



Town of Hanover
Department of Public Works
40 Pond Street
Hanover, Massachusetts 02339-1693
Telephone 781-826-3189 Fax 781-826-8915

Victor J. Diniak
Director of Public Works

Kurt Kelley
Deputy Superintendent
Field Operations

Neal Merritt
Deputy Superintendent
Water Operations

INVITATION TO BID

The Town of Hanover through its Department of Public Works will receive sealed bids from responsible and responsive parties for materials, supplies, and services for the period July 1, 2020 through June 30, 2021 for the following items in the quantities as indicated on the proposal forms and bid specifications:

Material/Supply Contracts:

- Item 1 Water Meters and Reading Equipment
- Item 2A Water Treatment Chemicals: Commercial Liquid Aluminum Sulfate
- Item 2B Water Treatment Chemicals: Liquid Ammonium Sulfate
- Item 2C Water Treatment Chemicals: Potassium Permanganate
- Item 2D Water Treatment Chemicals: Potassium Hydroxide
- Item 2E Water Treatment Chemicals: Sodium Hypochlorite Bleach 12%-15%
- Item 2F Water Treatment Chemicals: Hydrated Lime
- Item 3 Water Distribution Materials and Supplies
- Item 4A Bulk Highway Materials: Stone Dust/Stone Screenings
- Item 4B Bulk Highway Materials: Pea Stone/Crushed Stone
- Item 4C Bulk Highway Materials: Sand Borrow
- Item 4D Bulk Highway Materials: Loam Borrow
- Item 4E Bulk Highway Materials: Reclaimed Asphalt Borrow

Service Contracts:

- Item 5 Hauling and Disposal of Construction and Demolition Debris and Bulky Furniture
- Item 6 Equipment Rental with and without Operator
- Item 7 Catch Basin Cleaning
- Item 8 Trash Barrel Service
- Item 9 Pavement Markings

Sealed bids properly marked as identified in the bid specifications shall be accepted at the office of the Hanover Department of Public Works, 40 Pond Street, Hanover MA 02339 on the approved bid forms until 2:00 pm local time on May 28, 2020 at which time they will be opened and read aloud. All bidders must complete and submit the attached Non-Collusion Statement, Bidder's Certification Regarding Payment of Prevailing Wages (where indicated in the bid specification), 5% Bid Bond (where indicated in the bid specification), Tax Compliance Certificate, and Bidder's Qualification Form. Prequalification from MassDOT for Item 9: Pavement Markings is required.

Specifications and proposal forms may viewed and/or downloaded from the Hanover DPW website, <https://www.hanover-ma.gov/public-works/pages/open-bids-and-bid-results>. Documents will be available after 12:00 PM on May 6, 2020. Hardcopies of bid packages can be made available at the Hanover Department Works with an advance request through 781-826-3189.

All materials will meet all applicable standards as identified in the respective bid specifications including those of the Massachusetts Department of Transportation (MassDOT) and American Water Works Association.

All bids must be submitted on the bid forms supplied. All bid forms must be either typewritten or written in ink. All signatures must be in ink.

The Town of Hanover reserves the right to reject any or all bids should it be deemed in the best interest of the Town to do so.

DEPUTY SUPERINTENDENT OF PUBLIC WORKS

Kurt P. Kelley

Town of Hanover – Department of Public Works
Specifications for Annual Bid to Services for the Hauling and Disposal of Bulky
Furniture/Items

I. Invitation to Bid

1. The Town of Hanover acting through its Director of Public Works is accepting sealed bids from responsible and responsive parties to haul and dispose of bulky furniture/items from the Hanover Transfer Station in 30- and 40-yard municipally owned roll-off containers as directed, in accordance with the following specification during the period of July 1, 2020 through June 30, 2021, with options to extend the contract for two additional years.
2. Sealed bids marked on the outside of the envelope “Bid for Bulky Furniture/Items Hauling and Disposal Services” shall be accepted at the office of the Hanover Department of Public Works, 40 Pond Street, Hanover MA 02339 on the approved bid forms until 2:00 local time on May 28, 2020 at which time they will be opened and read aloud. All bidders must complete and submit the attached Non-Collusion Statement, Tax Compliance Certificate, and Bidder’s Qualification Form. All bid forms must be either typewritten or written in ink. All signatures must be in ink.
3. Copies of this bid package may be viewed/downloaded from the Hanover DPW website at <https://www.hanover-ma.gov/public-works/pages/open-bids-and-bid-results>. Documents will be available after 12:00 PM on May 6, 2020. Hardcopies of bid packages can be made available at the Hanover Department Works with an advance request through 781-826-3189.
4. The Town of Hanover reserves the right to reject any or all bids should it be deemed in the best interest of the Town to do so.

II. General

1. The work covered by this specification consists of furnishing all labor, equipment and fuel to haul and dispose of bulky furniture/items from the Hanover Transfer Station using municipally owned 30- or 40-yard roll-off containers.
2. The contractor shall be responsible for delivering the full containers to an appropriate facility, discharging the load from the containers in accordance with the procedures of the receiving facility, and returning the containers to the Hanover Transfer Station.
3. The contractor’s equipment shall bear all necessary and valid registration and inspection stickers. The operator of the equipment shall have in his or her possession all licenses and endorsements for the type of equipment being operated. All equipment shall be operated in accordance with all motor vehicle rules and regulations.
4. The Hanover Transfer Station is open Friday – Tuesday, 8:00 am – 4:30 pm, excluding legal holidays. The contractor is expected to make arrangements to haul during these time periods to ensure that the station has at least two empty containers at all times. Hauling may be done on Wednesdays and Thursdays provided the receiving facility is accepting waste and arrangements have been made with the Transfer Station foreman.
5. All material shall be weighed prior to leaving the station using the Town’s scale which has been sealed by the Town’s Sealer of Weights and Measures. The Town will provide this service at no charge to the vendor and shall provide the vendor with a weight slip for each load. The vendor may submit their own weight slip from a properly sealed scale providing they provide written certification from an appropriate Sealer of Weights and Measures that the scale has been properly calibrated and sealed. This certification shall be

Hanover Annual Bids Item 5: Bulky Furniture/Items Disposal Services

provided to the Town on an annual basis. In the absence of a weight slip from the vendor's scale with appropriate documentation from a Sealer of Weights and Measures, the Town of Hanover's scale shall be the "official" weight upon which payment is made.

6. Hauling history: The Town's available hauling history for the past five years is as shown in the table below. This information is provided for reference only and in no way defines the number of hauls that will be covered by this contract:

Month	FY 2016		FY 2017		FY 2018		FY 2019		FY 2020	
	Hauls	Tons	Hauls	Tons	Hauls	Tons	Hauls	Tons	Hauls	Tons
July	3.00	11.06	5.00	21.16	8.00	36.17	6.00	16.14	6.00	19.57
August	3.00	11.24	6.00	18.05	8.00	26.42	3.00	12.49	5.00	14.13
September	0.00	0.00	3.00	9.44	6.00	20.52	4.00	15.18	7.00	21.48
October	4.00	13.64	4.00	15.94	5.00	19.74	5.00	21.71	5.00	16.43
November	2.00	6.35	5.00	21.45	4.00	16.15	4.00	15.66	5.00	16.16
December	6.00	19.93	7.00	29.93	3.00	7.71	5.00	20.45	5.00	16.87
January	3.00	10.56	4.00	13.07	4.00	13.59	6.00	20.32	5.00	14.45
February	5.00	17.24	3.00	8.28	5.00	11.21	5.00	15.44	3.00	9.5
March	3.00	8.94	5.00	15.71	4.00	13.73	4.00	14.78	---	---
April	6.00	14.75	7.00	20.19	5.00	17.23	6.00	22.47	---	---
May	5.00	13.83	6.00	22.08	5.00	18.65	4.00	13.93	---	---
June	4.00	13.45	6.00	22.69	5.00	15.26	6.00	21.85	---	---
Annual Total	44.00	140.9	61.00	217.9	62.00	216.3	58.00	210.4	41.00	128.5
Monthly Average	3.67	11.75	5.08	18.17	5.17	18.03	4.83	17.54	5.13	16.07

III. Pricing Structure and Rule for Award

1. Bidders shall quote a per round trip haul price and a per ton disposal price.
2. Fuel surcharges, if applicable, shall be based on fluctuations in the price of diesel fuel as well as a fuel factor. The formula to be used for the computation of fuel surcharges is listed below in section IV. The base bid shall include all charges, based on the base fuel price listed below under fuel surcharges.
3. The contract will be awarded to the responsible and responsive bidder whose combination of haul price and disposal price offers the lowest expected overall contract price based on an estimated 60 hauls and 210 tons of waste. This estimated number of hauls and tonnage are not guaranteed. It is a reasonable uniform estimate of expected waste to be used in the evaluation of proposals.

IV. Fuel Surcharges

1. The monthly fuel price adjustment is inserted in this contract because the national and worldwide energy situation has made the future cost of fuel unpredictable. This adjustment will provide for either additional compensation to the contractor or repayment to the Town, depending on an increase or decrease in the average price of diesel fuel.
2. This adjustment will be based the price of diesel fuel as published on the Massachusetts Highway Department website (<https://www.mass.gov/service-details/2020-massdot-contract-price-adjustments>). The base prices for the duration of this contract shall be the published price for diesel fuel for May 2020. The

billed amount per round trip haul for services furnished under this contract shall be the quoted per round trip haul price on this bid form. Price adjustments (fuel surcharges) for fluctuations in the price of diesel fuel shall be shown as separate line items, based on the following price adjustment formula:

1. Base Price: The Base Price of diesel fuel will be shall be as listed in item IV.2 above.
 2. Period Price: The period price shall be the “Diesel Gallon” price for the month the haul was completed as listed on Mass Highway’s website. This price is the average of prices charged to the Commonwealth of Massachusetts, including state tax, for the bulk purchases of diesel fuel made each month.
 3. Adjustment Price: The price adjustment will be paid only if the variance of the Period Price from the Base Price is 5% or more for the monthly period. The complete adjustment will be paid in all cases with no deduction of the 5% from either upward or downward adjustments. The adjustment price shall be defined as the fuel factor (10 gallons per round trip haul) times the number of round trip hauls times the difference between the period price and the base price.
3. The fuel surcharge adjustment price, where applicable, shall be listed as a separate line item on each bill

V. Contractor Qualifications

1. The Bidder must be a firm who has been regularly engaged in supplying similar services for a minimum of three (3) years.
2. The Town reserves the right to reject any bid if the evidence submitted by, or the investigation of such Bidder fails to satisfy the Town that such Bidder is properly qualified to carry out the obligations of the Contract Documents and to complete the work contemplated herein.
3. Responsive Bidders must supply all the information requested. The submittal shall be signed by an officer of the firm submitting the bid. Submittal from anyone else will be cause for automatic rejection. All exceptions taken to the specification and submittal requirements must be so stated. Failure to do so will cause the Bid to be rejected.

VI. Insurance

Workmen’s Compensation Insurance, Disability, Unemployment Compensation

A. The vendor will provide and maintain, and shall require its subcontractors to provide and maintain, all required insurance for its employees, including disability, worker’s compensation, and unemployment compensation, in accordance with the laws of the Commonwealth of Massachusetts.

Motor Vehicle and General Liability Insurance

A. The vendor shall provide and maintain, and shall require its subcontractors to provide and maintain appropriate motor vehicle and comprehensive general liability insurance covering property damage and personal injuries in amounts equal to or greater than those currently carried by the Town. The current minimum amounts shall be general liability of at least \$1,000,000 bodily injury and property damage liability per occurrence and \$2,000,000 aggregate. The minimum amounts of automobile liability insurance shall be at least \$1,000,000 bodily injury and property damage per accident. The vendor and any subcontractor it uses, shall provide the Town of Hanover with certificates of insurance evidencing the insurance required by this paragraph, which shall name the Town as an “additional insured” and include a thirty day notice of cancellation to the Town.

VII. Terms

The terms of this contract shall be net 30 days upon submission and verification of a valid invoice.

VIII. Options to Renew

The Town of Hanover shall have the sole option to renew this contract for two additional one year periods. This option shall be exercised in writing. For option year 1 (July 1, 2021 – June 30, 2022), this renewal shall be exercised between 3/1/2021 and 6/15/2021. For option year 2 (July 1, 2022 – June 30, 2023), this renewal option shall be exercised between 3/1/2022 and 6/15/2022. Should the Town exercise its renewal option, we will entertain price adjustments based on changes to the prevailing wages.

IX. Prevailing Wages

The contractor must pay all personnel involved in installation activities covered by this agreement the prevailing local union wage for such activities. The prevailing wage rates as determined by the Commonwealth of Massachusetts, Department of Labor, Division of Occupational Safety are attached. The contractor must provide certified documentation of payroll to document such wages were paid.

X. Prior Year Bid Prices

The prior year bid prices for recent fiscal years are available for download from the Hanover DPW website: <https://www.hanover-ma.gov/public-works/pages/open-bids-and-bid-results>

XI. Bid Form

The undersigned hereby proposes to the Town of Hanover and agrees to perform construction and demolition debris hauling and disposal services for the Town from the Hanover Transfer Station for the period July 1, 2020 to June 30, 2021, with options to extend the contract for two additional years, in accordance with the department's specifications.

The Town of Hanover is Tax Exempt.

	Unit Price		Estimated Quantity	Extended Price
Round Trip Haul Cost	\$	/trip	60 Trips	\$
Disposal Cost (per Ton of Material)	\$	/Ton	210 Tons	\$
Total Price:				\$

_____	By _____
Company	Signature
_____	_____
Address	Print Name
_____	_____
Address	Title
_____	_____
Date	Telephone

All bidders must complete the attached Certificate of Non-Collusion, Tax Compliance Certificate, Bidder's Certification Regarding Payment of Prevailing Wages, and a Bidder's Qualification Form.

The Town of Hanover reserves the right to reject any or all bids should it be deemed in the best interest of the Town to do so.

Sealed bids shall be accepted at the office of the Hanover Department of Public Works, 40 Pond Street, Hanover MA 02339 on the approved bid forms until 2:00 local time on May 28, 2020 at which time they will be opened and read aloud. All bid forms must be either typewritten or written in ink. **All signatures must be in ink.**

CERTIFICATE OF NON-COLLUSION

The undersigned certifies under penalties of perjury that this bid has been made and submitted in good faith and without collusion or fraud with any other person.

As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club, or other organization, entity, or group of individuals.

(Signature of Individual signing/submitting the bid)

(Name of person signing bid)

(Name of business)

TAX COMPLIANCE CERTIFICATE

Pursuant to M.G.L. Chapter 62C, Section 49A, I certify under the penalties of perjury that I, to my best knowledge and belief, have filed all State tax returns and paid all State taxes required under law.

Social Security Number
or Federal Identification
Number

Signature of Individual or
Corporation

Corporate Officer
(If Applicable)

Date: _____

BIDDER'S QUALIFICATION FORM

1. Name of Bidder:
2. Permanent Main Office Address:
3. When Incorporated (If Applicable):
4. Where Incorporated (If Applicable):
5. How many years have you been engaged in the contracting business under your present firm name:
6. Contracts on Hand: (Type of project, client, gross amount, estimated completion date):
7. General character of work performed by your company:
8. Have you ever failed to complete any work awarded to you?
Yes _____ No _____
If yes, where, when and why:
9. Have you ever defaulted on a contract?
Yes _____ No _____
If yes, where, when and why:
10. List the more important projects, similar to the work of this contract, recently completed by your company, stating the name, address and telephone number of the owner, name and location of similar project, approximate cost for each, and time period of contract performance (month and year started/month and year completed).
11. List your major equipment available for this contract.
12. With what banks do you do business?

13. Do you grant the Awarding Authority permission to contact this (these) institution(s)?

Yes _____ No _____

Dated at _____ this _____ day of _____

Name of Bidder

By

Title

COMMONWEALTH OF MASSACHUSETTS

_____ being duly sworn, deposes and says that he is

_____ of _____ and that the
Title Name of Organization

answers to the foregoing questions and all statements contained therein are true and correct.

Sworn to me this _____ day of _____, 20__

Notary

My commission expires _____

BIDDER'S CERTIFICATION REGARDING

PAYMENT OF PREVAILING WAGES

The undersigned bidder hereby certifies, under the pains and penalties of perjury, the foregoing bid is based upon the payment to laborers to be employed on the project of wages in an amount no less than the applicable prevailing wage rates established for the project by the Massachusetts Department of Labor and Industries. The undersigned bidder agrees to indemnify the awarding authority for, from and against any loss, expense, damages, action or claims, including any expense incurred in connection with any delay or stoppage of the project work, arising out of or as a result of (1) the failure of the said bid to be based upon the payment of the said applicable prevailing wage rates or (2) the failure of the bidder, if selected as the contractor, to pay laborers employed on the project the said applicable prevailing wage rates.

Date

Name of Bidder

By (Signature)

By (Printed)

Title

Bidder's Courtesy Checklist:

This list does not need to be submitted with the bid. However, the following items **MUST** be submitted, typed or filled in and signed (where applicable) in ink, in order for a bid to be considered responsive.

_____ Bid Sheet

_____ Certificate of non-collusion

_____ Tax compliance certificate

_____ Bidder's qualification form (notarized and filled in completely)



CHARLES D. BAKER
Governor

KARYN E. POLITO
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**

ROSALIN ACOSTA
Secretary

MICHAEL FLANAGAN
Director

Awarding Authority: Town of Hanover DPW
Contract Number: **City/Town:** HANOVER
Description of Work: Recycling Services to include Hauling & Disposal of Bulky Items from Hanover Transfer Station
Job Location: 118 Rockland Street, Hanover MA

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 B</i>	12/01/2019	\$34.25	\$12.41	\$0.00	\$0.00	\$46.66
	06/01/2020	\$35.15	\$12.41	\$0.00	\$0.00	\$47.56
	08/01/2020	\$35.15	\$12.91	\$0.00	\$0.00	\$48.06
	12/01/2020	\$35.15	\$12.91	\$0.00	\$0.00	\$48.06
	06/01/2021	\$35.95	\$12.91	\$0.00	\$0.00	\$48.86
	08/01/2021	\$35.95	\$13.41	\$0.00	\$0.00	\$49.36
	12/01/2021	\$35.95	\$13.41	\$0.00	\$0.00	\$49.36
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2019	\$34.32	\$12.41	\$0.00	\$0.00	\$46.73
	06/01/2020	\$35.22	\$12.41	\$0.00	\$0.00	\$47.63
	08/01/2020	\$35.22	\$12.91	\$0.00	\$0.00	\$48.13
	12/01/2020	\$35.22	\$12.91	\$0.00	\$0.00	\$48.13
	06/01/2021	\$36.02	\$12.91	\$0.00	\$0.00	\$48.93
	08/01/2021	\$36.02	\$13.41	\$0.00	\$0.00	\$49.43
	12/01/2021	\$36.02	\$13.41	\$0.00	\$0.00	\$49.43
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2019	\$34.44	\$12.41	\$0.00	\$0.00	\$46.85
	06/01/2020	\$35.34	\$12.41	\$0.00	\$0.00	\$47.75
	08/01/2020	\$35.34	\$12.91	\$0.00	\$0.00	\$48.25
	12/01/2020	\$35.34	\$12.91	\$0.00	\$0.00	\$48.25
	06/01/2021	\$36.14	\$12.91	\$0.00	\$0.00	\$49.05
	08/01/2021	\$36.14	\$13.41	\$0.00	\$0.00	\$49.55
	12/01/2021	\$36.14	\$13.41	\$0.00	\$0.00	\$49.55
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	\$8.10	\$0.00	\$0.00	\$31.60
	12/01/2020	\$24.50	\$8.10	\$0.00	\$0.00	\$32.60
	06/01/2021	\$24.50	\$8.10	\$0.00	\$0.00	\$32.60
	12/01/2021	\$24.50	\$8.10	\$0.00	\$0.00	\$32.60
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	\$34.95	\$8.10	\$0.00	\$0.00	\$43.05
	12/01/2020	\$35.84	\$8.10	\$0.00	\$0.00	\$43.94
	06/01/2021	\$36.76	\$8.10	\$0.00	\$0.00	\$44.86
	12/01/2021	\$37.67	\$8.10	\$0.00	\$0.00	\$45.77

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	\$20.97	\$8.10	\$0.00	\$0.00	\$29.07	
2	70	\$24.47	\$8.10	\$0.00	\$0.00	\$32.57	
3	80	\$27.96	\$8.10	\$0.00	\$0.00	\$36.06	
4	90	\$31.46	\$8.10	\$0.00	\$0.00	\$39.56	
<div>Notes:</div>							
Apprentice to Journeyworker Ratio:1:5							
OILER (OTHER THAN TRUCK CRANES,GRADALLS)		12/01/2019	\$23.08	\$12.50	\$0.00	\$0.00	\$35.58
OPERATING ENGINEERS LOCAL 4		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)		12/01/2019	\$27.64	\$12.50	\$0.00	\$0.00	\$40.14
OPERATING ENGINEERS LOCAL 4		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		12/01/2019	\$48.23	\$12.50	\$0.00	\$0.00	\$60.73
OPERATING ENGINEERS LOCAL 4		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		12/01/2019	\$34.08	\$12.41	\$0.00	\$0.00	\$46.49
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B		06/01/2020	\$34.98	\$12.41	\$0.00	\$0.00	\$47.39
		08/01/2020	\$34.98	\$12.91	\$0.00	\$0.00	\$47.89
		12/01/2020	\$34.98	\$12.91	\$0.00	\$0.00	\$47.89
		06/01/2021	\$35.78	\$12.91	\$0.00	\$0.00	\$48.69
		08/01/2021	\$35.78	\$13.41	\$0.00	\$0.00	\$49.19
		12/01/2021	\$35.78	\$13.41	\$0.00	\$0.00	\$49.19

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 B</i>	12/01/2019	\$34.54	\$12.41	\$0.00	\$0.00	\$46.95
	06/01/2020	\$35.44	\$12.41	\$0.00	\$0.00	\$47.85
	08/01/2020	\$35.44	\$12.91	\$0.00	\$0.00	\$48.35
	12/01/2020	\$35.44	\$12.91	\$0.00	\$0.00	\$48.35
	06/01/2021	\$36.24	\$12.91	\$0.00	\$0.00	\$49.15
	08/01/2021	\$36.24	\$13.41	\$0.00	\$0.00	\$49.65
	12/01/2021	\$36.24	\$13.41	\$0.00	\$0.00	\$49.65
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2019	\$34.83	\$12.41	\$0.00	\$0.00	\$47.24
	06/01/2020	\$35.73	\$12.41	\$0.00	\$0.00	\$48.14
	08/01/2020	\$35.73	\$12.91	\$0.00	\$0.00	\$48.64
	12/01/2020	\$35.73	\$12.91	\$0.00	\$0.00	\$48.64
	06/01/2021	\$36.53	\$12.91	\$0.00	\$0.00	\$49.44
	08/01/2021	\$36.53	\$13.41	\$0.00	\$0.00	\$49.94
	12/01/2021	\$36.53	\$13.41	\$0.00	\$0.00	\$49.94
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 B</i>	12/01/2019	\$35.12	\$12.41	\$0.00	\$0.00	\$47.53
	06/01/2020	\$36.02	\$12.41	\$0.00	\$0.00	\$48.43
	08/01/2020	\$36.02	\$12.91	\$0.00	\$0.00	\$48.93
	12/01/2020	\$36.02	\$12.91	\$0.00	\$0.00	\$48.93
	06/01/2021	\$36.82	\$12.91	\$0.00	\$0.00	\$49.73
	08/01/2021	\$36.82	\$13.41	\$0.00	\$0.00	\$50.23
	12/01/2021	\$36.82	\$13.41	\$0.00	\$0.00	\$50.23
VAC-HAUL/CATCH BASIN CLEANING <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2019	\$34.54	\$12.41	\$0.00	\$0.00	\$46.95
	06/01/2020	\$35.44	\$12.41	\$0.00	\$0.00	\$47.85
	08/01/2020	\$35.44	\$12.91	\$0.00	\$0.00	\$48.35
	12/01/2020	\$35.44	\$12.91	\$0.00	\$0.00	\$48.35
	06/01/2021	\$36.24	\$12.91	\$0.00	\$0.00	\$49.15
	08/01/2021	\$36.24	\$13.41	\$0.00	\$0.00	\$49.65
	12/01/2021	\$36.24	\$13.41	\$0.00	\$0.00	\$49.65

Additional Apprentices Information:

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

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

All steps are six months (1000 hours.)

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.