

Town of Needham, Massachusetts 02492
Invitation for Bids
Transportation and Hauling of Municipal Solid Waste
21DPW002G
ADDENDUM #1

Notice to All Prospective Bidders

Deadline for Written Questions: June 5, 2020

ADDENDUM #1 RELEASED (Monday, June 1, 2020)

The Town would like to make the following changes to the bid documents for 21DPW002G.

- **Due to the office being closed, please email dpwadmin@needhamma.gov if you wish to be added to the bidder's list. Do not fax.**
- **Due to social distancing measures, we are making a change in the location and time of the bid submissions so this bid opening can be held in accordance with guidance from the Attorney General's Office.**

All bids must be mailed to the below address:

**Town Hall
Attn: DPW
1471 Highland Avenue
Needham, MA 02492**

- **The bid submission date will remain to June 15, 2020 @ 3:00pm.**
- **Bids will be opened via remote live stream on June 16, 2020 @ 4:00pm. The link to access the live stream is <https://us02web.zoom.us/j/87381461171?pwd=cHJ4L3duLzVXMEJnaVV3WWFodHFOZz09>**
- **Prevailing wages that may be applicable to this bid are attached.**

The above changes were prepared by or in consultation with:

Mohammed Uddin, Administrative Analyst
Greg Smith, Superintendent Recycling and Transfer Station
Matthew DeMarrais, Assistant Superintendent Recycling and Transfer Station

*Bidders are reminded that Bid Price Proposal Form **must** acknowledge receipt of any and all addendums.*

The Town reserves the right to reject any and all bids as determined to be in the best interests of the Town and to waive minor informalities.



**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**

CHARLES D. BAKER
Governor

ROSALIN ACOSTA
Secretary

KARYN E. POLITO
Lt. Governor

MICHAEL FLANAGAN
Director

Awarding Authority: Town of Needham
Contract Number: 20DPW002G **City/Town:** NEEDHAM
Description of Work: (Secondary Hauling) The contractor will transport and haul municipal solid waste from the Needham Recycling and Transfer Station to the Wheelabrator Co-generation facility in Millbury, MA.
Job Location: 1421 Central Ave, Needham, MA 02492

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the “Wage Request Number” on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule from the Department of Labor Standards (“DLS”) if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- All apprentices working on the project are required to be registered with the Massachusetts Department of Labor Standards, Division of Apprentice Standards (DLS/DAS). Apprentice must keep his/her apprentice identification card on his/her person during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DLS/DAS regardless of whether or not they are registered with any other federal, state, local, or private agency must be paid the journeyworker's rate for the trade.**
- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F “rental of equipment” contracts.
- Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee’s name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
- Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Rental of Equipment - East						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2019	\$35.35	\$12.41	\$0.00	\$0.00	\$47.76
	06/01/2020	\$36.25	\$12.41	\$0.00	\$0.00	\$48.66
	08/01/2020	\$36.25	\$12.91	\$0.00	\$0.00	\$49.16
	12/01/2020	\$36.25	\$12.91	\$0.00	\$0.00	\$49.16
	06/01/2021	\$37.05	\$12.91	\$0.00	\$0.00	\$49.96
	08/01/2021	\$37.05	\$13.41	\$0.00	\$0.00	\$50.46
	12/01/2021	\$37.05	\$13.41	\$0.00	\$0.00	\$50.46
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2019	\$35.42	\$12.41	\$0.00	\$0.00	\$47.83
	06/01/2020	\$36.32	\$12.41	\$0.00	\$0.00	\$48.73
	08/01/2020	\$36.32	\$12.91	\$0.00	\$0.00	\$49.23
	12/01/2020	\$36.32	\$12.91	\$0.00	\$0.00	\$49.23
	06/01/2021	\$37.12	\$12.91	\$0.00	\$0.00	\$50.03
	08/01/2021	\$37.12	\$13.41	\$0.00	\$0.00	\$50.53
	12/01/2021	\$37.12	\$13.41	\$0.00	\$0.00	\$50.53
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2019	\$35.54	\$12.41	\$0.00	\$0.00	\$47.95
	06/01/2020	\$36.44	\$12.41	\$0.00	\$0.00	\$48.85
	08/01/2020	\$36.44	\$12.91	\$0.00	\$0.00	\$49.35
	12/01/2020	\$36.44	\$12.91	\$0.00	\$0.00	\$49.35
	06/01/2021	\$37.24	\$12.91	\$0.00	\$0.00	\$50.15
	08/01/2021	\$37.24	\$13.41	\$0.00	\$0.00	\$50.65
	12/01/2021	\$37.24	\$13.41	\$0.00	\$0.00	\$50.65
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2019	\$102.78	\$9.90	\$0.00	\$0.00	\$112.68
For apprentice rates see "Apprentice- PILE DRIVER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.73	\$12.50	\$0.00	\$0.00	\$61.23
	06/01/2020	\$49.83	\$12.50	\$0.00	\$0.00	\$62.33
	12/01/2020	\$50.98	\$12.50	\$0.00	\$0.00	\$63.48
	06/01/2021	\$52.08	\$12.50	\$0.00	\$0.00	\$64.58
	12/01/2021	\$53.23	\$12.50	\$0.00	\$0.00	\$65.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.73	\$12.50	\$0.00	\$0.00	\$61.23
	06/01/2020	\$49.83	\$12.50	\$0.00	\$0.00	\$62.33
	12/01/2020	\$50.98	\$12.50	\$0.00	\$0.00	\$63.48
	06/01/2021	\$52.08	\$12.50	\$0.00	\$0.00	\$64.58
	12/01/2021	\$53.23	\$12.50	\$0.00	\$0.00	\$65.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.23	\$12.50	\$0.00	\$0.00	\$60.73
	06/01/2020	\$49.31	\$12.50	\$0.00	\$0.00	\$61.81
	12/01/2020	\$50.45	\$12.50	\$0.00	\$0.00	\$62.95
	06/01/2021	\$51.54	\$12.50	\$0.00	\$0.00	\$64.04
	12/01/2021	\$52.68	\$12.50	\$0.00	\$0.00	\$65.18
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$49.73	\$12.50	\$0.00	\$0.00	\$62.23
	06/01/2020	\$50.83	\$12.50	\$0.00	\$0.00	\$63.33
	12/01/2020	\$51.98	\$12.50	\$0.00	\$0.00	\$64.48
	06/01/2021	\$53.08	\$12.50	\$0.00	\$0.00	\$65.58
	12/01/2021	\$54.23	\$12.50	\$0.00	\$0.00	\$66.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$32.47	\$12.50	\$0.00	\$0.00	\$44.97
	06/01/2020	\$33.22	\$12.50	\$0.00	\$0.00	\$45.72
	12/01/2020	\$34.00	\$12.50	\$0.00	\$0.00	\$46.50
	06/01/2021	\$34.75	\$12.50	\$0.00	\$0.00	\$47.25
	12/01/2021	\$35.54	\$12.50	\$0.00	\$0.00	\$48.04
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2019	\$68.52	\$9.90	\$0.00	\$0.00	\$78.42
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2019	\$48.94	\$9.90	\$0.00	\$0.00	\$58.84
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2019	\$73.41	\$9.90	\$0.00	\$0.00	\$83.31
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2019	\$102.78	\$9.90	\$0.00	\$0.00	\$112.68
For apprentice rates see "Apprentice- PILE DRIVER"						
FLAGGER & SIGNALER <i>LABORERS - ZONE 2</i>	12/01/2019	\$23.50	\$8.10	\$0.00	\$0.00	\$31.60
	06/01/2020	\$23.50	\$8.60	\$0.00	\$0.00	\$32.10
	12/01/2020	\$24.50	\$8.60	\$0.00	\$0.00	\$33.10
	06/01/2021	\$24.50	\$8.60	\$0.00	\$0.00	\$33.10
	12/01/2021	\$24.50	\$8.60	\$0.00	\$0.00	\$33.10
For apprentice rates see "Apprentice- LABORER"						
FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.73	\$12.50	\$0.00	\$0.00	\$61.23
	06/01/2020	\$49.83	\$12.50	\$0.00	\$0.00	\$62.33
	12/01/2020	\$50.98	\$12.50	\$0.00	\$0.00	\$63.48
	06/01/2021	\$52.08	\$12.50	\$0.00	\$0.00	\$64.58
	12/01/2021	\$53.23	\$12.50	\$0.00	\$0.00	\$65.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$32.47	\$12.50	\$0.00	\$0.00	\$44.97
	06/01/2020	\$33.22	\$12.50	\$0.00	\$0.00	\$45.72
	12/01/2020	\$34.00	\$12.50	\$0.00	\$0.00	\$46.50
	06/01/2021	\$34.75	\$12.50	\$0.00	\$0.00	\$47.25
	12/01/2021	\$35.54	\$12.50	\$0.00	\$0.00	\$48.04
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HOISTING ENGINEER/CRANES/GRADALLS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.73	\$12.50	\$0.00	\$0.00	\$61.23
	06/01/2020	\$49.83	\$12.50	\$0.00	\$0.00	\$62.33
	12/01/2020	\$50.98	\$12.50	\$0.00	\$0.00	\$63.48
	06/01/2021	\$52.08	\$12.50	\$0.00	\$0.00	\$64.58
	12/01/2021	\$53.23	\$12.50	\$0.00	\$0.00	\$65.73

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 12/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$26.80	\$12.50	\$0.00	\$0.00	\$39.30
2	60	\$29.24	\$12.50	\$0.00	\$0.00	\$41.74
3	65	\$31.67	\$12.50	\$0.00	\$0.00	\$44.17
4	70	\$34.11	\$12.50	\$0.00	\$0.00	\$46.61
5	75	\$36.55	\$12.50	\$0.00	\$0.00	\$49.05
6	80	\$38.98	\$12.50	\$0.00	\$0.00	\$51.48
7	85	\$41.42	\$12.50	\$0.00	\$0.00	\$53.92
8	90	\$43.86	\$12.50	\$0.00	\$0.00	\$56.36

Effective Date - 06/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$27.41	\$12.50	\$0.00	\$0.00	\$39.91
2	60	\$29.90	\$12.50	\$0.00	\$0.00	\$42.40
3	65	\$32.39	\$12.50	\$0.00	\$0.00	\$44.89
4	70	\$34.88	\$12.50	\$0.00	\$0.00	\$47.38
5	75	\$37.37	\$12.50	\$0.00	\$0.00	\$49.87
6	80	\$39.86	\$12.50	\$0.00	\$0.00	\$52.36
7	85	\$42.36	\$12.50	\$0.00	\$0.00	\$54.86
8	90	\$44.85	\$12.50	\$0.00	\$0.00	\$57.35

Notes:

Apprentice to Journeyworker Ratio:1:6

LABORER	12/01/2019	\$34.06	\$8.10	\$0.00	\$0.00	\$42.16
LABORERS - ZONE 2	06/01/2020	\$34.06	\$8.60	\$0.00	\$0.00	\$42.66
	12/01/2020	\$34.95	\$8.60	\$0.00	\$0.00	\$43.55
	06/01/2021	\$35.87	\$8.60	\$0.00	\$0.00	\$44.47
	12/01/2021	\$36.78	\$8.60	\$0.00	\$0.00	\$45.38

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LABORER - Zone 2

Effective Date - 12/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.44	\$8.10	\$0.00	\$0.00	\$28.54
2	70	\$23.84	\$8.10	\$0.00	\$0.00	\$31.94
3	80	\$27.25	\$8.10	\$0.00	\$0.00	\$35.35
4	90	\$30.65	\$8.10	\$0.00	\$0.00	\$38.75

Effective Date - 06/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.44	\$8.60	\$0.00	\$0.00	\$29.04
2	70	\$23.84	\$8.60	\$0.00	\$0.00	\$32.44
3	80	\$27.25	\$8.60	\$0.00	\$0.00	\$35.85
4	90	\$30.65	\$8.60	\$0.00	\$0.00	\$39.25

Notes:

Apprentice to Journeyworker Ratio:1:5

OILER (OTHER THAN TRUCK CRANES,GRADALLS) OPERATING ENGINEERS LOCAL 4	12/01/2019	\$23.08	\$12.50	\$0.00	\$0.00	\$35.58
	06/01/2020	\$23.63	\$12.50	\$0.00	\$0.00	\$36.13
	12/01/2020	\$24.20	\$12.50	\$0.00	\$0.00	\$36.70
	06/01/2021	\$24.75	\$12.50	\$0.00	\$0.00	\$37.25
	12/01/2021	\$25.33	\$12.50	\$0.00	\$0.00	\$37.83

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4	12/01/2019	\$27.64	\$12.50	\$0.00	\$0.00	\$40.14
	06/01/2020	\$28.29	\$12.50	\$0.00	\$0.00	\$40.79
	12/01/2020	\$28.97	\$12.50	\$0.00	\$0.00	\$41.47
	06/01/2021	\$29.61	\$12.50	\$0.00	\$0.00	\$42.11
	12/01/2021	\$30.29	\$12.50	\$0.00	\$0.00	\$42.79

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS II OPERATING ENGINEERS LOCAL 4	12/01/2019	\$48.23	\$12.50	\$0.00	\$0.00	\$60.73
	06/01/2020	\$49.31	\$12.50	\$0.00	\$0.00	\$61.81
	12/01/2020	\$50.45	\$12.50	\$0.00	\$0.00	\$62.95
	06/01/2021	\$51.54	\$12.50	\$0.00	\$0.00	\$64.04
	12/01/2021	\$52.68	\$12.50	\$0.00	\$0.00	\$65.18

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2019	\$35.18	\$12.41	\$0.00	\$0.00	\$47.59
	06/01/2020	\$36.08	\$12.41	\$0.00	\$0.00	\$48.49
	08/01/2020	\$36.08	\$12.91	\$0.00	\$0.00	\$48.99
	12/01/2020	\$36.08	\$12.91	\$0.00	\$0.00	\$48.99
	06/01/2021	\$36.88	\$12.91	\$0.00	\$0.00	\$49.79
	08/01/2021	\$36.88	\$13.41	\$0.00	\$0.00	\$50.29
	12/01/2021	\$36.88	\$13.41	\$0.00	\$0.00	\$50.29

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.73	\$12.50	\$0.00	\$0.00	\$61.23
	06/01/2020	\$49.83	\$12.50	\$0.00	\$0.00	\$62.33
	12/01/2020	\$50.98	\$12.50	\$0.00	\$0.00	\$63.48
	06/01/2021	\$52.08	\$12.50	\$0.00	\$0.00	\$64.58
	12/01/2021	\$53.23	\$12.50	\$0.00	\$0.00	\$65.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.73	\$12.50	\$0.00	\$0.00	\$61.23
	06/01/2020	\$49.83	\$12.50	\$0.00	\$0.00	\$62.33
	12/01/2020	\$50.98	\$12.50	\$0.00	\$0.00	\$63.48
	06/01/2021	\$52.08	\$12.50	\$0.00	\$0.00	\$64.58
	12/01/2021	\$53.23	\$12.50	\$0.00	\$0.00	\$65.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$32.47	\$12.50	\$0.00	\$0.00	\$44.97
	06/01/2020	\$33.22	\$12.50	\$0.00	\$0.00	\$45.72
	12/01/2020	\$34.00	\$12.50	\$0.00	\$0.00	\$46.50
	06/01/2021	\$34.75	\$12.50	\$0.00	\$0.00	\$47.25
	12/01/2021	\$35.54	\$12.50	\$0.00	\$0.00	\$48.04
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.23	\$12.50	\$0.00	\$0.00	\$60.73
	06/01/2020	\$49.31	\$12.50	\$0.00	\$0.00	\$61.81
	12/01/2020	\$50.45	\$12.50	\$0.00	\$0.00	\$62.95
	06/01/2021	\$51.54	\$12.50	\$0.00	\$0.00	\$64.04
	12/01/2021	\$52.68	\$12.50	\$0.00	\$0.00	\$65.18
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2019	\$35.64	\$12.41	\$0.00	\$0.00	\$48.05
	06/01/2020	\$36.54	\$12.41	\$0.00	\$0.00	\$48.95
	08/01/2020	\$36.54	\$12.91	\$0.00	\$0.00	\$49.45
	12/01/2020	\$36.54	\$12.91	\$0.00	\$0.00	\$49.45
	06/01/2021	\$37.34	\$12.91	\$0.00	\$0.00	\$50.25
	08/01/2021	\$37.34	\$13.41	\$0.00	\$0.00	\$50.75
	12/01/2021	\$37.34	\$13.41	\$0.00	\$0.00	\$50.75
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2019	\$35.93	\$12.41	\$0.00	\$0.00	\$48.34
	06/01/2020	\$36.83	\$12.41	\$0.00	\$0.00	\$49.24
	08/01/2020	\$36.83	\$12.91	\$0.00	\$0.00	\$49.74
	12/01/2020	\$36.83	\$12.91	\$0.00	\$0.00	\$49.74
	06/01/2021	\$37.63	\$12.91	\$0.00	\$0.00	\$50.54
	08/01/2021	\$37.63	\$13.41	\$0.00	\$0.00	\$51.04
	12/01/2021	\$37.63	\$13.41	\$0.00	\$0.00	\$51.04
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.23	\$12.50	\$0.00	\$0.00	\$60.73
	06/01/2020	\$49.31	\$12.50	\$0.00	\$0.00	\$61.81
	12/01/2020	\$50.45	\$12.50	\$0.00	\$0.00	\$62.95
	06/01/2021	\$51.54	\$12.50	\$0.00	\$0.00	\$64.04
	12/01/2021	\$52.68	\$12.50	\$0.00	\$0.00	\$65.18
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2019	\$36.22	\$12.41	\$0.00	\$0.00	\$48.63
	06/01/2020	\$37.12	\$12.41	\$0.00	\$0.00	\$49.53
	08/01/2020	\$37.12	\$12.91	\$0.00	\$0.00	\$50.03
	12/01/2020	\$37.12	\$12.91	\$0.00	\$0.00	\$50.03
	06/01/2021	\$37.92	\$12.91	\$0.00	\$0.00	\$50.83
	08/01/2021	\$37.92	\$13.41	\$0.00	\$0.00	\$51.33
	12/01/2021	\$37.92	\$13.41	\$0.00	\$0.00	\$51.33
VAC-HAUL/CATCH BASIN CLEANING <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2019	\$35.64	\$12.41	\$0.00	\$0.00	\$48.05
	06/01/2020	\$36.54	\$12.41	\$0.00	\$0.00	\$48.95
	08/01/2020	\$36.54	\$12.91	\$0.00	\$0.00	\$49.45
	12/01/2020	\$36.54	\$12.91	\$0.00	\$0.00	\$49.45
	06/01/2021	\$37.34	\$12.91	\$0.00	\$0.00	\$50.25
	08/01/2021	\$37.34	\$13.41	\$0.00	\$0.00	\$50.75
	12/01/2021	\$37.34	\$13.41	\$0.00	\$0.00	\$50.75

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.