.80	$0.00	$38.47
	10/01/2025	$27.75	$7.02	$4.80	$0.00	$39.57
	10/01/2026	$28.85	$7.02	$4.80	$0.00	$40.67

All Aspects of New Wood Frame Work

Apprentice - *CARPENTER (Wood Frame) - Zone 3*

Effective Date - 10/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$15.99	$7.02	$0.00	$0.00	$23.01
2	60	$15.99	$7.02	$0.00	$0.00	$23.01
3	65	$17.32	$7.02	$1.00	$0.00	$25.34
4	70	$18.66	$7.02	$1.00	$0.00	$26.68
5	75	$19.99	$7.02	$4.80	$0.00	$31.81
6	80	$21.32	$7.02	$4.80	$0.00	$33.14
7	85	$22.65	$7.02	$4.80	$0.00	$34.47
8	90	$23.99	$7.02	$4.80	$0.00	$35.81

Effective Date - 10/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$16.65	$7.02	$0.00	$0.00	$23.67
2	60	$16.65	$7.02	$0.00	$0.00	$23.67
3	65	$18.04	$7.02	$1.00	$0.00	$26.06
4	70	$19.43	$7.02	$1.00	$0.00	$27.45
5	75	$20.81	$7.02	$4.80	$0.00	$32.63
6	80	$22.20	$7.02	$4.80	$0.00	$34.02
7	85	$23.59	$7.02	$4.80	$0.00	$35.41
8	90	$24.98	$7.02	$4.80	$0.00	$36.80

Notes:

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING *BRICKLAYERS LOCAL 3 (BOSTON)*	07/01/2024	$49.19	$13.35	$24.21	$1.80	$88.55

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *CEMENT MASONRY/PLASTERING - Eastern Mass (Boston)*

Effective Date - 07/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$24.60	$13.35	$16.43	$0.00	$54.38
2	60	$29.51	$13.35	$19.21	$1.80	$63.87
3	65	$31.97	$13.35	$20.21	$1.80	$67.33
4	70	$34.43	$13.35	$21.21	$1.80	$70.79
5	75	$36.89	$13.35	$22.21	$1.80	$74.25
6	80	$39.35	$13.35	$23.21	$1.80	$77.71
7	90	$44.27	$13.35	$24.21	$1.80	$83.63

Notes:

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

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR *LABORERS - ZONE 1*	12/01/2024	$47.10	$9.65	$18.40	$0.00	$75.15
	06/01/2025	$48.60	$9.65	$18.40	$0.00	$76.65
	12/01/2025	$50.10	$9.65	$18.40	$0.00	$78.15
	06/01/2026	$51.65	$9.65	$18.40	$0.00	$79.70
	12/01/2026	$53.15	$9.65	$18.40	$0.00	$81.20
	06/01/2027	$54.75	$9.65	$18.40	$0.00	$82.80
	12/01/2027	$56.35	$9.65	$18.40	$0.00	$84.40
	06/01/2028	$58.03	$9.65	$18.40	$0.00	$86.08
	12/01/2028	$59.70	$9.65	$18.40	$0.00	$87.75
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES *OPERATING ENGINEERS LOCAL 4*	12/01/2024	$58.18	$15.55	$16.50	$0.00	$90.23
	06/01/2025	$59.51	$15.55	$16.50	$0.00	$91.56
	12/01/2025	$60.98	$15.55	$16.50	$0.00	$93.03
	06/01/2026	$62.31	$15.55	$16.50	$0.00	$94.36
	12/01/2026	$63.79	$15.55	$16.50	$0.00	$95.84
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR *OPERATING ENGINEERS LOCAL 4*	12/01/2024	$36.67	$15.55	$16.50	$0.00	$68.72
	06/01/2025	$37.52	$15.55	$16.50	$0.00	$69.57
	12/01/2025	$38.47	$15.55	$16.50	$0.00	$70.52
	06/01/2026	$39.33	$15.55	$16.50	$0.00	$71.38
	12/01/2026	$40.28	$15.55	$16.50	$0.00	$72.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) *PAINTERS LOCAL 35 - ZONE 1*	01/01/2025	$58.46	$9.95	$23.95	$0.00	$92.36

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *PAINTER Local 35 - BRIDGES/TANKS*

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$29.23	$9.95	$0.00	$0.00	$39.18
2	55	$32.15	$9.95	$6.66	$0.00	$48.76
3	60	$35.08	$9.95	$7.26	$0.00	$52.29
4	65	$38.00	$9.95	$7.87	$0.00	$55.82
5	70	$40.92	$9.95	$20.32	$0.00	$71.19
6	75	$43.85	$9.95	$20.93	$0.00	$74.73
7	80	$46.77	$9.95	$21.53	$0.00	$78.25
8	90	$52.61	$9.95	$22.74	$0.00	$85.30

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN *LABORERS - ZONE 1*	12/02/2024	$47.00	$9.65	$18.40	$0.00	$75.05
	06/02/2025	$48.50	$9.65	$18.40	$0.00	$76.55
	12/01/2025	$50.00	$9.65	$18.40	$0.00	$78.05
	06/01/2026	$51.55	$9.65	$18.40	$0.00	$79.60
	12/07/2026	$53.05	$9.65	$18.40	$0.00	$81.10
	06/07/2027	$54.65	$9.65	$18.40	$0.00	$82.70
	12/06/2027	$56.25	$9.65	$18.40	$0.00	$84.30
	06/05/2028	$57.93	$9.65	$18.40	$0.00	$85.98
	12/04/2028	$59.60	$9.65	$18.40	$0.00	$87.65

For apprentice rates see "Apprentice- LABORER"

DEMO: BACKHOE/LOADER/HAMMER OPERATOR *LABORERS - ZONE 1*	12/02/2024	$48.00	$9.65	$18.40	$0.00	$76.05
	06/02/2025	$49.50	$9.65	$18.40	$0.00	$77.55
	12/01/2025	$51.00	$9.65	$18.40	$0.00	$79.05
	06/01/2026	$52.55	$9.65	$18.40	$0.00	$80.60
	12/07/2026	$54.05	$9.65	$18.40	$0.00	$82.10
	06/07/2027	$55.65	$9.65	$18.40	$0.00	$83.70
	12/06/2027	$57.25	$9.65	$18.40	$0.00	$85.30
	06/05/2028	$58.93	$9.65	$18.40	$0.00	$86.98
	12/04/2028	$60.60	$9.65	$18.40	$0.00	$88.65

For apprentice rates see "Apprentice- LABORER"

DEMO: BURNERS *LABORERS - ZONE 1*	12/02/2024	$47.75	$9.65	$18.40	$0.00	$75.80
	06/02/2025	$49.25	$9.65	$18.40	$0.00	$77.30
	12/01/2025	$50.75	$9.65	$18.40	$0.00	$78.80
	06/01/2026	$52.30	$9.65	$18.40	$0.00	$80.35
	12/07/2026	$53.80	$9.65	$18.40	$0.00	$81.85
	06/07/2027	$55.40	$9.65	$18.40	$0.00	$83.45
	12/06/2027	$57.00	$9.65	$18.40	$0.00	$85.05
	06/05/2028	$58.68	$9.65	$18.40	$0.00	$86.73
	12/04/2028	$60.35	$9.65	$18.40	$0.00	$88.40

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER *LABORERS - ZONE 1*	12/02/2024	$48.00	$9.65	$18.40	$0.00	$76.05
	06/02/2025	$49.50	$9.65	$18.40	$0.00	$77.55
	12/01/2025	$51.00	$9.65	$18.40	$0.00	$79.05
	06/01/2026	$52.55	$9.65	$18.40	$0.00	$80.60
	12/07/2026	$54.05	$9.65	$18.40	$0.00	$82.10
	06/07/2027	$55.65	$9.65	$18.40	$0.00	$83.70
	12/06/2027	$57.25	$9.65	$18.40	$0.00	$85.30
	06/05/2028	$58.93	$9.65	$18.40	$0.00	$86.98
	12/04/2028	$60.60	$9.65	$18.40	$0.00	$88.65
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR *LABORERS - ZONE 1*	12/02/2024	$47.75	$9.65	$18.40	$0.00	$75.80
	06/02/2025	$49.25	$9.65	$18.40	$0.00	$77.30
	12/01/2025	$50.75	$9.65	$18.40	$0.00	$78.80
	06/01/2026	$52.30	$9.65	$18.40	$0.00	$80.35
	12/07/2026	$53.80	$9.65	$18.40	$0.00	$81.85
	06/07/2027	$55.40	$9.65	$18.40	$0.00	$83.45
	12/06/2027	$57.00	$9.65	$18.40	$0.00	$85.05
	06/05/2028	$58.68	$9.65	$18.40	$0.00	$86.73
	12/04/2028	$60.35	$9.65	$18.40	$0.00	$88.40
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER *LABORERS - ZONE 1*	12/02/2024	$47.00	$9.65	$18.40	$0.00	$75.05
	06/02/2025	$48.50	$9.65	$18.40	$0.00	$76.55
	12/01/2025	$50.00	$9.65	$18.40	$0.00	$78.05
	06/01/2026	$51.55	$9.65	$18.40	$0.00	$79.60
	12/07/2026	$53.05	$9.65	$18.40	$0.00	$81.10
	06/07/2027	$54.65	$9.65	$18.40	$0.00	$82.70
	12/06/2027	$56.25	$9.65	$18.40	$0.00	$84.30
	06/05/2028	$57.93	$9.65	$18.40	$0.00	$85.98
	12/04/2028	$59.60	$9.65	$18.40	$0.00	$87.65
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR *OPERATING ENGINEERS LOCAL 4*	12/01/2024	$56.40	$15.55	$16.50	$0.00	$88.45
	06/01/2025	$57.68	$15.55	$16.50	$0.00	$89.73
	12/01/2025	$59.12	$15.55	$16.50	$0.00	$91.17
	06/01/2026	$60.40	$15.55	$16.50	$0.00	$92.45
	12/01/2026	$61.84	$15.55	$16.50	$0.00	$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2024	$78.11	$10.08	$21.66	$0.00	$109.85
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 *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2024	$55.79	$10.08	$24.29	$0.00	$90.16
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) *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2024	$83.69	$10.08	$24.29	$0.00	$118.06
For apprentice rates see "Apprentice- PILE DRIVER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIVER/SLURRY (EFFLUENT) *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2024	$117.16	$10.08	$24.29	$0.00	$151.53
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) *DRAWBRIDGE - SEIU LOCAL 888*	07/01/2020	$26.77	$6.67	$3.93	$0.16	$37.53
ELECTRICIAN *ELECTRICIANS LOCAL 103*	09/01/2024	$63.78	$13.00	$22.26	$0.00	$99.04
	03/01/2025	$64.98	$13.00	$22.30	$0.00	$100.28
	09/01/2025	$66.89	$13.00	$22.36	$0.00	$102.25
	03/01/2026	$68.09	$13.00	$22.39	$0.00	$103.48
	09/01/2026	$70.00	$13.00	$22.45	$0.00	$105.45
	03/01/2027	$71.19	$13.00	$22.49	$0.00	$106.68
	09/01/2027	$73.11	$13.00	$22.54	$0.00	$108.65
	03/01/2028	$74.31	$13.00	$22.58	$0.00	$109.89

Apprentice - *ELECTRICIAN - Local 103*

Effective Date - 09/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$25.51	$13.00	$0.77	$0.00	$39.28
2	40	$25.51	$13.00	$0.77	$0.00	$39.28
3	45	$28.70	$13.00	$16.69	$0.00	$58.39
4	45	$28.70	$13.00	$16.69	$0.00	$58.39
5	50	$31.89	$13.00	$17.20	$0.00	$62.09
6	55	$35.08	$13.00	$17.70	$0.00	$65.78
7	60	$38.27	$13.00	$18.21	$0.00	$69.48
8	65	$41.46	$13.00	$18.71	$0.00	$73.17
9	70	$44.65	$13.00	$19.22	$0.00	$76.87
10	75	$47.84	$13.00	$19.74	$0.00	$80.58

Effective Date - 03/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$25.99	$13.00	$0.78	$0.00	$39.77
2	40	$25.99	$13.00	$0.78	$0.00	$39.77
3	45	$29.24	$13.00	$16.71	$0.00	$58.95
4	45	$29.24	$13.00	$16.71	$0.00	$58.95
5	50	$32.49	$13.00	$17.21	$0.00	$62.70
6	55	$35.74	$13.00	$17.72	$0.00	$66.46
7	60	$38.99	$13.00	$18.23	$0.00	$70.22
8	65	$42.24	$13.00	$18.74	$0.00	$73.98
9	70	$45.49	$13.00	$19.24	$0.00	$77.73
10	75	$48.74	$13.00	$19.76	$0.00	$81.50

Notes: :

Apprentice to Journeyworker Ratio:2:3***

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ELEVATOR CONSTRUCTOR *ELEVATOR CONSTRUCTORS LOCAL 4*	01/01/2022	$65.62	$16.03	$20.21	$0.00	$101.86

Apprentice - *ELEVATOR CONSTRUCTOR - Local 4*

Effective Date - 01/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$32.81	$16.03	$0.00	$0.00	$48.84
2	55	$36.09	$16.03	$20.21	$0.00	$72.33
3	65	$42.65	$16.03	$20.21	$0.00	$78.89
4	70	$45.93	$16.03	$20.21	$0.00	$82.17
5	80	$52.50	$16.03	$20.21	$0.00	$88.74

Notes:

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

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER *ELEVATOR CONSTRUCTORS LOCAL 4*	01/01/2022	$45.93	$16.03	$20.21	$0.00	$82.17
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) *LABORERS - ZONE 1 (HEAVY & HIGHWAY)*	12/01/2024	$47.20	$9.65	$18.40	$0.00	$75.25
	06/01/2025	$48.70	$9.65	$18.40	$0.00	$76.75
	12/01/2025	$50.20	$9.65	$18.40	$0.00	$78.25
	06/01/2026	$51.75	$9.65	$18.40	$0.00	$79.80
	12/01/2026	$53.25	$9.65	$18.40	$0.00	$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY *OPERATING ENGINEERS LOCAL 4*	11/01/2024	$51.78	$15.30	$16.40	$0.00	$83.48
	05/01/2025	$53.22	$15.30	$16.40	$0.00	$84.92
	11/01/2025	$54.51	$15.30	$16.40	$0.00	$86.21
	05/01/2026	$55.95	$15.30	$16.40	$0.00	$87.65
	11/01/2026	$57.24	$15.30	$16.40	$0.00	$88.94
	05/01/2027	$58.67	$15.30	$16.40	$0.00	$90.37
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY *OPERATING ENGINEERS LOCAL 4*	11/01/2024	$53.37	$15.30	$16.40	$0.00	$85.07
	05/01/2025	$54.82	$15.30	$16.40	$0.00	$86.52
	11/01/2025	$56.12	$15.30	$16.40	$0.00	$87.82
	05/01/2026	$57.57	$15.30	$16.40	$0.00	$89.27
	11/01/2026	$58.87	$15.30	$16.40	$0.00	$90.57
	05/01/2027	$60.32	$15.30	$16.40	$0.00	$92.02
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY *OPERATING ENGINEERS LOCAL 4*	11/01/2024	$25.37	$15.30	$16.40	$0.00	$57.07
	05/01/2025	$26.22	$15.30	$16.40	$0.00	$57.92
	11/01/2025	$26.98	$15.30	$16.40	$0.00	$58.68
	05/01/2026	$27.83	$15.30	$16.40	$0.00	$59.53
	11/01/2026	$28.59	$15.30	$16.40	$0.00	$60.29
	05/01/2027	$29.44	$15.30	$16.40	$0.00	$61.14
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM INSTALLER *ELECTRICIANS LOCAL 103*	09/01/2024	$63.78	$13.00	$22.26	$0.00	$99.04
	03/01/2025	$64.98	$13.00	$22.30	$0.00	$100.28
	09/01/2025	$66.89	$13.00	$22.36	$0.00	$102.25
	03/01/2026	$68.09	$13.00	$22.39	$0.00	$103.48
	09/01/2026	$70.00	$13.00	$22.45	$0.00	$105.45
	03/01/2027	$71.19	$13.00	$22.49	$0.00	$106.68
	09/01/2027	$73.11	$13.00	$22.54	$0.00	$108.65
	03/01/2028	$74.31	$13.00	$22.58	$0.00	$109.89
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING *ELECTRICIANS LOCAL 103*	09/01/2024	$51.02	$13.00	$20.24	$0.00	$84.26
	03/01/2025	$51.98	$13.00	$20.27	$0.00	$85.25
	09/01/2025	$53.51	$13.00	$20.32	$0.00	$86.83
	03/01/2026	$54.47	$13.00	$20.34	$0.00	$87.81
	09/01/2026	$56.00	$13.00	$20.39	$0.00	$89.39
	03/01/2027	$56.95	$13.00	$20.42	$0.00	$90.37
	09/01/2027	$58.49	$13.00	$20.46	$0.00	$91.95
	03/01/2028	$59.45	$13.00	$20.49	$0.00	$92.94
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) *OPERATING ENGINEERS LOCAL 4*	12/01/2024	$45.96	$15.55	$16.50	$0.00	$78.01
	06/01/2025	$47.02	$15.55	$16.50	$0.00	$79.07
	12/01/2025	$48.19	$15.55	$16.50	$0.00	$80.24
	06/01/2026	$49.25	$15.55	$16.50	$0.00	$81.30
	12/01/2026	$50.43	$15.55	$16.50	$0.00	$82.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER (HEAVY & HIGHWAY) *LABORERS - ZONE 1 (HEAVY & HIGHWAY)*	12/01/2024	$27.01	$9.65	$18.40	$0.00	$55.06
	06/01/2025	$28.09	$9.65	$18.40	$0.00	$56.14
	12/01/2025	$28.09	$9.65	$18.40	$0.00	$56.14
	06/01/2026	$29.21	$9.65	$18.40	$0.00	$57.26
	12/01/2026	$29.21	$9.65	$18.40	$0.00	$57.26
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
FLOORCOVERER *FLOORCOVERERS LOCAL 2168 ZONE I*	09/01/2024	$56.23	$8.83	$20.27	$0.00	$85.33
	03/01/2025	$57.73	$8.83	$20.27	$0.00	$86.83
	09/01/2025	$59.23	$8.83	$20.27	$0.00	$88.33
	03/01/2026	$60.73	$8.83	$20.27	$0.00	$89.83
	09/01/2026	$62.23	$8.83	$20.27	$0.00	$91.33
	03/01/2027	$63.73	$8.83	$20.27	$0.00	$92.83

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *FLOORCOVERER - Local 2168 Zone I*

Effective Date - 09/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	$25.30	$8.83	$1.76	$0.00	$35.89
2	45	$25.30	$8.83	$1.76	$0.00	$35.89
3	55	$30.93	$8.83	$3.52	$0.00	$43.28
4	55	$30.93	$8.83	$3.52	$0.00	$43.28
5	70	$39.36	$8.83	$16.75	$0.00	$64.94
6	70	$39.36	$8.83	$16.75	$0.00	$64.94
7	80	$44.98	$8.83	$18.51	$0.00	$72.32
8	80	$44.98	$8.83	$18.51	$0.00	$72.32

Effective Date - 03/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	$25.98	$8.83	$1.76	$0.00	$36.57
2	45	$25.98	$8.83	$1.76	$0.00	$36.57
3	55	$31.75	$8.83	$3.52	$0.00	$44.10
4	55	$31.75	$8.83	$3.52	$0.00	$44.10
5	70	$40.41	$8.83	$16.75	$0.00	$65.99
6	70	$40.41	$8.83	$16.75	$0.00	$65.99
7	80	$46.18	$8.83	$18.51	$0.00	$73.52
8	80	$46.18	$8.83	$18.51	$0.00	$73.52

Notes: Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER *OPERATING ENGINEERS LOCAL 4*	12/01/2024	$57.03	$15.55	$16.50	$0.00	$89.08
	06/01/2025	$58.33	$15.55	$16.50	$0.00	$90.38
	12/01/2025	$59.78	$15.55	$16.50	$0.00	$91.83
	06/01/2026	$61.08	$15.55	$16.50	$0.00	$93.13
	12/01/2026	$62.53	$15.55	$16.50	$0.00	$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS *OPERATING ENGINEERS LOCAL 4*	12/01/2024	$36.67	$15.55	$16.50	$0.00	$68.72
	06/01/2025	$37.52	$15.55	$16.50	$0.00	$69.57
	12/01/2025	$38.47	$15.55	$16.50	$0.00	$70.52
	06/01/2026	$39.33	$15.55	$16.50	$0.00	$71.38
	12/01/2026	$40.28	$15.55	$16.50	$0.00	$72.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) *GLAZIERS LOCAL 35 (ZONE 1)*	01/01/2025	$53.75	$9.95	$23.95	$0.00	$87.65

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *GLAZIER - Local 35 Zone 1*

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$26.88	$9.95	$0.00	$0.00	$36.83
2	55	$29.56	$9.95	$6.66	$0.00	$46.17
3	60	$32.25	$9.95	$7.26	$0.00	$49.46
4	65	$34.94	$9.95	$7.87	$0.00	$52.76
5	70	$37.63	$9.95	$20.32	$0.00	$67.90
6	75	$40.31	$9.95	$20.93	$0.00	$71.19
7	80	$43.00	$9.95	$21.53	$0.00	$74.48
8	90	$48.38	$9.95	$22.74	$0.00	$81.07

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

HOISTING ENGINEER/CRANES/GRADALLS *OPERATING ENGINEERS LOCAL 4*	12/01/2024	$57.03	$15.55	$16.50	$0.00	$89.08
	06/01/2025	$58.33	$15.55	$16.50	$0.00	$90.38
	12/01/2025	$59.78	$15.55	$16.50	$0.00	$91.83
	06/01/2026	$61.08	$15.55	$16.50	$0.00	$93.13
	12/01/2026	$62.53	$15.55	$16.50	$0.00	$94.58

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *OPERATING ENGINEERS - Local 4*

Effective Date - 12/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	$31.37	$0.00	$0.00	$0.00	$31.37
2	60	$34.22	$15.55	$16.50	$0.00	$66.27
3	65	$37.07	$15.55	$16.50	$0.00	$69.12
4	70	$39.92	$15.55	$16.50	$0.00	$71.97
5	75	$42.77	$15.55	$16.50	$0.00	$74.82
6	80	$45.62	$15.55	$16.50	$0.00	$77.67
7	85	$48.48	$15.55	$16.50	$0.00	$80.53
8	90	$51.33	$15.55	$16.50	$0.00	$83.38

Effective Date - 06/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	$32.08	$0.00	$0.00	$0.00	$32.08
2	60	$35.00	$15.55	$16.50	$0.00	$67.05
3	65	$37.91	$15.55	$16.50	$0.00	$69.96
4	70	$40.83	$15.55	$16.50	$0.00	$72.88
5	75	$43.75	$15.55	$16.50	$0.00	$75.80
6	80	$46.66	$15.55	$16.50	$0.00	$78.71
7	85	$49.58	$15.55	$16.50	$0.00	$81.63
8	90	$52.50	$15.55	$16.50	$0.00	$84.55

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) *SHEETMETAL WORKERS LOCAL 17 - A*	02/01/2025	$59.69	$14.75	$28.12	$2.98	$105.54
	08/01/2025	$61.54	$14.75	$28.12	$2.98	$107.39
	02/01/2026	$63.49	$14.75	$28.12	$2.98	$109.34
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) *ELECTRICIANS LOCAL 103*	09/01/2024	$63.78	$13.00	$22.26	$0.00	$99.04
	03/01/2025	$64.98	$13.00	$22.30	$0.00	$100.28
	09/01/2025	$66.89	$13.00	$22.36	$0.00	$102.25
	03/01/2026	$68.09	$13.00	$22.39	$0.00	$103.48
	09/01/2026	$70.00	$13.00	$22.45	$0.00	$105.45
	03/01/2027	$71.19	$13.00	$22.49	$0.00	$106.68
	09/01/2027	$73.11	$13.00	$22.54	$0.00	$108.65
	03/01/2028	$74.31	$13.00	$22.58	$0.00	$109.89
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) *SHEETMETAL WORKERS LOCAL 17 - A*	02/01/2025	$59.69	$14.75	$28.12	$2.98	$105.54
	08/01/2025	$61.54	$14.75	$28.12	$2.98	$107.39
	02/01/2026	$63.49	$14.75	$28.12	$2.98	$109.34
For apprentice rates see "Apprentice- SHEET METAL WORKER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING -WATER) *PIPEFITTERS LOCAL 537*	09/01/2024	$67.08	$12.70	$21.80	$0.00	$101.58
	03/01/2025	$68.88	$12.70	$21.80	$0.00	$103.38
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC *PIPEFITTERS LOCAL 537*	09/01/2024	$67.08	$12.70	$21.80	$0.00	$101.58
	03/01/2025	$68.88	$12.70	$21.80	$0.00	$103.38
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS *LABORERS - ZONE 1*	12/01/2024	$47.60	$9.65	$18.40	$0.00	$75.65
	06/01/2025	$49.10	$9.65	$18.40	$0.00	$77.15
	12/01/2025	$50.60	$9.65	$18.40	$0.00	$78.65
	06/01/2026	$51.40	$9.65	$18.40	$0.00	$79.45
	12/01/2026	$53.65	$9.65	$18.40	$0.00	$81.70
	06/01/2027	$55.25	$9.65	$18.40	$0.00	$83.30
	12/01/2027	$56.85	$9.65	$18.40	$0.00	$84.90
	06/01/2028	$58.53	$9.65	$18.40	$0.00	$86.58
	12/01/2028	$60.20	$9.65	$18.40	$0.00	$88.25
For apprentice rates see "Apprentice- LABORER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY) *LABORERS - ZONE 1 (HEAVY & HIGHWAY)*	12/01/2024	$47.70	$9.65	$18.40	$0.00	$75.75
	06/01/2025	$49.20	$9.65	$18.40	$0.00	$77.25
	12/01/2025	$50.70	$9.65	$18.40	$0.00	$78.75
	06/01/2026	$52.25	$9.65	$18.40	$0.00	$80.30
	12/01/2026	$53.75	$9.65	$18.40	$0.00	$81.80
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
INSULATOR (PIPES & TANKS) *HEAT & FROST INSULATORS LOCAL 6 (BOSTON)*	09/01/2024	$56.92	$14.75	$19.61	$0.00	$91.28
	09/01/2025	$60.34	$14.75	$19.61	$0.00	$94.70
	09/01/2026	$63.76	$14.75	$19.61	$0.00	$98.12

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

Effective Date - 09/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$28.46	$14.75	$14.32	$0.00	$57.53
2	60	$34.15	$14.75	$15.37	$0.00	$64.27
3	70	$39.84	$14.75	$16.43	$0.00	$71.02
4	80	$45.54	$14.75	$17.49	$0.00	$77.78

Effective Date - 09/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$30.17	$14.75	$14.32	$0.00	$59.24
2	60	$36.20	$14.75	$15.37	$0.00	$66.32
3	70	$42.24	$14.75	$16.43	$0.00	$73.42
4	80	$48.27	$14.75	$17.49	$0.00	$80.51

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER *IRONWORKERS LOCAL 7 (BOSTON AREA)*	03/16/2024	$53.97	$8.35	$26.70	$0.00	$89.02

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *IRONWORKER - Local 7 Boston*

Effective Date - 03/16/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$32.38	$8.35	$26.70	$0.00	$67.43
2	70	$37.78	$8.35	$26.70	$0.00	$72.83
3	75	$40.48	$8.35	$26.70	$0.00	$75.53
4	80	$43.18	$8.35	$26.70	$0.00	$78.23
5	85	$45.87	$8.35	$26.70	$0.00	$80.92
6	90	$48.57	$8.35	$26.70	$0.00	$83.62

Notes:

Apprentice to Journeyworker Ratio:1:4

JACKHAMMER & PAVING BREAKER OPERATOR *LABORERS - ZONE 1*	12/01/2024	$47.10	$9.65	$18.40	$0.00	$75.15
	06/01/2025	$48.60	$9.65	$18.40	$0.00	$76.65
	12/01/2025	$50.10	$9.65	$18.40	$0.00	$78.15
	06/01/2026	$51.65	$9.65	$18.40	$0.00	$79.70
	12/01/2026	$53.15	$9.65	$18.40	$0.00	$81.20
	06/01/2027	$54.75	$9.65	$18.40	$0.00	$82.80
	12/01/2027	$56.35	$9.65	$18.40	$0.00	$84.40
	06/01/2028	$58.03	$9.65	$18.40	$0.00	$86.08
	12/01/2028	$59.70	$9.65	$18.40	$0.00	$87.75
For apprentice rates see "Apprentice- LABORER"						
LABORER *LABORERS - ZONE 1*	12/01/2024	$46.85	$9.65	$18.40	$0.00	$74.90
	06/01/2025	$48.35	$9.65	$18.40	$0.00	$76.40
	12/01/2025	$49.85	$9.65	$18.40	$0.00	$77.90
	06/01/2026	$51.40	$9.65	$18.40	$0.00	$79.45
	12/01/2026	$52.90	$9.65	$18.40	$0.00	$80.95
	06/01/2027	$54.50	$9.65	$18.40	$0.00	$82.55
	12/01/2027	$56.10	$9.65	$18.40	$0.00	$84.15
	06/01/2028	$57.78	$9.65	$18.40	$0.00	$85.83
	12/01/2028	$59.45	$9.65	$18.40	$0.00	$87.50

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *LABORER - Zone 1*

Effective Date - 12/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$28.11	$9.65	$18.40	$0.00	$56.16
2	70	$32.80	$9.65	$18.40	$0.00	$60.85
3	80	$37.48	$9.65	$18.40	$0.00	$65.53
4	90	$42.17	$9.65	$18.40	$0.00	$70.22

Effective Date - 06/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$29.01	$9.65	$18.40	$0.00	$57.06
2	70	$33.85	$9.65	$18.40	$0.00	$61.90
3	80	$38.68	$9.65	$18.40	$0.00	$66.73
4	90	$43.52	$9.65	$18.40	$0.00	$71.57

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY) *LABORERS - ZONE 1 (HEAVY & HIGHWAY)*	12/01/2024	$46.95	$9.65	$18.40	$0.00	$75.00
	06/01/2025	$48.45	$9.65	$18.40	$0.00	$76.50
	12/01/2025	$49.95	$9.65	$18.40	$0.00	$78.00
	06/01/2026	$51.50	$9.65	$18.40	$0.00	$79.55
	12/01/2026	$53.00	$9.65	$18.40	$0.00	$81.05

Apprentice - *LABORER (Heavy & Highway) - Zone 1*

Effective Date - 12/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$28.17	$9.65	$18.40	$0.00	$56.22
2	70	$32.87	$9.65	$18.40	$0.00	$60.92
3	80	$37.56	$9.65	$18.40	$0.00	$65.61
4	90	$42.26	$9.65	$18.40	$0.00	$70.31

Effective Date - 06/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$29.07	$9.65	$18.40	$0.00	$57.12
2	70	$33.92	$9.65	$18.40	$0.00	$61.97
3	80	$38.76	$9.65	$18.40	$0.00	$66.81
4	90	$43.61	$9.65	$18.40	$0.00	$71.66

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER *LABORERS - ZONE 1*	12/01/2024	$46.85	$9.65	$18.40	$0.00	$74.90
	06/01/2025	$48.35	$9.65	$18.40	$0.00	$76.40
	12/01/2025	$49.85	$9.65	$18.40	$0.00	$77.90
	06/01/2026	$51.40	$9.65	$18.40	$0.00	$79.45
	12/01/2026	$52.90	$9.65	$18.40	$0.00	$80.95
	06/01/2027	$54.50	$9.65	$18.40	$0.00	$82.55
	12/01/2027	$56.10	$9.65	$18.40	$0.00	$84.15
	06/01/2028	$57.78	$9.65	$18.40	$0.00	$85.83
	12/01/2028	$59.45	$9.65	$18.40	$0.00	$87.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER *LABORERS - ZONE 1*	12/01/2024	$46.85	$9.65	$18.40	$0.00	$74.90
	06/01/2025	$48.35	$9.65	$18.40	$0.00	$76.40
	12/01/2025	$49.85	$9.65	$18.40	$0.00	$77.90
	06/01/2026	$51.40	$9.65	$18.40	$0.00	$79.45
	12/01/2026	$52.90	$9.65	$18.40	$0.00	$80.95
	06/01/2027	$54.50	$9.65	$18.40	$0.00	$82.55
	12/01/2027	$56.10	$9.65	$18.40	$0.00	$84.15
	06/01/2028	$57.78	$9.65	$18.40	$0.00	$85.83
	12/01/2028	$59.45	$9.65	$18.40	$0.00	$87.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER *LABORERS - ZONE 1*	12/02/2024	$47.00	$9.65	$18.40	$0.00	$75.05
	06/02/2025	$48.50	$9.65	$18.40	$0.00	$76.55
	12/01/2025	$50.00	$9.65	$18.40	$0.00	$78.05
	06/01/2026	$51.55	$9.65	$18.40	$0.00	$79.60
	12/07/2026	$53.05	$9.65	$18.40	$0.00	$81.10
	06/07/2027	$54.65	$9.65	$18.40	$0.00	$82.70
	12/06/2027	$56.25	$9.65	$18.40	$0.00	$84.30
	06/05/2028	$57.93	$9.65	$18.40	$0.00	$85.98
	12/04/2028	$59.60	$9.65	$18.40	$0.00	$87.65
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER *LABORERS - ZONE 1*	12/01/2024	$47.10	$9.65	$18.40	$0.00	$75.15
	06/01/2025	$48.60	$9.65	$18.40	$0.00	$76.65
	12/01/2025	$50.10	$9.65	$18.40	$0.00	$78.15
	06/01/2026	$51.65	$9.65	$18.40	$0.00	$79.70
	12/01/2026	$53.15	$9.65	$18.40	$0.00	$81.20
	06/01/2027	$54.75	$9.65	$18.40	$0.00	$82.80
	12/01/2027	$56.35	$9.65	$18.40	$0.00	$84.40
	06/01/2028	$58.03	$9.65	$18.40	$0.00	$86.08
	12/01/2028	$59.70	$9.65	$18.40	$0.00	$87.75
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) *LABORERS - ZONE 1 (HEAVY & HIGHWAY)*	12/01/2024	$47.20	$9.65	$18.40	$0.00	$75.25
	06/01/2025	$48.70	$9.65	$18.40	$0.00	$76.75
	12/01/2025	$50.20	$9.65	$18.40	$0.00	$78.25
	06/01/2026	$51.75	$9.65	$18.40	$0.00	$79.80
	12/01/2026	$53.25	$9.65	$18.40	$0.00	$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MULTI-TRADE TENDER *LABORERS - ZONE 1*	12/01/2024	$46.85	$9.65	$18.40	$0.00	$74.90
	06/01/2025	$48.35	$9.65	$18.40	$0.00	$76.40
	12/01/2025	$49.85	$9.65	$18.40	$0.00	$77.90
	06/01/2026	$51.40	$9.65	$18.40	$0.00	$79.45
	12/01/2026	$52.90	$9.65	$18.40	$0.00	$80.95
	06/01/2027	$54.50	$9.65	$18.40	$0.00	$82.55
	12/01/2027	$56.10	$9.65	$18.40	$0.00	$84.15
	06/01/2028	$57.78	$9.65	$18.40	$0.00	$85.83
	12/01/2028	$59.45	$9.65	$18.40	$0.00	$87.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER *LABORERS - ZONE 1*	12/01/2024	$46.85	$9.65	$18.40	$0.00	$74.90
	06/01/2025	$48.35	$9.65	$18.40	$0.00	$76.40
	12/01/2025	$49.85	$9.65	$18.40	$0.00	$77.90
	06/01/2026	$51.40	$9.65	$18.40	$0.00	$79.45
	12/01/2026	$52.90	$9.65	$18.40	$0.00	$80.95
	06/01/2027	$54.50	$9.65	$18.40	$0.00	$82.55
	12/01/2027	$56.10	$9.65	$18.40	$0.00	$84.15
	06/01/2028	$57.78	$9.65	$18.40	$0.00	$85.83
	12/01/2028	$59.45	$9.65	$18.40	$0.00	$87.50
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR *LABORERS - ZONE 1*	12/01/2024	$47.10	$9.65	$18.40	$0.00	$75.15
	06/01/2025	$48.60	$9.65	$18.40	$0.00	$76.65
	12/01/2025	$50.10	$9.65	$18.40	$0.00	$78.15
	06/01/2026	$51.65	$9.65	$18.40	$0.00	$79.70
	12/01/2026	$53.15	$9.65	$18.40	$0.00	$81.20
	06/01/2027	$54.75	$9.65	$18.40	$0.00	$82.80
	12/01/2027	$56.35	$9.65	$18.40	$0.00	$84.40
	06/01/2028	$58.03	$9.65	$18.40	$0.00	$86.08
	12/01/2028	$59.70	$9.65	$18.40	$0.00	$87.75
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) *LABORERS - ZONE 1 (HEAVY & HIGHWAY)*	12/01/2024	$47.20	$9.65	$18.40	$0.00	$75.25
	06/01/2025	$48.70	$9.65	$18.40	$0.00	$76.75
	12/01/2025	$50.20	$9.65	$18.40	$0.00	$78.25
	06/01/2026	$51.75	$9.65	$18.40	$0.00	$79.80
	12/01/2026	$53.25	$9.65	$18.40	$0.00	$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
MARBLE & TILE FINISHERS *BRICKLAYERS LOCAL 3 - MARBLE & TILE*	02/01/2025	$50.36	$11.49	$21.62	$0.00	$83.47
	08/01/2025	$52.08	$11.49	$21.62	$0.00	$85.19
	02/01/2026	$53.16	$11.49	$21.62	$0.00	$86.27
	08/01/2026	$54.92	$11.49	$21.62	$0.00	$88.03
	02/01/2027	$56.04	$11.49	$21.62	$0.00	$89.15

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$25.18	$11.49	$21.62	$0.00	$58.29
2	60	$30.22	$11.49	$21.62	$0.00	$63.33
3	70	$35.25	$11.49	$21.62	$0.00	$68.36
4	80	$40.29	$11.49	$21.62	$0.00	$73.40
5	90	$45.32	$11.49	$21.62	$0.00	$78.43

Effective Date - 08/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$26.04	$11.49	$21.62	$0.00	$59.15
2	60	$31.25	$11.49	$21.62	$0.00	$64.36
3	70	$36.46	$11.49	$21.62	$0.00	$69.57
4	80	$41.66	$11.49	$21.62	$0.00	$74.77
5	90	$46.87	$11.49	$21.62	$0.00	$79.98

Notes:

Apprentice to Journeyworker Ratio:1:3

MARBLE MASONS,TILELAYERS & TERRAZZO MECH *BRICKLAYERS LOCAL 3 - MARBLE & TILE*	02/01/2025	$65.82	$11.49	$23.56	$0.00	$100.87
	08/01/2025	$67.97	$11.49	$23.56	$0.00	$103.02
	02/01/2026	$69.32	$11.49	$23.56	$0.00	$104.37
	08/01/2026	$71.52	$11.49	$23.56	$0.00	$106.57
	02/01/2027	$72.92	$11.49	$23.56	$0.00	$107.97

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$32.91	$11.49	$23.56	$0.00	$67.96
2	60	$39.49	$11.49	$23.56	$0.00	$74.54
3	70	$46.07	$11.49	$23.56	$0.00	$81.12
4	80	$52.66	$11.49	$23.56	$0.00	$87.71
5	90	$59.24	$11.49	$23.56	$0.00	$94.29

Effective Date - 08/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$33.99	$11.49	$23.56	$0.00	$69.04
2	60	$40.78	$11.49	$23.56	$0.00	$75.83
3	70	$47.58	$11.49	$23.56	$0.00	$82.63
4	80	$54.38	$11.49	$23.56	$0.00	$89.43
5	90	$61.17	$11.49	$23.56	$0.00	$96.22

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) *OPERATING ENGINEERS LOCAL 4*	12/01/2024	$56.40	$15.55	$16.50	$0.00	$88.45
	06/01/2025	$57.68	$15.55	$16.50	$0.00	$89.73
	12/01/2025	$59.12	$15.55	$16.50	$0.00	$91.17
	06/01/2026	$60.40	$15.55	$16.50	$0.00	$92.45
	12/01/2026	$61.84	$15.55	$16.50	$0.00	$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANICS MAINTENANCE *OPERATING ENGINEERS LOCAL 4*	12/01/2024	$56.40	$15.55	$16.50	$0.00	$88.45
	06/01/2025	$57.68	$15.55	$16.50	$0.00	$89.73
	12/01/2025	$59.12	$15.55	$16.50	$0.00	$91.17
	06/01/2026	$60.40	$15.55	$16.50	$0.00	$92.45
	12/01/2026	$61.84	$15.55	$16.50	$0.00	$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 1) *MILLWRIGHTS LOCAL 1121 - Zone 1*	01/06/2025	$50.53	$10.08	$21.72	$0.00	$82.33
	01/05/2026	$53.03	$10.08	$21.72	$0.00	$84.83

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *MILLWRIGHT - Local 1121 Zone 1*

Effective Date - 01/06/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	$27.79	$10.08	$5.64	$0.00	$43.51
2	65	$32.84	$10.08	$6.66	$0.00	$49.58
3	75	$37.90	$10.08	$19.16	$0.00	$67.14
4	85	$42.95	$10.08	$20.18	$0.00	$73.21

Effective Date - 01/05/2026

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	$29.17	$10.08	$5.64	$0.00	$44.89
2	65	$34.47	$10.08	$6.66	$0.00	$51.21
3	75	$39.77	$10.08	$19.16	$0.00	$69.01
4	85	$45.08	$10.08	$20.18	$0.00	$75.34

Notes: Step 1&2 Appr. indentured after 1/6/2020 receive no pension,
but do receive annuity. (Step 1 $5.72, Step 2 $6.66)
Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:4

MORTAR MIXER *LABORERS - ZONE 1*	12/01/2024	$47.10	$9.65	$18.40	$0.00	$75.15
	06/01/2025	$48.60	$9.65	$18.40	$0.00	$76.65
	12/01/2025	$50.10	$9.65	$18.40	$0.00	$78.15
	06/01/2026	$51.65	$9.65	$18.40	$0.00	$79.70
	12/01/2026	$53.15	$9.65	$18.40	$0.00	$81.20
	06/01/2027	$54.75	$9.65	$18.40	$0.00	$82.80
	12/01/2027	$56.35	$9.65	$18.40	$0.00	$84.40
	06/01/2028	$58.03	$9.65	$18.40	$0.00	$86.08
	12/01/2028	$59.70	$9.65	$18.40	$0.00	$87.75
For apprentice rates see "Apprentice- LABORER"						
OILER (OTHER THAN TRUCK CRANES,GRADALLS) *OPERATING ENGINEERS LOCAL 4*	12/01/2024	$25.37	$15.30	$16.40	$0.00	$57.07
	06/01/2025	$25.97	$15.30	$16.40	$0.00	$57.67
	12/01/2025	$26.63	$15.30	$16.40	$0.00	$58.33
	06/01/2026	$27.22	$15.30	$16.40	$0.00	$58.92
	12/01/2026	$27.89	$15.30	$16.40	$0.00	$59.59
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OILER (TRUCK CRANES, GRADALLS) *OPERATING ENGINEERS LOCAL 4*	12/01/2024	$31.08	$15.30	$16.40	$0.00	$62.78
	06/01/2025	$31.80	$15.30	$16.40	$0.00	$63.50
	12/01/2025	$32.60	$15.30	$16.40	$0.00	$64.30
	06/01/2026	$33.32	$15.30	$16.40	$0.00	$65.02
	12/01/2026	$34.12	$15.30	$16.40	$0.00	$65.82
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
OTHER POWER DRIVEN EQUIPMENT - CLASS II *OPERATING ENGINEERS LOCAL 4*	12/01/2024	$56.40	$15.55	$16.50	$0.00	$88.45
	06/01/2025	$57.68	$15.55	$16.50	$0.00	$89.73
	12/01/2025	$59.12	$15.55	$16.50	$0.00	$91.17
	06/01/2026	$60.40	$15.55	$16.50	$0.00	$92.45
	12/01/2026	$61.84	$15.55	$16.50	$0.00	$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) *PAINTERS LOCAL 35 - ZONE 1*	01/01/2025	$58.46	$9.95	$23.95	$0.00	$92.36

Apprentice - *PAINTER Local 35 - BRIDGES/TANKS*

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$29.23	$9.95	$0.00	$0.00	$39.18
2	55	$32.15	$9.95	$6.66	$0.00	$48.76
3	60	$35.08	$9.95	$7.26	$0.00	$52.29
4	65	$38.00	$9.95	$7.87	$0.00	$55.82
5	70	$40.92	$9.95	$20.32	$0.00	$71.19
6	75	$43.85	$9.95	$20.93	$0.00	$74.73
7	80	$46.77	$9.95	$21.53	$0.00	$78.25
8	90	$52.61	$9.95	$22.74	$0.00	$85.30

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) * * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.*PAINTERS LOCAL 35 - ZONE 1*	01/01/2025	$55.15	$9.95	$23.95	$0.00	$89.05

Apprentice - *PAINTER Local 35 Zone 1 - Spray/Sandblast - New*

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$27.58	$9.95	$0.00	$0.00	$37.53
2	55	$30.33	$9.95	$6.66	$0.00	$46.94
3	60	$33.09	$9.95	$7.26	$0.00	$50.30
4	65	$35.85	$9.95	$7.87	$0.00	$53.67
5	70	$38.61	$9.95	$20.32	$0.00	$68.88
6	75	$41.36	$9.95	$20.93	$0.00	$72.24
7	80	$44.12	$9.95	$21.53	$0.00	$75.60
8	90	$49.64	$9.95	$22.74	$0.00	$82.33

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PAINTER (SPRAY OR SANDBLAST, REPAINT) *PAINTERS LOCAL 35 - ZONE 1*	01/01/2025	$53.21	$9.95	$23.95	$0.00	$87.11

Apprentice - *PAINTER Local 35 Zone 1 - Spray/Sandblast - Repaint*

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$26.61	$9.95	$0.00	$0.00	$36.56
2	55	$29.27	$9.95	$6.66	$0.00	$45.88
3	60	$31.93	$9.95	$7.26	$0.00	$49.14
4	65	$34.59	$9.95	$7.87	$0.00	$52.41
5	70	$37.25	$9.95	$20.32	$0.00	$67.52
6	75	$39.91	$9.95	$20.93	$0.00	$70.79
7	80	$42.57	$9.95	$21.53	$0.00	$74.05
8	90	$47.89	$9.95	$22.74	$0.00	$80.58

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) * * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.*PAINTERS LOCAL 35 - ZONE 1*	01/01/2025	$53.75	$9.95	$23.95	$0.00	$87.65

Apprentice - *PAINTER - Local 35 Zone 1 - BRUSH NEW*

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$26.88	$9.95	$0.00	$0.00	$36.83
2	55	$29.56	$9.95	$6.66	$0.00	$46.17
3	60	$32.25	$9.95	$7.26	$0.00	$49.46
4	65	$34.94	$9.95	$7.87	$0.00	$52.76
5	70	$37.63	$9.95	$20.32	$0.00	$67.90
6	75	$40.31	$9.95	$20.93	$0.00	$71.19
7	80	$43.00	$9.95	$21.53	$0.00	$74.48
8	90	$48.38	$9.95	$22.74	$0.00	$81.07

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT) *PAINTERS LOCAL 35 - ZONE 1*	01/01/2025	$51.81	$9.95	$23.95	$0.00	$85.71

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *PAINTER Local 35 Zone 1 - BRUSH REPAINT*

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$25.91	$9.95	$0.00	$0.00	$35.86
2	55	$28.50	$9.95	$6.66	$0.00	$45.11
3	60	$31.09	$9.95	$7.26	$0.00	$48.30
4	65	$33.68	$9.95	$7.87	$0.00	$51.50
5	70	$36.27	$9.95	$20.32	$0.00	$66.54
6	75	$38.86	$9.95	$20.93	$0.00	$69.74
7	80	$41.45	$9.95	$21.53	$0.00	$72.93
8	90	$46.63	$9.95	$22.74	$0.00	$79.32

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY) *LABORERS - ZONE 1 (HEAVY & HIGHWAY)*	12/01/2024	$46.95	$9.65	$18.40	$0.00	$75.00
	06/01/2025	$48.45	$9.65	$18.40	$0.00	$76.50
	12/01/2025	$49.95	$9.65	$18.40	$0.00	$78.00
	06/01/2026	$51.50	$9.65	$18.40	$0.00	$79.55
	12/01/2026	$53.00	$9.65	$18.40	$0.00	$81.05
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PANEL & PICKUP TRUCKS DRIVER *TEAMSTERS JOINT COUNCIL NO. 10 ZONE A*	12/01/2024	$40.88	$14.91	$20.17	$0.00	$75.96
	06/01/2025	$41.88	$14.91	$20.17	$0.00	$76.96
	08/01/2025	$41.88	$15.41	$20.17	$0.00	$77.46
	12/01/2025	$41.88	$15.41	$21.78	$0.00	$79.07
	06/01/2026	$42.88	$15.41	$21.78	$0.00	$80.07
	08/01/2026	$42.88	$15.91	$21.78	$0.00	$80.57
	12/01/2026	$42.88	$15.91	$23.52	$0.00	$82.31
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2024	$55.79	$10.08	$24.29	$0.00	$90.16
For apprentice rates see "Apprentice- PILE DRIVER"						
PILE DRIVER *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2024	$55.79	$10.08	$24.29	$0.00	$90.16

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *PILE DRIVER - Local 56 Zone 1*

Effective Date - 08/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	$25.11	$10.08	$2.53	$0.00	$37.72
2	55	$30.68	$10.08	$5.07	$0.00	$45.83
3	70	$39.05	$10.08	$19.22	$0.00	$68.35
4	80	$44.63	$10.08	$21.76	$0.00	$76.47

Notes:

% Indentured BEFORE 8/1/20; 50/60/70/75/80/80/90/90

Step 1 $62.27/ 2 $67.84/3 $73.42/ 4 $76.21/ 5&6 $79.00/ 7&8 $84.58

Apprentice to Journeyworker Ratio:1:5

PIPEFITTER & STEAMFITTER *PIPEFITTERS LOCAL 537*	09/01/2024	$67.08	$12.70	$21.80	$0.00	$101.58
	03/01/2025	$68.88	$12.70	$21.80	$0.00	$103.38

Apprentice - *PIPEFITTER - Local 537*

Effective Date - 09/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$26.83	$12.70	$9.05	$0.00	$48.58
2	45	$30.19	$12.70	$21.80	$0.00	$64.69
3	60	$40.25	$12.70	$21.80	$0.00	$74.75
4	70	$46.96	$12.70	$21.80	$0.00	$81.46
5	80	$53.66	$12.70	$21.80	$0.00	$88.16

Effective Date - 03/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$27.55	$12.70	$9.05	$0.00	$49.30
2	45	$31.00	$12.70	$21.80	$0.00	$65.50
3	60	$41.33	$12.70	$21.80	$0.00	$75.83
4	70	$48.22	$12.70	$21.80	$0.00	$82.72
5	80	$55.10	$12.70	$21.80	$0.00	$89.60

Notes:

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

Apprentice to Journeyworker Ratio:**

PIPELAYER *LABORERS - ZONE 1*	12/01/2024	$47.10	$9.65	$18.40	$0.00	$75.15
	06/01/2025	$48.60	$9.65	$18.40	$0.00	$76.65
	12/01/2025	$50.10	$9.65	$18.40	$0.00	$78.15
	06/01/2026	$51.65	$9.65	$18.40	$0.00	$79.70
	12/01/2026	$53.15	$9.65	$18.40	$0.00	$81.20
	06/01/2027	$54.75	$9.65	$18.40	$0.00	$82.80
	12/01/2027	$56.35	$9.65	$18.40	$0.00	$84.40
	06/01/2028	$58.03	$9.65	$18.40	$0.00	$86.08
	12/01/2028	$59.70	$9.65	$18.40	$0.00	$87.75

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
PIPELAYER (HEAVY & HIGHWAY) *LABORERS - ZONE 1 (HEAVY & HIGHWAY)*	12/01/2024	$47.20	$9.65	$18.40	$0.00	$75.25
	06/01/2025	$48.70	$9.65	$18.40	$0.00	$76.75
	12/01/2025	$50.20	$9.65	$18.40	$0.00	$78.25
	06/01/2026	$51.75	$9.65	$18.40	$0.00	$79.80
	12/01/2026	$53.25	$9.65	$18.40	$0.00	$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
PLUMBERS & GASFITTERS *PLUMBERS & GASFITTERS LOCAL 12*	09/01/2024	$69.04	$14.32	$19.61	$0.00	$102.97
	03/02/2025	$70.84	$14.32	$19.61	$0.00	$104.77

Apprentice - *PLUMBER/GASFITTER - Local 12*

Effective Date - 09/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	$24.16	$14.32	$7.06	$0.00	$45.54
2	40	$27.62	$14.32	$8.02	$0.00	$49.96
3	55	$37.97	$14.32	$10.93	$0.00	$63.22
4	65	$44.88	$14.32	$12.86	$0.00	$72.06
5	75	$51.78	$14.32	$14.79	$0.00	$80.89

Effective Date - 03/02/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	$24.79	$14.32	$7.06	$0.00	$46.17
2	40	$28.34	$14.32	$8.02	$0.00	$50.68
3	55	$38.96	$14.32	$10.93	$0.00	$64.21
4	65	$46.05	$14.32	$12.86	$0.00	$73.23
5	75	$53.13	$14.32	$14.79	$0.00	$82.24

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr
Step4 with lic$76.49 tot.rate, Step5 with lic. $85.32 tot. rate

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.) *PIPEFITTERS LOCAL 537*	09/01/2024	$67.08	$12.70	$21.80	$0.00	$101.58
	03/01/2025	$68.88	$12.70	$21.80	$0.00	$103.38
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL OPERATOR *LABORERS - ZONE 1*	12/01/2024	$47.10	$9.65	$18.40	$0.00	$75.15
	06/01/2025	$48.60	$9.65	$18.40	$0.00	$76.65
	12/01/2025	$50.10	$9.65	$18.40	$0.00	$78.15
	06/01/2026	$51.65	$9.65	$18.40	$0.00	$79.70
	12/01/2026	$53.15	$9.65	$18.40	$0.00	$81.20
	06/01/2027	$54.75	$9.65	$18.40	$0.00	$82.80
	12/01/2027	$56.35	$9.65	$18.40	$0.00	$84.40
	06/01/2028	$58.03	$9.65	$18.40	$0.00	$86.08
	12/01/2028	$59.70	$9.65	$18.40	$0.00	$87.75
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) *LABORERS - ZONE 1 (HEAVY & HIGHWAY)*	12/01/2024	$47.20	$9.65	$18.40	$0.00	$75.25
	06/01/2025	$48.70	$9.65	$18.40	$0.00	$76.75
	12/01/2025	$50.20	$9.65	$18.40	$0.00	$78.25
	06/01/2026	$51.75	$9.65	$18.40	$0.00	$79.80
	12/01/2026	$53.25	$9.65	$18.40	$0.00	$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
POWDERMAN & BLASTER *LABORERS - ZONE 1*	12/01/2024	$47.85	$9.65	$18.40	$0.00	$75.90
	06/01/2025	$49.35	$9.65	$18.40	$0.00	$77.40
	12/01/2025	$50.85	$9.65	$18.40	$0.00	$78.90
	06/01/2026	$52.40	$9.65	$18.40	$0.00	$80.45
	12/01/2026	$53.90	$9.65	$18.40	$0.00	$81.95
	06/01/2027	$55.50	$9.65	$18.40	$0.00	$83.55
	12/01/2027	$57.10	$9.65	$18.40	$0.00	$85.15
	06/01/2028	$58.78	$9.65	$18.40	$0.00	$86.83
	12/01/2028	$60.45	$9.65	$18.40	$0.00	$88.50
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY) *LABORERS - ZONE 1 (HEAVY & HIGHWAY)*	12/01/2024	$47.95	$9.65	$18.40	$0.00	$76.00
	06/01/2025	$49.45	$9.65	$18.40	$0.00	$77.50
	12/01/2025	$50.95	$9.65	$18.40	$0.00	$79.00
	06/01/2026	$52.50	$9.65	$18.40	$0.00	$80.55
	12/01/2026	$54.00	$9.65	$18.40	$0.00	$82.05
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
POWER SHOVEL/DERRICK/TRENCHING MACHINE *OPERATING ENGINEERS LOCAL 4*	12/01/2024	$57.03	$15.55	$16.50	$0.00	$89.08
	06/01/2025	$58.33	$15.55	$16.50	$0.00	$90.38
	12/01/2025	$59.78	$15.55	$16.50	$0.00	$91.83
	06/01/2026	$61.08	$15.55	$16.50	$0.00	$93.13
	12/01/2026	$62.53	$15.55	$16.50	$0.00	$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) *OPERATING ENGINEERS LOCAL 4*	12/01/2024	$56.40	$15.55	$16.50	$0.00	$88.45
	06/01/2025	$57.68	$15.55	$16.50	$0.00	$89.73
	12/01/2025	$59.12	$15.55	$16.50	$0.00	$91.17
	06/01/2026	$60.40	$15.55	$16.50	$0.00	$92.45
	12/01/2026	$61.84	$15.55	$16.50	$0.00	$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) *OPERATING ENGINEERS LOCAL 4*	12/01/2024	$36.67	$15.55	$16.50	$0.00	$68.72
	06/01/2025	$37.52	$15.55	$16.50	$0.00	$69.57
	12/01/2025	$38.47	$15.55	$16.50	$0.00	$70.52
	06/01/2026	$39.33	$15.55	$16.50	$0.00	$71.38
	12/01/2026	$40.28	$15.55	$16.50	$0.00	$72.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY MIX CONCRETE DRIVERS after 4/30/12 (Drivers Hired After 4/30/2012)*TEAMSTERS 25 (Metro) - Aggregate*	08/01/2022	$30.40	$11.91	$15.25	$0.00	$57.56
READY-MIX CONCRETE DRIVER *TEAMSTERS 25 (Metro) - Aggregate*	08/01/2022	$34.41	$11.91	$15.25	$0.00	$61.57

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
RECLAIMERS *OPERATING ENGINEERS LOCAL 4*	12/01/2024	$56.40	$15.55	$16.50	$0.00	$88.45
	06/01/2025	$57.68	$15.55	$16.50	$0.00	$89.73
	12/01/2025	$59.12	$15.55	$16.50	$0.00	$91.17
	06/01/2026	$60.40	$15.55	$16.50	$0.00	$92.45
	12/01/2026	$61.84	$15.55	$16.50	$0.00	$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR *LABORERS - ZONE 1*	12/01/2024	$47.10	$9.65	$18.40	$0.00	$75.15
	06/01/2025	$48.60	$9.65	$18.40	$0.00	$76.65
	12/01/2025	$50.10	$9.65	$18.40	$0.00	$78.15
	06/01/2026	$51.65	$9.65	$18.40	$0.00	$79.70
	12/01/2026	$53.15	$9.65	$18.40	$0.00	$81.20
	06/01/2027	$54.75	$9.65	$18.40	$0.00	$82.80
	12/01/2027	$56.35	$9.65	$18.40	$0.00	$84.40
	06/01/2028	$58.03	$9.65	$18.40	$0.00	$86.08
	12/01/2028	$59.70	$9.65	$18.40	$0.00	$87.75
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE *OPERATING ENGINEERS LOCAL 4*	12/01/2024	$56.40	$15.55	$16.50	$0.00	$88.45
	06/01/2025	$57.68	$15.55	$16.50	$0.00	$89.73
	12/01/2025	$59.12	$15.55	$16.50	$0.00	$91.17
	06/01/2026	$60.40	$15.55	$16.50	$0.00	$92.45
	12/01/2026	$61.84	$15.55	$16.50	$0.00	$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg) *ROOFERS LOCAL 33*	02/01/2025	$52.28	$13.03	$21.70	$0.00	$87.01
	08/01/2025	$53.78	$13.03	$21.70	$0.00	$88.51
	02/01/2026	$55.03	$13.03	$21.70	$0.00	$89.76

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *ROOFER - Local 33*

Effective Date - 02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$26.14	$13.03	$15.55	$0.00	$54.72
2	60	$31.37	$13.03	$21.70	$0.00	$66.10
3	65	$33.98	$13.03	$21.70	$0.00	$68.71
4	75	$39.21	$13.03	$21.70	$0.00	$73.94
5	85	$44.44	$13.03	$21.70	$0.00	$79.17

Effective Date - 08/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$26.89	$13.03	$15.55	$0.00	$55.47
2	60	$32.27	$13.03	$21.70	$0.00	$67.00
3	65	$34.96	$13.03	$21.70	$0.00	$69.69
4	75	$40.34	$13.03	$21.70	$0.00	$75.07
5	85	$45.71	$13.03	$21.70	$0.00	$80.44

Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1
Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.
(Hot Pitch Mechanics' receive $1.00 hr. above ROOFER)

Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE *ROOFERS LOCAL 33*	02/01/2025	$52.53	$13.03	$21.70	$0.00	$87.26
	08/01/2025	$54.03	$13.03	$21.70	$0.00	$88.76
	02/01/2026	$55.28	$13.03	$21.70	$0.00	$90.01
For apprentice rates see "Apprentice- ROOFER"						
SHEETMETAL WORKER *SHEETMETAL WORKERS LOCAL 17 - A*	02/01/2025	$59.69	$14.75	$28.12	$2.98	$105.54
	08/01/2025	$61.54	$14.75	$28.12	$2.98	$107.39
	02/01/2026	$63.49	$14.75	$28.12	$2.98	$109.34

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *SHEET METAL WORKER - Local 17-A*

Effective Date - 02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	$25.07	$14.75	$6.13	$0.00	$45.95
2	42	$25.07	$14.75	$6.13	$0.00	$45.95
3	47	$28.05	$14.75	$12.11	$1.62	$56.53
4	47	$28.05	$14.75	$12.11	$1.62	$56.53
5	52	$31.04	$14.75	$13.09	$1.74	$60.62
6	52	$31.04	$14.75	$13.34	$1.75	$60.88
7	60	$35.81	$14.75	$14.75	$1.93	$67.24
8	65	$38.80	$14.75	$15.73	$2.04	$71.32
9	75	$44.77	$14.75	$17.69	$2.28	$79.49
10	85	$50.74	$14.75	$19.15	$2.49	$87.13

Effective Date - 08/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	$25.85	$14.75	$6.13	$0.00	$46.73
2	42	$25.85	$14.75	$6.13	$0.00	$46.73
3	47	$28.92	$14.75	$12.11	$1.62	$57.40
4	47	$28.92	$14.75	$12.11	$1.62	$57.40
5	52	$32.00	$14.75	$13.09	$1.74	$61.58
6	52	$32.00	$14.75	$13.34	$1.75	$61.84
7	60	$36.92	$14.75	$14.75	$1.93	$68.35
8	65	$40.00	$14.75	$15.73	$2.04	$72.52
9	75	$46.16	$14.75	$17.69	$2.28	$80.88
10	85	$52.31	$14.75	$19.15	$2.49	$88.70

Notes:

Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

SPECIALIZED EARTH MOVING EQUIP < 35 TONS *TEAMSTERS JOINT COUNCIL NO. 10 ZONE A*	12/01/2024	$41.34	$14.91	$20.17	$0.00	$76.42
	06/01/2025	$42.34	$14.91	$20.17	$0.00	$77.42
	08/01/2025	$42.34	$15.41	$20.17	$0.00	$77.92
	12/01/2025	$42.34	$15.41	$21.78	$0.00	$79.53
	06/01/2026	$43.34	$15.41	$21.78	$0.00	$80.53
	08/01/2026	$43.34	$15.91	$21.78	$0.00	$81.03
	12/01/2026	$43.34	$15.91	$23.52	$0.00	$82.77

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS *TEAMSTERS JOINT COUNCIL NO. 10 ZONE A*	12/01/2024	$41.63	$14.91	$20.17	$0.00	$76.71
	06/01/2025	$42.63	$14.91	$20.17	$0.00	$77.71
	08/01/2025	$42.63	$15.41	$20.17	$0.00	$78.21
	12/01/2025	$42.63	$15.41	$21.78	$0.00	$79.82
	06/01/2026	$43.63	$15.41	$21.78	$0.00	$80.82
	08/01/2026	$43.63	$15.91	$21.78	$0.00	$81.32
	12/01/2026	$43.63	$15.91	$23.52	$0.00	$83.06
SPRINKLER FITTER *SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1*	10/01/2024	$70.34	$11.51	$23.80	$0.00	$105.65
	03/01/2025	$72.14	$11.51	$23.80	$0.00	$107.45

Apprentice - *SPRINKLER FITTER - Local 550 (Section A) Zone 1*

Effective Date - 10/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	$24.62	$11.51	$13.07	$0.00	$49.20
2	40	$28.14	$11.51	$13.90	$0.00	$53.55
3	45	$31.65	$11.51	$14.73	$0.00	$57.89
4	50	$35.17	$11.51	$15.55	$0.00	$62.23
5	55	$38.69	$11.51	$16.37	$0.00	$66.57
6	60	$42.20	$11.51	$17.20	$0.00	$70.91
7	65	$45.72	$11.51	$18.03	$0.00	$75.26
8	70	$49.24	$11.51	$18.85	$0.00	$79.60
9	75	$52.76	$11.51	$19.67	$0.00	$83.94
10	80	$56.27	$11.51	$20.50	$0.00	$88.28

Effective Date - 03/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	$25.25	$11.51	$13.07	$0.00	$49.83
2	40	$28.86	$11.51	$13.90	$0.00	$54.27
3	45	$32.46	$11.51	$14.73	$0.00	$58.70
4	50	$36.07	$11.51	$15.55	$0.00	$63.13
5	55	$39.68	$11.51	$16.37	$0.00	$67.56
6	60	$43.28	$11.51	$17.20	$0.00	$71.99
7	65	$46.89	$11.51	$18.03	$0.00	$76.43
8	70	$50.50	$11.51	$18.85	$0.00	$80.86
9	75	$54.11	$11.51	$19.67	$0.00	$85.29
10	80	$57.71	$11.51	$20.50	$0.00	$89.72

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

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
STEAM BOILER OPERATOR *OPERATING ENGINEERS LOCAL 4*	12/01/2024	$56.40	$15.55	$16.50	$0.00	$88.45
	06/01/2025	$57.68	$15.55	$16.50	$0.00	$89.73
	12/01/2025	$59.12	$15.55	$16.50	$0.00	$91.17
	06/01/2026	$60.40	$15.55	$16.50	$0.00	$92.45
	12/01/2026	$61.84	$15.55	$16.50	$0.00	$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN *OPERATING ENGINEERS LOCAL 4*	12/01/2024	$56.40	$15.55	$16.50	$0.00	$88.45
	06/01/2025	$57.68	$15.55	$16.50	$0.00	$89.73
	12/01/2025	$59.12	$15.55	$16.50	$0.00	$91.17
	06/01/2026	$60.40	$15.55	$16.50	$0.00	$92.45
	12/01/2026	$61.84	$15.55	$16.50	$0.00	$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN *ELECTRICIANS LOCAL 103*	09/01/2024	$51.02	$13.00	$20.24	$0.00	$84.26
	03/01/2025	$51.98	$13.00	$20.27	$0.00	$85.25
	09/01/2025	$53.51	$13.00	$20.32	$0.00	$86.83
	03/01/2026	$54.47	$13.00	$20.34	$0.00	$87.81
	09/01/2026	$56.00	$13.00	$20.39	$0.00	$89.39
	03/01/2027	$56.95	$13.00	$20.42	$0.00	$90.37
	09/01/2027	$58.49	$13.00	$20.46	$0.00	$91.95
	03/01/2028	$59.45	$13.00	$20.49	$0.00	$92.94

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *TELECOMMUNICATION TECHNICIAN - Local 103*

Effective Date - 09/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	$22.96	$13.00	$0.69	$0.00	$36.65
2	45	$22.96	$13.00	$0.69	$0.00	$36.65
3	50	$25.51	$13.00	$16.16	$0.00	$54.67
4	50	$25.51	$13.00	$16.16	$0.00	$54.67
5	55	$28.06	$13.00	$16.57	$0.00	$57.63
6	60	$30.61	$13.00	$16.97	$0.00	$60.58
7	65	$33.16	$13.00	$17.38	$0.00	$63.54
8	70	$35.71	$13.00	$17.78	$0.00	$66.49
9	75	$38.27	$13.00	$18.18	$0.00	$69.45
10	80	$40.82	$13.00	$18.58	$0.00	$72.40

Effective Date - 03/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	$23.39	$13.00	$0.70	$0.00	$37.09
2	45	$23.39	$13.00	$0.70	$0.00	$37.09
3	50	$25.99	$13.00	$16.16	$0.00	$55.15
4	50	$25.99	$13.00	$16.16	$0.00	$55.15
5	55	$28.59	$13.00	$16.57	$0.00	$58.16
6	60	$31.19	$13.00	$16.97	$0.00	$61.16
7	65	$33.79	$13.00	$17.38	$0.00	$64.17
8	70	$36.39	$13.00	$17.78	$0.00	$67.17
9	75	$38.99	$13.00	$18.18	$0.00	$70.17
10	80	$41.58	$13.00	$18.58	$0.00	$73.16

Notes:

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS *BRICKLAYERS LOCAL 3 - MARBLE & TILE*	02/01/2025	$64.74	$11.49	$23.59	$0.00	$99.82
	08/01/2025	$66.89	$11.49	$23.59	$0.00	$101.97
	02/01/2026	$68.24	$11.49	$23.59	$0.00	$103.32
	08/01/2026	$70.44	$11.49	$23.59	$0.00	$105.52
	02/01/2027	$71.84	$11.49	$23.59	$0.00	$106.92

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$32.37	$11.49	$23.59	$0.00	$67.45
2	60	$38.84	$11.49	$23.59	$0.00	$73.92
3	70	$45.32	$11.49	$23.59	$0.00	$80.40
4	80	$51.79	$11.49	$23.59	$0.00	$86.87
5	90	$58.27	$11.49	$23.59	$0.00	$93.35

Effective Date - 08/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$33.45	$11.49	$23.59	$0.00	$68.53
2	60	$40.13	$11.49	$23.59	$0.00	$75.21
3	70	$46.82	$11.49	$23.59	$0.00	$81.90
4	80	$53.51	$11.49	$23.59	$0.00	$88.59
5	90	$60.20	$11.49	$23.59	$0.00	$95.28

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER *LABORERS - FOUNDATION AND MARINE*	12/01/2024	$51.28	$9.65	$18.22	$0.00	$79.15
	06/01/2025	$52.78	$9.65	$18.22	$0.00	$80.65
	12/01/2025	$54.28	$9.65	$18.22	$0.00	$82.15
	06/01/2026	$55.83	$9.65	$18.22	$0.00	$83.70
	12/01/2026	$57.33	$9.65	$18.22	$0.00	$85.20
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER *LABORERS - FOUNDATION AND MARINE*	12/01/2024	$47.07	$9.65	$18.22	$0.00	$74.94
	06/01/2025	$48.57	$9.65	$18.22	$0.00	$76.44
	12/01/2025	$50.07	$9.65	$18.22	$0.00	$77.94
	06/01/2026	$51.62	$9.65	$18.22	$0.00	$79.49
	12/01/2026	$53.12	$9.65	$18.22	$0.00	$80.99
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER *LABORERS - FOUNDATION AND MARINE*	12/01/2024	$46.95	$9.65	$18.22	$0.00	$74.82
	06/01/2025	$48.45	$9.65	$18.22	$0.00	$76.32
	12/01/2025	$49.95	$9.65	$18.22	$0.00	$77.82
	06/01/2026	$51.50	$9.65	$18.22	$0.00	$79.37
	12/01/2026	$53.00	$9.65	$18.22	$0.00	$80.87
For apprentice rates see "Apprentice- LABORER"						
TRACTORS/PORTABLE STEAM GENERATORS *OPERATING ENGINEERS LOCAL 4*	12/01/2024	$56.40	$15.55	$16.50	$0.00	$88.45
	06/01/2025	$57.68	$15.55	$16.50	$0.00	$89.73
	12/01/2025	$59.12	$15.55	$16.50	$0.00	$91.17
	06/01/2026	$60.40	$15.55	$16.50	$0.00	$92.45
	12/01/2026	$61.84	$15.55	$16.50	$0.00	$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRAILERS FOR EARTH MOVING EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE A*	12/01/2024	$41.92	$14.91	$20.17	$0.00	$77.00
	06/01/2025	$42.92	$14.91	$20.17	$0.00	$78.00
	08/01/2025	$42.92	$15.41	$20.17	$0.00	$78.50
	12/01/2025	$42.92	$15.41	$21.78	$0.00	$80.11
	06/01/2026	$43.92	$15.41	$21.78	$0.00	$81.11
	08/01/2026	$43.92	$15.91	$21.78	$0.00	$81.61
	12/01/2026	$43.92	$15.91	$23.52	$0.00	$83.35
TUNNEL WORK - COMPRESSED AIR *LABORERS (COMPRESSED AIR)*	12/01/2024	$59.18	$9.65	$19.00	$0.00	$87.83
	06/01/2025	$60.68	$9.65	$19.00	$0.00	$89.33
	12/01/2025	$62.18	$9.65	$19.00	$0.00	$90.83
	06/01/2026	$63.73	$9.65	$19.00	$0.00	$92.38
	12/01/2026	$65.23	$9.65	$19.00	$0.00	$93.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) *LABORERS (COMPRESSED AIR)*	12/01/2024	$61.18	$9.65	$19.00	$0.00	$89.83
	06/01/2025	$62.68	$9.65	$19.00	$0.00	$91.33
	12/01/2025	$64.18	$9.65	$19.00	$0.00	$92.83
	06/01/2026	$65.73	$9.65	$19.00	$0.00	$94.38
	12/01/2026	$67.23	$9.65	$19.00	$0.00	$95.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR *LABORERS (FREE AIR TUNNEL)*	12/01/2024	$51.25	$9.65	$19.00	$0.00	$79.90
	06/01/2025	$52.75	$9.65	$19.00	$0.00	$81.40
	12/01/2025	$54.25	$9.65	$19.00	$0.00	$82.90
	06/01/2026	$55.80	$9.65	$19.00	$0.00	$84.45
	12/01/2026	$57.30	$9.65	$19.00	$0.00	$85.95
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) *LABORERS (FREE AIR TUNNEL)*	12/01/2024	$53.25	$9.65	$19.00	$0.00	$81.90
	06/01/2025	$54.75	$9.65	$19.00	$0.00	$83.40
	12/01/2025	$56.25	$9.65	$19.00	$0.00	$84.90
	06/01/2026	$57.80	$9.65	$19.00	$0.00	$86.45
	12/01/2026	$59.30	$9.65	$19.00	$0.00	$87.95
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL *TEAMSTERS JOINT COUNCIL NO. 10 ZONE A*	12/01/2024	$41.34	$14.91	$20.17	$0.00	$76.42
	06/01/2025	$42.34	$14.91	$20.17	$0.00	$77.42
	08/01/2025	$42.34	$15.41	$20.17	$0.00	$77.92
	12/01/2025	$42.34	$15.41	$21.78	$0.00	$79.53
	06/01/2026	$43.34	$15.41	$21.78	$0.00	$80.53
	08/01/2026	$43.34	$15.91	$21.78	$0.00	$81.03
	12/01/2026	$43.34	$15.91	$23.52	$0.00	$82.77

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WAGON DRILL OPERATOR *LABORERS - ZONE 1*	12/01/2024	$47.10	$9.65	$18.40	$0.00	$75.15
	06/01/2025	$48.60	$9.65	$18.40	$0.00	$76.65
	12/01/2025	$50.10	$9.65	$18.40	$0.00	$78.15
	06/01/2026	$51.65	$9.65	$18.40	$0.00	$79.70
	12/01/2026	$53.15	$9.65	$18.40	$0.00	$81.20
	06/01/2027	$54.75	$9.65	$18.40	$0.00	$82.80
	12/01/2027	$56.35	$9.65	$18.40	$0.00	$84.40
	06/01/2028	$58.03	$9.65	$18.40	$0.00	$86.08
	12/01/2028	$59.70	$9.65	$18.40	$0.00	$87.75
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) *LABORERS - ZONE 1 (HEAVY & HIGHWAY)*	12/01/2024	$47.20	$9.65	$18.40	$0.00	$75.25
	06/01/2025	$48.70	$9.65	$18.40	$0.00	$76.75
	12/01/2025	$50.20	$9.65	$18.40	$0.00	$78.25
	06/01/2026	$51.75	$9.65	$18.40	$0.00	$79.80
	12/01/2026	$53.25	$9.65	$18.40	$0.00	$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
WASTE WATER PUMP OPERATOR *OPERATING ENGINEERS LOCAL 4*	12/01/2024	$57.03	$15.55	$16.50	$0.00	$89.08
	06/01/2025	$58.33	$15.55	$16.50	$0.00	$90.38
	12/01/2025	$59.78	$15.55	$16.50	$0.00	$91.83
	06/01/2026	$61.08	$15.55	$16.50	$0.00	$93.13
	12/01/2026	$62.53	$15.55	$16.50	$0.00	$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER *PLUMBERS & GASFITTERS LOCAL 12*	09/01/2024	$69.04	$14.32	$19.61	$0.00	$102.97
	03/02/2025	$70.84	$14.32	$19.61	$0.00	$104.77
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.

Memorandum

Date:	September 6, 2024
Recipient:	Roome & Guarracino LLC Carmine Guarracino
Sender:	Dylan W. Locke Nathan Davis, PhD, P.E.
Project:	Winthrop Fire Station 40 Pauline Street; Winthrop, Massachusetts
Project No:	7888.2.00
Subject:	Geotechnical Probe Results and Slab Repair Recommendations

This memorandum provides the results of hand probe explorations performed by McPhail Associates LLC (McPhail) and our recommendations for the repair of the existing slab located at the above-referenced site. Refer to the Project Location Plan, **Figure 1**, for the general site location. These services were conducted in accordance with our proposal dated July 9, 2024, and your subsequent authorization.

BACKGROUND

Fronting onto Pauline Street to the northwest, the approximate 7,800-square-foot project site is bounded by Fremont Street to the southwest, and commercial and residential structures to the southeast and northeast and is improved by a two (2) story masonry fire station. The building occupies a plan area of approximately 5,700 square feet and has a basement level that extends about 10 feet below the existing ground surface. The remaining site area generally consists of a paved parking area along the front of the building and landscaped areas at the back of the building.

A site visit was performed by McPhail on June 18, 2024, along with representatives from the Winthrop Fire Department, the Town of Winthrop, and Roome & Guarracino LLC to assess the existing conditions at the site. Specifically, extensive cracking, bowing, and settlement have been observed on the first-floor slab which is currently used as a parking area for fire trucks. The basement walls were observed to be in relatively sound condition with minimal cracking or obvious indications of settlement or tilting.

It is understood that cracking and damage to the first-floor slab are extensive enough that replacement of the slab is required. Based on discussions with the project team, it is understood that the preferred solution is to construct a new first-floor slab as a slab-on-grade which does not require the existing foundation walls to support the vertical loads imposed by the new slab and proposed vehicular loads. Therefore, infilling the existing basement level underlying the fire truck parking area is proposed to provide continuous support of the new proposed soil-supported slab-on-grade. Furthermore, it is understood

that a new retaining wall is proposed within the existing basement footprint to reduce the extent of infill required to directly underneath the proposed firetruck parking slab.

Available Information

Information available to McPhail Associates, LLC (McPhail) associated with this project included the following:

- A set of floor plans entitled "Fire Department, 40 Pauline Street, Winthrop, MA" dated May 3, 2024.
- A Geotechnical Summary Report entitled "Proposed Mixed-Us Building; 5 Tremont Street @ Pauline Street, Winthrop, Massachusetts" prepared by KMM Geotechnical Consultants dated June 7, 2021.

SUBSURFACE CONDITIONS

A subsurface exploration program consisting of two (2) hand geoprobes was completed at the project site on July 25, 2024, by McPhail to assess the subsurface conditions underlying the existing basement slab. The approximate location of the geoprobes is indicated on the attached Subsurface Exploration Plan, **Figure 2**.

Based on the geoprobes performed at the site, the following is a description of the generalized subsurface conditions across the project site encountered from the basement slab downward.

The existing basement slab was observed to consist of a 2- to 4-inch-thick unreinforced concrete slab. Directly underlying the basement slab, a natural glacial outwash deposit was encountered in the geoprobes. The glacial outwash deposit was observed to consist of light brown to brown, gravelly sand with trace silt, varying to a light brown sand with trace silt and gravel. Grain size distributions of samples of the glacial outwash material are presented in the enclosed **Figure 3**. Geoprobes P-1 and P-2 were terminated at depths of 2 and 4 feet below the existing slab, respectively. The geoprobes were terminated upon refusal within the glacial outwash deposit. Boring information from a nearby site in the above-referenced Geotechnical Summary Report indicates that the glacial outwash deposit extends to depths greater than 22 feet below the ground surface.

Groundwater was not encountered within the completed geoprobes. It is anticipated that future groundwater levels across the project site may vary based on factors such as normal seasonal changes, runoff during or following periods of heavy precipitation, and alterations to existing drainage patterns.

EXISTING FOUNDATION CONDITIONS

Based on available information and the subsurface conditions encountered at the site, it is anticipated that the existing fire station is supported on a foundation system consisting of spread footings bearing on the glacial outwash deposit.

SLAB REPAIR DESIGN RECOMMENDATIONS

As mentioned above, it is understood that the proposed renovations include the placement of approximately 10 feet of fill above the top of the existing lowest-level slab and the conversion of the first-floor slab to a slab-on-grade. Therefore, it is recommended that structural fill, lightweight cellular concrete, and/or flowable fill be placed and compacted (as applicable) on top of the existing lowest-level slab to raise the grade. Prior to placement of fill the lowest level slab should be saw-cut or broken along existing columns and the exterior foundation wall to prevent these foundations from being loaded with the additional fill weight. The existing first-floor slab should not be removed prior to filling the basement level up to at least 5 feet below the top of the existing slab. To facilitate fill placement prior to the demolition of the first-floor slab, we recommend that lightweight cellular concrete or flowable fill be utilized to limit the scope of soil spreading and compaction activities required under the deteriorated slab.

Thereafter, the existing first-floor slab can be removed to facilitate placement and compaction of conventional structural fill. Structural fill is recommended to consist of an off-site gravel borrow. The proposed replacement first-floor slab should be underlain by a polyethylene vapor barrier overlying a minimum 9-inch thickness of ¾" crushed stone.

A conceptual sequence for demolition of the existing slab and construction of a new slab-on-grade is recommended to include the following:

- Construction of new below-grade retaining walls as required to separate infill areas from areas where the basement level will be maintained. Refer to the *Resistance to Lateral Forces* section below for recommendations regarding the construction of new below-grade walls.
- Saw cut or break up the unreinforced basement slab along the exterior foundation walls and interior columns. If the unreinforced concrete slab bearing directly on interior column footings, break up or cut slab outside of interior footings.
- Place lightweight cellular concrete or flowable fill to a minimum level of 5 feet below the existing first-floor slab.
    - Lightweight cellular concrete and/or flowable fill shall have a minimum compressive strength of 150 pounds per square inch and be free of fly ash.
- Remove the remainder of the existing first-floor slab to facilitate infilling operations.
- Place and compact structural fill consisting of imported gravel borrow to 9 inches below the bottom of the proposed slab-on-grade.
- Backfill to the bottom of the proposed slab with ¾" crushed stone conforming MassDOT DPW Specification Designation M2.01.4.
- Place the polyethylene vapor barrier and slab-on-grade.

Gravel borrow should consist of a well-graded, natural sand and gravel from an off-site source, conforming to the following graduation requirements:

U.S. Sieve No.	Percent Passing by Weight
3"	100
½"	50 – 85
#4	40 – 75
#50	8 – 28
#200	0 – 8

Gravel borrow placed within the footprint of the building should be placed in lifts having a compacted thickness of 6 inches and be compacted to a minimum of 95 percent of its modified Proctor maximum dry density.

FOUNDATION DESIGN RECOMMENDATIONS

It is recommended that new foundation walls be founded on conventional footing foundations bearing directly on the undisturbed, natural glacial outwash deposit following the removal of the existing basement slab from below the proposed wall locations.

The following parameters are recommended for the design of the new foundation walls:

- Footings should be proportioned utilizing an allowable design net bearing pressure of two (2) tons per square foot.
- Foundations below unheated areas should be provided with a minimum 4-foot thickness of soil cover as frost protection. Interior foundations below heated areas should be located such that the top of foundation concrete is a minimum of six inches below the underside of the lowest level slab.
- Foundations should be located such that they bear below a theoretical line drawn upward and outward at 2 to 1 (horizontal to vertical) from the bottom exterior edge of adjacent existing or proposed footings, structures, and/or utilities.
- Foundations should be designed in accordance with the Ninth Edition of the Massachusetts State Building Code (Code).

GROUNDWATER CONSIDERATIONS

It is recommended that foundation drainage be provided along the proposed basement retaining wall. Specifically, wall drainage is recommended along the proposed basement retaining wall.

The wall drainage is intended to minimize groundwater intrusion into the below-grade space due to conditions when groundwater may become temporarily elevated due to precipitation

events, surface water run-off, and/or seasonal groundwater changes, and to prevent the buildup of hydrostatic pressure along the proposed retaining wall.

A conceptual wall drainage detail is attached as **Figure 4**. In addition, the following is recommended for the design of the wall drains:

- The wall drainage system should consist of 4-inch diameter perforated PVC pipe.
- The drainage system should be located a minimum of 12 inches from the sides of the proposed retaining wall.
- Where possible, the drainage pipes should be pitched down at a minimum 0.5 percent slope in the direction of flow.
- The wall drainage pipes should be surrounded by a minimum 6-inch thickness of 3/4-inch crushed stone surrounded by a thickness of filter fabric such as Mirafi 140N, or equivalent.
- The wall drain lines should be terminated within sump pits in the portion of the basement that will not be infilled that discharge into the storm drain system.

The proposed retaining wall should receive a troweled-on bitumastic damp-proofing. As an added layer of protection, the outside face of below-grade walls could be provided with a waterproofing membrane. A prefabricated drainage product, such as Miradrain 6000, should be installed directly against the below-grade perimeter foundation walls and be tied into the perimeter drainage system.

RESISTANCE TO LATERAL FORCES

Below-grade foundation walls receiving lateral support at the top and bottom (i.e., restrained walls) should be designed for a lateral earth pressure corresponding to an equivalent fluid density of 60 pounds per cubic foot (pcf). Cantilevered or unrestrained site retaining walls may be designed utilizing a lateral earth pressure corresponding to an equivalent fluid density of 40 pcf subject to the walls being provided with positive drainage to prevent hydrostatic pressures from acting on the retaining walls. To these values must be added the pressures attributable to earthquake forces per Section 1610.2 of the Code and lateral surcharge related to loads placed on the proposed new slab.

Lateral force can also be considered to be transmitted from the structure to the soil by friction along the base of footings using a frictional coefficient of 0.4. A factor of safety of 1.5 should be applied to the frictional coefficient.

FINAL COMMENTS

It is recommended that McPhail be retained during the construction period to observe flowable fill and/or lightweight cellular concrete placement, preparation of the slab-on-grade, and/or the placement and compaction of structural fill in accordance with the provisions of the Code and the provisions of the Contract Documents.

We trust that the above is sufficient for your present requirements. Should you have any questions, please do not hesitate to call us.

\\McPhail-fs4\McPhail\Working Documents\Reports\7888_WinthropFireStation_GeotechnicalMemorandum_Rev1_090623.dDWL/ntd/jwp

Attachments:
Figure 1 – Project Location Plan
Figure 2 – Subsurface Exploration Plan
Figure 3 – Grain Size Distribution – Glacial Outwash
Figure 4 – Wall Drainage Detail

FIGURE 1

McPHAIL ASSOCIATES, LLC

42 3rd Avenue
Burlington, MA 01803
617-868-1420
www.mcphailgeo.com

N

SCALE 1:25,000

PROJECT LOCATION PLAN

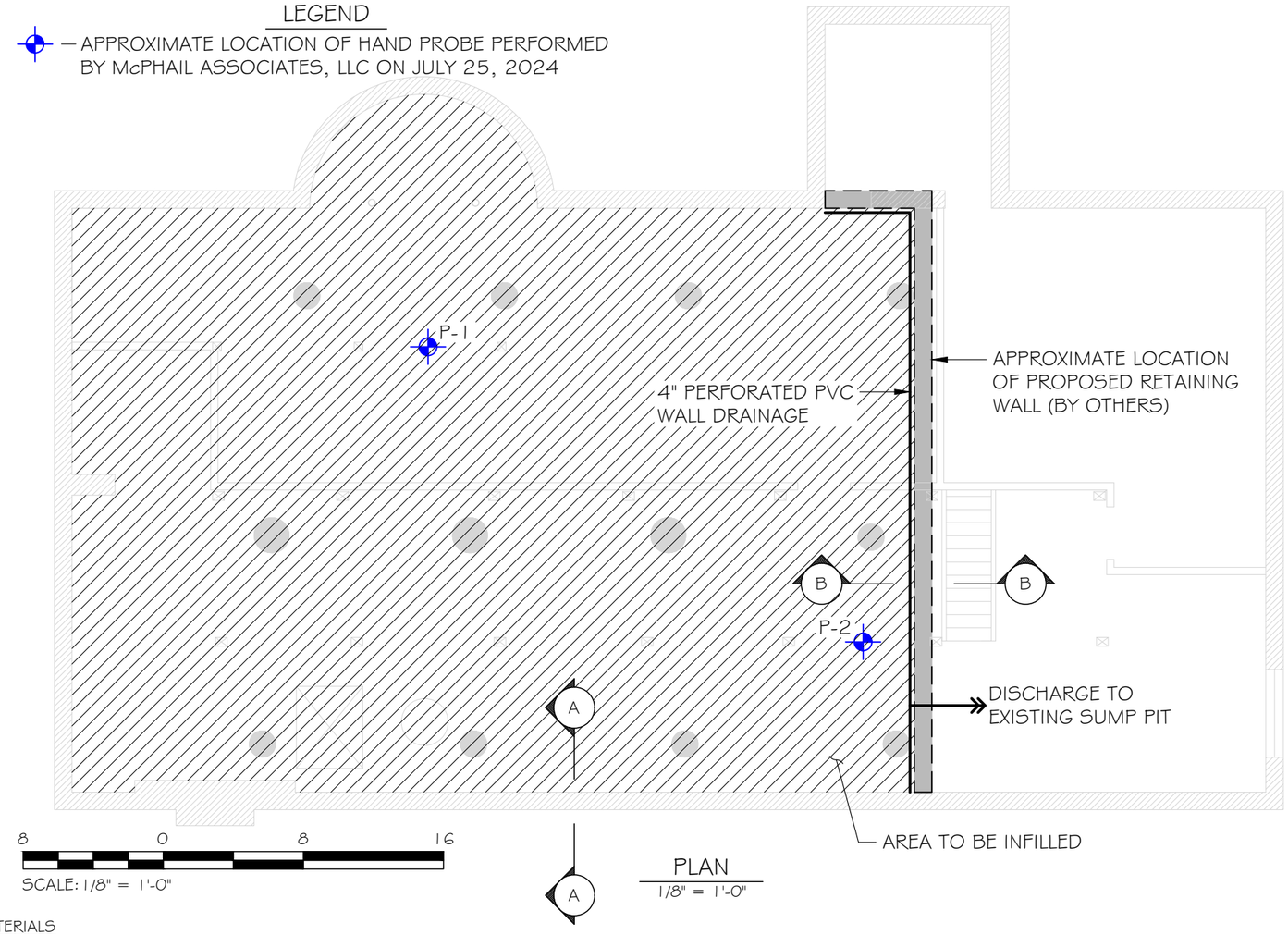
WINTHROP FIRE DEPARTMENT

WINTHROP MASSACHUSETTS

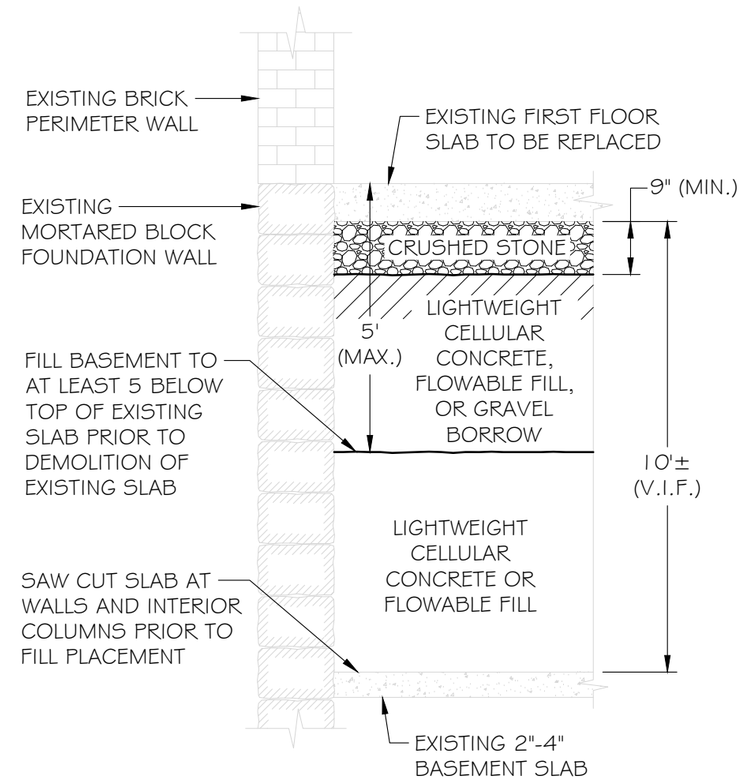
FIGURE 2

LEGEND

— APPROXIMATE LOCATION OF HAND PROBE PERFORMED BY McPHAIL ASSOCIATES, LLC ON JULY 25, 2024



PLAN
1/8" = 1'-0"



SECTION A-A
1/2" = 1'-0"

2 0 2 4
SCALE: 1/2" = 1'-0"

A. MATERIALS

1. LIGHTWEIGHT CELLULAR CONCRETE AND/OR FLOWABLE FILL SHALL HAVE A 28-DAY COMPRESSIVE STRENGTH OF AT LEAST 150 POUNDS PER SQUARE-INCH (PSI) AND SHALL BE FREE OF FLY ASH.
2. CRUSHED STONE SHALL CONSIST OF INERT, ANGULAR, WASHED STONE, FREE OF DELETERIOUS MATERIAL. GRADATION SHALL CONFORM TO MASSDOT DPW SPECIFICATION DESIGNATION M2.01.4 AND THE FOLLOWING:

U.S. SIEVE NO.	PERCENT SMALLER BY WEIGHT
1"	100
3/4"	90 - 100
1/2"	10 - 50
3/8"	0 - 20
#4	0 - 5

3. GRAVEL BORROW SHALL CONSIST OF CLEAN, INERT, HARD, DURABLE STONE AND COARSE SAND, FREE FROM LOAM OR CLAY, SURFACE COATINGS AND DELETERIOUS MATERIALS. GRADATION SHALL CONFORM TO MASSDOT SPECIFICATION DESIGNATION M1.03.0 TYPE A FOR GRAVEL BORROW, AND THE FOLLOWING:

U.S. SEIVE NO.	PERCENT SMALLER BY WEIGHT
6"	100
1/2"	50 - 85
#4	40 - 75
#50	8 - 28
#200	0 - 8

B. SLAB REPAIR SEQUENCE AND PROCEDURES

1. CONSTRUCT THE PROPOSED RETAINING WALL (BY OTHERS) AND WALL DRAINAGE PER THE CONTRACT DOCUMENTS.
2. SAW-CUT OR BREAK UP SLAB ALONG INTERIOR FOUNDATIONS AND EXTERIOR WALL.
3. PLACE FLOWABLE FILL TO A MAXIMUM OF 5 FEET BELOW THE EXISTING FIRST-FLOOR SLAB.
4. REMOVE THE EXISTING FIRST-FLOOR SLAB.
5. PLACE AND COMPACT GRAVEL BORROW OR CONTINUE PLACEMENT OF FLOWABLE FILL TO 9 INCHES BELOW THE PROPOSED GROUND FLOOR SLAB.
6. PLACE AND COMPACT 9-INCH-THICKNESS OF 3/4" CRUSHED STONE.
7. PLACE VAPOR BARRIER.
8. CONSTRUCT NEW SLAB ON GRADE.

McPHAIL ASSOCIATES, LLC
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WINTHROP FIRE DEPARTMENT

WINTHROP MASSACHUSETTS

SUBSURFACE EXPLORATION PLAN & SLAB REPAIR PROCEDURES

FOR

ROOME & GUARRACINO LLC

BY

McPHAIL ASSOCIATES, LLC

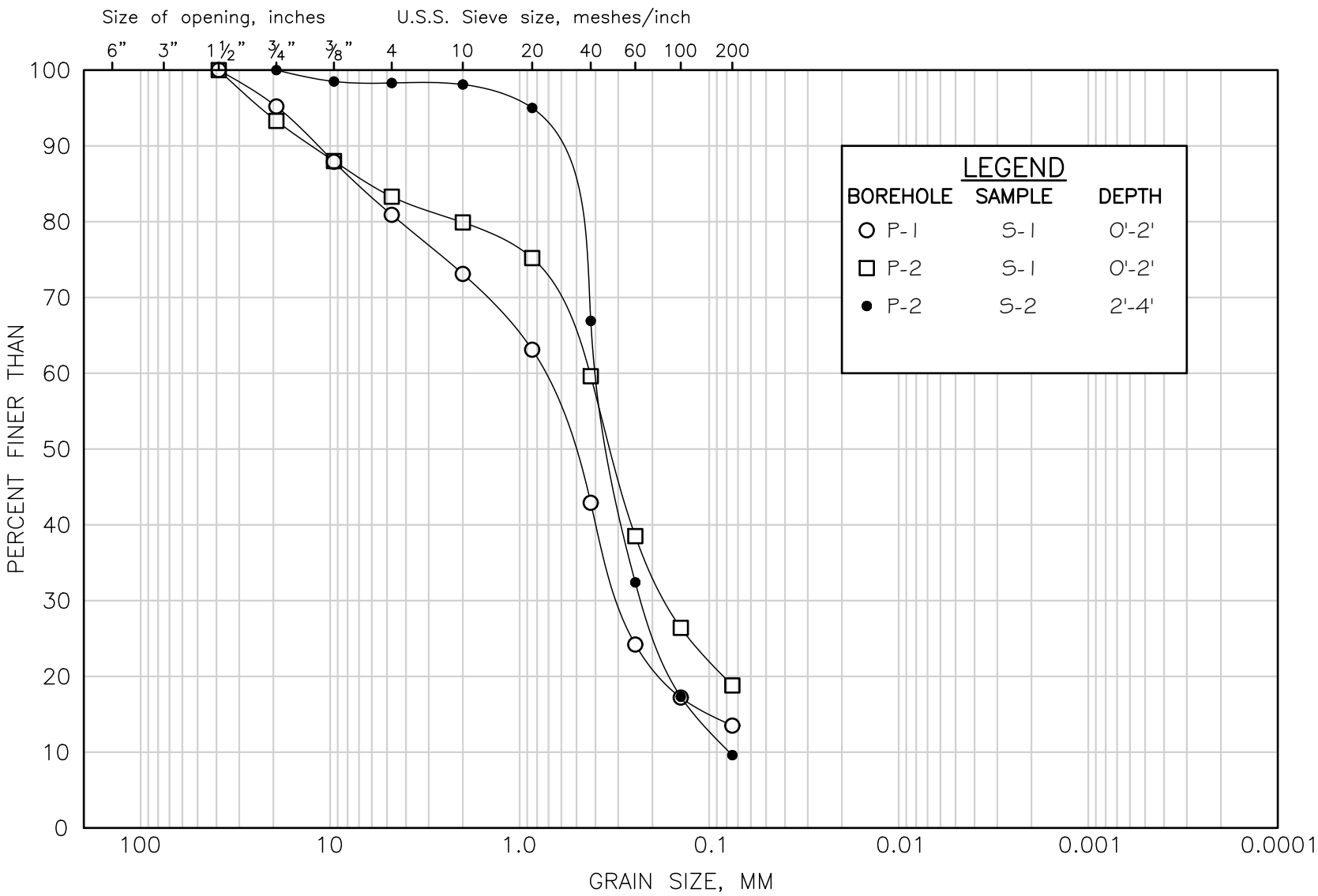
Date: SEPTEMBER 2024	Dwn: I.J.M.	Chkd: D.W.L.	Scale: AS NOTED
Project No: 7888			

FILE NAME: N:\Acad\JOBS\7888\7888-F02.dwg

FILE NAME: N:\Acad\JOBS\7888\7888-F03_Sieve.dwg

PROJECT No. 7888

M.I.T. GRAIN SIZE SCALE



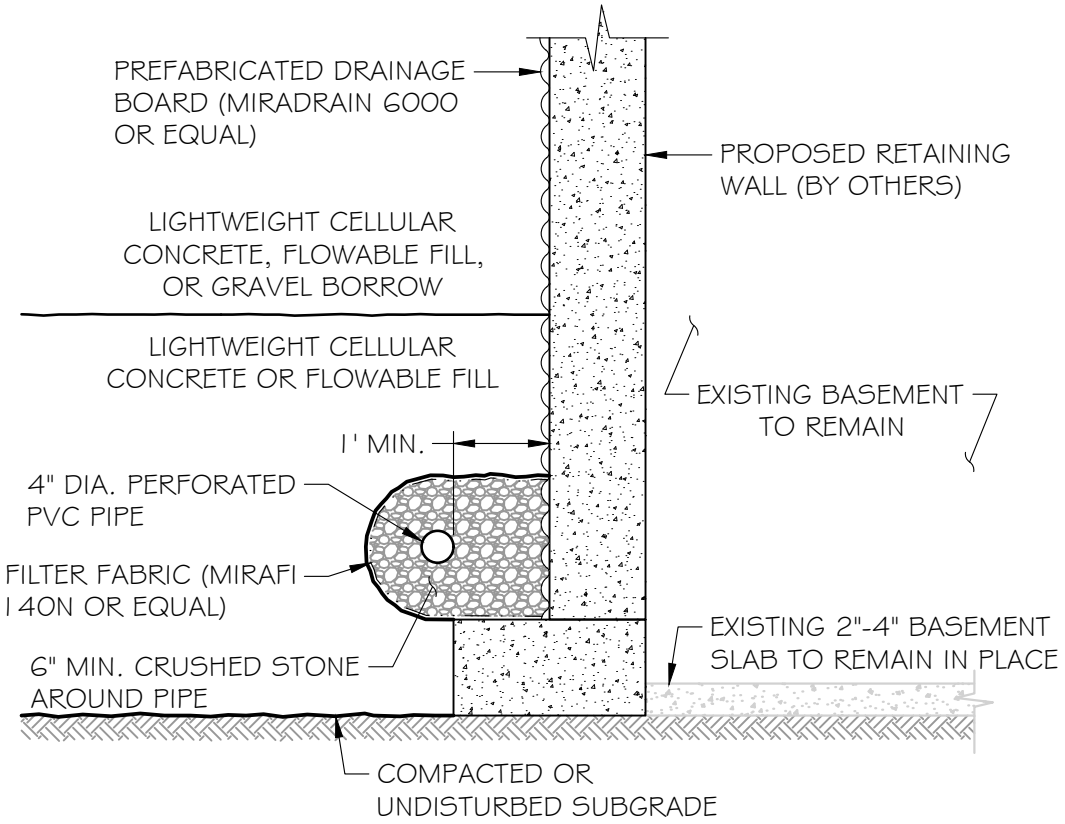
COBBLE SIZE	COARSE	MEDIUM	FINE	COARSE	MEDIUM	FINE	SILT SIZE	CLAY SIZE
	GRAVEL SIZE			SAND SIZE			FINE GRAINED	

McPHAIL ASSOCIATES, LLC

GRAIN SIZE DISTRIBUTION
GLACIAL OUTWASH

FIGURE 3

FIGURE 4



WALL DRAINAGE DETAIL

1/2" = 1'-0"

GRAPHIC SCALE

2 0 2 4

McPHAIL ASSOCIATES, LLC

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Burlington, MA 01803
617-868-1420
www.mcphailgeo.com

WINTHROP FIRE DEPARTMENT

WINTHROP MASSACHUSETTS

WALL DRAINAGE DETAIL

FOR

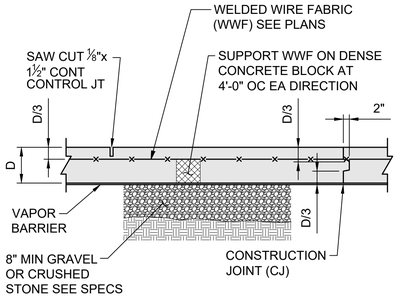
ROOME & GUARRACINO LLC

BY

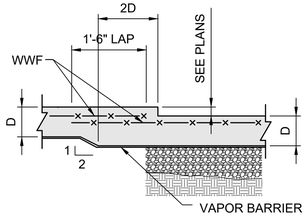
McPHAIL ASSOCIATES, LLC

Date: SEPTEMBER 2024	Dwn: I.J.M.	Chkd: D.W.L.	Scale: AS NOTED
Project No: 7888			

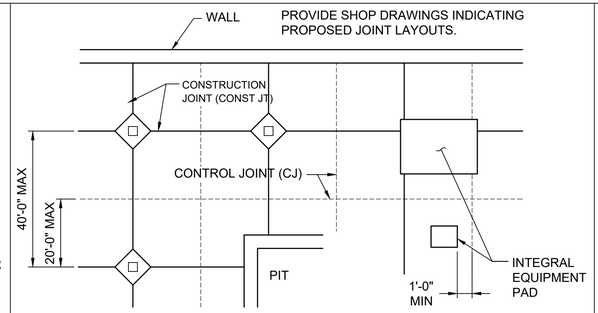
FILE NAME: N:\Acad\JOBS\7888\7888-F04.dwg



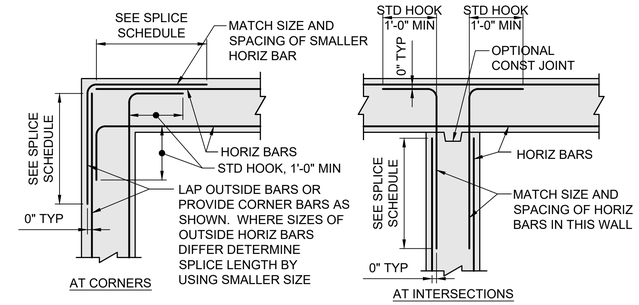
1 SLAB ON GRADE



2 SLAB ON GRADE AT DEPRESSIONS



3 LAYOUT OF CONTROL, & CONSTRUCTION JOINTS IN CONCRETE SLABS ON GRADE



4 HORIZONTAL WALL REINFORCEMENT PLANS

CATEGORY

STRUCTURAL ELEMENT	CONCRETE COVER	CATEGORY ACCORDING TO CENTER-TO-CENTER BAR SPACING			
		$\leq 3DIA_b$	$>3DIA_b$ $<4DIA_b$	$\geq 4DIA_b$ $<6DIA_b$	$\geq 6DIA_b$
BEAMS, COLUMNS, AND INNER LAYER OF WALLS OR SLABS	$\leq DIA_b$	1	1	1	2
	$>DIA_b$	1	3	5	6
ALL OTHERS	$\leq DIA_b$	1	1	1	2
	$>DIA_b$ $<2DIA_b$	1	3	3	4
	$\geq 2DIA_b$	1	3	5	6

TYPICAL ABBREVIATIONS
DIA_b = NOMINAL BAR DIAMETER
> = GREATER THAN
≥ = EQUAL TO OR GREATER THAN
< = LESS THAN
≤ = EQUAL TO OR LESS THAN

MINIMUM SPLICE AND EMBEDMENT LENGTH SCHEDULE

(UNLESS SHOWN OTHERWISE ON DRAWINGS)

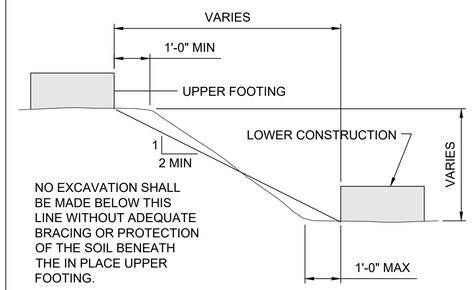
CLASS B TENSION SPLICE — Fy=60000 PSI

f = 4000 PSI,NORMAL WEIGHT

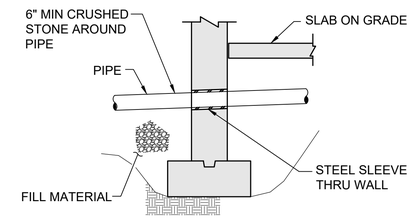
BAR SIZE	TOP BARS CATEGORY						OTHER BARS CATEGORY					
	1	2	3	4	5	6	1	2	3	4	5	6
#3	18"	18"	18"	18"	18"	18"	16"	16"	16"	16"	16"	16"
#4	26"	24"	24"	24"	24"	24"	20"	19"	19"	19"	19"	19"
#5	40"	32"	30"	30"	30"	30"	31"	25"	23"	23"	23"	23"
#6	57"	45"	40"	36"	36"	36"	44"	35"	31"	28"	28"	28"
#7	77"	62"	54"	43"	42"	42"	59"	48"	42"	33"	33"	33"
#8	102"	81"	71"	57"	51"	48"	78"	63"	55"	44"	39"	37"
#9	129"	103"	90"	72"	64"	55"	99"	79"	69"	56"	50"	42"
#10	163"	131"	114"	92"	82"	65"	126"	101"	88"	70"	63"	50"
#11	200"	160"	140"	112"	100"	80"	154"	123"	108"	86"	77"	62"

1. AVOID SPLICES IN REGIONS OF MAXIMUM MOMENT. IF THIS IS NOT POSSIBLE STAGGER SPLICES SO THAT NOT MORE THAN 50% OF THE BARS ARE SPLICED WITHIN A REQUIRED SPLICE LENGTH OTHERWISE INCREASE SPLICE LENGTH BY 30%.
2. TOP BARS ARE DEFINED AS HORIZONTAL BARS WITH MORE THAN 12" OF CONCRETE CAST IN THE MEMBER BELOW THE REINFORCEMENT. WALL REINF IS CLASSIFIED AS OTHER BARS.
3. FOR LIGHTWEIGHT AGGREGATE CONCRETE MULTIPLY THE VALUES ABOVE BT 1.3.

5

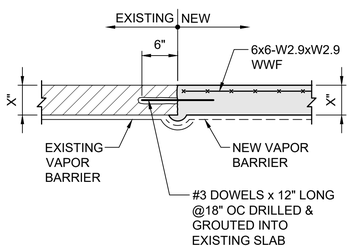


6 SLOPE BETWEEN FOOTING & ADJACENT CONSTRUCTION



PIPE SHALL NOT PASS UNDER OR THRU WALL FOOTING. LOWER FOOTING BY STEPPING TO AVOID INTERFERENCE.

7 PIPE THRU WALL



8 TYPICAL DETAIL @NEW SLAB INFILL

GENERAL

1. Structural work shall conform to the requirements of "The Commonwealth of Massachusetts State Building Code", 9th Edition, "The International Building Code" (IBC 2015), and ASCE 7-10.
2. Examine architectural, mechanical, plumbing and electrical drawings for verification of location and dimensions of chases, inserts, openings, sleeves, washes, drips, reveals, depressions and other project requirements not shown on structural drawings.
3. Verify and coordinate dimensions related to this project.
4. Openings in slabs and walls less than 12" maximum dimension are generally not shown on structural drawings shall not be revised without prior written approval of the architect.
5. Typical details and notes shown on structural drawings shall be applicable to all parts of the structural work except where specifically required otherwise by contract documents.
6. Details not specifically shown shall be similar to those shown for the most nearly similar condition as determined by the architect.
7. The contractor shall submit complete shop drawings for all parts of the work, including description of demolition and construction methods and sequencing where applicable. No performance of the work including, but not limited to, demolition and construction methods and sequencing where applicable to, demolition of existing structure or fabrication or erection of new structural elements, shall commence without review of the shop drawings by the architect.

FOUNDATIONS

1. Foundations for this project consist of spread footings, foundation walls, and slabs on grade. The allowable bearing pressure shall be 4 kips per square foot per memorandum report prepared by McPhail Associates LLC dated September 6, 2024. In-fill of basement slab for new apparatus bay slab shall consist of lightweight cellular concrete and/or flowable fill at 5 feet below existing first floor slab and the remainder to consist of compacted structural fill. Refer to McPhail report for additional specifications.
2. Foundation units shall be centered under supported structural members, unless noted otherwise on the drawings.
3. Exterior construction shall be carried down below finished exterior grade to a minimum depth of 4'-0", unless noted otherwise.
4. Provide temporary or permanent supports, whether shoring, sheeting or bracing so that no horizontal movement or vertical settlement occurs to existing structures, streets or utilities adjacent to the project site.
5. Carry out continuous control of surface and subsurface water during construction such that foundation work is done in dry and on undisturbed subgrade material, as applicable.
6. Bottom 3 inches of exactions for footings shall be finished by hand shovel.
7. Backfill under any portion of the structure shall be compacted in 6" lifts.
8. No foundation concrete shall be placed in water or on frozen subgrade material.
9. Protect in-place foundations and slabs from frost penetration until the project is completed.
10. Do not backfill behind foundation walls until permanent lateral structural support system is in place and of full strength.
11. Sheeting, shoring and bracing for the lateral support of excavation shall remain in place until all permanent structural systems below ground level are complete.

CONCRETE

1. Concrete work shall conform to "Building Code Requirements for Reinforced Concrete" (ACI 318-14), and "Specifications for Structural Concrete for Buildings" (ACI 301-20).
2. Concrete shall be controlled concrete, proportioned, mixed and placed in the presence of a representative of an approved testing agency.
3. Unless noted otherwise, concrete shall have a minimum 28 day compressive strength and be of a type as follows: All concrete shall have a slump of 4" to 6".

(A) Footings, slabs-on-grade, walls	4000 PSI	(Normal weight)
(B) Framed slabs, beams, columns	4000 PSI	(Normal weight)
(C) Topping slabs & housekeeping pads	3000 PSI	(Normal weight)

4. Concrete to be exposed to the weather in the finished project shall be air entrained. Interior slabs-on-grade shall not be air-entrained.
5. Provide vapor barrier under interior slabs cast on grade.
6. Construction joints shown on drawings are mandatory. Omissions, additions or changes shall not be made except with the submittal of a written request together with drawings of the proposed joint locations for approval of the architect.
7. Where construction joints are not shown or when alternate joint locations are proposed, a concrete placing sequence shall be submitted to the architect for approval prior to preparation of the reinforcement shop drawings.
8. Size of concrete placements, unless noted otherwise, shall be as follows:

	Max Length (Feet)	Max Area (Sq. Feet)
(A) Footings and walls	30*	-
(B) Slabs on grade	30*	900* place in alt panel

*Exceed only where intermediate contraction joints are provided.

9. Minimum of 72 hours shall elapse between adjacent concrete placements.
10. Concrete shall be placed without horizontal construction joints except where shown or noted. Vertical construction joints and stops in concrete work shall be made at midspan or at points of minimum shear.
11. Concrete slabs shall be placed so that the slab thickness is at no point less than that indicated on the drawings.
12. Structural steel below grade shall be encased in concrete with a minimum cover of 2".

REINFORCEMENT

1. Reinforcement work of detailing, fabrication and erection shall conform to "Building Code Requirements for Reinforced Concrete" (ACI 318-14), "ACI Detailing Manual – 2020" (SP-66), "CRSI Manual of Standard Practice" (MSP 1-2017), and "Structural Welding Code – Reinforcing Steel" (AWS D1.4-2018).
2. Steel reinforcement, unless noted otherwise, shall conform to the following:
   (A) Bars, ties and stirrups — ASTM A615 Grade 60 (FY=60 KSI)
   (B) Welded wire fabric (WWF) — ASTM A185
3. Provide and schedule on shop drawings the necessary accessories to hold reinforcement securely in position. Minimum requirements shall be: high chairs, 4'-0" O.C. with continuous #5 support bar; slab bolsters, continuous and 3'-6" O.C.; beam bolsters, 5'-0" O.C.
4. Minimum concrete protective covering for reinforcement, unless noted otherwise, shall be as follows:
   (A) Unformed surfaces cast against and permanently in contact with earth: 3.0"
   (B) Formed surfaces in contact with earth or exposed to weather:
   #6 through #18 bars — 2.0"
   #5 bars, 5/8" wire and smaller — 1.5"
   (C) Surfaces not in contact with earth or exposed to weather - walls, slabs, joists:
   #14 and #18 bars — 1.5"
   #11 bars and smaller — 1.0"
   Beams, girders and columns – principal reinforcement, ties, stirrups or spirals: 1.5"
5. Where continuous reinforcement is called for, it shall be extended continuously around corners and lapped at necessary splices or hooked at discontinuous ends. Laps shall be Class B tension lap splices, unless noted otherwise.
6. Where reinforcement is not shown on drawings, provide reinforcement in accordance with applicable details as determined by the architect. In no case shall reinforcement be less than the minimum reinforcement permitted by the applicable codes.
7. Where reinforcement is required in section, reinforcement is considered typical wherever the section applies.
8. Reinforcement shall be continuous through construction joints.
9. Dowels shall match bar size and number, unless noted otherwise.
10. Welded wire fabric shall lap 8" or 1-1/2" spaces, whichever is larger and shall be wired together.
11. Reinforcement shall not be tack-welded.

RENOVATION AND RESTORATION

1. The contractor shall notify the engineer when, in the course of construction or demolition, conditions are uncovered which are unanticipated or otherwise appear to present a dangerous condition.
2. Damaged load bearing masonry shall be removed and replaced or repaired as directed by the engineer.
3. Damaged stone lintels shall be repaired or replaced.
4. New masonry shall be bonded or otherwise tied to adjacent masonry work.
5. Second-hand brick shall not be used in masonry bearing walls unless approval is given by the engineer for each specific case.
6. Information regarding existing construction or conditions is based on available record drawings which may or may not truly reflect existing conditions. Such information is included on assumption that it may be of interest to the contractor, but the engineer assumes no responsibility for its accuracy or completeness.
7. Verify all dimensions and conditions on the job. Discrepancies shall be brought immediately to the attention of the engineer before proceeding with that part of the work.
8. Where new work will be adjacent to or framing existing construction, verify dimensions of existing construction prior to fabrication of new members.
9. Provide all labor and material for any framing required to connect new framing to existing construction. Wherever it is necessary to remove existing construction in order to construct new work, the affected area shall be patched and rebuilt to match existing adjacent work to satisfaction of the architect.
10. Details shown on any drawing shall be considered typical for all similar conditions.
11. Notify engineer of any contemplated structural alteration in reasonable time to render and document the engineer's decision.
12. Structural materials and components shall have prior approval of the engineer.
13. Structural work on this project shall be performed under the supervision of an inspector approved by the engineer. Alterations or modifications not indicated on the drawings shall be approved by the engineer in writing before such work is initiated. The engineer will periodically observe structural elements to assure general compliance with the contract documents, but detailed inspection and testing requirement will be prepared by an independent testing agent hired by the owner. Deficiencies not indicated on the drawings or exposed during construction shall be corrected as directed by the engineer.
14. Structural alteration shall be preceded by adequate shoring and bracing.
15. Screw-type shoring posts shall be provided for existing work during the removal of existing bearing walls and structural members and the installation of new structural work.
16. Temporary shores shall be placed as close as practicable to the existing structural work being removed.
17. Headers shall be placed across top of shoring posts and shall be snug tight against underside of the structure above.
18. Shoring shall bear on sleepers to prevent damage to the structure below.
19. Temporary shores shall be individually designed, erected, supported, braced and maintained by the contractor to safely support all dead loads presently carried by the existing structural work being removed and any construction live loads.
20. Structural steel shall be completely installed before removing any shores.
21. Shores shall be released gradually and left loosely in place for at least 2 days to allow for structural shake out.
22. Existing floor joists in a damaged condition (as determined by the engineer) must be replaced.

STRUCTURAL DESIGN LOADS

1. Dead loads
   (A) Weight of building components
2. Live loads
   (A) Apparatus bay floor – 250 PSF or wheel load
   (B) Roof snow load – 30.0 PSF plus drift
   Pg =40.0 PSF; Is=1.2;Ce=1.0;Ct=1.0;
3. Existing Building Evaluation - 780 CMR Chapter 34 IEBC
   Alterations-Level 2
   All new elements in alterations shall comply with the International Building Code. Alterations shall not reduce the capacity of existing gravity load-carrying structural elements unless it is demonstrated that the elements have the capacity to carry the applicable design gravity loads required by the International Building Code. Alterations to existing structural elements are limited to a 5% increase in stress for gravity and a 10% increase in the demand-capacity ratio for lateral. Altered structural elements which exceed the limits are analyzed and designed to comply with IBC Wind loading and reduced Seismic forces per IBC Section 301.1.4.2.

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seal:

revisions:

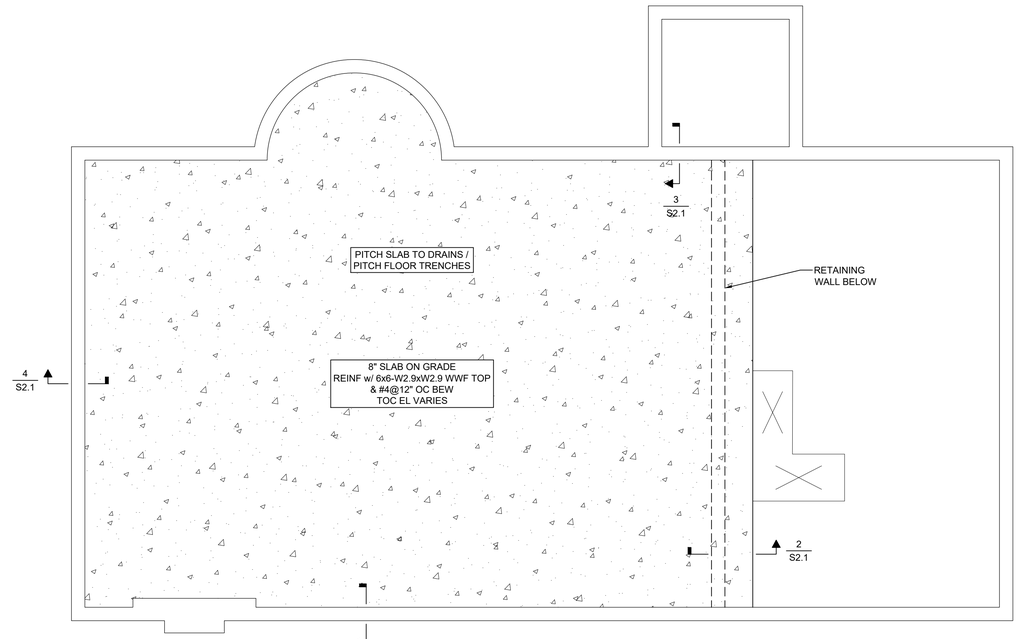
project:
WINTHROP FIRE DEPARTMENT
SLAB REPAIR
40 PAULINE STREET
WINTHROP, MA

drawing title:
GENERAL NOTES & TYPICAL DETAILS

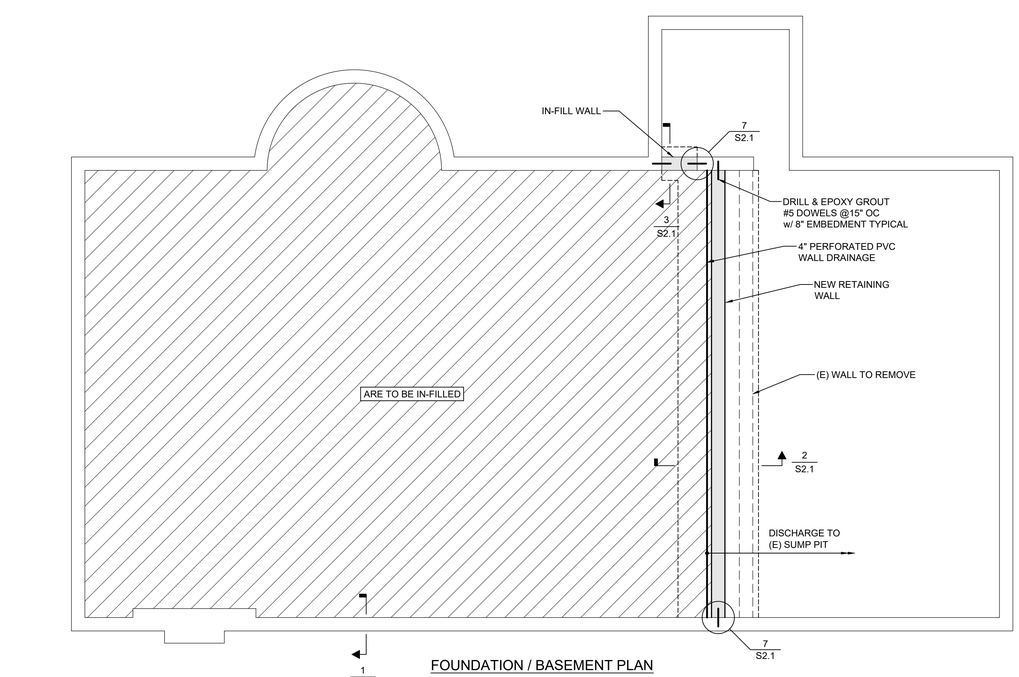
drawn: BSM scale: NTS date: 09/13/2024

S0.1

dwg no:



FIRST FLOOR FRAMING PLAN



FOUNDATION / BASEMENT PLAN

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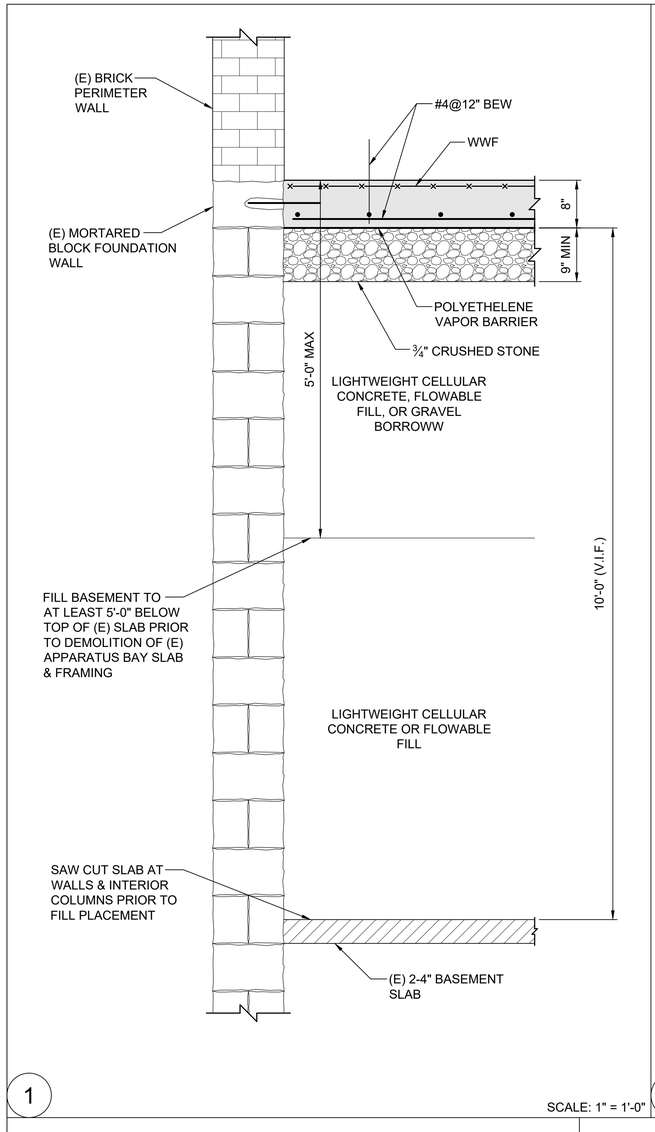
drawing title:
FRAMING PLANS

drawn: BSM scale: 3/16" = 1'-0" date: 09/13/2024

S1.1

dwg no:



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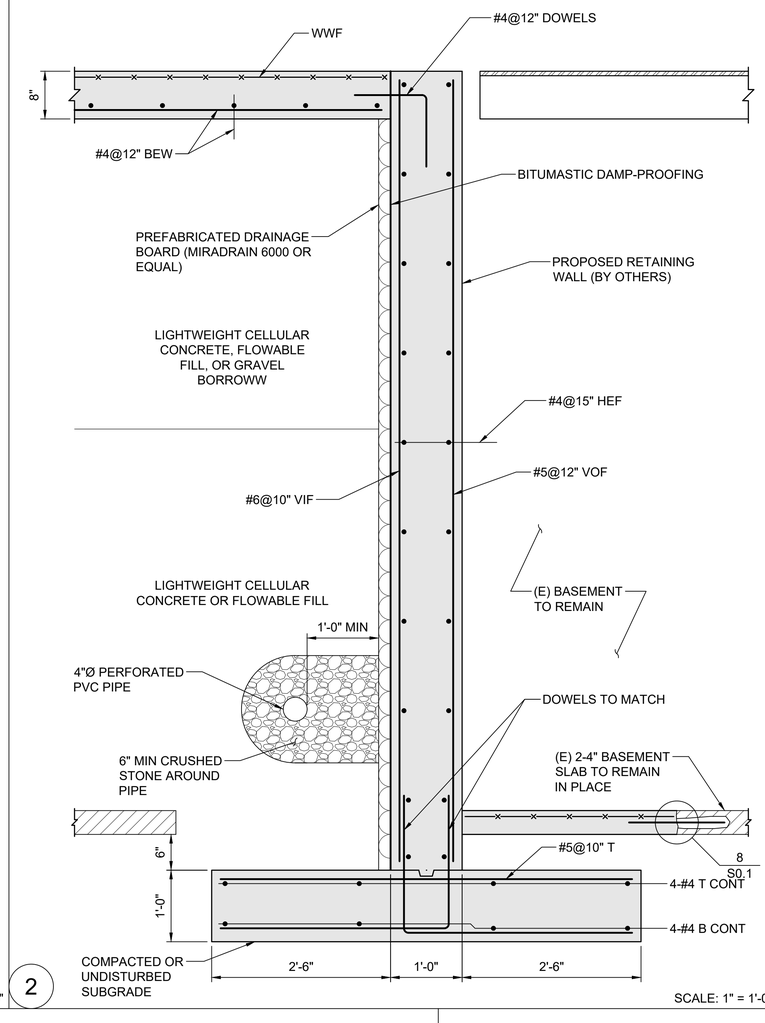

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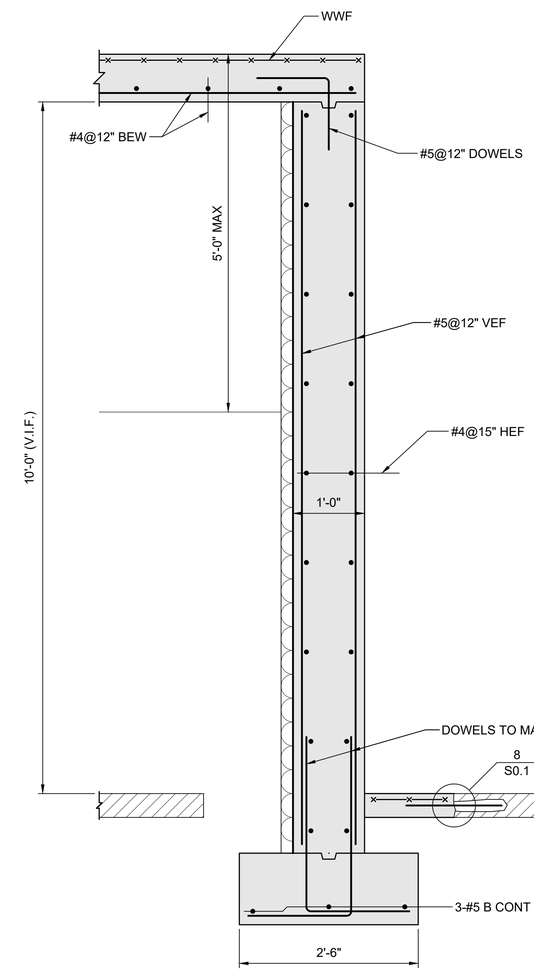

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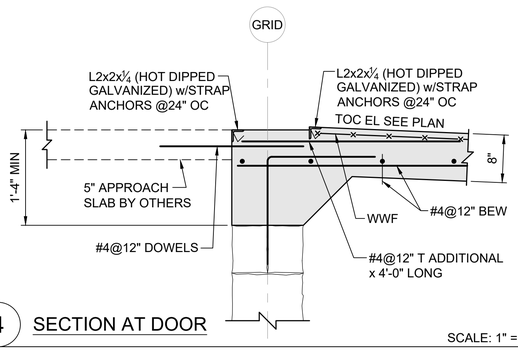

4 SECTION AT DOOR

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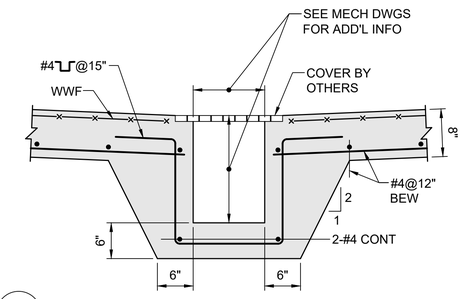

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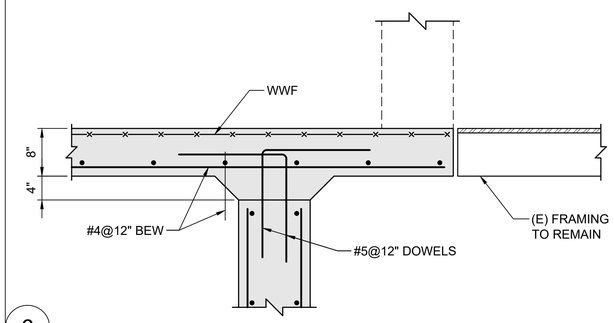

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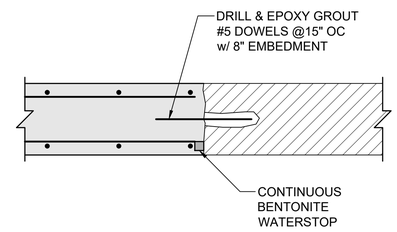

7

SCALE: 1" = 1'-0"

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drawing title:
SECTIONS

date: 09/13/2024
scale: AS NOTED
drawn: BSM

S2.1

dwg no: