



Sudbury
Massachusetts

Audio Visual Specifications Bid Package

PROJECT:

Audio Visual Work

Fairbank Community Center
Sudbury, Massachusetts

OWNER:

Town of Sudbury

275 Old Lancaster Road
Sudbury MA, 01776

ARCHITECT:



Bargmann Hendrie + Archetype, Inc.

9 Channel Center Street, Suite 300
Boston, MA 02210

AUDIO VISUAL CONSULTANT:



Pro AV Systems

Chelmsford, MA 01824



ISSUE DATE: October 11, 2023

TABLE OF CONTENTS

Section A: General Information and Specifications

Invitation to Bid

Project Information and Criteria

Instruction to Bidders

Bid Form

Bid Form Attachment

General Notes

General Equipment Specifications

Special Conditions

Section B: Contract Form

Section C : Prevailing Wage Rate

- Notifications
- Weekly Report/Compliance Form
- Prevailing Wage Tables

Section D: Audio Visual Part Inventory

Audio Visual Drawings are Included in a separate drawing set.

Fairbank Community Center Audio Visual Specifications

INVITATION TO BID

Pursuant to the provisions of M.G.L. Chapter 30B § 5, the Town of Sudbury invites electronic bids for the Audio Visual Package at the Fairbank Community Center, 40 Fairbank Road, Sudbury, MA until the time specified below at which time the bids will be opened and read. The work includes audio visual equipment, related construction services, cabling, and integration of the equipment. Construction services scope within this project providing cabling, wiring, and installing and attaching equipment to the building structure and finish, associated programming, user interface coordination, user training and closeout documents.

The Fairbank Community Center is currently under construction that includes wiring and cabling to audio visual locations, blocking to support equipment, and labeling of cabling at the terminations. It is anticipated that the base building scope will be Substantially Complete prior to the Audio Visual package installation.

All project documents, including specifications and bid forms, will be electronically distributed by the Town of Sudbury Facilities Department on October 11, 2023 starting at 9AM. Send request to facilities@sudbury.ma.us.

Bids are to be submitted no later than 2PM local time, on Wednesday November 1, 2023, at which time they will be opened and read.

Bids shall be identified as a bid, endorsed with the name and address of the bidder, and the name of the project, and submitted to: Sandra Duran, Combined Facilities Director at durans@sudbury.ma.us.

Pre-Bid Conference and Site Visit will be held at 40 Fairbank Road, Sudbury, MA 01776 on October 18, 2023 at 1:00 p.m.. The pre-bid conference is mandatory. The conference attendees will meet in the Haskell Field Parking Lot, across Fairbank Road, opposite the construction entrance. If you have a hard hat please bring to the walk-through; the building is an active construction site.

Attention is directed to the minimum wage rates to be paid as determined by the Commissioner of Labor and Workforce Development and the weekly payroll record submittal requirements under the provisions of Massachusetts General Laws, Chapter 149, Section 26 through 27D inclusive.

The bidder agrees that its bid shall be good and may not be withdrawn for a period of 30 days, Saturdays, Sundays and legal holidays excluded, after the opening of the bids.

The Town of Sudbury reserves the right to waive any informalities, to accept or reject, in whole or in part any or all bids, or take whatever other action may be deemed to be in the best interest of the Town.

The Town plans to execute a contract on or around November 15, 2023. Work of this contract shall be substantially complete on or about April 15, 2024.

The Town of Sudbury
Andrew J. Sheehan, Town Manager

Fairbank Community Center Audio Visual Specifications

PROJECT INFORMATION AND CRITERIA

Please submit any questions and clarifications regarding the specifications, in writing, to:

Sandra Duran , Combined Facilities Director

Town of Sudbury, 275 Old Lancaster Road

Sudbury MA, 01776

Tel: (978) 440-5466

facilities@sudbury.ma.us.

PROJECT CONTACT LIST AND SCHEDULE

Owner	Town of Sudbury Office of the Combined Facilities Director durans@sudbury.ma.us 275 Old Lancaster Road Sudbury MA, 01776	Contact: Sandra Duran
Architect	Bargmann Hendrie + Archetype 9 Channel Center Suite 300 Boston, MA 02210	Contact: Rachel Young ryoung@bhplus.com 617-350-0450
Audio Visual Consultant:	Pro AV Systems 275 Billerica Road Suite 3 Chelmsford, MA 01824	Contact: Mark Woods mwoods@proavsi.com

PROJECT & BID SCHEDULE

Bid advertisement date: Wednesday October 11, 2023

Pre-Bid Walkthrough: Wednesday October 18, 2023 1 pm

Questions are due by: Wednesday October 25, 2023 5:00 pm

Answers will be posted by: Friday October 27, 2023

Bids are due: Wednesday November 1, 2023 2PM

Contract Awards on or before: November 15, 2023

END OF PROJECT CONTACT LIST AND PROJECT SCHEDULE

Town of Sudbury Facilities | 275 Old Lancaster Road | Sudbury MA 01776 | Tel.: (978) 440-5466

INSTRUCTION TO BIDDERS INSTRUCTIONS

Bids shall include:

- Completed Bid Form with acknowledgement of addenda and alternates. Bid amount is an inclusive lump sum including the full scope of construction services and all equipment, programming, and training. The bid amount also includes all shipping, handling, delivery, and installation fees.

Within 5 Days of Submission of the Bid, Apparent Low Bidder shall Submit:

- Vendor personnel and contact information for who will be responsible for the supervision and coordination of order entry, delivery, and servicing the project.
- Schedule for the project starting with delivery of electronic bid. Indicate intermediate deadlines for purchase orders, approvals, submittals, long lead items and schedule for delivery (include duration per area).

1. This electronic Invitations to Bid (IFB) will address the requirement for contract equipment.
2. For all equipment specific products have been listed. These specifications are based upon design and performance criteria which have been developed by the Town of Sudbury as a result of extensive research and careful analysis of the project and scope of work required. During our design phase, specific manufacturers have been selected for use as the basis of our design criteria. ***Any and all alternate submission may be subject to a sample and be provided within five days of the request and be subject to extensive review.*** Failure to supply this information may result in the bid to be rejected.
3. Furnish all labor, materials, and equipment for a complete installation as indicated on the drawings and specifications for items tagged.
4. The Audio-Visual Contractor is responsible for all final quantity take-offs on all items. Any discrepancies between plans and the part inventory must be brought to the attention of the Architect for correction by addenda during the bid period. Any such discrepancies determined and not corrected by addenda shall be resolved on the basis of furnishing the greater quantity at no cost to the Owner.

5. All submitted pricing will include an itemized packing, freight, delivery, and all fees.

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Fairbank Community Center Audio Visual Specifications

6. Prices shall be valid without commitment to the Town of Sudbury for thirty (30) days from the bid date.

END OF BID INSTRUCTIONS

BID FORM

BID OF: _____

(Name of Bidder)

PROJECT: **Sudbury Senior Center Audio-Visual Package**

TO: Attn: Sandra Duran, Combined Facilities Director
Town of Sudbury
275 Old Lancaster Road
Sudbury MA, 01776

Via Email: durans@sudbury.ma.us

A. The undersigned Bidder hereby offers and agrees to provide all labor, services, products, and materials required in the performances of Work to complete the following named project:
Fairbank Community Center Audio-Visual, 40 Fairbank Road, Sudbury MA, 01776 to the satisfaction of the Awarding Authority and the Architect and in accordance with the accompanying Bidding and Contract Documents dated October 11, 2023 as prepared by Bargmann, Hendrie + Archetype, Inc. Boston, MA and consultant Pro AV Systems, Chelmsford, MA.

B. Bid Sum: The proposed total contract price is (Base Bid NOT INCLUDING ALTERNATES)
_____ Dollars
(total contract price amount in words, which governs)
(\$ _____)
(total contract price amount in numbers)

C. Addenda: The Bidder acknowledges receipt of addenda numbers as follows, and has taken them into consideration in the preparation of this Bid:

(Signature of authorized representative of the Bidder) (Date)

(Name) (Title)

(Address)

(Telephone) (email)

END OF BID FORM

Fairbank Community Center Audio Visual Specifications

Fairbank Community Center Audio Visual Bid Breakdown

Form Page 1 of 3

	Cost
<u>A- Natatorium 109</u>	
<u>Equipment</u>	
<u>Labor</u>	
-	
Subtotal	
<u>B- Viewing Room 107</u>	
<u>Equipment</u>	
<u>Labor</u>	
-	
Subtotal	
<u>C- Gymnasium 178</u>	
<u>Equipment</u>	
<u>Labor</u>	
-	
Subtotal	
<u>D-Lobby 198</u>	
<u>Equipment</u>	
<u>Labor</u>	
-	
Subtotal	
<u>E- Conference Room 193</u>	
<u>Equipment</u>	
<u>Labor</u>	
-	
Subtotal	

Fairbank Community Center Audio Visual Specifications

Fairbank Community Center Audio Visual Bid Breakdown Form

Page 2 of 3

	Cost
<u>F- Program Room 1 183</u>	
<u>Equipment</u>	
<u>Labor</u>	
-	
Subtotal	
<u>G- Program Room 4 155</u>	
<u>Equipment</u>	
<u>Labor</u>	
-	
Subtotal	
<u>H- Program Room 5 154</u>	
<u>Equipment</u>	
<u>Labor</u>	
-	
Subtotal	
<u>I- Program Room 6 153</u>	
<u>Equipment</u>	
<u>Labor</u>	
-	
Subtotal	
<u>J- Meeting Room 151</u>	
<u>Equipment</u>	
<u>Labor</u>	
-	
Subtotal	
<u>K- Fitness Room 123</u>	
<u>Equipment</u>	
<u>Labor</u>	
-	
Subtotal	

Fairbank Community Center Audio Visual Specifications

Fairbank Community Center Audio Visual Bid Breakdown Form

Page 3 of 3

	Cost
<u>L- Arts and Crafts Room 124</u>	
<u>Equipment</u>	
<u>Labor</u>	
-	
Subtotal	
<u>M- Multipurpose Room 126</u>	
<u>Equipment</u>	
<u>Labor</u>	
-	
Subtotal	
<u>N- Training Rooms 213/214</u>	
<u>Equipment</u>	
<u>Labor</u>	
-	
Subtotal	
<u>O- Student Services 206</u>	
<u>Equipment</u>	
<u>Labor</u>	
-	
Subtotal	
TOTAL	

END OF BID BREAKDOWN FORM

GENERAL NOTES

- A. Verify all quantities and dimensions. Correct quantities shall be the responsibility of the Contractor.
- B. Verify all model numbers with all manufacturers.
- C. Dimensions shall be figured rather than determined by scale or rule.
- D. Initial contact shall be made with the manufacturer's representative listed on Specifications Sheets and on the List of Manufacturers and Sources, and their names shall appear on the purchase orders.
- E. Contractor shall bring any discontinued products, shortages, long lead items and discrepancies within the Contract Documents to the attention of the Architect prior to proceeding with the Work.
- F. All submittals for each item must be approved by the Architect prior to purchase, ordering, manufacture, fabrication, or production.
- G. The Contractor shall coordinate with the Client regarding the Client's requirements for extra stock of any items.
- H. Submittals shall be reviewed and approved prior to fabrication, manufacture, or production. Contractor shall consult with the Architect to determine specific mock-up requirements prior to commencing with the Work.
- I. All workmanship and products shall be guaranteed against defective parts, materials, and finishes for the expressed duration. Product warranties and guarantees for manufacturers exceeding one year shall remain in effect for the expressed duration.
- J. Warranties shall not commence before Owner acceptance of installed equipment.
- K. A minimum one (1) year warranty shall be provided by the Audio-Visual Contractor on all installed items with regard to service.
- L. The Contractor shall make repairs or render service within ten (10) working days from notice by the Town of Sudbury.
- M. The Audio-Visual Contractor shall provide any replacements within fifteen (15) working days from notice by the Town of Sudbury. Replacements shall be of the same make and model number as the original supplied product unless approved by the Owner.
- N. All equipment and related components as specified shall meet or exceed all appropriate established codes and standards regarding durability, performance, and life safety. Unless otherwise specified, they shall comply as a minimum with the following standards or any updates thereof, the Occupational Safety and Health Administration (OSHA) and ANSI/BIFMA standards for Contract Equipment.

END OF GENERAL NOTES

GENERAL EQUIPMENT SPECIFICATIONS

1. GENERAL INFORMATION

1.01 DESCRIPTION

- A. Work included: Equipment complete, as shown and specified in this Specification, Part Inventory and Drawings. All Work shall be governed by the Bid Instructions and General Notes and expected performance of the equipment and systems.
- B. Definitions: Equipment shall be defined as equipment and miscellaneous items as specified on the audio-visual drawings.
- C. These specifications are based upon design and performance criteria which have been developed by the Town of Sudbury as a result of extensive research and careful analysis. The items contained in this specification reflect these standards.

1.02 QUALITY ASSURANCE

- A. Qualification of Contractor: Contractor (may also be called Purchasing Contractor, Purchasing Agent, or Purchasing Dealer) shall be experienced in the type, size, and quality of work specified and capable of submitting a list of work completed within the past twelve (12) months, at least three (3) business references, and credit references.
- B. Qualification of Subcontractors: Subcontractors shall have the same qualifications as the Contractor. Where items of work are done under subcontractors, each item shall be subject to these Specifications.

1.03 SUBMITTALS

- A. General: Contractor shall submit required submittals to the Architect in accordance with the General Specifications and Special Conditions.
- B. Submittal Requirements:
 - a. Shop Drawings: Show in detail materials, dimensions, and thicknesses, methods of assembly, relation to adjoining work, and other pertinent data and information.
 - b. Product Data: Manufacturer's specifications, installation instructions, and information specifically pertinent to the Work.
 - c. Maintenance and Operating Manuals: Provide manufacturer's written

Fairbank Community Center Audio Visual Specifications

instructions detailing maintenance and operating instructions, including parts list, and cleaning recommendations.

- d. Mock-ups: As required in the contract documents.
- e. Warranties: As required under General Specifications and Special Conditions.

1.04 DELIVERY, STORAGE, AND HANDLING

- A. Contractor is responsible for the complete installation. This may require multiple site visits. No additional costs will be incurred for multiple site visits.
- B. Wrap or crate equipment to prevent damage during shipping and installation.
- C. Do not deliver equipment until spaces in which equipment are to be installed are ready for installation or until special storage space has been made available and approved by the Owner or the Architect.
- D. Provide warehousing and insurance for equipment until installed or until on-site storage is made available.
 - a. Store the equipment in accordance with manufacturer's instructions, with seals and labels intact and legible.
 - b. Arrange storage to provide access for inspection; periodically inspect to assure products are undamaged and maintained under required conditions.
 - c. After installation, provide covers to protect equipment from damage from traffic and construction operations. Remove covers when no longer needed.
 - d. Promptly inspect merchandise to ensure that products comply with requirements, quantities are correct, and the Work is undamaged. Notify Architect of any discrepancies or damage.
 - i. No damaged equipment will be accepted. Items with minor defects or scratches on exposed surfaces will be considered as damaged.
 - ii. Notify Architect immediately when replacement or delivery of missing items will delay installation schedule.
 - e. One month prior to delivery, contact manufacturers to confirm scheduled shipping and delivery dates. Continue checking with manufacturers on a weekly basis until installation of goods in order to ensure up-to-date information on equipment status, thus avoiding sudden last-minute revisions.
 - f. Coordinate delivery routes to all designated locations with the Owner.

Fairbank Community Center Audio Visual Specifications

1.05 SCHEDULING

- A. Submit outline of time required to receive various items from each manufacturer. Indicated total hours required to install, assuming all merchandise is received by the Contractor.
- B. The building will be occupied during installation. Phase and coordinate delivery and installation of equipment to with the Owner so they can optimally use their space.
- C. Confirm item description with manufacturer's numbers in the Equipment Specifications. In the event of a discrepancy, notify the Architect.
- D. If within one month after issuing the purchase order, written acknowledgement has not been received from the manufacturer, contact the manufacturer, and obtain written acknowledgement.
- E. The project duration is estimated is 5 months.

1.06 JOB CONDITIONS

- A. Existing conditions: Contractor will be required to have visited the job site and to be thoroughly familiar with all discernable existing conditions under which the Contractor shall be obliged to operate and conduct the work. The building will be substantially complete and occupied at the time of estimated delivery and installation of equipment. The building will be open to the general public.
- B. Staging facilities: Staging area will be designated by the Contractor as scheduling permits.
- C. Protection: Protect installed equipment, existing construction, and adjacent finishes from damage. Satisfactory repair surfaces damage by the work under this contract. Provide security measures to protect completed work.
- D. Take record photographs after equipment installation. Submit photographs to the Owner and Architect. The intent is to have a record of installed equipment in the event of damage, vandalism or theft during installation.

2 EXECUTION

2.01 PREPARATION

- A. Obtain dimensions affecting work from site.
- B. Observe project progress to deliver and install equipment for areas as areas are

Fairbank Community Center Audio Visual Specifications

ready to receive equipment.

2.02 INSTALLATION

- A. Set equipment and accessories level, plumb, square, and true.
- B. Assemble units including accessory components in accordance with manufacturer's instructions by skilled workers familiar with equipment installation.
- C. Attached files and shelving as required for seismic bracing.
- D. Place accessories, for example, remote controls in designated areas just prior to acceptance of area by Owner.
- E. Ceiling mounted equipment is to be installed in either ceiling tile or gypsum wallboard ceilings. Refer to drawings for installation notes.
- F. Coordinate required control functions and user interface page and button layouts with Owner.

2.03 ADJUSTING AND CLEANING

- A. Adjust doors, drawers, hardware, fixtures, and moving or operating parts to function smoothly and correctly.
- B. Remove crating and packing materials from site on same day as equipment is installed.
- C. Broom clean areas where installation takes place.

2.04 CLOSEOUT DOCUMENTS

- A. Provide as-built drawings indicating the following, but not limited to: signal flow, plans, custom fabricated items.
- B. System program code shall become the property of the Owner.
- C. Provide configuration files for all systems
- D. Provide Operations and Maintenance manuals for each system to the appropriate users or as required by the Owner.
- E. Conduct Owner training on system operations and maintenance

END OF GENERAL EQUIPMENT SPECIFICATIONS

SPECIAL CONDITIONS

SPECIAL CONDITIONS FOR FIXTURES AND EQUIPMENT The following Special Conditions shall apply and govern all equipment suppliers and contractors and their subcontractors in matters of furnishing delivering equipment for this project.

ARTICLE 1. BID DOCUMENTS

The contract of the parties includes the Bid Forms, Inventory, Invitation for Bids, General Conditions, Drawings and Specifications. These documents are to be considered as one, and whatever is called for by one shall be as binding as if called for by all. Any discrepancies or questions as to quantities of any items listed in the documents shall be immediately brought to the attention of the Architect and the Audio-Visual Consultant for correction by addenda during the bidding period. Any such discrepancies determined by the Contractor and not corrected by addenda shall be resolved on the basis of furnishing the greater quantity without any change in contract price. Refer to Inventory for quantities and scope of items in scope, as drawings do not necessarily locate all equipment and may identify some items that are not included in this particular project scope.

The award shall be determined on a total sum basis for all of the items in this bid package. Line-item bids shall not be awarded. Installation for each item shall be included in the individual bid price for that item.

ARTICLE 2. INTENT

It is the intent of these contract documents to include all labor, materials, equipment, and services of every kind necessary to properly execute the work and to cover the terms and conditions of payment thereof, and to establish minimum acceptable requirements for equipment design and construction, and contract performance to assure fulfillment of the intended purpose. The following is a narrative describing the functionality of each room:

- A. **Natatorium 109:** This room is primarily designed to broadcast swim meets!
- B. **Viewing Room 107:** This AV in this room is designed to provide cable and HDMI input. The room has speakers in the ceiling and a hearing assist system.
- C. **Gymnasium 178:** This location will feature local sound system utilizing ceiling mounted speakers distributed throughout the space. It will be separated into two zones so that the space can be divided or combined as required. Wireless microphones will be available (lapel, head worn, handheld TBD) to provide local speech reinforcement

Fairbank Community Center Audio Visual Specifications

for events and announcements. These can be mixed with music playback from a source device. The antennas will be extended from the AV rack and mounted on a wall/ceiling surface in the area so that there is adequate coverage. A variety of sources and device inputs will be made available:

- Input plate located on the wall with RCA and headphone jack

- Bluetooth for wireless playback

- XLR microphone input plates

- Line level input plates

A small wall controller will be available to control the system and adjust levels. A line level output plate (press feed) will be available along should a broadcaster or production company require access to the audio feed. An audio feed will also be sent to the broadcast headend. There will be no installed video system in this location. A projection system will be provided which includes a large screen that can be assembled easily by 2 people in about 15 minutes. The screen is height adjustable and is supported by aluminum legs. All headend equipment will be mounted in an AV rack, located in the gym storage.

- D. **Lobby 198:** A large display will be installed on the wall so that it can easily be seen as people enter the facility. A web-based signage player will be connected and act as the main source. This will easily be controlled through any web browser. This will have the ability to use templates to create messaging and show media content.
- E. **Conference Room 193:** A large display will be mounted on the west wall with a UC soundbar mounted below. The soundbar will include built in microphones, speakers, and an auto-framing camera. Users will be able to connect their laptop at the table via HDMI and USB for presentations, web conferencing, etc. If cable TV is required, a small form factor cable box can be mounted behind the display and connected to the second HDMI port. The included display remote will be used for system control.
- F. **Program Room 1 183:** This room will be set up for hybrid capabilities. A local HDMI input plate will be installed so that a user's device can easily be connected. Cable TV will also be an available source. A local sound system will be installed which will consist of ceiling speakers. A wireless microphone will be available for speech reinforcement. A single ceiling mounted mic array will be installed and will be used for hybrid meetings/learning. The mic array will provide the ability to pick up the entire room so that remote participants can clearly hear the in-room participants. An RF-Based ALS system will be installed and will provide in-ear reinforcement for the

Fairbank Community Center Audio Visual Specifications

hard of hearing. A wide-angle camera will be mounted above the main display and will allow a connected laptop/computer to use this to capture the in-room participants when web conferencing is desired. A computer is required for web conferencing and will need to connect to the HDMI/USB plate in the room.

G. Program Room 4 155: This room will be set up for hybrid capabilities. A local HDMI input plate will be installed so that a user's device can easily be connected. Cable TV will also be an available source. A local sound system will be installed which will consist of ceiling speakers. A wireless microphone will be available for speech reinforcement. A single ceiling mounted mic array will be installed and will be used for hybrid meetings/learning. The mic array will provide the ability to pick up the entire room so that remote participants can clearly hear the in-room participants. An RF-Based ALS system will be installed and will provide in-ear reinforcement for the hard of hearing. A wide-angle camera will be mounted above the main display and will allow a connected laptop/computer to use this to capture the in-room participants when web conferencing is desired. A computer is required for web conferencing and will need to connect to the HDMI/USB plate in the room.

H. Program Room 5 154: This room will be set up for hybrid capabilities. A local HDMI input plate will be installed so that a user's device can easily be connected. Cable TV will also be an available source. A local sound system will be installed which will consist of ceiling speakers. A wireless microphone will be available for speech reinforcement. A single ceiling mounted mic array will be installed and will be used for hybrid meetings/learning. The mic array will provide the ability to pick up the entire room so that remote participants can clearly hear the in-room participants. An RF-Based ALS system will be installed and will provide in-ear reinforcement for the hard of hearing. A wide-angle camera will be mounted above the main display and will allow a connected laptop/computer to use this to capture the in-room participants when web conferencing is desired. A computer is required for web conferencing and will need to connect to the HDMI/USB plate in the room.

I. Program Room 6 153: This room will be set up for hybrid capabilities. A local HDMI input plate will be installed so that a user's device can easily be connected. Cable TV will also be an available source. A local sound system will be installed which will consist of ceiling speakers. A wireless microphone will be available for speech reinforcement. A single ceiling mounted mic array will be installed and will be used for hybrid meetings/learning. The mic array will provide the ability to pick up the

Fairbank Community Center Audio Visual Specifications

entire room so that remote participants can clearly hear the in-room participants. An RF-Based ALS system will be installed and will provide in-ear reinforcement for the hard of hearing. A wide-angle camera will be mounted above the main display and will allow a connected laptop/computer to use this to capture the in-room participants when web conferencing is desired. A computer is required for web conferencing and will need to connect to the HDMI/USB plate in the room.

- J. **Meeting Room 151:** This room will be set up for hybrid capabilities. A large display will be mounted on the west wall with a UC soundbar mounted below. The soundbar will include built in microphones, speakers, and an auto-framing camera. Users will be able to connect their laptop at the table via HDMI and USB for presentations, web conferencing, etc. If cable TV is required, a small form factor cable box can be mounted behind the display and connected to the second HDMI port. The included display remote will be used for system control.
- K. **Fitness Room 123:** This room will be set up for hybrid capabilities. A large display will be mounted on the wall with a camera mounted above. The camera can be used for remote instruction, providing them the ability to see the in-room participants. A local HDMI input plate will be available for users to connect their device. A local sound system, includes a hearing assist system. A local input plate for RCA, headphone and Bluetooth will be installed for music playback. A single head worn wireless microphone will be provided for speech reinforcement. A wall controller will provide control of the system functions. The AV rack will be in AV 123B.
- L. **Arts and Crafts Room 124:** This room will be set up for hybrid capabilities. A local HDMI input plate will be installed so that a user's device can easily be connected. Cable TV will also be an available source. A local sound system will be installed which will consist of ceiling speakers. A wireless microphone will be available for speech reinforcement. A single ceiling mounted mic array will be installed and will be used for hybrid meetings/learning. The mic array will provide the ability to pick up the entire room so that remote participants can clearly hear the in-room participants. An RF-Based ALS system will be installed and will provide in-ear reinforcement for the hard of hearing. A wide-angle camera will be mounted above the main display and will allow a connected laptop/computer to use this to capture the in-room participants when web conferencing is desired. A computer is required for web conferencing and will need to connect to the HDMI/USB plate in the room.
- M. **Multipurpose Room 126:** his is a divisible space that will be able to operate as two

Fairbank Community Center Audio Visual Specifications

independent spaces or combined to make one large room. Each room will have an extra-large display mounted on the wall which will be the main displays when the room is divided. A ceiling mounted projector and screen will be installed and will act as the main display when the room is combined, offering a larger image area. Each display/projector will have an HDMI input plate installed on the same wall. A variety of sources will be available.

Cable box (shared)

HDMI input plates

Bluetooth in each space

Microphone input plates

RCA and headphone input plates.

A local sound system will be installed and consists of ceiling speakers evenly distributed throughout the space. There will be 2 zones that divide and combine as required. Two Wireless microphones per room will be available (lapel, head worn, handheld TBD) to provide local speech reinforcement for events and announcements. These can be mixed with music playback from a source device. The antennas will be extended from the AV rack and mounted on a wall/ceiling surface in the area so that there is adequate coverage. A line level output plate (press feed) will be available along should a broadcaster or production company require access to the audio feed. An audio feed will also be sent to the broadcast headend. Each space will have a wall mounted touch screen to control the room functions. A partition sensor will be installed that will be able to automate room functions and setups based upon the wall state. The AV rack will be in Storage 128.

N. Training Rooms 213/214: This room will be divisible and set up with two TVs on opposite walls with a hearing assistance system and hybrid capabilities.

O. Student Services 206: This room has a 65” display.

ARTICLE 3. PERMITS AND COMPLIANCE WITH CODES

The Successful Bidder shall obtain all necessary permits and pay for all licenses for equipment. **The Town of Sudbury has waived all Town issued Permits.** All audio-visual equipment, associated materials such as cabling, and work shall conform to applicable safety and fire codes.

ARTICLE 4. PROTECTION OF WORK AND PROPERTY

The Successful Bidder shall take all required precautions to protect all furnished equipment against
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Fairbank Community Center Audio Visual Specifications

damage, theft, and deterioration on the site. He or she shall respect the work of others and any accidental damage incurred to the work of others shall be promptly repaired or replaced at the expense of the Successful Bidder. All equipment shall be left in the proper location within the building and assembled as required with all manufacturer's directions and maintenance manuals, either attached or delivered to the Owner's representative in duplicate.

ARTICLE 5. CHANGES IN EQUIPMENT OR WORK

Subject to Chapter 30B of the Massachusetts General Laws, the Owner may order changes in the equipment or requirements and vary the quantity of items specified herein. All changes for additional equipment or revisions must be submitted in advance to the Owner for approval.

ARTICLE 6. SAMPLES

On request and without cost to the Owner, any bidder shall submit such samples of finishes and/or equipment which in the opinion of the Owner, Architect, and/or Audio-Visual Consultant are necessary to judge adequately the character, quality, and construction of his product, and failure to comply within the time prescribed shall be deemed sufficient grounds for rejection of the bid. Samples submitted by a Successful Bidder may be impounded by the Owner for the period of the contract for comparison of materials delivered to the job site to assure they conform in every aspect to the approved samples submitted. Materials delivered that fail to conform to the approved samples shall be rejected.

ARTICLE 7. PAYMENT SCHEDULE

The Owner may approve the Successful Bidder's invoice for payments of materials delivered and requirements completed of up to eighty-five percent (85%) of the contract price; the balance of fifteen percent (15%) being withheld until final approval and acceptance of contractual obligations.

ARTICLE 8. DELIVERY INSTALLATION

Delivery location shall be 40 Fairbank Road, Sudbury. Delivery of all materials and equipment shall be completed in accordance with the schedule set forth below.

Acceptance of goods shall occur when the awarding authority signifies in writing to the Contractor that the goods are conforming.

- a. All labor required to deliver, uncrate, distribute, assemble, and install materials or equipment purchased under this agreement shall be at the Successful Bidder's expense. Assembly and installation, where required, shall include all miscellaneous

Town of Sudbury Facilities | 275 Old Lancaster Road | Sudbury MA 01776 | Tel.: (978) 440-5466

Fairbank Community Center Audio Visual Specifications

- hardware and components required for complete assembly of each product and system
- b. The Successful Bidder will be expected to work in harmony with the on-site labor force. (Additional information is available upon request.)
 - c. Prevailing wage applies for items in Section D. The Prevailing Wage Schedule for this project is attached to this bid.
 - d. Deliveries will not be accepted unless previously scheduled with the Town of Sudbury. A minimum of one (1) weeks' notice is required. No deliveries will be accepted without prior notice and approval by Owner.
 - e. Before any product is brought into the space, a walk through will be conducted by the installation foreman and the client contact to note any existing building damages or conditions, as well as to confirm access clearances.
 - f. The Successful Bidder will be responsible for providing, placing, and removing any protective materials over floors, walls, and door frames etc., to the satisfaction of the Town of Sudbury. The building is two stories tall with an elevator. Parking is available, though there is no loading dock.
 - g. The Successful Bidder will be responsible, at his or her own expense, for separating and disposing of project-related waste and packaging materials. This may include sorting of any non-reusable/recyclable cardboard, skids, and any and all waste materials.
 - h. All products will be installed per manufacturer's specifications and be plumb and aligned. Installation manuals shall be submitted to Owner on award of contract.
 - i. After installation, the Successful Bidder's project manager will conduct a walk through with the Owner to develop a "punch list" of incomplete items. A list of items to be repaired and a schedule shall be submitted to the Architect and the Audio-Visual Consultant prior to their formal review of the installation. Punch list items include missing, damaged, or incorrect products which cannot be installed per the approved plan. The job is complete if all products are installed satisfactorily per the contract documents, all requirements under Section 2.02 have been met, and all systems function as intended per Owner. The punch list items must be corrected in ten (10) working days from walk-through.

ARTICLE 9. INSURANCE

- A. Bidder shall provide proof of insurance at time of contract execution. Insurance limits shall be requirements as follows

Town of Sudbury Facilities | 275 Old Lancaster Road | Sudbury MA 01776 | Tel.: (978) 440-5466

Fairbank Community Center Audio Visual Specifications

- i. Commercial General Liability:
 1. \$1,000,000 Each Occurrence
 2. \$300,000 Damage To Rented Premises Each Occurrence
 3. \$15,000 Medical Expenses
 4. \$1,000,000 Personal And Advertising
 5. \$2,000,000 General Aggregate
 6. \$2,000,000 Products-Completed Operations Aggregate
- ii. Automobile Liability:
 1. \$1,000,000 Combined Single Limit
- iii. Umbrella Liability:
 1. \$1,000,000 Aggregate

ARTICLE 10. PROCEED

It is the Intent of the Owner to Execute a Contract with the Successful Bidder on or about November 15, 2023. In the event signing is delayed due to availability of a Town signatory, the Successful Bidder must be willing to proceed with a Notice of Award Letter of Intent from the Owner.

END OF SPECIAL CONDITIONS

Audio Visual Specifications Bid Package

Section B: Contract Form

AGREEMENT
FOR AUDIO VISUAL PACKAGE SERVICES
FAIRBANK COMMUNITY CENTER

Effective (INSERT DATE) _____, (INSERT COMPANY NAME AND ADDRESS) _____ (hereinafter "Contractor") and the TOWN OF SUDBURY, by its Town Manager, (hereinafter "Town") with the address 278 Old Sudbury Rd., Sudbury, MA 01776 hereby agree as follows:

Contractor shall provide labor and materials for to provide the scope described as Audio Visual Package, Fairbank Community Center, located at 40 Fairbank Road, Sudbury, MA 01776, as set forth in the proposal attached hereto and made part of this contract.

The Town shall pay for the services provided in the amount of _____ (\$ _____)

The contract term shall commence _____, 2023 and terminate _____, 2024 unless otherwise agreed.

The Contractor shall submit invoices to the Town of Sudbury by email to Sandra Duran durans@sudbury.ma.us, the Town's Combined Facilities Director. Invoices will be batched and submitted monthly to the Town and payment shall be made within thirty (30) days after receipt of an invoice by the Town upon satisfactory performance.

The Contractor shall at all times be acting as an independent contractor and not as an agent for, partner or joint venture with the Town.

Prior to commencement of work, Contractor shall provide evidence of insurance, and shall add the Town of Sudbury as an additional insured on all liability policies.

Contractor shall comply with all local, state and federal laws and regulations concerning workplace and employee safety.

The Town may terminate this agreement at any time upon seven (7) days written notice. If such termination is without the fault of the Contractor, the Town shall pay the Contractor all compensation and reimbursement due to the Contractor up to the date of termination, including proportionate payment for completed portions of uncompleted work. Such payment shall not exceed the fair value of the work, as the Town shall determine.

Notices shall be sent to the Town to the attention of:

Town Manager
Town of Sudbury
278 Old Sudbury Road
Sudbury, MA 01776

AGREEMENT FOR AUDIO VISUAL PACKAGE SERVICES
FAIRBANK COMMUNITY CENTER -CONTINUED

With a copy to :
Sandra Duran, Combined Facilities Director
Town of Sudbury Facilities Department
275 Old Lancaster Road
Sudbury MA, 01776

and to the Contractor to:

The Contractor shall indemnify and save harmless the Town and all of its officers, agents and employees against all costs, damages, suits and claims of liability of every name and nature arising out of the performance under this agreement.

This Agreement shall be deemed to be executed and delivered within the Commonwealth of Massachusetts and shall be governed and construed in accordance with the laws of said Commonwealth.

TOWN OF SUDBURY:
By its Town Manager

(Company Name)

Andrew J. Sheehan

Name:
Title:

Date: _____

Date: _____

Audio Visual Specifications Bid Package

Section C:

Notifications

Weekly Payroll Report/Compliance Form

Prevailing Wage Rate Tables

<https://www.mass.gov/info-details/prevaling-wage-notices>

Notice to awarding authorities for projects funded through the American Rescue Plan Act

All public works construction projects are subject to the provisions of the Prevailing Wage Act (G.L. c. 149, §§ 26 & 27), which establishes wage rates to be paid to employees in certain trades on public construction projects. As with any public works construction project, public works construction projects funded through the 2021 Federal American Rescue Plan Act (“ARPA”), which provides relief to address the continued impact of the COVID-19 pandemic, are subject to prevailing wage. Persons awarding contracts for public works construction projects that are funded in whole or in part by ARPA must comply with the provisions of both the Federal Davis Bacon Act and the Massachusetts Prevailing Wage Act. Awarding authorities utilizing ARPA as a funding source must obtain prevailing wage rate schedules from the Massachusetts Department of Labor Standards and from the U.S. Department of Labor and must incorporate both sets of wage rates in the contract and require that the higher of the two rates be paid for each trade.

Changes to weekly payroll requirements for contractors

On March 26, 2014, amendments made to the state prevailing wage law, M.G.L. c. 149, sec. 27B, affect the certified payroll records that contractors and subcontractors must submit to an awarding authority. Effective June 24, 2014, contractors and subcontractors must submit weekly payroll records: (1) by first class mail, or (2) by electronic mail. Furthermore, **every weekly submittal of payroll records** must contain a signed statement by the employer that indicates (1) that the records are correct, and (2) the rate of wages that each worker receives.

In an effort to aid contractor compliance, DLS has updated its model [Weekly Statement of Compliance](#), as well as its [Massachusetts Weekly Certified Payroll Report Form](#).

Below is M.G.L. s. 149, sec. 27B showing the amended language which becomes effective June 24, 2014:

“Section 27B. Every contractor, subcontractor or public body engaged in said public works project by an agency, executive office, department, board, commission, bureau, division or authority of the commonwealth or county, or municipality or any subdivision thereof to which sections twenty-seven and twenty-seven-A apply shall keep a true and accurate record of all mechanics and apprentices, teamsters, chauffeurs and laborers employed thereon, showing the name, address and occupational classification of each such employee on said works, and the hours worked by, and the wages paid to, each such

employee, and shall submit weekly to the awarding authority by mail, first class postage prepaid, or by electronic mail, certified payroll records that shall consist of a complete copy of those records accompanied by a statement signed by the employer that indicates (1) the records are correct; and (2) the rate of wages paid to each performing the work of mechanic, apprentice, teamsters, chauffeurs, and laborers, and shall promptly furnish to the attorney general or his representative, upon his request, a copy of said record, signed by the employer or his authorized agent under the penalties of perjury. For every week in which an apprentice is employed by a contractor, subcontractor or public body subject to this section, a photocopy of the apprentice's apprentice identification card, issued pursuant to section 11W of chapter 23, shall be attached to the records submitted under this section. Such records shall be open to inspection by any authorized representative of the department at any reasonable time, and as often as may be necessary. Every contractor and subcontractor required to keep such a record shall submit a copy of said record to the awarding authority directly on a weekly basis.

Two new opinion letters issued in 2014.

- *One addresses the [PW-03-13-14](#).*
- *The other addresses the [PW-Opinion-05-19-14](#).*

DLS opinion letters are not subject to direct court appeal

The Massachusetts Appeals Court has found that an employer may not seek court review of a DLS opinion letter on job classification or wage rate without first appealing the determination through the administrative process. Yankee Technology, Inc. v. Commissioner of the Division of Occupational Safety, 13-P-432 (2/5/14). The Appeals Court affirmed the Superior Court's decision that certiorari and declaratory judgment are not available when bypassing M.G.L. c. 149, section 27A. The DLS (formerly DOS) sets prevailing wages for employees engaged in the construction of public works by reference to collective bargaining agreements and understandings in the construction industry. Section 27A describes how to appeal the DLS classification or rate determination, by serving notice of appeal within five days of the first advertisement or call for bids. The DLS issued three opinion letters regarding certain tasks performed by employees of Yankee Technology, Inc. Yankee never sought appeal under section 27A, but sought declaratory and certiorari relief in Superior Court. The Appeals Court upheld the finding of the Superior Court that the opinion letters did not arise from a "judicial or quasi-judicial proceeding," therefore, certiorari relief was unavailable. Since Yankee had bypassed the administrative remedy under section 27A, neither certiorari nor declaratory relief was available.

This decision follows two other recent decisions by the Massachusetts Supreme Judicial Court and Superior Court that declined to address an employer's challenge to the binding effect of DLS opinion letters.

Revised format for prevailing wage schedules

Effective November 18, 2011, the Department of Labor Standards (DLS) will commence to issue prevailing wage schedules for public works projects in a format which will reflect the breakdown of the total wage rates by displaying the base wage and benefit contributions for each job classification. The revised schedules will also display the trade organization from which the wage rate is derived. There is no change in the method by which the wage rates are calculated – only the format has changed. DLS has adopted this new format to increase transparency in the rate setting process.

The prevailing wage statute provides that payments by employers to health and welfare plans, pension plans and supplementary unemployment benefit plans under collective bargaining agreements or understandings between organized labor and employers be included in the wage rates. M.G.L. c. 149 §§ 26 and 27. Currently, the DLS wage schedules reflect only the total wage rate for each job classification.

Notice to contractors and awarding authorities regarding calculation of apprentice wage rates

Issued July 13, 2010. Pursuant to Division of Occupational Safety (DOS) Opinion Letter PW-2010-03-03.16.10, DLS opinion letter, effective March 18, 2010, the prevailing wage rates for apprentices are published on the rates sheets based upon the actual wages and benefits paid to apprentices under applicable collective bargaining agreements, as required by the Massachusetts prevailing wage law. M.G.L. c. 149, §§ 26, 27 et. seq. In many cases, collective bargaining agreements provide that apprentices in the first year(s) of the apprentice program receive fewer benefits than journeymen and apprentices in later years of the program. The published rates include only those benefits that the apprentice at each step is entitled to receive under the applicable collective bargaining agreement.

All contractors and subcontractors are required to pay apprentices not less than the rate published. They may deduct from the published rate the hourly value of any allowable benefits that they actually contribute on behalf of the apprentice and pay the apprentice the remainder in wages.

Notice of prevailing wage classification

For the purposes of M.G.L. c. 149, sections 26 and 27, which comprise the Massachusetts prevailing wage law for public works projects performed within the Commonwealth, the following job classifications are applicable for asbestos removal:

“Asbestos worker (pipes and tanks)” is the proper classification for the removal of asbestos on piping, fittings, valves, boilers, ducts, flues, tanks, vats, or equipment for the purposes of thermal control, including HVAC systems, except in instances where the piping, fittings, valves, boilers, ducts, flues, tanks, vats, and equipment for the purposes of thermal controls, are being demolished, in which case the applicable wage rate would be that of a “laborer hazardous waste/asbestos remover.”

“Laborer hazardous waste/asbestos remover” is the proper classification for the removal of asbestos from the structural part of a building including all asbestos removal on piping, fittings, valves, boilers, ducts, flues, tanks, vats, or equipment for the purposes of thermal controls (including HVAC systems) when such equipment or systems will be demolished.

END OF PREVAILING WAGE RATE NOTIFICATIONS

WEEKLY CERTIFIED PAYROLL REPORT AND WORKFORCE PARTICIPATION FORM

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

WORKFORCE PARTICIPATION GOALS: The Commonwealth of Massachusetts has set the following goals for workforce participation for minorities and women. The participation goals for this project shall be 15.3% for minorities and 6.9% for women. The Contractor shall strive to achieve on this project the labor workforce participation goals contained herein. **The Contractor shall enter the number of hours worked in each trade by each employee, identified as woman, minority, or non-minority below.**

Company Name:	Address:	Phone No.:	Payroll No.:
Employer's Signature:	Title:	Contract No.:	Tax Payer ID #:
Awarding Authority Name:	Public Works Project Name:	Public Works Project Location:	Min. Wage Rate Sheet Number:

General / Prime Contractor's Name: _____ Subcontractor's Name: _____

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

APPRENTICESHIP DOCUMENTATION: Please answer the questions below.

(1) Are any apprentice employees identified above? YES NO

(2) If yes, are all apprentice employees identified above currently registered with the MA DLS Division of Apprentice Standards? YES NO

(3) If yes, is a copy of the apprentice ID card issued by the MA DLS Division of Apprentice Standards included for all apprentice employees identified above? YES NO

PAGE _____ OF _____

WEEKLY STATEMENT OF COMPLIANCE

In accordance with Massachusetts General Law c. 149, §27B, a true and accurate record must be kept of all persons employed on the public works project for which the enclosed rates have been provided. A Payroll Form is available from the Department of Labor Standards (DLS) at mass.gov/dols/pw and includes all the information required to be kept by law. Every contractor or subcontractor is required to keep these records and preserve them for a period of three years from the date of completion of the contract.

On a weekly basis, every contractor and subcontractor is required to submit a certified copy of their weekly payroll records to the awarding authority; this includes the payroll forms and the Statement of Compliance form. The certified payroll records must be submitted either by regular mail or by e-mail to the awarding authority. Once collected, the awarding authority is required to preserve those records for three years from the date of completion of the project.

Each such contractor and subcontractor shall furnish weekly **and** within 15 days after completion of its portion of the work, to the awarding authority directly by first-class mail or email, a statement, executed by the contractor, subcontractor or by any authorized officer thereof who supervised the payment of wages, this form, accompanied by their payroll:

WEEKLY STATEMENT OF COMPLIANCE

_____, 20____

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

do hereby state:

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

_____ on the _____
(Contractor, subcontractor or public body) (Building or project)

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

Signature _____

Title _____



MAURA HEALEY
Governor

KIM DRISCOLL
Lt. Governor

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

Prevailing Wage Rates

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

LAUREN JONES
Secretary

MICHAEL FLANAGAN
Director

Awarding Authority: Town of Sudbury
Contract Number: **City/Town:** SUDBURY
Description of Work: Furnishing and Installing Audio Visual Equipment Low Voltage Wiring connections and integration
Job Location: 40 Fairbank Road Sudbury, MA 01776

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 annual update requirement is not applicable to 27F "rental of equipment" contracts. **The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.**
- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or a sub-contractor.
- Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.**
- Every contractor or subcontractor working on the construction project must submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. For a sample payroll reporting form go to <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Contractors must obtain the wage schedules from awarding authorities. Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$35.95	\$13.41	\$16.01	\$0.00	\$65.37
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.14	\$13.41	\$16.01	\$0.00	\$65.56
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2023	\$38.21	\$9.40	\$16.89	\$0.00	\$64.50
	12/01/2023	\$39.11	\$9.40	\$16.89	\$0.00	\$65.40
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	06/01/2023	\$38.21	\$9.40	\$16.89	\$0.00	\$64.50
	12/01/2023	\$39.11	\$9.40	\$16.89	\$0.00	\$65.40
	06/01/2024	\$40.44	\$9.40	\$16.89	\$0.00	\$66.73
	12/01/2024	\$41.77	\$9.40	\$16.89	\$0.00	\$68.06
	06/01/2025	\$43.16	\$9.40	\$16.89	\$0.00	\$69.45
	12/01/2025	\$44.54	\$9.40	\$16.89	\$0.00	\$70.83
	06/01/2026	\$45.98	\$9.40	\$16.89	\$0.00	\$72.27
	12/01/2026	\$47.42	\$9.40	\$16.89	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	12/01/2020	\$38.10	\$12.80	\$9.45	\$0.00	\$60.35
ASPHALT RAKER <i>LABORERS - ZONE 2</i>	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
	06/01/2024	\$39.94	\$9.40	\$16.89	\$0.00	\$66.23
	12/01/2024	\$41.27	\$9.40	\$16.89	\$0.00	\$67.56
	06/01/2025	\$42.66	\$9.40	\$16.89	\$0.00	\$68.95
	12/01/2025	\$44.04	\$9.40	\$16.89	\$0.00	\$70.33
	06/01/2026	\$45.48	\$9.40	\$16.89	\$0.00	\$71.77
	12/01/2026	\$46.92	\$9.40	\$16.89	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2023	\$54.28	\$14.75	\$16.15	\$0.00	\$85.18
	12/01/2023	\$55.53	\$14.75	\$16.15	\$0.00	\$86.43
	06/01/2024	\$56.83	\$14.75	\$16.15	\$0.00	\$87.73
	12/01/2024	\$58.28	\$14.75	\$16.15	\$0.00	\$89.18
	06/01/2025	\$59.58	\$14.75	\$16.15	\$0.00	\$90.48
	12/01/2025	\$61.03	\$14.75	\$16.15	\$0.00	\$91.93
	06/01/2026	\$62.33	\$14.75	\$16.15	\$0.00	\$93.23
	12/01/2026	\$63.78	\$14.75	\$16.15	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2023	\$54.28	\$14.75	\$16.15	\$0.00	\$85.18
	12/01/2023	\$55.53	\$14.75	\$16.15	\$0.00	\$86.43
	06/01/2024	\$56.83	\$14.75	\$16.15	\$0.00	\$87.73
	12/01/2024	\$58.28	\$14.75	\$16.15	\$0.00	\$89.18
	06/01/2025	\$59.58	\$14.75	\$16.15	\$0.00	\$90.48
	12/01/2025	\$61.03	\$14.75	\$16.15	\$0.00	\$91.93
	06/01/2026	\$62.33	\$14.75	\$16.15	\$0.00	\$93.23
	12/01/2026	\$63.78	\$14.75	\$16.15	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 2</i>	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 2</i>	06/01/2023	\$38.21	\$9.40	\$16.89	\$0.00	\$64.50
	12/01/2023	\$39.11	\$9.40	\$16.89	\$0.00	\$65.40
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	06/01/2023	\$38.21	\$9.40	\$16.89	\$0.00	\$64.50
	12/01/2023	\$39.11	\$9.40	\$16.89	\$0.00	\$65.40
	06/01/2024	\$40.44	\$9.40	\$16.89	\$0.00	\$66.73
	12/01/2024	\$41.77	\$9.40	\$16.89	\$0.00	\$68.06
	06/01/2025	\$43.16	\$9.40	\$16.89	\$0.00	\$69.45
	12/01/2025	\$44.54	\$9.40	\$16.89	\$0.00	\$70.83
	06/01/2026	\$45.98	\$9.40	\$16.89	\$0.00	\$72.27
	12/01/2026	\$47.42	\$9.40	\$16.89	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2023	\$47.37	\$7.07	\$20.31	\$0.00	\$74.75
	01/01/2024	\$48.12	\$7.07	\$20.60	\$0.00	\$75.79

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$30.79	\$7.07	\$13.22	\$0.00	\$51.08
2	65	\$30.79	\$7.07	\$13.22	\$0.00	\$51.08
3	70	\$33.16	\$7.07	\$14.23	\$0.00	\$54.46
4	75	\$35.53	\$7.07	\$15.24	\$0.00	\$57.84
5	80	\$37.90	\$7.07	\$16.25	\$0.00	\$61.22
6	85	\$40.26	\$7.07	\$17.28	\$0.00	\$64.61
7	90	\$42.63	\$7.07	\$18.28	\$0.00	\$67.98
8	95	\$45.00	\$7.07	\$19.32	\$0.00	\$71.39

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)	02/01/2023	\$60.35	\$11.49	\$22.34	\$0.00	\$94.18
BRICKLAYERS LOCAL 3 (WALTHAM)	08/01/2023	\$62.40	\$11.49	\$22.34	\$0.00	\$96.23
	02/01/2024	\$63.65	\$11.49	\$22.34	\$0.00	\$97.48
	08/01/2024	\$65.75	\$11.49	\$22.34	\$0.00	\$99.58
	02/01/2025	\$67.05	\$11.49	\$22.34	\$0.00	\$100.88
	08/01/2025	\$69.20	\$11.49	\$22.34	\$0.00	\$103.03
	02/01/2026	\$70.55	\$11.49	\$22.34	\$0.00	\$104.38
	08/01/2026	\$72.75	\$11.49	\$22.34	\$0.00	\$106.58
	02/01/2027	\$74.15	\$11.49	\$22.34	\$0.00	\$107.98

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.18	\$11.49	\$22.34	\$0.00	\$64.01
2	60	\$36.21	\$11.49	\$22.34	\$0.00	\$70.04
3	70	\$42.25	\$11.49	\$22.34	\$0.00	\$76.08
4	80	\$48.28	\$11.49	\$22.34	\$0.00	\$82.11
5	90	\$54.32	\$11.49	\$22.34	\$0.00	\$88.15

Effective Date - 08/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$31.20	\$11.49	\$22.34	\$0.00	\$65.03
2	60	\$37.44	\$11.49	\$22.34	\$0.00	\$71.27
3	70	\$43.68	\$11.49	\$22.34	\$0.00	\$77.51
4	80	\$49.92	\$11.49	\$22.34	\$0.00	\$83.75
5	90	\$56.16	\$11.49	\$22.34	\$0.00	\$89.99

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER	06/01/2023	\$53.69	\$14.75	\$16.15	\$0.00	\$84.59
<i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2023	\$54.93	\$14.75	\$16.15	\$0.00	\$85.83
	06/01/2024	\$56.21	\$14.75	\$16.15	\$0.00	\$87.11
	12/01/2024	\$57.65	\$14.75	\$16.15	\$0.00	\$88.55
	06/01/2025	\$58.93	\$14.75	\$16.15	\$0.00	\$89.83
	12/01/2025	\$60.37	\$14.75	\$16.15	\$0.00	\$91.27
	06/01/2026	\$61.65	\$14.75	\$16.15	\$0.00	\$92.55
	12/01/2026	\$63.09	\$14.75	\$16.15	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN	06/01/2023	\$44.73	\$9.40	\$17.97	\$0.00	\$72.10
<i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2023	\$45.98	\$9.40	\$17.97	\$0.00	\$73.35
	06/01/2024	\$47.46	\$9.40	\$17.97	\$0.00	\$74.83
	12/01/2024	\$48.93	\$9.40	\$17.97	\$0.00	\$76.30
	06/01/2025	\$50.43	\$9.40	\$17.97	\$0.00	\$77.80
	12/01/2025	\$51.93	\$9.40	\$17.97	\$0.00	\$79.30
	06/01/2026	\$53.48	\$9.40	\$17.97	\$0.00	\$80.85
	12/01/2026	\$54.98	\$9.40	\$17.97	\$0.00	\$82.35

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2023	\$43.58	\$9.40	\$17.97	\$0.00	\$70.95
	12/01/2023	\$44.83	\$9.40	\$17.97	\$0.00	\$72.20
	06/01/2024	\$46.31	\$9.40	\$17.97	\$0.00	\$73.68
	12/01/2024	\$47.78	\$9.40	\$17.97	\$0.00	\$75.15
	06/01/2025	\$49.28	\$9.40	\$17.97	\$0.00	\$76.65
	12/01/2025	\$50.78	\$9.40	\$17.97	\$0.00	\$78.15
	06/01/2026	\$52.33	\$9.40	\$17.97	\$0.00	\$79.70
	12/01/2026	\$53.83	\$9.40	\$17.97	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2023	\$43.58	\$9.40	\$17.97	\$0.00	\$70.95
	12/01/2023	\$44.83	\$9.40	\$17.97	\$0.00	\$72.20
	06/01/2024	\$46.31	\$9.40	\$17.97	\$0.00	\$73.68
	12/01/2024	\$47.78	\$9.40	\$17.97	\$0.00	\$75.15
	06/01/2025	\$49.28	\$9.40	\$17.97	\$0.00	\$76.65
	12/01/2025	\$50.78	\$9.40	\$17.97	\$0.00	\$78.15
	06/01/2026	\$52.33	\$9.40	\$17.97	\$0.00	\$79.70
	12/01/2026	\$53.83	\$9.40	\$17.97	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS-ZONE 2 (Eastern Massachusetts)</i>	03/01/2023	\$45.12	\$9.33	\$19.97	\$0.00	\$74.42

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.56	\$9.33	\$1.73	\$0.00	\$33.62
2	60	\$27.07	\$9.33	\$1.73	\$0.00	\$38.13
3	70	\$31.58	\$9.33	\$14.78	\$0.00	\$55.69
4	75	\$33.84	\$9.33	\$14.78	\$0.00	\$57.95
5	80	\$36.10	\$9.33	\$16.51	\$0.00	\$61.94
6	80	\$36.10	\$9.33	\$16.51	\$0.00	\$61.94
7	90	\$40.61	\$9.33	\$18.24	\$0.00	\$68.18
8	90	\$40.61	\$9.33	\$18.24	\$0.00	\$68.18

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$30.71/ 3&4 \$36.93/ 5&6 \$56.82/ 7&8 \$63.06

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME <i>CARPENTERS-ZONE 3 (Wood Frame)</i>	04/01/2023	\$24.16	\$7.21	\$4.80	\$0.00	\$36.17
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All Aspects of New Wood Frame Work

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER (Wood Frame) - Zone 3

Effective Date - 04/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.50	\$7.21	\$0.00	\$0.00	\$21.71
2	60	\$14.50	\$7.21	\$0.00	\$0.00	\$21.71
3	65	\$15.70	\$7.21	\$0.00	\$0.00	\$22.91
4	70	\$16.91	\$7.21	\$0.00	\$0.00	\$24.12
5	75	\$18.12	\$7.21	\$3.80	\$0.00	\$29.13
6	80	\$19.33	\$7.21	\$3.80	\$0.00	\$30.34
7	85	\$20.54	\$7.21	\$3.80	\$0.00	\$31.55
8	90	\$21.74	\$7.21	\$3.80	\$0.00	\$32.75

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$17.86/ 3&4 \$20.22/ 5&6 \$27.57/ 7&8 \$29.94

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING	01/01/2023	\$49.45	\$12.75	\$22.74	\$0.87	\$85.81
BRICKLAYERS LOCAL 3 (WALTHAM)	07/01/2023	\$50.59	\$12.75	\$22.74	\$0.87	\$86.95
	01/01/2024	\$51.73	\$12.75	\$22.74	\$0.87	\$88.09

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (Waltham)

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.73	\$12.75	\$15.49	\$0.00	\$52.97
2	60	\$29.67	\$12.75	\$17.99	\$0.87	\$61.28
3	65	\$32.14	\$12.75	\$18.99	\$0.87	\$64.75
4	70	\$34.62	\$12.75	\$19.99	\$0.87	\$68.23
5	75	\$37.09	\$12.75	\$20.99	\$0.87	\$71.70
6	80	\$39.56	\$12.75	\$21.99	\$0.87	\$75.17
7	90	\$44.51	\$12.75	\$22.99	\$0.87	\$81.12

Effective Date - 07/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.30	\$12.75	\$15.49	\$0.00	\$53.54
2	60	\$30.35	\$12.75	\$17.99	\$0.87	\$61.96
3	65	\$32.88	\$12.75	\$18.99	\$0.87	\$65.49
4	70	\$35.41	\$12.75	\$19.99	\$0.87	\$69.02
5	75	\$37.94	\$12.75	\$20.99	\$0.87	\$72.55
6	80	\$40.47	\$12.75	\$21.99	\$0.87	\$76.08
7	90	\$45.53	\$12.75	\$22.99	\$0.87	\$82.14

Notes:

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

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
LABORERS - ZONE 2	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90

For apprentice rates see "Apprentice- LABORER"

CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES	06/01/2023	\$55.35	\$14.75	\$16.15	\$0.00	\$86.25
OPERATING ENGINEERS LOCAL 4	12/01/2023	\$56.63	\$14.75	\$16.15	\$0.00	\$87.53
	06/01/2024	\$57.95	\$14.75	\$16.15	\$0.00	\$88.85
	12/01/2024	\$59.43	\$14.75	\$16.15	\$0.00	\$90.33
	06/01/2025	\$60.76	\$14.75	\$16.15	\$0.00	\$91.66
	12/01/2025	\$62.23	\$14.75	\$16.15	\$0.00	\$93.13
	06/01/2026	\$63.56	\$14.75	\$16.15	\$0.00	\$94.46
	12/01/2026	\$65.04	\$14.75	\$16.15	\$0.00	\$95.94

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

COMPRESSOR OPERATOR	06/01/2023	\$35.30	\$14.75	\$16.15	\$0.00	\$66.20
OPERATING ENGINEERS LOCAL 4	12/01/2023	\$36.12	\$14.75	\$16.15	\$0.00	\$67.02
	06/01/2024	\$36.97	\$14.75	\$16.15	\$0.00	\$67.87
	12/01/2024	\$37.92	\$14.75	\$16.15	\$0.00	\$68.82
	06/01/2025	\$38.77	\$14.75	\$16.15	\$0.00	\$69.67
	12/01/2025	\$39.72	\$14.75	\$16.15	\$0.00	\$70.62
	06/01/2026	\$40.58	\$14.75	\$16.15	\$0.00	\$71.48
	12/01/2026	\$41.53	\$14.75	\$16.15	\$0.00	\$72.43

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) PAINTERS LOCAL 35 - ZONE 2	01/01/2023	\$56.06	\$8.65	\$23.05	\$0.00	\$87.76
	07/01/2023	\$57.26	\$8.65	\$23.05	\$0.00	\$88.96
	01/01/2024	\$58.46	\$8.65	\$23.05	\$0.00	\$90.16
	07/01/2024	\$59.66	\$8.65	\$23.05	\$0.00	\$91.36
	01/01/2025	\$60.86	\$8.65	\$23.05	\$0.00	\$92.56

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.03	\$8.65	\$0.00	\$0.00	\$36.68
2	55	\$30.83	\$8.65	\$6.27	\$0.00	\$45.75
3	60	\$33.64	\$8.65	\$6.84	\$0.00	\$49.13
4	65	\$36.44	\$8.65	\$7.41	\$0.00	\$52.50
5	70	\$39.24	\$8.65	\$19.63	\$0.00	\$67.52
6	75	\$42.05	\$8.65	\$20.20	\$0.00	\$70.90
7	80	\$44.85	\$8.65	\$20.77	\$0.00	\$74.27
8	90	\$50.45	\$8.65	\$21.91	\$0.00	\$81.01

Effective Date - 07/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.63	\$8.65	\$0.00	\$0.00	\$37.28
2	55	\$31.49	\$8.65	\$6.27	\$0.00	\$46.41
3	60	\$34.36	\$8.65	\$6.84	\$0.00	\$49.85
4	65	\$37.22	\$8.65	\$7.41	\$0.00	\$53.28
5	70	\$40.08	\$8.65	\$19.63	\$0.00	\$68.36
6	75	\$42.95	\$8.65	\$20.20	\$0.00	\$71.80
7	80	\$45.81	\$8.65	\$20.77	\$0.00	\$75.23
8	90	\$51.53	\$8.65	\$21.91	\$0.00	\$82.09

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN LABORERS - ZONE 2	06/01/2023	\$43.73	\$9.40	\$17.82	\$0.00	\$70.95
	12/01/2023	\$44.98	\$9.40	\$17.82	\$0.00	\$72.20
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS - ZONE 2	06/01/2023	\$44.73	\$9.40	\$17.82	\$0.00	\$71.95
	12/01/2023	\$45.98	\$9.40	\$17.82	\$0.00	\$73.20
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS LABORERS - ZONE 2	06/01/2023	\$44.48	\$9.40	\$17.82	\$0.00	\$71.70
	12/01/2023	\$45.73	\$9.40	\$17.82	\$0.00	\$72.95
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER LABORERS - ZONE 2	06/01/2023	\$44.73	\$9.40	\$17.82	\$0.00	\$71.95
	12/01/2023	\$45.98	\$9.40	\$17.82	\$0.00	\$73.20
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2023	\$44.48	\$9.40	\$17.82	\$0.00	\$71.70
	12/01/2023	\$45.73	\$9.40	\$17.82	\$0.00	\$72.95
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 2</i>	06/01/2023	\$43.73	\$9.40	\$17.82	\$0.00	\$70.95
	12/01/2023	\$44.98	\$9.40	\$17.82	\$0.00	\$72.20
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2023	\$53.69	\$14.75	\$16.15	\$0.00	\$84.59
	12/01/2023	\$54.93	\$14.75	\$16.15	\$0.00	\$85.83
	06/01/2024	\$56.21	\$14.75	\$16.15	\$0.00	\$87.11
	12/01/2024	\$57.65	\$14.75	\$16.15	\$0.00	\$88.55
	06/01/2025	\$58.93	\$14.75	\$16.15	\$0.00	\$89.83
	12/01/2025	\$60.37	\$14.75	\$16.15	\$0.00	\$91.27
	06/01/2026	\$61.65	\$14.75	\$16.15	\$0.00	\$92.55
	12/01/2026	\$63.09	\$14.75	\$16.15	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) <i>DRAWBRIDGE - SEIU LOCAL 888</i>	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN <i>ELECTRICIANS LOCAL 103</i>	03/01/2023	\$59.23	\$13.00	\$21.63	\$0.00	\$93.86

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELECTRICIAN - Local 103

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$23.69	\$13.00	\$0.71	\$0.00	\$37.40
2	40	\$23.69	\$13.00	\$0.71	\$0.00	\$37.40
3	45	\$26.65	\$13.00	\$16.13	\$0.00	\$55.78
4	45	\$26.65	\$13.00	\$16.13	\$0.00	\$55.78
5	50	\$29.62	\$13.00	\$16.63	\$0.00	\$59.25
6	55	\$32.58	\$13.00	\$17.13	\$0.00	\$62.71
7	60	\$35.54	\$13.00	\$17.63	\$0.00	\$66.17
8	65	\$38.50	\$13.00	\$18.13	\$0.00	\$69.63
9	70	\$41.46	\$13.00	\$18.62	\$0.00	\$73.08
10	75	\$44.42	\$13.00	\$19.13	\$0.00	\$76.55

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

Apprentice to Journeyworker Ratio:2:3***

ELEVATOR CONSTRUCTOR ELEVATOR CONSTRUCTORS LOCAL 4	01/01/2022	\$65.62	\$16.03	\$20.21	\$0.00	\$101.86
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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
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For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
	06/01/2024	\$39.94	\$9.40	\$16.89	\$0.00	\$66.23
	12/01/2024	\$41.27	\$9.40	\$16.89	\$0.00	\$67.56
	06/01/2025	\$42.66	\$9.40	\$16.89	\$0.00	\$68.95
	12/01/2025	\$44.04	\$9.40	\$16.89	\$0.00	\$70.33
	06/01/2026	\$45.48	\$9.40	\$16.89	\$0.00	\$71.77
	12/01/2026	\$46.92	\$9.40	\$16.89	\$0.00	\$73.21

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2023	\$49.06	\$14.50	\$16.15	\$0.00	\$79.71
	11/01/2023	\$50.30	\$14.50	\$16.15	\$0.00	\$80.95
	05/01/2024	\$51.54	\$14.50	\$16.15	\$0.00	\$82.19
	11/01/2024	\$52.83	\$14.50	\$16.15	\$0.00	\$83.48
	05/01/2025	\$54.27	\$14.50	\$16.15	\$0.00	\$84.92
	11/01/2025	\$55.56	\$14.50	\$16.15	\$0.00	\$86.21
	05/01/2026	\$57.00	\$14.50	\$16.15	\$0.00	\$87.65
	11/01/2026	\$58.29	\$14.50	\$16.15	\$0.00	\$88.94
	05/01/2027	\$59.72	\$14.50	\$16.15	\$0.00	\$90.37
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2023	\$50.62	\$14.50	\$16.15	\$0.00	\$81.27
	11/01/2023	\$51.87	\$14.50	\$16.15	\$0.00	\$82.52
	05/01/2024	\$53.12	\$14.50	\$16.15	\$0.00	\$83.77
	11/01/2024	\$54.42	\$14.50	\$16.15	\$0.00	\$85.07
	05/01/2025	\$55.87	\$14.50	\$16.15	\$0.00	\$86.52
	11/01/2025	\$57.17	\$14.50	\$16.15	\$0.00	\$87.82
	05/01/2026	\$58.62	\$14.50	\$16.15	\$0.00	\$89.27
	11/01/2026	\$59.92	\$14.50	\$16.15	\$0.00	\$90.57
	05/01/2027	\$61.37	\$14.50	\$16.15	\$0.00	\$92.02
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2023	\$24.20	\$14.50	\$16.15	\$0.00	\$54.85
	11/01/2023	\$24.93	\$14.50	\$16.15	\$0.00	\$55.58
	05/01/2024	\$25.66	\$14.50	\$16.15	\$0.00	\$56.31
	11/01/2024	\$26.42	\$14.50	\$16.15	\$0.00	\$57.07
	05/01/2025	\$27.27	\$14.50	\$16.15	\$0.00	\$57.92
	11/01/2025	\$28.03	\$14.50	\$16.15	\$0.00	\$58.68
	05/01/2026	\$28.88	\$14.50	\$16.15	\$0.00	\$59.53
	11/01/2026	\$29.64	\$14.50	\$16.15	\$0.00	\$60.29
	05/01/2027	\$30.49	\$14.50	\$16.15	\$0.00	\$61.14
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 103</i>	03/01/2023	\$59.23	\$13.00	\$21.63	\$0.00	\$93.86
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS LOCAL 103</i>	03/01/2023	\$48.34	\$13.00	\$19.01	\$0.00	\$80.35
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2023	\$43.96	\$14.75	\$16.15	\$0.00	\$74.86
	12/01/2023	\$44.97	\$14.75	\$16.15	\$0.00	\$75.87
	06/01/2024	\$46.03	\$14.75	\$16.15	\$0.00	\$76.93
	12/01/2024	\$47.21	\$14.75	\$16.15	\$0.00	\$78.11
	06/01/2025	\$48.27	\$14.75	\$16.15	\$0.00	\$79.17
	12/01/2025	\$49.44	\$14.75	\$16.15	\$0.00	\$80.34
	06/01/2026	\$50.50	\$14.75	\$16.15	\$0.00	\$81.40
	12/01/2026	\$51.68	\$14.75	\$16.15	\$0.00	\$82.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FLAGGER & SIGNALER (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2023	\$25.98	\$9.40	\$16.89	\$0.00	\$52.27
	12/01/2023	\$25.98	\$9.40	\$16.89	\$0.00	\$52.27
	06/01/2024	\$27.01	\$9.40	\$16.89	\$0.00	\$53.30
	12/01/2024	\$27.01	\$9.40	\$16.89	\$0.00	\$53.30
	06/01/2025	\$28.09	\$9.40	\$16.89	\$0.00	\$54.38
	12/01/2025	\$28.09	\$9.40	\$16.89	\$0.00	\$54.38
	06/01/2026	\$29.21	\$9.40	\$16.89	\$0.00	\$55.50
	12/01/2026	\$29.21	\$9.40	\$16.89	\$0.00	\$55.50

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

FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE 1	03/01/2022	\$51.77	\$9.33	\$20.27	\$0.00	\$81.37
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Apprentice - FLOORCOVERER - Local 2168 Zone 1

Effective Date - 03/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.89	\$9.33	\$1.79	\$0.00	\$37.01
2	55	\$28.47	\$9.33	\$1.79	\$0.00	\$39.59
3	60	\$31.06	\$9.33	\$14.90	\$0.00	\$55.29
4	65	\$33.65	\$9.33	\$14.90	\$0.00	\$57.88
5	70	\$36.24	\$9.33	\$16.69	\$0.00	\$62.26
6	75	\$38.83	\$9.33	\$16.69	\$0.00	\$64.85
7	80	\$41.42	\$9.33	\$18.48	\$0.00	\$69.23
8	85	\$44.00	\$9.33	\$18.48	\$0.00	\$71.81

Notes: Steps are 750 hrs.
% After 10/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)
Step 1&2 \$32.94/ 3&4 \$39.66/ 5&6 \$60.32/ 7&8 \$67.10

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER OPERATING ENGINEERS LOCAL 4	06/01/2023	\$54.28	\$14.75	\$16.15	\$0.00	\$85.18
	12/01/2023	\$55.53	\$14.75	\$16.15	\$0.00	\$86.43
	06/01/2024	\$56.83	\$14.75	\$16.15	\$0.00	\$87.73
	12/01/2024	\$58.28	\$14.75	\$16.15	\$0.00	\$89.18
	06/01/2025	\$59.58	\$14.75	\$16.15	\$0.00	\$90.48
	12/01/2025	\$61.03	\$14.75	\$16.15	\$0.00	\$91.93
	06/01/2026	\$62.33	\$14.75	\$16.15	\$0.00	\$93.23
	12/01/2026	\$63.78	\$14.75	\$16.15	\$0.00	\$94.68

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATOR/LIGHTING PLANT/HEATERS OPERATING ENGINEERS LOCAL 4	06/01/2023	\$35.30	\$14.75	\$16.15	\$0.00	\$66.20
	12/01/2023	\$36.12	\$14.75	\$16.15	\$0.00	\$67.02
	06/01/2024	\$36.97	\$14.75	\$16.15	\$0.00	\$67.87
	12/01/2024	\$37.92	\$14.75	\$16.15	\$0.00	\$68.82
	06/01/2025	\$38.77	\$14.75	\$16.15	\$0.00	\$69.67
	12/01/2025	\$39.72	\$14.75	\$16.15	\$0.00	\$70.62
	06/01/2026	\$40.58	\$14.75	\$16.15	\$0.00	\$71.48
	12/01/2026	\$41.53	\$14.75	\$16.15	\$0.00	\$72.43

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 35 (ZONE 2)</i>	01/01/2023	\$45.56	\$8.65	\$23.05	\$0.00	\$77.26
	07/01/2023	\$46.76	\$8.65	\$23.05	\$0.00	\$78.46
	01/01/2024	\$47.96	\$8.65	\$23.05	\$0.00	\$79.66
	07/01/2024	\$49.16	\$8.65	\$23.05	\$0.00	\$80.86
	01/01/2025	\$50.36	\$8.65	\$23.05	\$0.00	\$82.06

Apprentice - GLAZIER - Local 35 Zone 2

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.78	\$8.65	\$0.00	\$0.00	\$31.43
2	55	\$25.06	\$8.65	\$6.27	\$0.00	\$39.98
3	60	\$27.34	\$8.65	\$6.84	\$0.00	\$42.83
4	65	\$29.61	\$8.65	\$7.41	\$0.00	\$45.67
5	70	\$31.89	\$8.65	\$19.63	\$0.00	\$60.17
6	75	\$34.17	\$8.65	\$20.20	\$0.00	\$63.02
7	80	\$36.45	\$8.65	\$20.77	\$0.00	\$65.87
8	90	\$41.00	\$8.65	\$21.91	\$0.00	\$71.56

Effective Date - 07/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.38	\$8.65	\$0.00	\$0.00	\$32.03
2	55	\$25.72	\$8.65	\$6.27	\$0.00	\$40.64
3	60	\$28.06	\$8.65	\$6.84	\$0.00	\$43.55
4	65	\$30.39	\$8.65	\$7.41	\$0.00	\$46.45
5	70	\$32.73	\$8.65	\$19.63	\$0.00	\$61.01
6	75	\$35.07	\$8.65	\$20.20	\$0.00	\$63.92
7	80	\$37.41	\$8.65	\$20.77	\$0.00	\$66.83
8	90	\$42.08	\$8.65	\$21.91	\$0.00	\$72.64

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

HOISTING ENGINEER/CRANES/GRADALLS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2023	\$54.28	\$14.75	\$16.15	\$0.00	\$85.18
	12/01/2023	\$55.53	\$14.75	\$16.15	\$0.00	\$86.43
	06/01/2024	\$56.83	\$14.75	\$16.15	\$0.00	\$87.73
	12/01/2024	\$58.28	\$14.75	\$16.15	\$0.00	\$89.18
	06/01/2025	\$59.58	\$14.75	\$16.15	\$0.00	\$90.48
	12/01/2025	\$61.03	\$14.75	\$16.15	\$0.00	\$91.93
	06/01/2026	\$62.33	\$14.75	\$16.15	\$0.00	\$93.23
	12/01/2026	\$63.78	\$14.75	\$16.15	\$0.00	\$94.68

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 06/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$29.85	\$14.75	\$0.00	\$0.00	\$44.60
2	60	\$32.57	\$14.75	\$16.15	\$0.00	\$63.47
3	65	\$35.28	\$14.75	\$16.15	\$0.00	\$66.18
4	70	\$38.00	\$14.75	\$16.15	\$0.00	\$68.90
5	75	\$40.71	\$14.75	\$16.15	\$0.00	\$71.61
6	80	\$43.42	\$14.75	\$16.15	\$0.00	\$74.32
7	85	\$46.14	\$14.75	\$16.15	\$0.00	\$77.04
8	90	\$48.85	\$14.75	\$16.15	\$0.00	\$79.75

Effective Date - 12/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$30.54	\$14.75	\$0.00	\$0.00	\$45.29
2	60	\$33.32	\$14.75	\$16.15	\$0.00	\$64.22
3	65	\$36.09	\$14.75	\$16.15	\$0.00	\$66.99
4	70	\$38.87	\$14.75	\$16.15	\$0.00	\$69.77
5	75	\$41.65	\$14.75	\$16.15	\$0.00	\$72.55
6	80	\$44.42	\$14.75	\$16.15	\$0.00	\$75.32
7	85	\$47.20	\$14.75	\$16.15	\$0.00	\$78.10
8	90	\$49.98	\$14.75	\$16.15	\$0.00	\$80.88

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17 - A	02/01/2023	\$55.31	\$14.11	\$26.64	\$2.83	\$98.89
	08/01/2023	\$57.01	\$14.11	\$26.64	\$2.83	\$100.59
	02/01/2024	\$58.71	\$14.11	\$26.64	\$2.83	\$102.29
	08/01/2024	\$60.46	\$14.11	\$26.64	\$2.83	\$104.04
	02/01/2025	\$62.21	\$14.11	\$26.64	\$2.83	\$105.79
	08/01/2025	\$64.06	\$14.11	\$26.64	\$2.83	\$107.64
	02/01/2026	\$66.01	\$14.11	\$26.64	\$2.83	\$109.59

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 103	03/01/2023	\$59.23	\$13.00	\$21.63	\$0.00	\$93.86
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For apprentice rates see "Apprentice- ELECTRICIAN"

HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 17 - A	02/01/2023	\$55.31	\$14.11	\$26.64	\$2.83	\$98.89
	08/01/2023	\$57.01	\$14.11	\$26.64	\$2.83	\$100.59
	02/01/2024	\$58.71	\$14.11	\$26.64	\$2.83	\$102.29
	08/01/2024	\$60.46	\$14.11	\$26.64	\$2.83	\$104.04
	02/01/2025	\$62.21	\$14.11	\$26.64	\$2.83	\$105.79
	08/01/2025	\$64.06	\$14.11	\$26.64	\$2.83	\$107.64
	02/01/2026	\$66.01	\$14.11	\$26.64	\$2.83	\$109.59

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) <i>PIPEFITTERS LOCAL 537</i>	03/01/2023	\$63.43	\$12.50	\$20.80	\$0.00	\$96.73
	09/01/2023	\$65.18	\$12.50	\$20.80	\$0.00	\$98.48
	03/01/2024	\$66.98	\$12.50	\$20.80	\$0.00	\$100.28
	09/01/2024	\$68.78	\$12.50	\$20.80	\$0.00	\$102.08
	03/01/2025	\$70.58	\$12.50	\$20.80	\$0.00	\$103.88
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC <i>PIPEFITTERS LOCAL 537</i>	03/01/2023	\$63.43	\$12.25	\$20.80	\$0.00	\$96.48
	09/01/2023	\$65.18	\$12.25	\$20.80	\$0.00	\$98.23
	03/01/2024	\$66.98	\$12.25	\$20.80	\$0.00	\$100.03
	09/01/2024	\$68.78	\$12.25	\$20.80	\$0.00	\$101.83
	03/01/2025	\$70.58	\$12.25	\$20.80	\$0.00	\$103.63
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS <i>LABORERS - ZONE 2</i>	06/01/2023	\$38.21	\$9.40	\$16.89	\$0.00	\$64.50
	12/01/2023	\$39.11	\$9.40	\$16.89	\$0.00	\$65.40
For apprentice rates see "Apprentice- LABORER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	06/01/2023	\$38.21	\$9.40	\$16.89	\$0.00	\$64.50
	12/01/2023	\$39.11	\$9.40	\$16.89	\$0.00	\$65.40
	06/01/2024	\$40.44	\$9.40	\$16.89	\$0.00	\$66.73
	12/01/2024	\$41.77	\$9.40	\$16.89	\$0.00	\$68.06
	06/01/2025	\$43.16	\$9.40	\$16.89	\$0.00	\$69.45
	12/01/2025	\$44.54	\$9.40	\$16.89	\$0.00	\$70.83
	06/01/2026	\$45.98	\$9.40	\$16.89	\$0.00	\$72.27
	12/01/2026	\$47.42	\$9.40	\$16.89	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	09/01/2022	\$53.85	\$13.80	\$17.14	\$0.00	\$84.79

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

Effective Date - 09/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.93	\$13.80	\$12.42	\$0.00	\$53.15
2	60	\$32.31	\$13.80	\$13.36	\$0.00	\$59.47
3	70	\$37.70	\$13.80	\$14.31	\$0.00	\$65.81
4	80	\$43.08	\$13.80	\$15.25	\$0.00	\$72.13

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (BOSTON AREA)</i>	03/16/2023	\$52.72	\$8.35	\$26.70	\$0.00	\$87.77
	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 - 03/16/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$31.63	\$8.35	\$26.70	\$0.00	\$66.68
2	70	\$36.90	\$8.35	\$26.70	\$0.00	\$71.95
3	75	\$39.54	\$8.35	\$26.70	\$0.00	\$74.59
4	80	\$42.18	\$8.35	\$26.70	\$0.00	\$77.23
5	85	\$44.81	\$8.35	\$26.70	\$0.00	\$79.86
6	90	\$47.45	\$8.35	\$26.70	\$0.00	\$82.50

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	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
LABORERS - ZONE 2	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
LABORER	06/01/2023	\$37.46	\$9.40	\$16.89	\$0.00	\$63.75
LABORERS - ZONE 2	12/01/2023	\$38.36	\$9.40	\$16.89	\$0.00	\$64.65

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LABORER - Zone 2

Effective Date - 06/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.48	\$9.40	\$16.89	\$0.00	\$48.77
2	70	\$26.22	\$9.40	\$16.89	\$0.00	\$52.51
3	80	\$29.97	\$9.40	\$16.89	\$0.00	\$56.26
4	90	\$33.71	\$9.40	\$16.89	\$0.00	\$60.00

Effective Date - 12/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.02	\$9.40	\$16.89	\$0.00	\$49.31
2	70	\$26.85	\$9.40	\$16.89	\$0.00	\$53.14
3	80	\$30.69	\$9.40	\$16.89	\$0.00	\$56.98
4	90	\$34.52	\$9.40	\$16.89	\$0.00	\$60.81

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY)	06/01/2023	\$37.46	\$9.40	\$16.89	\$0.00	\$63.75
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2023	\$38.36	\$9.40	\$16.89	\$0.00	\$64.65
	06/01/2024	\$39.69	\$9.40	\$16.89	\$0.00	\$65.98
	12/01/2024	\$41.02	\$9.40	\$16.89	\$0.00	\$67.31
	06/01/2025	\$42.41	\$9.40	\$16.89	\$0.00	\$68.70
	12/01/2025	\$43.79	\$9.40	\$16.89	\$0.00	\$70.08
	06/01/2026	\$45.23	\$9.40	\$16.89	\$0.00	\$71.52
	12/01/2026	\$46.67	\$9.40	\$16.89	\$0.00	\$72.96

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LABORER (Heavy & Highway) - Zone 2

Effective Date - 06/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.48	\$9.40	\$16.89	\$0.00	\$48.77
2	70	\$26.22	\$9.40	\$16.89	\$0.00	\$52.51
3	80	\$29.97	\$9.40	\$16.89	\$0.00	\$56.26
4	90	\$33.71	\$9.40	\$16.89	\$0.00	\$60.00

Effective Date - 12/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.02	\$9.40	\$16.89	\$0.00	\$49.31
2	70	\$26.85	\$9.40	\$16.89	\$0.00	\$53.14
3	80	\$30.69	\$9.40	\$16.89	\$0.00	\$56.98
4	90	\$34.52	\$9.40	\$16.89	\$0.00	\$60.81

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER LABORERS - ZONE 2	06/01/2023	\$37.46	\$9.40	\$16.89	\$0.00	\$63.75
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For apprentice rates see "Apprentice- LABORER"

	12/01/2023	\$38.36	\$9.40	\$16.89	\$0.00	\$64.65
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LABORER: CEMENT FINISHER TENDER LABORERS - ZONE 2	06/01/2023	\$37.46	\$9.40	\$16.89	\$0.00	\$63.75
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For apprentice rates see "Apprentice- LABORER"

	12/01/2023	\$38.36	\$9.40	\$16.89	\$0.00	\$64.65
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LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS - ZONE 2	06/01/2023	\$37.55	\$9.40	\$16.95	\$0.00	\$63.90
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For apprentice rates see "Apprentice- LABORER"

	12/01/2023	\$38.45	\$9.40	\$16.95	\$0.00	\$64.80
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LABORER: MASON TENDER LABORERS - ZONE 2	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
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For apprentice rates see "Apprentice- LABORER"

	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
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LABORER: MASON TENDER (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
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	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
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	06/01/2024	\$39.94	\$9.40	\$16.89	\$0.00	\$66.23
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	12/01/2024	\$41.27	\$9.40	\$16.89	\$0.00	\$67.56
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	06/01/2025	\$42.66	\$9.40	\$16.89	\$0.00	\$68.95
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	12/01/2025	\$44.04	\$9.40	\$16.89	\$0.00	\$70.33
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	06/01/2026	\$45.48	\$9.40	\$16.89	\$0.00	\$71.77
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	12/01/2026	\$46.92	\$9.40	\$16.89	\$0.00	\$73.21
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For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

LABORER: MULTI-TRADE TENDER LABORERS - ZONE 2	06/01/2023	\$37.46	\$9.40	\$16.89	\$0.00	\$63.75
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For apprentice rates see "Apprentice- LABORER"

	12/01/2023	\$38.36	\$9.40	\$16.89	\$0.00	\$64.65
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LABORER: TREE REMOVER LABORERS - ZONE 2	06/01/2023	\$37.46	\$9.40	\$16.89	\$0.00	\$63.75
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	12/01/2023	\$38.36	\$9.40	\$16.89	\$0.00	\$64.65
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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"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LASER BEAM OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
	06/01/2024	\$39.94	\$9.40	\$16.89	\$0.00	\$66.23
	12/01/2024	\$41.27	\$9.40	\$16.89	\$0.00	\$67.56
	06/01/2025	\$42.66	\$9.40	\$16.89	\$0.00	\$68.95
	12/01/2025	\$44.04	\$9.40	\$16.89	\$0.00	\$70.33
	06/01/2026	\$45.48	\$9.40	\$16.89	\$0.00	\$71.77
	12/01/2026	\$46.92	\$9.40	\$16.89	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	02/01/2023	\$46.25	\$11.49	\$20.37	\$0.00	\$78.11
	08/01/2023	\$47.89	\$11.49	\$20.37	\$0.00	\$79.75
	02/01/2024	\$48.89	\$11.49	\$20.37	\$0.00	\$80.75
	08/01/2024	\$50.57	\$11.49	\$20.37	\$0.00	\$82.43
	02/01/2025	\$51.61	\$11.49	\$20.37	\$0.00	\$83.47
	08/01/2025	\$53.33	\$11.49	\$20.37	\$0.00	\$85.19
	02/01/2026	\$54.41	\$11.49	\$20.37	\$0.00	\$86.27
	08/01/2026	\$56.17	\$11.49	\$20.37	\$0.00	\$88.03
	02/01/2027	\$57.29	\$11.49	\$20.37	\$0.00	\$89.15

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

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.13	\$11.49	\$20.37	\$0.00	\$54.99
2	60	\$27.75	\$11.49	\$20.37	\$0.00	\$59.61
3	70	\$32.38	\$11.49	\$20.37	\$0.00	\$64.24
4	80	\$37.00	\$11.49	\$20.37	\$0.00	\$68.86
5	90	\$41.63	\$11.49	\$20.37	\$0.00	\$73.49

Effective Date - 08/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.95	\$11.49	\$20.37	\$0.00	\$55.81
2	60	\$28.73	\$11.49	\$20.37	\$0.00	\$60.59
3	70	\$33.52	\$11.49	\$20.37	\$0.00	\$65.38
4	80	\$38.31	\$11.49	\$20.37	\$0.00	\$70.17
5	90	\$43.10	\$11.49	\$20.37	\$0.00	\$74.96

Notes:

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MARBLE MASONS, TILELAYERS & TERRAZZO MECH <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	02/01/2023	\$60.37	\$11.49	\$22.31	\$0.00	\$94.17
	08/01/2023	\$62.42	\$11.49	\$22.31	\$0.00	\$96.22
	02/01/2024	\$63.67	\$11.49	\$22.31	\$0.00	\$97.47
	08/01/2024	\$65.77	\$11.49	\$22.31	\$0.00	\$99.57
	02/01/2025	\$67.07	\$11.49	\$22.31	\$0.00	\$100.87
	08/01/2025	\$69.22	\$11.49	\$22.31	\$0.00	\$103.02
	02/01/2026	\$70.57	\$11.49	\$22.31	\$0.00	\$104.37
	08/01/2026	\$72.77	\$11.49	\$22.31	\$0.00	\$106.57
	02/01/2027	\$74.17	\$11.49	\$22.31	\$0.00	\$107.97

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

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.19	\$11.49	\$22.31	\$0.00	\$63.99
2	60	\$36.22	\$11.49	\$22.31	\$0.00	\$70.02
3	70	\$42.26	\$11.49	\$22.31	\$0.00	\$76.06
4	80	\$48.30	\$11.49	\$22.31	\$0.00	\$82.10
5	90	\$54.33	\$11.49	\$22.31	\$0.00	\$88.13

Effective Date - 08/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$31.21	\$11.49	\$22.31	\$0.00	\$65.01
2	60	\$37.45	\$11.49	\$22.31	\$0.00	\$71.25
3	70	\$43.69	\$11.49	\$22.31	\$0.00	\$77.49
4	80	\$49.94	\$11.49	\$22.31	\$0.00	\$83.74
5	90	\$56.18	\$11.49	\$22.31	\$0.00	\$89.98

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2023	\$53.69	\$14.75	\$16.15	\$0.00	\$84.59
	12/01/2023	\$54.93	\$14.75	\$16.15	\$0.00	\$85.83
	06/01/2024	\$56.21	\$14.75	\$16.15	\$0.00	\$87.11
	12/01/2024	\$57.65	\$14.75	\$16.15	\$0.00	\$88.55
	06/01/2025	\$58.93	\$14.75	\$16.15	\$0.00	\$89.83
	12/01/2025	\$60.37	\$14.75	\$16.15	\$0.00	\$91.27
	06/01/2026	\$61.65	\$14.75	\$16.15	\$0.00	\$92.55
	12/01/2026	\$63.09	\$14.75	\$16.15	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MECHANICS MAINTENANCE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2023	\$53.69	\$14.75	\$16.15	\$0.00	\$84.59
	12/01/2023	\$54.93	\$14.75	\$16.15	\$0.00	\$85.83
	06/01/2024	\$56.21	\$14.75	\$16.15	\$0.00	\$87.11
	12/01/2024	\$57.65	\$14.75	\$16.15	\$0.00	\$88.55
	06/01/2025	\$58.93	\$14.75	\$16.15	\$0.00	\$89.83
	12/01/2025	\$60.37	\$14.75	\$16.15	\$0.00	\$91.27
	06/01/2026	\$61.65	\$14.75	\$16.15	\$0.00	\$92.55
	12/01/2026	\$63.09	\$14.75	\$16.15	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 2) <i>MILLWRIGHTS LOCAL 1121 - Zone 2</i>	01/02/2023	\$41.92	\$8.58	\$21.57	\$0.00	\$72.07
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Apprentice - MILLWRIGHT - Local 1121 Zone 2

Effective Date - 01/02/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$23.06	\$8.58	\$5.72	\$0.00	\$37.36
2	65	\$27.25	\$8.58	\$17.93	\$0.00	\$53.76
3	75	\$31.44	\$8.58	\$18.98	\$0.00	\$59.00
4	85	\$35.63	\$8.58	\$20.01	\$0.00	\$64.22

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 <i>LABORERS - ZONE 2</i>	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90

For apprentice rates see "Apprentice- LABORER"

OILER (OTHER THAN TRUCK CRANES,GRADALLS) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2023	\$24.34	\$14.75	\$16.15	\$0.00	\$55.24
	12/01/2023	\$24.91	\$14.75	\$16.15	\$0.00	\$55.81
	06/01/2024	\$25.51	\$14.75	\$16.15	\$0.00	\$56.41
	12/01/2024	\$26.17	\$14.75	\$16.15	\$0.00	\$57.07
	06/01/2025	\$26.77	\$14.75	\$16.15	\$0.00	\$57.67
	12/01/2025	\$27.43	\$14.75	\$16.15	\$0.00	\$58.33
	06/01/2026	\$28.02	\$14.75	\$16.15	\$0.00	\$58.92
	12/01/2026	\$28.69	\$14.75	\$16.15	\$0.00	\$59.59

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OILER (TRUCK CRANES, GRADALLS) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2023	\$29.67	\$14.75	\$16.15	\$0.00	\$60.57
	12/01/2023	\$30.36	\$14.75	\$16.15	\$0.00	\$61.26
	06/01/2024	\$31.08	\$14.75	\$16.15	\$0.00	\$61.98
	12/01/2024	\$31.88	\$14.75	\$16.15	\$0.00	\$62.78
	06/01/2025	\$32.60	\$14.75	\$16.15	\$0.00	\$63.50
	12/01/2025	\$33.40	\$14.75	\$16.15	\$0.00	\$64.30
	06/01/2026	\$34.12	\$14.75	\$16.15	\$0.00	\$65.02
	12/01/2026	\$34.92	\$14.75	\$16.15	\$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 <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2023	\$53.69	\$14.75	\$16.15	\$0.00	\$84.59
	12/01/2023	\$54.93	\$14.75	\$16.15	\$0.00	\$85.83
	06/01/2024	\$56.21	\$14.75	\$16.15	\$0.00	\$87.11
	12/01/2024	\$57.65	\$14.75	\$16.15	\$0.00	\$88.55
	06/01/2025	\$58.93	\$14.75	\$16.15	\$0.00	\$89.83
	12/01/2025	\$60.37	\$14.75	\$16.15	\$0.00	\$91.27
	06/01/2026	\$61.65	\$14.75	\$16.15	\$0.00	\$92.55
	12/01/2026	\$63.09	\$14.75	\$16.15	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2023	\$56.06	\$8.65	\$23.05	\$0.00	\$87.76
	07/01/2023	\$57.26	\$8.65	\$23.05	\$0.00	\$88.96
	01/01/2024	\$58.46	\$8.65	\$23.05	\$0.00	\$90.16
	07/01/2024	\$59.66	\$8.65	\$23.05	\$0.00	\$91.36
	01/01/2025	\$60.86	\$8.65	\$23.05	\$0.00	\$92.56

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.03	\$8.65	\$0.00	\$0.00	\$36.68
2	55	\$30.83	\$8.65	\$6.27	\$0.00	\$45.75
3	60	\$33.64	\$8.65	\$6.84	\$0.00	\$49.13
4	65	\$36.44	\$8.65	\$7.41	\$0.00	\$52.50
5	70	\$39.24	\$8.65	\$19.63	\$0.00	\$67.52
6	75	\$42.05	\$8.65	\$20.20	\$0.00	\$70.90
7	80	\$44.85	\$8.65	\$20.77	\$0.00	\$74.27
8	90	\$50.45	\$8.65	\$21.91	\$0.00	\$81.01

Effective Date - 07/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.63	\$8.65	\$0.00	\$0.00	\$37.28
2	55	\$31.49	\$8.65	\$6.27	\$0.00	\$46.41
3	60	\$34.36	\$8.65	\$6.84	\$0.00	\$49.85
4	65	\$37.22	\$8.65	\$7.41	\$0.00	\$53.28
5	70	\$40.08	\$8.65	\$19.63	\$0.00	\$68.36
6	75	\$42.95	\$8.65	\$20.20	\$0.00	\$71.80
7	80	\$45.81	\$8.65	\$20.77	\$0.00	\$75.23
8	90	\$51.53	\$8.65	\$21.91	\$0.00	\$82.09

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, NEW) * * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2023	\$46.96	\$8.65	\$23.05	\$0.00	\$78.66
	07/01/2023	\$48.16	\$8.65	\$23.05	\$0.00	\$79.86
	01/01/2024	\$49.36	\$8.65	\$23.05	\$0.00	\$81.06
	07/01/2024	\$50.56	\$8.65	\$23.05	\$0.00	\$82.26
	01/01/2025	\$51.76	\$8.65	\$23.05	\$0.00	\$83.46

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

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.48	\$8.65	\$0.00	\$0.00	\$32.13
2	55	\$25.83	\$8.65	\$6.27	\$0.00	\$40.75
3	60	\$28.18	\$8.65	\$6.84	\$0.00	\$43.67
4	65	\$30.52	\$8.65	\$7.41	\$0.00	\$46.58
5	70	\$32.87	\$8.65	\$19.63	\$0.00	\$61.15
6	75	\$35.22	\$8.65	\$20.20	\$0.00	\$64.07
7	80	\$37.57	\$8.65	\$20.77	\$0.00	\$66.99
8	90	\$42.26	\$8.65	\$21.91	\$0.00	\$72.82

Effective Date - 07/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.08	\$8.65	\$0.00	\$0.00	\$32.73
2	55	\$26.49	\$8.65	\$6.27	\$0.00	\$41.41
3	60	\$28.90	\$8.65	\$6.84	\$0.00	\$44.39
4	65	\$31.30	\$8.65	\$7.41	\$0.00	\$47.36
5	70	\$33.71	\$8.65	\$19.63	\$0.00	\$61.99
6	75	\$36.12	\$8.65	\$20.20	\$0.00	\$64.97
7	80	\$38.53	\$8.65	\$20.77	\$0.00	\$67.95
8	90	\$43.34	\$8.65	\$21.91	\$0.00	\$73.90

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT) <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2023	\$45.02	\$8.65	\$23.05	\$0.00	\$76.72
	07/01/2023	\$46.22	\$8.65	\$23.05	\$0.00	\$77.92
	01/01/2024	\$47.42	\$8.65	\$23.05	\$0.00	\$79.12
	07/01/2024	\$48.62	\$8.65	\$23.05	\$0.00	\$80.32
	01/01/2025	\$49.82	\$8.65	\$23.05	\$0.00	\$81.52

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.51	\$8.65	\$0.00	\$0.00	\$31.16
2	55	\$24.76	\$8.65	\$6.27	\$0.00	\$39.68
3	60	\$27.01	\$8.65	\$6.84	\$0.00	\$42.50
4	65	\$29.26	\$8.65	\$7.41	\$0.00	\$45.32
5	70	\$31.51	\$8.65	\$19.63	\$0.00	\$59.79
6	75	\$33.77	\$8.65	\$20.20	\$0.00	\$62.62
7	80	\$36.02	\$8.65	\$20.77	\$0.00	\$65.44
8	90	\$40.52	\$8.65	\$21.91	\$0.00	\$71.08

Effective Date - 07/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.11	\$8.65	\$0.00	\$0.00	\$31.76
2	55	\$25.42	\$8.65	\$6.27	\$0.00	\$40.34
3	60	\$27.73	\$8.65	\$6.84	\$0.00	\$43.22
4	65	\$30.04	\$8.65	\$19.06	\$0.00	\$57.75
5	70	\$32.35	\$8.65	\$19.63	\$0.00	\$60.63
6	75	\$34.67	\$8.65	\$20.20	\$0.00	\$63.52
7	80	\$36.98	\$8.65	\$20.77	\$0.00	\$66.40
8	90	\$41.60	\$8.65	\$21.91	\$0.00	\$72.16

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *	01/01/2023	\$45.56	\$8.65	\$23.05	\$0.00	\$77.26
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	07/01/2023	\$46.76	\$8.65	\$23.05	\$0.00	\$78.46
	01/01/2024	\$47.96	\$8.65	\$23.05	\$0.00	\$79.66
	07/01/2024	\$49.16	\$8.65	\$23.05	\$0.00	\$80.86
	01/01/2025	\$50.36	\$8.65	\$23.05	\$0.00	\$82.06

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.78	\$8.65	\$0.00	\$0.00	\$31.43
2	55	\$25.06	\$8.65	\$6.27	\$0.00	\$39.98
3	60	\$27.34	\$8.65	\$6.84	\$0.00	\$42.83
4	65	\$29.61	\$8.65	\$7.41	\$0.00	\$45.67
5	70	\$31.89	\$8.65	\$19.63	\$0.00	\$60.17
6	75	\$34.17	\$8.65	\$20.20	\$0.00	\$63.02
7	80	\$36.45	\$8.65	\$20.77	\$0.00	\$65.87
8	90	\$41.00	\$8.65	\$21.91	\$0.00	\$71.56

Effective Date - 07/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.38	\$8.65	\$0.00	\$0.00	\$32.03
2	55	\$25.72	\$8.65	\$6.27	\$0.00	\$40.64
3	60	\$28.06	\$8.65	\$6.84	\$0.00	\$43.55
4	65	\$30.39	\$8.65	\$7.41	\$0.00	\$46.45
5	70	\$32.73	\$8.65	\$19.63	\$0.00	\$61.01
6	75	\$35.07	\$8.65	\$20.20	\$0.00	\$63.92
7	80	\$37.41	\$8.65	\$20.77	\$0.00	\$66.83
8	90	\$42.08	\$8.65	\$21.91	\$0.00	\$72.64

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)	01/01/2023	\$43.62	\$8.65	\$23.05	\$0.00	\$75.32
PAINTERS LOCAL 35 - ZONE 2	07/01/2023	\$44.82	\$8.65	\$23.05	\$0.00	\$76.52
	01/01/2024	\$46.02	\$8.65	\$23.05	\$0.00	\$77.72
	07/01/2024	\$47.22	\$8.65	\$23.05	\$0.00	\$78.92
	01/01/2025	\$48.42	\$8.65	\$23.05	\$0.00	\$80.12

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 01/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.81	\$8.65	\$0.00	\$0.00	\$30.46
2	55	\$23.99	\$8.65	\$6.27	\$0.00	\$38.91
3	60	\$26.17	\$8.65	\$6.84	\$0.00	\$41.66
4	65	\$28.35	\$8.65	\$7.41	\$0.00	\$44.41
5	70	\$30.53	\$8.65	\$19.63	\$0.00	\$58.81
6	75	\$32.72	\$8.65	\$20.20	\$0.00	\$61.57
7	80	\$34.90	\$8.65	\$20.77	\$0.00	\$64.32
8	90	\$39.26	\$8.65	\$21.91	\$0.00	\$69.82

Effective Date - 07/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.41	\$8.65	\$0.00	\$0.00	\$31.06
2	55	\$24.65	\$8.65	\$6.27	\$0.00	\$39.57
3	60	\$26.89	\$8.65	\$6.84	\$0.00	\$42.38
4	65	\$29.13	\$8.65	\$7.41	\$0.00	\$45.19
5	70	\$31.37	\$8.65	\$19.63	\$0.00	\$59.65
6	75	\$33.62	\$8.65	\$20.20	\$0.00	\$62.47
7	80	\$35.86	\$8.65	\$20.77	\$0.00	\$65.28
8	90	\$40.34	\$8.65	\$21.91	\$0.00	\$70.90

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	06/01/2023	\$37.46	\$9.40	\$16.89	\$0.00	\$63.75
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2023	\$38.36	\$9.40	\$16.89	\$0.00	\$64.65
	06/01/2024	\$39.69	\$9.40	\$16.89	\$0.00	\$65.98
	12/01/2024	\$41.02	\$9.40	\$16.89	\$0.00	\$67.31
	06/01/2025	\$42.41	\$9.40	\$16.89	\$0.00	\$68.70
	12/01/2025	\$43.79	\$9.40	\$16.89	\$0.00	\$70.08
	06/01/2026	\$45.23	\$9.40	\$16.89	\$0.00	\$71.52
	12/01/2026	\$46.67	\$9.40	\$16.89	\$0.00	\$72.96

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

PANEL & PICKUP TRUCKS DRIVER	12/01/2021	\$35.78	\$13.41	\$16.01	\$0.00	\$65.20
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B						

PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
PILE DRIVER LOCAL 56 (ZONE 1)						

For apprentice rates see "Apprentice- PILE DRIVER"

PILE DRIVER	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
PILE DRIVER LOCAL 56 (ZONE 1)						

Apprentice - PILE DRIVER - Local 56 Zone 1

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.54	\$9.40	\$23.12	\$0.00	\$57.06
2	60	\$29.44	\$9.40	\$23.12	\$0.00	\$61.96
3	70	\$34.35	\$9.40	\$23.12	\$0.00	\$66.87
4	75	\$36.80	\$9.40	\$23.12	\$0.00	\$69.32
5	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78
6	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78
7	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68
8	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$34.01/ 3&4 \$41.46/ 5&6 \$62.80/ 7&8 \$69.25

Apprentice to Journeyworker Ratio:1:5

PIPEFITTER & STEAMFITTER
PIPEFITTERS LOCAL 537

03/01/2023	\$63.43	\$12.25	\$20.80	\$0.00	\$96.48
09/01/2023	\$65.18	\$12.25	\$20.80	\$0.00	\$98.23
03/01/2024	\$66.98	\$12.25	\$20.80	\$0.00	\$100.03
09/01/2024	\$68.78	\$12.25	\$20.80	\$0.00	\$101.83
03/01/2025	\$70.58	\$12.25	\$20.80	\$0.00	\$103.63

Apprentice - PIPEFITTER - Local 537

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$25.37	\$12.25	\$8.55	\$0.00	\$46.17
2	45	\$28.54	\$12.25	\$20.80	\$0.00	\$61.59
3	60	\$38.06	\$12.25	\$20.80	\$0.00	\$71.11
4	70	\$44.40	\$12.25	\$20.80	\$0.00	\$77.45
5	80	\$50.74	\$12.25	\$20.80	\$0.00	\$83.79

Effective Date - 09/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$26.07	\$12.25	\$8.55	\$0.00	\$46.87
2	45	\$29.33	\$12.25	\$20.80	\$0.00	\$62.38
3	60	\$39.11	\$12.25	\$20.80	\$0.00	\$72.16
4	70	\$45.63	\$12.25	\$20.80	\$0.00	\$78.68
5	80	\$52.14	\$12.25	\$20.80	\$0.00	\$85.19

Notes:

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

Apprentice to Journeyworker Ratio:**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIPELAYER <i>LABORERS - ZONE 2</i>	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
PIPELAYER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
	06/01/2024	\$39.94	\$9.40	\$16.89	\$0.00	\$66.23
	12/01/2024	\$41.27	\$9.40	\$16.89	\$0.00	\$67.56
	06/01/2025	\$42.66	\$9.40	\$16.89	\$0.00	\$68.95
	12/01/2025	\$44.04	\$9.40	\$16.89	\$0.00	\$70.33
	06/01/2026	\$45.48	\$9.40	\$16.89	\$0.00	\$71.77
12/01/2026	\$46.92	\$9.40	\$16.89	\$0.00	\$73.21	
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
PLUMBERS & GASFITTERS <i>PLUMBERS & GASFITTERS LOCAL 12</i>	02/26/2023	\$64.69	\$14.07	\$18.86	\$0.00	\$97.62
	09/03/2023	\$66.44	\$14.07	\$18.86	\$0.00	\$99.37
	03/03/2024	\$68.24	\$14.07	\$18.86	\$0.00	\$101.17
	09/01/2024	\$70.04	\$14.07	\$18.86	\$0.00	\$102.97
	03/02/2025	\$71.84	\$14.07	\$18.86	\$0.00	\$104.77

Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 02/26/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$22.64	\$14.07	\$6.80	\$0.00	\$43.51
2	40	\$25.88	\$14.07	\$7.72	\$0.00	\$47.67
3	55	\$35.58	\$14.07	\$10.51	\$0.00	\$60.16
4	65	\$42.05	\$14.07	\$12.36	\$0.00	\$68.48
5	75	\$48.52	\$14.07	\$14.22	\$0.00	\$76.81

Effective Date - 09/03/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$23.25	\$14.07	\$6.80	\$0.00	\$44.12
2	40	\$26.58	\$14.07	\$7.72	\$0.00	\$48.37
3	55	\$36.54	\$14.07	\$10.51	\$0.00	\$61.12
4	65	\$43.19	\$14.07	\$12.36	\$0.00	\$69.62
5	75	\$49.83	\$14.07	\$14.22	\$0.00	\$78.12

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr
Step4 with lic\$69.00, Step5 with lic\$76.87

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.) <i>PIPEFITTERS LOCAL 537</i>	03/01/2023	\$63.43	\$12.00	\$20.80	\$0.00	\$96.23
	09/01/2023	\$65.18	\$12.00	\$20.80	\$0.00	\$97.98
	03/01/2024	\$66.98	\$12.00	\$20.80	\$0.00	\$99.78
	09/01/2024	\$68.78	\$12.00	\$20.80	\$0.00	\$101.58
	03/01/2025	\$70.58	\$12.00	\$20.80	\$0.00	\$103.38

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PNEUMATIC DRILL/TOOL OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
	06/01/2024	\$39.94	\$9.40	\$16.89	\$0.00	\$66.23
	12/01/2024	\$41.27	\$9.40	\$16.89	\$0.00	\$67.56
	06/01/2025	\$42.66	\$9.40	\$16.89	\$0.00	\$68.95
	12/01/2025	\$44.04	\$9.40	\$16.89	\$0.00	\$70.33
	06/01/2026	\$45.48	\$9.40	\$16.89	\$0.00	\$71.77
	12/01/2026	\$46.92	\$9.40	\$16.89	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
POWDERMAN & BLASTER <i>LABORERS - ZONE 2</i>	06/01/2023	\$38.46	\$9.40	\$16.89	\$0.00	\$64.75
	12/01/2023	\$39.36	\$9.40	\$16.89	\$0.00	\$65.65
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	06/01/2023	\$38.46	\$9.40	\$16.89	\$0.00	\$64.75
	12/01/2023	\$39.36	\$9.40	\$16.89	\$0.00	\$65.65
	06/01/2024	\$40.69	\$9.40	\$16.89	\$0.00	\$66.98
	12/01/2024	\$42.02	\$9.40	\$16.89	\$0.00	\$68.31
	06/01/2025	\$43.41	\$9.40	\$16.89	\$0.00	\$69.70
	12/01/2025	\$44.79	\$9.40	\$16.89	\$0.00	\$71.08
	06/01/2026	\$46.23	\$9.40	\$16.89	\$0.00	\$72.52
	12/01/2026	\$47.67	\$9.40	\$16.89	\$0.00	\$73.96
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2023	\$54.28	\$14.75	\$16.15	\$0.00	\$85.18
	12/01/2023	\$55.53	\$14.75	\$16.15	\$0.00	\$86.43
	06/01/2024	\$56.83	\$14.75	\$16.15	\$0.00	\$87.73
	12/01/2024	\$58.28	\$14.75	\$16.15	\$0.00	\$89.18
	06/01/2025	\$59.58	\$14.75	\$16.15	\$0.00	\$90.48
	12/01/2025	\$61.03	\$14.75	\$16.15	\$0.00	\$91.93
	06/01/2026	\$62.33	\$14.75	\$16.15	\$0.00	\$93.23
	12/01/2026	\$63.78	\$14.75	\$16.15	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2023	\$54.28	\$14.75	\$16.15	\$0.00	\$85.18
	12/01/2023	\$55.53	\$14.75	\$16.15	\$0.00	\$86.43
	06/01/2024	\$56.83	\$14.75	\$16.15	\$0.00	\$87.73
	12/01/2024	\$58.28	\$14.75	\$16.15	\$0.00	\$89.18
	06/01/2025	\$59.58	\$14.75	\$16.15	\$0.00	\$90.48
	12/01/2025	\$61.03	\$14.75	\$16.15	\$0.00	\$91.93
	06/01/2026	\$62.33	\$14.75	\$16.15	\$0.00	\$93.23
	12/01/2026	\$63.78	\$14.75	\$16.15	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2023	\$35.30	\$14.75	\$16.15	\$0.00	\$66.20
	12/01/2023	\$36.12	\$14.75	\$16.15	\$0.00	\$67.02
	06/01/2024	\$36.97	\$14.75	\$16.15	\$0.00	\$67.87
	12/01/2024	\$37.92	\$14.75	\$16.15	\$0.00	\$68.82
	06/01/2025	\$38.77	\$14.75	\$16.15	\$0.00	\$69.67
	12/01/2025	\$39.72	\$14.75	\$16.15	\$0.00	\$70.62
	06/01/2026	\$40.58	\$14.75	\$16.15	\$0.00	\$71.48
	12/01/2026	\$41.53	\$14.75	\$16.15	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY MIX CONCRETE DRIVERS after 4/30/12 (Drivers Hired After 4/30/2012) <i>TEAMSTERS 25 (Suburban) - Aggregate</i>	08/01/2022	\$30.40	\$11.91	\$15.25	\$0.00	\$57.56
READY-MIX CONCRETE DRIVER <i>TEAMSTERS 25 (Suburban) - Aggregate</i>	08/01/2022	\$30.50	\$11.91	\$15.25	\$0.00	\$57.66
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2023	\$53.69	\$14.75	\$16.15	\$0.00	\$84.59
	12/01/2023	\$54.93	\$14.75	\$16.15	\$0.00	\$85.83
	06/01/2024	\$56.21	\$14.75	\$16.15	\$0.00	\$87.11
	12/01/2024	\$57.65	\$14.75	\$16.15	\$0.00	\$88.55
	06/01/2025	\$58.93	\$14.75	\$16.15	\$0.00	\$89.83
	12/01/2025	\$60.37	\$14.75	\$16.15	\$0.00	\$91.27
	06/01/2026	\$61.65	\$14.75	\$16.15	\$0.00	\$92.55
	12/01/2026	\$63.09	\$14.75	\$16.15	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2023	\$53.69	\$14.75	\$16.15	\$0.00	\$84.59
	12/01/2023	\$54.93	\$14.75	\$16.15	\$0.00	\$85.83
	06/01/2024	\$56.21	\$14.75	\$16.15	\$0.00	\$87.11
	12/01/2024	\$57.65	\$14.75	\$16.15	\$0.00	\$88.55
	06/01/2025	\$58.93	\$14.75	\$16.15	\$0.00	\$89.83
	12/01/2025	\$60.37	\$14.75	\$16.15	\$0.00	\$91.27
	06/01/2026	\$61.65	\$14.75	\$16.15	\$0.00	\$92.55
	12/01/2026	\$63.09	\$14.75	\$16.15	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofer Waterproofing &Roofer Damproofg) <i>ROOFERS LOCAL 33</i>	02/01/2023	\$48.53	\$12.78	\$20.20	\$0.00	\$81.51
	08/01/2023	\$50.03	\$12.78	\$20.20	\$0.00	\$83.01
	02/01/2024	\$51.28	\$12.78	\$20.20	\$0.00	\$84.26
	08/01/2024	\$52.78	\$12.78	\$20.20	\$0.00	\$85.76
	02/01/2025	\$54.03	\$12.78	\$20.20	\$0.00	\$87.01
	08/01/2025	\$55.53	\$12.78	\$20.20	\$0.00	\$88.51
	02/01/2026	\$56.78	\$12.78	\$20.20	\$0.00	\$89.76

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ROOFER - Local 33

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.27	\$12.78	\$5.59	\$0.00	\$42.64
2	60	\$29.12	\$12.78	\$20.20	\$0.00	\$62.10
3	65	\$31.54	\$12.78	\$20.20	\$0.00	\$64.52
4	75	\$36.40	\$12.78	\$20.20	\$0.00	\$69.38
5	85	\$41.25	\$12.78	\$20.20	\$0.00	\$74.23

Effective Date - 08/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.02	\$12.78	\$5.59	\$0.00	\$43.39
2	60	\$30.02	\$12.78	\$20.20	\$0.00	\$63.00
3	65	\$32.52	\$12.78	\$20.20	\$0.00	\$65.50
4	75	\$37.52	\$12.78	\$20.20	\$0.00	\$70.50
5	85	\$42.53	\$12.78	\$20.20	\$0.00	\$75.51

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	02/01/2023	\$48.78	\$12.78	\$20.20	\$0.00	\$81.76
ROOFERS LOCAL 33	08/01/2023	\$50.28	\$12.78	\$20.20	\$0.00	\$83.26
	02/01/2024	\$51.53	\$12.78	\$20.20	\$0.00	\$84.51
	08/01/2024	\$53.03	\$12.78	\$20.20	\$0.00	\$86.01
	02/01/2025	\$54.28	\$12.78	\$20.20	\$0.00	\$87.26
	08/01/2025	\$55.78	\$12.78	\$20.20	\$0.00	\$88.76
	02/01/2026	\$57.03	\$12.78	\$20.20	\$0.00	\$90.01

For apprentice rates see "Apprentice- ROOFER"

SHEETMETAL WORKER	02/01/2023	\$55.31	\$14.11	\$26.64	\$2.83	\$98.89
SHEETMETAL WORKERS LOCAL 17 - A	08/01/2023	\$57.01	\$14.11	\$26.64	\$2.83	\$100.59
	02/01/2024	\$58.71	\$14.11	\$26.64	\$2.83	\$102.29
	08/01/2024	\$60.46	\$14.11	\$26.64	\$2.83	\$104.04
	02/01/2025	\$62.21	\$14.11	\$26.64	\$2.83	\$105.79
	08/01/2025	\$64.06	\$14.11	\$26.64	\$2.83	\$107.64
	02/01/2026	\$66.01	\$14.11	\$26.64	\$2.83	\$109.59

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SHEET METAL WORKER - Local 17-A

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$23.23	\$14.11	\$6.13	\$0.00	\$43.47
2	42	\$23.23	\$14.11	\$6.13	\$0.00	\$43.47
3	47	\$26.00	\$14.11	\$11.90	\$1.54	\$53.55
4	47	\$26.00	\$14.11	\$11.90	\$1.54	\$53.55
5	52	\$28.76	\$14.11	\$12.88	\$1.65	\$57.40
6	52	\$28.76	\$14.11	\$13.13	\$1.65	\$57.65
7	60	\$33.19	\$14.11	\$14.54	\$1.83	\$63.67
8	65	\$35.95	\$14.11	\$15.52	\$1.94	\$67.52
9	75	\$41.48	\$14.11	\$17.48	\$2.16	\$75.23
10	85	\$47.01	\$14.11	\$18.94	\$2.36	\$82.42

Effective Date - 08/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$23.94	\$14.11	\$6.13	\$0.00	\$44.18
2	42	\$23.94	\$14.11	\$6.13	\$0.00	\$44.18
3	47	\$26.79	\$14.11	\$11.90	\$1.58	\$54.38
4	47	\$26.79	\$14.11	\$11.90	\$1.58	\$54.38
5	52	\$29.65	\$14.11	\$12.88	\$1.70	\$58.34
6	52	\$29.65	\$14.11	\$13.13	\$1.70	\$58.59
7	60	\$34.21	\$14.11	\$14.54	\$1.89	\$64.75
8	65	\$37.06	\$14.11	\$15.52	\$2.00	\$68.69
9	75	\$42.76	\$14.11	\$17.48	\$2.23	\$76.58
10	85	\$48.46	\$14.11	\$18.94	\$2.45	\$83.96

Notes:
Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1</i>	03/01/2023	\$66.20	\$10.90	\$23.20	\$0.00	\$100.30
	10/01/2023	\$67.95	\$10.90	\$23.20	\$0.00	\$102.05
	03/01/2024	\$69.75	\$10.90	\$23.20	\$0.00	\$103.85
	10/01/2024	\$71.55	\$10.90	\$23.20	\$0.00	\$105.65
	03/01/2025	\$73.35	\$10.90	\$23.20	\$0.00	\$107.45

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$23.17	\$10.90	\$9.70	\$0.00	\$43.77
2	40	\$26.48	\$10.90	\$9.70	\$0.00	\$47.08
3	45	\$29.79	\$10.90	\$9.70	\$0.00	\$50.39
4	50	\$33.10	\$10.90	\$9.70	\$0.00	\$53.70
5	55	\$36.41	\$10.90	\$9.70	\$0.00	\$57.01
6	60	\$39.72	\$10.90	\$11.20	\$0.00	\$61.82
7	65	\$43.03	\$10.90	\$11.20	\$0.00	\$65.13
8	70	\$46.34	\$10.90	\$11.20	\$0.00	\$68.44
9	75	\$49.65	\$10.90	\$11.20	\$0.00	\$71.75
10	80	\$52.96	\$10.90	\$11.20	\$0.00	\$75.06

Effective Date - 10/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$23.78	\$10.90	\$9.70	\$0.00	\$44.38
2	40	\$27.18	\$10.90	\$9.70	\$0.00	\$47.78
3	45	\$30.58	\$10.90	\$9.70	\$0.00	\$51.18
4	50	\$33.98	\$10.90	\$9.70	\$0.00	\$54.58
5	55	\$37.37	\$10.90	\$9.70	\$0.00	\$57.97
6	60	\$40.77	\$10.90	\$11.20	\$0.00	\$62.87
7	65	\$44.17	\$10.90	\$11.20	\$0.00	\$66.27
8	70	\$47.57	\$10.90	\$11.20	\$0.00	\$69.67
9	75	\$50.96	\$10.90	\$11.20	\$0.00	\$73.06
10	80	\$54.36	\$10.90	\$11.20	\$0.00	\$76.46

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

Apprentice to Journeyworker Ratio:1:3

STEAM BOILER OPERATOR OPERATING ENGINEERS LOCAL 4	06/01/2023	\$53.69	\$14.75	\$16.15	\$0.00	\$84.59
	12/01/2023	\$54.93	\$14.75	\$16.15	\$0.00	\$85.83
	06/01/2024	\$56.21	\$14.75	\$16.15	\$0.00	\$87.11
	12/01/2024	\$57.65	\$14.75	\$16.15	\$0.00	\$88.55
	06/01/2025	\$58.93	\$14.75	\$16.15	\$0.00	\$89.83
	12/01/2025	\$60.37	\$14.75	\$16.15	\$0.00	\$91.27
	06/01/2026	\$61.65	\$14.75	\$16.15	\$0.00	\$92.55
	12/01/2026	\$63.09	\$14.75	\$16.15	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2023	\$53.69	\$14.75	\$16.15	\$0.00	\$84.59
	12/01/2023	\$54.93	\$14.75	\$16.15	\$0.00	\$85.83
	06/01/2024	\$56.21	\$14.75	\$16.15	\$0.00	\$87.11
	12/01/2024	\$57.65	\$14.75	\$16.15	\$0.00	\$88.55
	06/01/2025	\$58.93	\$14.75	\$16.15	\$0.00	\$89.83
	12/01/2025	\$60.37	\$14.75	\$16.15	\$0.00	\$91.27
	06/01/2026	\$61.65	\$14.75	\$16.15	\$0.00	\$92.55
	12/01/2026	\$63.09	\$14.75	\$16.15	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 103</i>	03/01/2023	\$47.38	\$13.00	\$19.63	\$0.00	\$80.01
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Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$21.32	\$13.00	\$0.65	\$0.00	\$34.97
2	45	\$21.32	\$13.00	\$0.65	\$0.00	\$34.97
3	50	\$23.69	\$13.00	\$15.20	\$0.00	\$51.89
4	50	\$23.69	\$13.00	\$15.20	\$0.00	\$51.89
5	55	\$26.06	\$13.00	\$15.58	\$0.00	\$54.64
6	60	\$28.43	\$13.00	\$15.96	\$0.00	\$57.39
7	65	\$30.80	\$13.00	\$16.34	\$0.00	\$60.14
8	70	\$33.17	\$13.00	\$16.73	\$0.00	\$62.90
9	75	\$35.54	\$13.00	\$17.11	\$0.00	\$65.65
10	80	\$37.90	\$13.00	\$17.48	\$0.00	\$68.38

Notes:

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	02/01/2023	\$59.29	\$11.49	\$22.34	\$0.00	\$93.12
	08/01/2023	\$61.34	\$11.49	\$22.34	\$0.00	\$95.17
	02/01/2024	\$62.59	\$11.49	\$22.34	\$0.00	\$96.42
	08/01/2024	\$64.69	\$11.49	\$22.34	\$0.00	\$98.52
	02/01/2025	\$65.99	\$11.49	\$22.34	\$0.00	\$99.82
	08/01/2025	\$68.14	\$11.49	\$22.34	\$0.00	\$101.97
	02/01/2026	\$69.49	\$11.49	\$22.34	\$0.00	\$103.32
	08/01/2026	\$71.69	\$11.49	\$22.34	\$0.00	\$105.52
	02/01/2027	\$73.09	\$11.49	\$22.34	\$0.00	\$106.92

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 02/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.65	\$11.49	\$22.34	\$0.00	\$63.48
2	60	\$35.57	\$11.49	\$22.34	\$0.00	\$69.40
3	70	\$41.50	\$11.49	\$22.34	\$0.00	\$75.33
4	80	\$47.43	\$11.49	\$22.34	\$0.00	\$81.26
5	90	\$53.36	\$11.49	\$22.34	\$0.00	\$87.19

Effective Date - 08/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.67	\$11.49	\$22.34	\$0.00	\$64.50
2	60	\$36.80	\$11.49	\$22.34	\$0.00	\$70.63
3	70	\$42.94	\$11.49	\$22.34	\$0.00	\$76.77
4	80	\$49.07	\$11.49	\$22.34	\$0.00	\$82.90
5	90	\$55.21	\$11.49	\$22.34	\$0.00	\$89.04

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2023	\$47.58	\$9.40	\$17.97	\$0.00	\$74.95
	12/01/2023	\$48.83	\$9.40	\$17.97	\$0.00	\$76.20
	06/01/2024	\$50.31	\$9.40	\$17.97	\$0.00	\$77.68
	12/01/2024	\$51.78	\$9.40	\$17.97	\$0.00	\$79.15
	06/01/2025	\$53.28	\$9.40	\$17.97	\$0.00	\$80.65
	12/01/2025	\$54.78	\$9.40	\$17.97	\$0.00	\$82.15
	06/01/2026	\$56.33	\$9.40	\$17.97	\$0.00	\$83.70
	12/01/2026	\$57.83	\$9.40	\$17.97	\$0.00	\$85.20

For apprentice rates see "Apprentice- LABORER"

TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2023	\$43.70	\$9.40	\$17.97	\$0.00	\$71.07
	12/01/2023	\$44.95	\$9.40	\$17.97	\$0.00	\$72.32
	06/01/2024	\$46.43	\$9.40	\$17.97	\$0.00	\$73.80
	12/01/2024	\$47.90	\$9.40	\$17.97	\$0.00	\$75.27
	06/01/2025	\$49.40	\$9.40	\$17.97	\$0.00	\$76.77
	12/01/2025	\$50.90	\$9.40	\$17.97	\$0.00	\$78.27
	06/01/2026	\$52.45	\$9.40	\$17.97	\$0.00	\$79.82
	12/01/2026	\$53.95	\$9.40	\$17.97	\$0.00	\$81.32

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2023	\$43.58	\$9.40	\$17.97	\$0.00	\$70.95
	12/01/2023	\$44.83	\$9.40	\$17.97	\$0.00	\$72.20
	06/01/2024	\$46.31	\$9.40	\$17.97	\$0.00	\$73.68
	12/01/2024	\$47.78	\$9.40	\$17.97	\$0.00	\$75.15
	06/01/2025	\$49.28	\$9.40	\$17.97	\$0.00	\$76.65
	12/01/2025	\$50.78	\$9.40	\$17.97	\$0.00	\$78.15
	06/01/2026	\$52.33	\$9.40	\$17.97	\$0.00	\$79.70
	12/01/2026	\$53.83	\$9.40	\$17.97	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"						
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2023	\$53.69	\$14.75	\$16.15	\$0.00	\$84.59
	12/01/2023	\$54.93	\$14.75	\$16.15	\$0.00	\$85.83
	06/01/2024	\$56.21	\$14.75	\$16.15	\$0.00	\$87.11
	12/01/2024	\$57.65	\$14.75	\$16.15	\$0.00	\$88.55
	06/01/2025	\$58.93	\$14.75	\$16.15	\$0.00	\$89.83
	12/01/2025	\$60.37	\$14.75	\$16.15	\$0.00	\$91.27
	06/01/2026	\$61.65	\$14.75	\$16.15	\$0.00	\$92.55
	12/01/2026	\$63.09	\$14.75	\$16.15	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	06/01/2023	\$55.81	\$9.40	\$18.42	\$0.00	\$83.63
	12/01/2023	\$57.06	\$9.40	\$18.42	\$0.00	\$84.88
	06/01/2024	\$58.54	\$9.40	\$18.42	\$0.00	\$86.36
	12/01/2024	\$60.01	\$9.40	\$18.42	\$0.00	\$87.83
	06/01/2025	\$61.51	\$9.40	\$18.42	\$0.00	\$89.33
	12/01/2025	\$63.01	\$9.40	\$18.42	\$0.00	\$90.83
	06/01/2026	\$64.56	\$9.40	\$18.42	\$0.00	\$92.38
	12/01/2026	\$66.06	\$9.40	\$18.42	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	06/01/2023	\$57.81	\$9.40	\$18.42	\$0.00	\$85.63
	12/01/2023	\$59.06	\$9.40	\$18.42	\$0.00	\$86.88
	06/01/2024	\$60.54	\$9.40	\$18.42	\$0.00	\$88.36
	12/01/2024	\$62.01	\$9.40	\$18.42	\$0.00	\$89.83
	06/01/2025	\$63.51	\$9.40	\$18.42	\$0.00	\$91.33
	12/01/2025	\$65.01	\$9.40	\$18.42	\$0.00	\$92.83
	06/01/2026	\$66.56	\$9.40	\$18.42	\$0.00	\$94.38
	12/01/2026	\$68.06	\$9.40	\$18.42	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2023	\$47.88	\$9.40	\$18.42	\$0.00	\$75.70
	12/01/2023	\$49.13	\$9.40	\$18.42	\$0.00	\$76.95
	06/01/2024	\$50.61	\$9.40	\$18.42	\$0.00	\$78.43
	12/01/2024	\$52.08	\$9.40	\$18.42	\$0.00	\$79.90
	06/01/2025	\$53.58	\$9.40	\$18.42	\$0.00	\$81.40
	12/01/2025	\$55.08	\$9.40	\$18.42	\$0.00	\$82.90
	06/01/2026	\$56.63	\$9.40	\$18.42	\$0.00	\$84.45
	12/01/2026	\$58.13	\$9.40	\$18.42	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2023	\$49.88	\$9.40	\$18.42	\$0.00	\$77.70
	12/01/2023	\$51.13	\$9.40	\$18.42	\$0.00	\$78.95
	06/01/2024	\$52.61	\$9.40	\$18.42	\$0.00	\$80.43
	12/01/2024	\$54.08	\$9.40	\$18.42	\$0.00	\$81.90
	06/01/2025	\$55.58	\$9.40	\$18.42	\$0.00	\$83.40
	12/01/2025	\$57.08	\$9.40	\$18.42	\$0.00	\$84.90
	06/01/2026	\$58.63	\$9.40	\$18.42	\$0.00	\$86.45
	12/01/2026	\$60.13	\$9.40	\$18.42	\$0.00	\$87.95
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
WAGON DRILL OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
	06/01/2024	\$39.94	\$9.40	\$16.89	\$0.00	\$66.23
	12/01/2024	\$41.27	\$9.40	\$16.89	\$0.00	\$67.56
	06/01/2025	\$42.66	\$9.40	\$16.89	\$0.00	\$68.95
	12/01/2025	\$44.04	\$9.40	\$16.89	\$0.00	\$70.33
	06/01/2026	\$45.48	\$9.40	\$16.89	\$0.00	\$71.77
	12/01/2026	\$46.92	\$9.40	\$16.89	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2023	\$54.28	\$14.75	\$16.15	\$0.00	\$85.18
	12/01/2023	\$55.53	\$14.75	\$16.15	\$0.00	\$86.43
	06/01/2024	\$56.83	\$14.75	\$16.15	\$0.00	\$87.73
	12/01/2024	\$58.28	\$14.75	\$16.15	\$0.00	\$89.18
	06/01/2025	\$59.58	\$14.75	\$16.15	\$0.00	\$90.48
	12/01/2025	\$61.03	\$14.75	\$16.15	\$0.00	\$91.93
	06/01/2026	\$62.33	\$14.75	\$16.15	\$0.00	\$93.23
	12/01/2026	\$63.78	\$14.75	\$16.15	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER <i>PLUMBERS & GASFITTERS LOCAL 12</i>	02/26/2023	\$64.69	\$14.07	\$18.86	\$0.00	\$97.62
	09/03/2023	\$66.44	\$14.07	\$18.86	\$0.00	\$99.37
	03/03/2024	\$68.24	\$14.07	\$18.86	\$0.00	\$101.17
	09/01/2024	\$70.04	\$14.07	\$18.86	\$0.00	\$102.97
	03/02/2025	\$71.84	\$14.07	\$18.86	\$0.00	\$104.77
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

Additional Apprentices Information:

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

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

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

** Multiple ratios are listed in the comment field.

*** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

**** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.

Audio Visual Specifications Bid Package

Section D: Parts Inventory

Section D: Audio Visual Part Inventory

Fairbank Community Center - Design

Modified: **8/3/2023**

40 Fairbank Rd
Sudbury, MA 01776

QTY	Manufacturer	Model	Part Number	Description
Natatorium (pool area)				
1	Atlas Sound	MPFD24	MPFD24	1" Deep Micro Perf Door for WMA, 100, and 200 Series Racks 24RU
1	Atlas Sound	WMA24-23	WMA24-23	24RU High Strength Wall Cabinet with Adjustable Rails, 23.5" Deep
1	Biamp	TesiraFORTE DAN AI	TESIRAFORTE DAN AI	Fixed I/O DSP with 12 analog inputs, 8 analog outputs, 8 channels configurable USB audio, and 32 x 32 channels of Dante
4	Bose	AMU108	811434-0110	ArenaMatch Utility AMU108- (Single) - Black
1	Cabling & Interconnects			
1	Crestron Electronics	TSW-1070-B-S	TSW-1070-B-S	10.1 in. Wall Mount Touch Screen, Black Smooth
1	Crown	DCi2x300N	DCI2X300N-U-USFX	2x300W Power Amplifier
1	Misc - Parts			terminations, hardware, mounting, rigging, raceway, blocking, etc.
1	Netgear	GSM4230P-100NAS	GSM4230P-100NAS	AV Line 24x1G PoE+ 300W 2x1G and 4xSFP Managed Switch
1	Rack Accessories			Blanks, Vents, Drawers, Power
1	RDL	DD-BTN44	DD-BTN44	Wall-Mounted Bi-Directional Line-Level and Bluetooth® Audio Dante Interface
1	RDL	DDS-BN22	DDS-BN22	Bi-Directional Mic/Line Dante Interface 2 x 2 w/PoE - 2 XLR In, 2 XLR Out - Stainless Steel
1	RDL	TX-70A	TX-70A	25 V, 70 V, 100 V Input Interface - Unbal. Line Out
1	Shure	PGA31-TQG	PGA31-TQG	Headset Condenser Microphone
2	Shure	UA834WB	UA834WB	In-line antenna amplifier for remote mounting. (470-902 MHz)
1	Shure	ULXD1=-G50	ULXD1=-G50	Digital Wireless Bodypack Transmitter with Miniature 4-Pin Connector
1	Shure	ULXD2/B58=-G50	ULXD2/B58=-G50	Handheld Transmitter with BETA 58A® Microphone
1	Shure	ULXD4=-G50	ULXD4=-G50	Single Digital Wireless Receiver with PS41US Power Supply, 1/2 Wave Antenna and Rack Mounting Hardware
1	Wallplate Enclosures			

Natatorium (pool area): Viewing Room

1	Airtame	Airtame 2	Airtame 2	The essential and easy to use wireless screen
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Section D: Audio Visual Part Inventory

				sharing device for business and education.
3	Bose	DM3C	829708-0210 \$SP	DesignMax DM3C - (PAIR) - White
1	Cabling & Interconnects			
1	Chief	LTM1U	LTM1U	Large Fusion Micro-Adjustable Tilt Wall Mount
1	Crestron Electronics	DMPS3-4K-350-C	DMPS3-4K-350-C	3-Series® 4K DigitalMedia™ Presentation System 350
1	Crestron Electronics	DM-RMC-4KZ-100-C	DM-RMC-4KZ-100-C	DigitalMedia 8G+® 4K60 4:4:4 HDR Receiver & Room Controller 100
1	Crestron Electronics	DM-TX-4KZ-100-C-1G-W-T	DM-TX-4KZ-100-C-1G-W-T	DigitalMedia 8G+® 4K60 4:4:4 HDR Wall Plate Transmitter, White
1	Crestron Electronics	PW-5430DUS	PW-5430DUS	High-Efficiency Power Pack
1	Crestron Electronics	TSW-770-B-S	TSW-770-B-S	7 in. Wall Mount Touch Screen, Black Smooth
1	Extron Electronics	MPA 601-70V	60-1449-01	One Channel Amp, 60 watts at 70 volts
1	Extron Electronics	RSU 126	60-190-10	1U 6" Deep Universal Rack Shelf Kit
1	Misc - Parts			terminations, hardware, mounting, rigging, raceway, blocking, etc.
1	O.F.E.	Comcast Cable Box	Comcast Cable Box	[OFE] - Comcast Cable Box
1	Samsung	QB55R	QB55R	Samsung 55" QB55R QBR Series LED Display
1	Williams Sound	FM 557	FM 557	FM Plus Large-area Dual FM and Wi-Fi assistive listening system with 4 FM R37 receivers. System includes: (1) FM T55 transmitter, (4) PPA R37N receivers, (4) EAR 022 surround earphones, (2) NKL 001 neckloops, and (1) IDP 008 ADA wall plaque. Replaces FM 457

Gymnasium

1	Atlas Sound	MPFD24	MPFD24	1" Deep Micro Perf Door for WMA, 100, and 200 Series Racks 24RU
1	Atlas Sound	WMA24-23	WMA24-23	24RU High Strength Wall Cabinet with Adjustable Rails, 23.5" Deep
1	Biamp	TesiraFORTE DAN AI	TESIRAFORTE DAN AI	Fixed I/O DSP with 12 analog inputs, 8 analog outputs, 8 channels configurable USB audio, and 32 x 32 channels of Dante
1	Bose	359844-0020	359844-0020	PowerMatch® Dante™ network card
2	Bose	AMS115	843163-0110	AMS115 Compact Subwoofer
12	Bose	AMU105	811433-0110	ArenaMatch Utility AMU105- (Single) - Black
1	Bose	PM8500N	343546-1110	PowerMatch PM8500N Amplifier - Network Model
1	Cabling & Interconnects			
1	Crestron Electronics	TSW-770-B-S	TSW-770-B-S	7 in. Wall Mount Touch Screen, Black Smooth
1	Misc - Parts			terminations, hardware, mounting, rigging,

Section D: Audio Visual Part Inventory

				raceway, blocking, etc.
1	Netgear	GSM4230P-100NAS	GSM4230P-100NAS	AV Line 24x1G PoE+ 300W 2x1G and 4xSFP Managed Switch
2	Protective Enclosure			lockable protective enclosure for Touch Panels
1	RDL	DD-BTN44	DD-BTN44	Wall-Mounted Bi-Directional Line-Level and Bluetooth® Audio Dante Interface
1	RDL	DDS-BN22	DDS-BN22	Bi-Directional Mic/Line Dante Interface 2 x 2 w/PoE - 2 XLR In, 2 XLR Out - Stainless Steel
1	RDL	TX-70A	TX-70A	25 V, 70 V, 100 V Input Interface - Unbal. Line Out
1	Shure	PGA31-TQG	PGA31-TQG	Headset Condenser Microphone
2	Shure	UA834WB	UA834WB	In-line antenna amplifier for remote mounting. (470-902 MHz)
1	Shure	ULXD1=-G50	ULXD1=-G50	Digital Wireless Bodypack Transmitter with Miniature 4-Pin Connector
1	Shure	ULXD2/B58=-G50	ULXD2/B58=-G50	Handheld Transmitter with BETA 58A® Microphone
1	Shure	ULXD4=-G50	ULXD4=-G50	Single Digital Wireless Receiver with PS41US Power Supply, 1/2 Wave Antenna and Rack Mounting Hardware
1	Williams Sound	FM 557	FM 557	FM Plus Large-area Dual FM and Wi-Fi assistive listening system with 4 FM R37 receivers. System includes: (1) FM T55 transmitter, (4) PPA R37N receivers, (4) EAR 022 surround earphones, (2) NKL 001 neckloops, and (1) IDP 008 ADA wall plaque. Replaces FM 457

Gymnasium: Portable Equipment

1	Cabling & Interconnects			
1	Da-Lite	38307	38307	Fast-Fold Deluxe Screen System Wide (16:10), 86.5" x 138.5" or 163" Diagonal, HD Rental
1	Epson Corporation	EB-PU1008B	V11HA33820	8,500Lumens WUXGA, No Lens (Black)
1	Epson Corporation	ELPLU03S	V12H004UA3	EPSON Short Throw Zoom Lens for Pro L & Pro G Projectors
2	TurboSound	iQ12	iQ12	2,500 Watt 2 Way 12" Loudspeaker with KLARK TEKNIK Digital Signal Processing and ULTRANET Networking
2	TurboSound	TSTAND-01	TSTAND-01	Lightweight Adjustable Speaker Stand for 1 3/8" (35 mm) Pole Mounts

Lobby 198

1	Airtame	Airtame 2	Airtame 2	[OFE] - The essential and easy to use wireless screen sharing device for business and education.
1	Chief	CSSMP15X10	CSSMP15X10	Component Storage Panel, Sliding 15 x 10 CSSMP15X10
1	Chief	MTM1U	MTM1U	Medium Fusion Micro-Adjustable Tilt Wall Mount

Section D: Audio Visual Part Inventory

1	Planar	SLM55	998-2764-00	55" Diagonal, UHD, D-LED Backlight, 500 nit Brightness, 16x7 Reliability, Android Operating System, Plastic Bezel, Speakers, Landscape Only
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Lounge 135

1	Chief	MTM1U	MTM1U	Medium Fusion Micro-Adjustable Tilt Wall Mount
1	O.F.E.	Display	O.F.E.	[OFE] - Owner furnished 50" display

Lobby Lounge 136

1	Chief	MTM1U	MTM1U	Medium Fusion Micro-Adjustable Tilt Wall Mount
1	O.F.E.	Display	O.F.E.	[OFE] - Owner furnished 50" display

Conference Room 193

1	Cabling & Interconnects			
1	Chief	LTM1U	LTM1U	Large Fusion Micro-Adjustable Tilt Wall Mount
1	Crestron Electronics	HD-EXT-USB-2000-C	HD-EXT-USB-2000-C	4K HDMI® & USB over HDBaseT® Extender 2000
1	Crestron Electronics	UC-SB1-CAM	UC-SB1-CAM	UC Video Conference Smart Soundbar & Camera
1	Extron Electronics	Cable Cubby 222 US	60-1927-02	One US AC Outlet, 12 A Breaker, 2 Outlets Under
1	Planar	SLM65	998-2765-00	65" Diagonal, UHD, D-LED Backlight, 500 nit Brightness, 16x7 Reliability, Android Operating System, Plastic Bezel, Speakers, Landscape Only

Meeting Room 151

1	Cabling & Interconnects			
1	Chief	LTM1U	LTM1U	Large Fusion Micro-Adjustable Tilt Wall Mount
1	Crestron Electronics	HD-EXT-USB-2000-C	HD-EXT-USB-2000-C	4K HDMI® & USB over HDBaseT® Extender 2000
1	Crestron Electronics	UC-SB1-CAM	UC-SB1-CAM	UC Video Conference Smart Soundbar & Camera
1	Extron Electronics	Cable Cubby 222 US	60-1927-02	One US AC Outlet, 12 A Breaker, 2 Outlets Under
1	Planar	SLM65	998-2765-00	65" Diagonal, UHD, D-LED Backlight, 500 nit Brightness, 16x7 Reliability, Android Operating System, Plastic Bezel, Speakers, Landscape Only

Program Room 1

1	Biamp	TesiraFORTE X 400	TesiraFORTE X 400	TesiraFORTÉ X 400 is a meeting room DSP featuring multiple network and analog audio connection points, with 4 channels of Acoustic Echo Cancellation (AEC) assignable across any digital or analog input.
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Section D: Audio Visual Part Inventory

2	Bose	DM5C	829683-0210 \$SP	DesignMax DM5C - (PAIR) - White
1	Cabling & Interconnects			
1	Chief	CSMP9X12	CSMP9X12	Component Storage Panel, Interface
1	Chief	CSSMP15X10	CSSMP15X10	Component Storage Panel, Sliding 15 x 10 CSSMP15X10
1	Chief	LTM1U	LTM1U	Large Fusion Micro-Adjustable Tilt Wall Mount
1	Crestron Electronics	HD-RX-101-C-E	HD-RX-101-C-E	DM Lite – HDMI over CATx Receiver, Surface Mount
1	Crestron Electronics	HD-TX-101-C-E	HD-TX-101-C-E	DM Lite – HDMI® over CATx Transmitter, Surface Mount
1	Custom Rack Panel			1 RU rack panel with HDMI In, USB 3.0, Volume control for wireless mic, volume control for speakers
1	DigitLinX	DL-4USB-PHUB	DL-4USB-PHUB	4 Port Usb 3.0 Usb With Mounting Brackets & External Power Supply
1	Extron Electronics	MPA 601-70V	60-1449-01	One Channel Amp, 60 watts at 70 volts
1	Huddly	HUD-L1	7090043790672	Huddly AI Collaboration Camera for large meeting rooms, includes USB adapter, Wall Mount Bracket and 2m Ethernet cable.
1	Middle Atlantic	MFR-1227GE	MFR-1227GE	MFR Series Rack, 27 3/8" D X 27" H Grained Ebony Ash
1	Middle Atlantic	PD-915R-SP	PD-915R-SP	Rackmount Power, 9 Outlet, 15A, Series Surge. Black Powder Coat Finish
1	Misc - Parts			terminations, hardware, mounting, rigging, raceway, blocking, etc.
1	Planar	SLM75	998-2766-00	75" Diagonal, UHD, D-LED Backlight, 500 nit Brightness, 16x7 Reliability, Android Operating System, Plastic Bezel, Speakers, Landscape Only
1	Rack Accessories			Blanks, Vents, Drawers, Power
1	RDL	TX-J2	TX-J2	Unbalanced Input Transformer
1	Shure	MXA920W-R	MXA920W-R	Ceiling Array Microphone, Round, White
1	Shure	SLXD24/SM58-G58	SLXD24/SM58-G58	Wireless System with SM58 Handheld Transmitter Frequency Band Version G58
1	Williams Sound	FM 557	FM 557	FM Plus Large-area Dual FM and Wi-Fi assistive listening system with 4 FM R37 receivers. System includes: (1) FM T55 transmitter, (4) PPA R37N receivers, (4) EAR 022 surround earphones, (2) NKL 001 neckloops, and (1) IDP 008 ADA wall plaque. Replaces FM 457

Program Room 4

1	Biamp	TesiraFORTE X 400	TesiraFORTE X 400	TesiraFORTÉ X 400 is a meeting room DSP featuring multiple network and analog audio connection points, with 4 channels of Acoustic Echo Cancellation (AEC) assignable across any digital or analog input.
2	Bose	DM5C	829683-0210 \$SP	DesignMax DM5C - (PAIR) - White

Section D: Audio Visual Part Inventory

1	Cabling & Interconnects			
1	Chief	CSMP9X12	CSMP9X12	Component Storage Panel, Interface
1	Chief	CSSMP15X10	CSSMP15X10	Component Storage Panel, Sliding 15 x 10 CSSMP15X10
1	Chief	LTM1U	LTM1U	Large Fusion Micro-Adjustable Tilt Wall Mount
1	Crestron Electronics	HD-RX-101-C-E	HD-RX-101-C-E	DM Lite – HDMI over CATx Receiver, Surface Mount
1	Crestron Electronics	HD-TX-101-C-E	HD-TX-101-C-E	DM Lite – HDMI® over CATx Transmitter, Surface Mount
1	Custom Rack Panel			1 RU rack panel with HDMI In, USB 3.0, Volume control for wireless mic, volume control for speakers
1	DigitLinX	DL-4USB-PHUB	DL-4USB-PHUB	4 Port Usb 3.0 Usb With Mounting Brackets & External Power Supply
1	Extron Electronics	MPA 601-70V	60-1449-01	One Channel Amp, 60 watts at 70 volts
1	Huddly	HUD-L1	7090043790672	Huddly AI Collaboration Camera for large meeting rooms, includes USB adapter, Wall Mount Bracket and 2m Ethernet cable.
1	Microphone Mount			Mounting equipment for MXA ceiling mic
1	Middle Atlantic	MFR-1227GE	MFR-1227GE	MFR Series Rack, 27 3/8" D X 27" H Grained Ebony Ash
1	Middle Atlantic	PD-915R-SP	PD-915R-SP	Rackmount Power, 9 Outlet, 15A, Series Surge. Black Powder Coat Finish
1	Misc - Parts			terminations, hardware, mounting, rigging, raceway, blocking, etc.
1	Planar	SLM75	998-2766-00	75" Diagonal, UHD, D-LED Backlight, 500 nit Brightness, 16x7 Reliability, Android Operating System, Plastic Bezel, Speakers, Landscape Only
1	Rack Accessories			Blanks, Vents, Drawers, Power
1	RDL	TX-J2	TX-J2	Unbalanced Input Transformer
1	Shure	MXA920W-R	MXA920W-R	Ceiling Array Microphone, Round, White
1	Shure	SLXD24/SM58-G58	SLXD24/SM58-G58	Wireless System with SM58 Handheld Transmitter Frequency Band Version G58
1	Williams Sound	FM 557	FM 557	FM Plus Large-area Dual FM and Wi-Fi assistive listening system with 4 FM R37 receivers. System includes: (1) FM T55 transmitter, (4) PPA R37N receivers, (4) EAR 022 surround earphones, (2) NKL 001 neckloops, and (1) IDP 008 ADA wall plaque. Replaces FM 457

Program Room 5

1	Biamp	TesiraFORTE X 400	TesiraFORTE X 400	TesiraFORTÉ X 400 is a meeting room DSP featuring multiple network and analog audio connection points, with 4 channels of Acoustic Echo Cancellation (AEC) assignable across any digital or analog input.
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Section D: Audio Visual Part Inventory

2	Bose	DM5C	829683-0210 \$SP	DesignMax DM5C - (PAIR) - White
1	Cabling & Interconnects			
1	Chief	CSMP9X12	CSMP9X12	Component Storage Panel, Interface
1	Chief	CSSMP15X10	CSSMP15X10	Component Storage Panel, Sliding 15 x 10 CSSMP15X10
1	Chief	LTM1U	LTM1U	Large Fusion Micro-Adjustable Tilt Wall Mount
1	Crestron Electronics	HD-RX-101-C-E	HD-RX-101-C-E	DM Lite – HDMI over CATx Receiver, Surface Mount
1	Crestron Electronics	HD-TX-101-C-E	HD-TX-101-C-E	DM Lite – HDMI® over CATx Transmitter, Surface Mount
1	Custom Rack Panel			1 RU rack panel with HDMI In, USB 3.0, Volume control for wireless mic, volume control for speakers.
1	DigitLinX	DL-4USB-PHUB	DL-4USB-PHUB	4 Port Usb 3.0 Usb With Mounting Brackets & External Power Supply
1	Extron Electronics	MPA 601-70V	60-1449-01	One Channel Amp, 60 watts at 70 volts
1	Huddly	HUD-L1	7090043790672	Huddly AI Collaboration Camera for large meeting rooms, includes USB adapter, Wall Mount Bracket and 2m Ethernet cable.
1	Microphone Mount			Mounting equipment for MXA ceiling mic
1	Middle Atlantic	MFR-1227GE	MFR-1227GE	MFR Series Rack, 27 3/8" D X 27" H Grained Ebony Ash
1	Middle Atlantic	PD-915R-SP	PD-915R-SP	Rackmount Power, 9 Outlet, 15A, Series Surge. Black Powder Coat Finish
1	Misc - Parts			terminations, hardware, mounting, rigging, raceway, blocking, etc.
1	Planar	SLM75	998-2766-00	75" Diagonal, UHD, D-LED Backlight, 500 nit Brightness, 16x7 Reliability, Android Operating System, Plastic Bezel, Speakers, Landscape Only
1	Rack Accessories			Blanks, Vents, Drawers, Power
1	RDL	TX-J2	TX-J2	Unbalanced Input Transformer
1	Shure	MXA920W-R	MXA920W-R	Ceiling Array Microphone, Round, White
1	Shure	SLXD24/SM58-G58	SLXD24/SM58-G58	Wireless System with SM58 Handheld Transmitter Frequency Band Version G58
1	Williams Sound	FM 557	FM 557	FM Plus Large-area Dual FM and Wi-Fi assistive listening system with 4 FM R37 receivers. System includes: (1) FM T55 transmitter, (4) PPA R37N receivers, (4) EAR 022 surround earphones, (2) NKL 001 neckloops, and (1) IDP 008 ADA wall plaque. Replaces FM 457

Program Room 6

1	Biamp	TesiraFORTE X 400	TesiraFORTE X 400	TesiraFORTÉ X 400 is a meeting room DSP featuring multiple network and analog audio connection points, with 4 channels of Acoustic Echo Cancellation (AEC) assignable across any digital or analog input.
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Section D: Audio Visual Part Inventory

2	Bose	DM5C	829683-0210 \$SP	DesignMax DM5C - (PAIR) - White
1	Cabling & Interconnects			
1	Chief	CSMP9X12	CSMP9X12	Component Storage Panel, Interface
1	Chief	CSSMP15X10	CSSMP15X10	Component Storage Panel, Sliding 15 x 10 CSSMP15X10
1	Chief	LTM1U	LTM1U	Large Fusion Micro-Adjustable Tilt Wall Mount
1	Crestron Electronics	HD-RX-101-C-E	HD-RX-101-C-E	DM Lite – HDMI over CATx Receiver, Surface Mount
1	Crestron Electronics	HD-TX-101-C-E	HD-TX-101-C-E	DM Lite – HDMI® over CATx Transmitter, Surface Mount
1	Custom Rack Panel			1 RU rack panel with HDMI In, USB 3.0, Volume control for wireless mic, volume control for speakers
1	Digitalex	DL-4USB-PHUB	DL-4USB-PHUB	4 Port Usb 3.0 Usb With Mounting Brackets & External Power Supply
1	Extron Electronics	MPA 601-70V	60-1449-01	One Channel Amp, 60 watts at 70 volts
1	Huddly	HUD-L1	7090043790672	Huddly AI Collaboration Camera for large meeting rooms, includes USB adapter, Wall Mount Bracket and 2m Ethernet cable.
1	Microphone Mount			Mounting equipment for MXA ceiling mic
1	Middle Atlantic	MFR-1227GE	MFR-1227GE	MFR Series Rack, 27 3/8" D X 27" H Grained Ebony Ash
1	Middle Atlantic	PD-915R-SP	PD-915R-SP	Rackmount Power, 9 Outlet, 15A, Series Surge. Black Powder Coat Finish
1	Misc - Parts			terminations, hardware, mounting, rigging, raceway, blocking, etc.
1	Planar	SLM75	998-2766-00	75" Diagonal, UHD, D-LED Backlight, 500 nit Brightness, 16x7 Reliability, Android Operating System, Plastic Bezel, Speakers, Landscape Only
1	Rack Accessories			Blanks, Vents, Drawers, Power
1	RDL	TX-J2	TX-J2	Unbalanced Input Transformer
1	Shure	MXA920W-R	MXA920W-R	Ceiling Array Microphone, Round, White
1	Shure	SLXD24/SM58-G58	SLXD24/SM58-G58	Wireless System with SM58 Handheld Transmitter Frequency Band Version G58
1	Williams Sound	FM 557	FM 557	FM Plus Large-area Dual FM and Wi-Fi assistive listening system with 4 FM R37 receivers. System includes: (1) FM T55 transmitter, (4) PPA R37N receivers, (4) EAR 022 surround earphones, (2) NKL 001 neckloops, and (1) IDP 008 ADA wall plaque. Replaces FM 457

Multipurpose Room

1	Biamp	TesiraFORTE DAN CI	TESIRAFORTE DAN CI	TesiraFORTÉ DSP fixed I/O server with 12 analog inputs, 8 analog outputs, 8 channels configurable USB audio, Acoustic Echo Cancellation (AEC) technology (all 12 inputs), and 32 x 32 channels of Dante™
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Section D: Audio Visual Part Inventory

1	Cabling & Interconnects			
1	Chief	CSSMP15X10	CSSMP15X10	Component Storage Panel, Sliding 15 x 10 CSSMP15X10
1	Chief	XTM1U	XTM1U	X-Large Fusion Micro-Adjustable Tilt Wall Mount
1	Crestron Electronics	CP4N	CP4N	4-Series Control System
2	Crestron Electronics	DMC-4KZ-C	DMC-4KZ-C	DigitalMedia 8G+® 4K60 4:4:4 HDR Input Card for DM® Switchers, HDBaseT® Compatible
1	Crestron Electronics	DMC-4KZ-CO-HD	DMC-4KZ-CO-HD	2-Channel DigitalMedia 8G+® 4K60 4:4:4 HDR Output Card for DM® Switchers
3	Crestron Electronics	DMC-4KZ-HD	DMC-4KZ-HD	HDMI® 4K60 4:4:4 HDR Input Card for DM® Switchers
1	Crestron Electronics	DMC-4KZ-HDO	DMC-4KZ-HDO	2-Channel HDMI® 4K60 4:4:4 HDR Scaling Output Card for DM® Switchers
1	Crestron Electronics	DM-MD8X8-CPU3	DM-MD8X8-CPU3	8x8 DigitalMedia™ Switcher
1	Crestron Electronics	DM-RMC-4KZ-100-C	DM-RMC-4KZ-100-C	DigitalMedia 8G+® 4K60 4:4:4 HDR Receiver & Room Controller 100
1	Crestron Electronics	DM-RMC-4KZ-SCALER-C	DM-RMC-4KZ-SCALER-C	DigitalMedia 8G+® 4K60 4:4:4 HDR Receiver and Room Controller with Scaler
2	Crestron Electronics	DM-TX-4KZ-100-C-1G-W-T	DM-TX-4KZ-100-C-1G-W-T	DigitalMedia 8G+® 4K60 4:4:4 HDR Wall Plate Transmitter, White
1	Crestron Electronics	GLS-PART-CN	GLS-PART-CN	Cresnet® Partition Sensor
2	Crestron Electronics	PW-2407WUL	PW-2407WUL	Wall Mount Power Pack, 24 VDC, 0.75 A, Flying Leads, Universal
18	Crestron Electronics	SAROS IC6T-W-T-EACH	SAROS IC6T-W-T-EACH	Saros® 6.5" 2-Way In-Ceiling Speaker, White Textured, Single (must be ordered in multiples of 2)
2	Crestron Electronics	TSW-1070-W-S	TSW-1070-W-S	10.1 in. Wall Mount Touch Screen, White Smooth
2	Crestron Electronics	USB-EXT-2-LOCAL-1G-W	USB-EXT-2-LOCAL-1G-W	USB over Category Cable Extender Wall Plate, Local, White
2	Crestron Electronics	USB-EXT-2-REMOTE	USB-EXT-2-REMOTE	USB over Category Cable Extender, Remote
1	Custom Rack Panel			XLR press feed and Mic Input
1	Da-Lite	21771	21771	Tensioned Advantage Deluxe Electrol, Wlde (16:10), 72.5" x 116" or 137" Diagonal, HD Progressive 0.9
1	Epson Corporation	Pro L1070U	V11H940020	Pro L1070U Laser Projector, 7000 Lumens, WUXGA, Standard Lens Included, White
1	Extron Electronics	XPA 2002-70V	60-883-02	Two Channel Amp, 200 watts at 70 volts
1	Middle Atlantic	BGR-3827	BGR-3827	BGR Series Rack, 38 RU, 27" D X 70 5/8" H overall
1	Middle Atlantic	BGR-552FT-FC	BGR-552FT-FC	Fan Top, 552 CFM, w/ Controller BGR Series

Section D: Audio Visual Part Inventory

1	Middle Atlantic	BPFD-38	BPFD-38	Plexi Front Door, 38 RU BGR Racks
1	Middle Atlantic	BSPN-38-27	BSPN-38-27	Side Panels, 38 RU, 27"D BGR Racks
1	Misc - Parts			terminations, hardware, mounting, rigging, raceway, blocking, etc.
1	Netgear	M4300-28G-POE+	GSM4328PA-100NES	Netgear M4300-28G-POE+ MANAGED SWCH
1	Planar	QE9850	997-8799-01	98in diagonal, UHD, D-LED backlight, 400 nit brightness, 24x7 reliability, single- or quad-source viewing, speakers, landscape and portrait
2	Projector Mounting Equipment			All necessary hardware for secure mounting
2	RDL	DD-BTN44	DD-BTN44	Wall-Mounted Bi-Directional Line-Level and Bluetooth® Audio Dante Interface
2	Shure	ANIUSB-MATRIX	ANIUSB-MATRIX	USB Audio Network Interface with Matrix Mixing
2	Shure	MXW1/O=-Z10	MXW1/O=-Z10	Bodypack Transmitter with Integrated Omnidirectional Microphone and 4-Pin Mini Connector (TA4M) (Includes one SB901 Battery)
2	Shure	MXW2/SM58	MXW2/SM58	Handheld Transmitter with SM58® Microphone (Includes one SB902 Battery)
2	Shure	MXWAPT2=-Z10	MXWAPT2=-Z10	2-CH Access Point Transceiver
2	Shure	MXWNCS2	MXWNCS2	2-CH Networked Charging Station
2	Shure	SB901A	SB901A	MXW Bodypack, Boundary, and Desktop Base Battery
2	Shure	WL185	WL185	Microflex® Cardioid Lavalier Microphone
2	Williams Sound	FM 557 PRO D	FM 557 PRO D	FM Plus Large-area Dual FM and Wi-Fi assistive listening system with 4 FM R37N receivers. System includes: (1) FM T55 D transmitter, (4) PPA R37N receivers, (4) EAR 022 surround earphones, (2) NKL 001 neckloops, and (1) IDP 008 ADA wall plaque. Replaces FM 457 Net D Pro

Fitness Room

1	Atlas Sound	WMA16-23	WMA16-23	16RU High Strength Wall Cabinet with Adjustable Rails, 23.5" Deep Front Door Optional
1	Biamp	TesiraFORTE X 400	TesiraFORTE X 400	TesiraFORTÉ X 400 is a meeting room DSP featuring multiple network and analog audio connection points, with 4 channels of Acoustic Echo Cancellation (AEC) assignable across any digital or analog input.
2	Bose	DM5C	829683-0210 \$SP	DesignMax DM5C - (PAIR) - White
1	Cabling & Interconnects			
1	Chief	CSMP9X12	CSMP9X12	Component Storage Panel, Interface
1	Chief	CSSMP15X10	CSSMP15X10	Component Storage Panel, Sliding 15 x 10 CSSMP15X10

Section D: Audio Visual Part Inventory

1	Chief	LTM1U	LTM1U	Large Fusion Micro-Adjustable Tilt Wall Mount
1	Crestron Electronics	CP4	CP4	4-Series Control System
1	Crestron Electronics	HD-RX-101-C-E	HD-RX-101-C-E	DM Lite – HDMI over CATx Receiver, Surface Mount
1	Crestron Electronics	HD-TX-101-C-1G-E-W-T	HD-TX-101-C-1G-E-W-T	DM Lite – HDMI® over CATx Transmitter, Wall Plate, White Textured
1	Crestron Electronics	TSW-770-W-S	TSW-770-W-S	7 in. Wall Mount Touch Screen, White Smooth
1	Crestron Electronics	USB-EXT-2-LOCAL-1G-W	USB-EXT-2-LOCAL-1G-W	USB over Category Cable Extender Wall Plate, Local, White
1	Crestron Electronics	USB-EXT-2-REMOTE	USB-EXT-2-REMOTE	USB over Category Cable Extender, Remote
1	Extron Electronics	XPA U 1002-70V	60-1761-02	Two Channel Amp, 100 watts at 70 volts
1	Huddly	HUD-L1	7090043790672	Huddly AI Collaboration Camera for large meeting rooms, includes USB adapter, Wall Mount Bracket and 2m Ethernet cable.
2	Microphone Mount			Mounting equipment for MXA ceiling mic
1	Niveo	NGSE8H	NGSE8H	8-port 10/100/1000M PoE+ gigabit ethernet switch
1	Planar	SLM75	998-2766-00	75" Diagonal, UHD, D-LED Backlight, 500 nit Brightness, 16x7 Reliability, Android Operating System, Plastic Bezel, Speakers, Landscape Only
1	RDL	DD-BTN44	DD-BTN44	Wall-Mounted Bi-Directional Line-Level and Bluetooth® Audio Dante Interface
1	RDL	TX-J2	TX-J2	Unbalanced Input Transformer
1	Shure	MXA920W-R	MXA920W-R	Ceiling Array Microphone, Round, White
1	Shure	PGA31-TQG	PGA31-TQG	Headset Condenser Microphone
1	Shure	UA834WB	UA834WB	In-line antenna amplifier for remote mounting. (470-902 MHz)
1	Shure	ULXD1=-G50	ULXD1=-G50	Digital Wireless Bodypack Transmitter with Miniature 4-Pin Connector
1	Shure	ULXD4=-G50	ULXD4=-G50	Single Digital Wireless Receiver with PS41US Power Supply, 1/2 Wave Antenna and Rack Mounting Hardware
1	Williams Sound	FM 557	FM 557	FM Plus Large-area Dual FM and Wi-Fi assistive listening system with 4 FM R37 receivers. System includes: (1) FM T55 transmitter, (4) PPA R37N receivers, (4) EAR 022 surround earphones, (2) NKL 001 neckloops, and (1) IDP 008 ADA wall plaque. Replaces FM 457

Arts & Crafts

1	Biamp	TesiraFORTE X 400	TesiraFORTE X 400	TesiraFORTÉ X 400 is a meeting room DSP featuring multiple network and analog audio connection points, with 4 channels of Acoustic Echo Cancellation (AEC) assignable across any digital or analog input.
2	Bose	DM5C	829683-0210 \$SP	DesignMax DM5C - (PAIR) - White

Section D: Audio Visual Part Inventory

1	Cabling & Interconnects			
1	Chief	CSMP9X12	CSMP9X12	Component Storage Panel, Interface
1	Chief	CSSMP15X10	CSSMP15X10	Component Storage Panel, Sliding 15 x 10 CSSMP15X10
1	Chief	LTM1U	LTM1U	Large Fusion Micro-Adjustable Tilt Wall Mount
1	Crestron Electronics	HD-RX-101-C-E	HD-RX-101-C-E	DM Lite – HDMI over CATx Receiver, Surface Mount
1	Crestron Electronics	HD-TX-101-C-E	HD-TX-101-C-E	DM Lite – HDMI® over CATx Transmitter, Surface Mount
1	Custom Rack Panel			1 RU rack panel with HDMI In, USB 3.0, Volume control for wireless mic, volume control for speakers
1	DigitLinX	DL-4USB-PHUB	DL-4USB-PHUB	4 Port Usb 3.0 Usb With Mounting Brackets & External Power Supply
1	Extron Electronics	MPA 601-70V	60-1449-01	One Channel Amp, 60 watts at 70 volts
1	Huddly	HUD-L1	7090043790672	Huddly AI Collaboration Camera for large meeting rooms, includes USB adapter, Wall Mount Bracket and 2m Ethernet cable.
1	Microphone Mount			Mounting equipment for MXA ceiling mic
1	Middle Atlantic	MFR-1227GE	MFR-1227GE	MFR Series Rack, 27 3/8" D X 27" H Grained Ebony Ash
1	Middle Atlantic	PD-915R-SP	PD-915R-SP	Rackmount Power, 9 Outlet, 15A, Series Surge. Black Powder Coat Finish
1	Misc - Parts			terminations, hardware, mounting, rigging, raceway, blocking, etc.
1	Planar	SLM75	998-2766-00	75" Diagonal, UHD, D-LED Backlight, 500 nit Brightness, 16x7 Reliability, Android Operating System, Plastic Bezel, Speakers, Landscape Only
1	Rack Accessories			Blanks, Vents, Drawers, Power
1	RDL	TX-J2	TX-J2	Unbalanced Input Transformer
1	Shure	MXA920W-R	MXA920W-R	Ceiling Array Microphone, Round, White
1	Shure	SLXD24/SM58-G58	SLXD24/SM58-G58	Wireless System with SM58 Handheld Transmitter Frequency Band Version G58
1	Williams Sound	FM 557	FM 557	FM Plus Large-area Dual FM and Wi-Fi assistive listening system with 4 FM R37 receivers. System includes: (1) FM T55 transmitter, (4) PPA R37N receivers, (4) EAR 022 surround earphones, (2) NKL 001 neckloops, and (1) IDP 008 ADA wall plaque. Replaces FM 457

Training Rooms 213/214

2	Biamp	Parlé TCM-X White	Parlé TCM-X White	AVB Beamtracking ceiling microphone, White ceiling mount. Priced as each.
1	Biamp	Parlé TCM-XEX White	Parlé TCM-XEX White	Low profile expansion Beamtracking ceiling microphone, white ceiling mount (sold as each)

Section D: Audio Visual Part Inventory

3	Biamp	TB-1	TB-1	Ceiling tile bridge for TCM plenum boxes (all models) and Devio DCM-1 plenum box
1	Biamp	Tesira EX-OUT	Tesira EX-OUT	4 channel mic/line output expander PoE+
1	Biamp	TesiraFORTE X 400	TesiraFORTE X 400	TesiraFORTÉ X 400 is a meeting room DSP featuring multiple network and analog audio connection points, with 4 channels of Acoustic Echo Cancellation (AEC) assignable across any digital or analog input.
3	Bose	DM5C	829683-0210 \$SP	DesignMax DM5C - (PAIR) - White
2	Chief	CSMP9X12	CSMP9X12	Component Storage Panel, Interface
2	Chief	CSSMP15X10	CSSMP15X10	Component Storage Panel, Sliding 15 x 10 CSSMP15X10
2	Chief	XTM1U	XTM1U	X-Large Fusion Micro-Adjustable Tilt Wall Mount
1	Clear Touch Interactive	6000K Series - Interactive Panel - 86"	CTI-6086K-UH20	86" 6000K Series Interactive Panel with USB HID / AGG / 20 Points of Touch - Ultra HD
1	Clear Touch Interactive	CTI-6075K+UH20	CTI-6075K+UH20	75" K+ Panel/UHD/20pt Touch/IR with WIFI Module and Fixed Wall Mount
1	Crestron Electronics	AMP-X300	AMP-X300	X Series Amplifier
1	Crestron Electronics	CP4	CP4	4-Series Control System
1	Crestron Electronics	GLS-PART-CN	GLS-PART-CN	Cresnet® Partition Sensor
1	Crestron Electronics	HD-RX-101-C-E	HD-RX-101-C-E	DM Lite – HDMI over CATx Receiver, Surface Mount
1	Crestron Electronics	HD-TX-101-C-E	HD-TX-101-C-E	DM Lite – HDMI® over CATx Transmitter, Surface Mount
1	Crestron Electronics	USB-EXT-2-LOCAL	USB-EXT-2-LOCAL	USB over Category Cable Extender, Local
1	Crestron Electronics	USB-EXT-2-REMOTE	USB-EXT-2-REMOTE	USB over Category Cable Extender, Remote
1	Custom Rack Plate			HDMI and USB for a laptop
1	DigitaLinx	DL-USB-PTZ10-W	DL-USB-PTZ10-W	DigitaLinx "TeamUp+" Series 10X USB 2.0 PTZ Camera with Wall Mount White
1	Liberty AV Solutions	P01863-WQ374839	P01863-WQ374839	1 Gang, (1) HDMI - Aluminum Engraved - HDMI
1	Middle Atlantic	SRSR-4-14	SRSR-4-14	SRSR Series Slide-Out Rotating Rack System, 19 1/4" D X 27 1/2" H 250 lb. Capacity
1	OWL Labs	OWL Meeting Pro	MTW200-1000	[OFE] - 60-degree camera, mic, and speaker combined into one easy-to-use device
1	RDL	TX-70A	TX-70A	25 V, 70 V, 100 V Input Interface - Unbal. Line Out
1	Williams Sound	FM 557	FM 557	FM Plus Large-area Dual FM and Wi-Fi assistive listening system with 4 FM R37 receivers. System includes: (1) FM T55 transmitter, (4) PPA R37N receivers, (4) EAR 022 surround earphones, (2) NKL 001 neckloops, and (1) IDP 008 ADA wall plaque. Replaces FM 457

Section D: Audio Visual Part Inventory

Workstations 209

1	Cabling & Interconnects			
1	Chief	MTM1U	MTM1U	Medium Fusion Micro-Adjustable Tilt Wall Mount
1	Liberty AV Solutions	P01863-WQ374839	P01863-WQ374839	1 Gang, (1) HDMI - Aluminum Engraved - HDMI
1	O.F.E.	Display	O.F.E.	[OFE] - Owner furnished 50" display

Office 210

1	Cabling & Interconnects			
1	Chief	MTM1U	MTM1U	Medium Fusion Micro-Adjustable Tilt Wall Mount
1	Liberty AV Solutions	P01863-WQ374839	P01863-WQ374839	1 Gang, (1) HDMI - Aluminum Engraved - HDMI
1	O.F.E.	Display	O.F.E.	[OFE] - Owner furnished 50" display

Office 216

1	Airtame	Airtame 2	Airtame 2	[OFE] - The essential and easy to use wireless screen sharing device for business and education.
1	Cabling & Interconnects			
1	Chief	MTM1U	MTM1U	Medium Fusion Micro-Adjustable Tilt Wall Mount
1	Liberty AV Solutions	P01863-WQ374839	P01863-WQ374839	1 Gang, (1) HDMI - Aluminum Engraved - HDMI
1	Microphone Mount			Mounting equipment for MXA ceiling mic
1	O.F.E.	Display	O.F.E.	[OFE] - Owner furnished 50" display

Office 217

1	Airtame	Airtame 2	Airtame 2	[OFE] - The essential and easy to use wireless screen sharing device for business and education.
1	Cabling & Interconnects			
1	Chief	MTM1U	MTM1U	Medium Fusion Micro-Adjustable Tilt Wall Mount
1	Liberty AV Solutions	P01863-WQ374839	P01863-WQ374839	1 Gang, (1) HDMI - Aluminum Engraved - HDMI
1	Microphone Mount			Mounting equipment for MXA ceiling mic
1	O.F.E.	Display	O.F.E.	[OFE] - Owner furnished 50" display

Section D: Audio Visual Part Inventory

Corridor 225

1	Airtame	Airtame 2	Airtame 2	[OFE] - The essential and easy to use wireless screen sharing device for business and education.
1	Cabling & Interconnects			
1	Chief	MTM1U	MTM1U	Medium Fusion Micro-Adjustable Tilt Wall Mount
1	Microphone Mount			Mounting equipment for MXA ceiling mic
1	O.F.E.	Display	O.F.E.	[OFE] - Owner furnished 50" display

Student Services 206

1	Cabling & Interconnects			
1	Chief	LTM1U	LTM1U	Large Fusion Micro-Adjustable Tilt Wall Mount
1	Planar	SLM65	998-2765-00	65" Diagonal, UHD, D-LED Backlight, 500 nit Brightness, 16x7 Reliability, Android Operating System, Plastic Bezel, Speakers, Landscape Only