

1. We would like to confirm if it is a prevailing rate proposal and if so how would we convert it over to our schedule?

This contract is subject to prevailing wage rates. I am not sure how to tell you to convert your wages. I can give you the Mass.gov website - <https://www.mass.gov/service-details/prevailing-wage-for-contractors> and some background info I received from the state – Tree Work Opinion and additional info below.

I cannot tell you how to price your proposal, but our work is not associated with construction. Here is some info from the State.

Typically, you will find two types of classifications included on schedules for tree work; Classifications for work when associated with construction, and classifications when not associated with construction.

Those trades listed under **27F "Rental of Equipment"** include those trades for works **not** associated with **construction** (including tree work).

Assuming that the tree work is not associated with any construction such as the construction of a road or building, wages should be paid according to the equipment being used, for example; Laborers for those using bob-cats, ropes and chainsaws or bucket- trucks with booms, operating engineers category for those using heavy equipment such as heavy forestry equipment.



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

CHARLES D. BAKER
GOVERNOR

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ROSALIN ACOSTA
SECRETARY

MICHAEL FLANAGAN
DIRECTOR

February 18, 2020

The Department of Labor Standards (DLS) was asked to review the correct prevailing wage classification for workers "removing, trimming and shaping roadside growth to re-establish sight distance clearing". This work is often accomplished with tractors, excavators or similar vehicles equipped with attachments to shear, mulch and clear the overgrowth.

DLS has been instructing awarding authorities and prospective bidders that the type of work reference above, not associated with building or repairing a roadway and/or other construction site work, is subject to M.G.L. c. 149, s. 27F not M.G.L. c. 149, s. 27. This instruction, however, seems at odds with the blanket statement appearing in DLS' opinion letter dated March 13, 2014 that "tree trimming and tree removal work may, but does not have to, be part of a broader construction project in order to be prevailing wage; it is, by definition, construction in and of itself and *thus the construction classifications apply*." DLS agreed to revisit the 2014 opinion letter and invited the public and interested parties to attend a forum to address the discrepancy.

It should be noted at the outset that the "Construction Prevailing Wage Law" M.G.L. c. 149, s. 27 and the "Non-construction Prevailing Wage Law" M.G.L. c. 149, s. 27F covering the operation of "trucks, vehicles and other equipment" engaged in the performance of public work, are mutually exclusive statutes. That is, if section 27 applies, section 27F cannot apply. Thus, given the broad proclamation in the 2014 opinion letter that all tree work is "construction", the contradictory assertion also appearing in the opinion letter that, "certain tree trimming work ... falls under non-construction 27F classifications" needs to be explored.

"Construction" as it applies to the Construction Prevailing Wage Law is statutorily defined at M.G.L. c. 149, s. 27D as an "addition or alterations to a public works" including "certain work done preliminary to the construction of public works, namely, soil explorations, test borings and demolition of structures incidental to site clearance and right of way clearance". Webster's Third New International Dictionary of the English Language Unabridged© 1981 defines **Public Works** as, "fixed works (as schools, highways, docks) constructed for public use or enjoyment [especially] when financed and owned by the government..." According to the Massachusetts Appeals Court, "The core concept of 'public works', in Massachusetts and elsewhere, is commonly expressed as

involving the creation of public improvements having a nexus to land, such as a building, road, sewerage or waterworks facility, bridge, or park.” Perlera v. Vining Disposal Service, Inc., 47 Mass. App. Ct. 491 (1999).” The Federal DOL regulation defining “public works” for purposes of the Davis Bacon Act states: “The term public building or public works includes building or work, the construction, prosecution, completion, or repair of which, as defined above, is carried on directly by authority of or with funds of a Federal agency to serve the interest of the general public regardless of whether title thereof is in a Federal agency. 29 C.F.R. § 5.2(k).

Overgrown brush, saplings and trees on the side of the highway are not “public works” as they were not constructed for the public’s use or enjoyment. Thus, their trimming and/or removal does not amount to “an alteration or addition to a public works” unless, of course, it is done in conjunction with the construction of the highway or another public works project - as that would then constitute “site clearance” incidental to a public works construction project.

Pursuant to M.G.L. c. 149, s. 27F, public contracts whereby a “truck, vehicle or other equipment” are used to perform public work, to be valid, must contain language requiring that the operators of all such equipment be paid prevailing wages as determined by DLS. In administering this statute, DLS has interpreted that the phrase “other equipment” to means “other *heavy equipment* akin to a truck or a vehicle”. Because there needs to be a defining line, DLS has held that to qualify as an “operator” under M.G.L. c. 149, s. 27F one must be operating a truck, vehicle or other piece of machinery bigger than a lawnmower. For example, section 27F is triggered when one contracts to use a tractor to cut the public grass along the side of a highway. Similarly, contracting to maintain sight-line clearance by mulching the brush, trees and branches along the side of a roadway with an excavator armed with a mulching or shearing attachment, is subject to section 27F.

Traditionally, clearing, cutting, trimming and slashing of brush or trees, by hand or with mechanical cutting methods is the work of a laborer. Thus, when such work involves the operation of a bucket truck, bobcat, hand-fed chipper/ shredder, stump grinder or the like, DLS believes that the proper wage rate classification is “Laborer”. Occasionally, larger specialized equipment may be used to accomplish the same work. For example, excavators may be equipped with special attachments as mentioned above, or bulldozers or frontend loaders may be used. Operators of these larger types of equipment are classified as “Operating Engineers” and their prevailing wage rate will be commensurate to the size of equipment they are operating.

Under the circumstances prompting this inquiry, where such work was anticipated to restore “sight distance clearing”, and was not incidental to construction, awarding authorities should request a non-construction-27F prevailing wage schedule. However, in any circumstance where tree trimming or removal is related to a public works construction project, or constitutes preliminary site clearance incidental to construction, then prevailing wage rates should be sought pursuant to section 27. Although the same categories, “laborers” and “operating engineers”, will apply under both statutes, the law

requires DLS to set the rates differently. As a result, the section 27F rates are lower than the construction-section-27 rates and it would be a violation of the prevailing wage law to use the lower rate for tree trimming incidental to construction of public works.

DLS draws no distinction between the sight clearance maintenance along the side of a highway and the maintenance of vegetation, brush or trees along railroad tracks or power lines. Thus, DLS will no longer be setting a special rate for utility companies and railroads. Routine trimming and maintenance of trees around utilities shall require section 27F rates. Clearance of trees to install utilities or to effectuate repairs, shall require section 27 rates.

DLS had been establishing special rates for utility companies contracting for tree trimming around electrical lines based upon a solitary agreement with a private tree service. Setting aside for now a determination whether that agreement actually provided proof of a negotiated rate between organized labor and management, the contract expired years ago and we have been using the outdated "Tree Trimmer" and "Tree Trimmer Groundman" rates without adjustment for several years. Currently, utility companies and railroads using these rates are paying significantly less for tree trimming around high tension electrical lines than every other public entity pays for similar work under far less dangerous circumstances. Therefore, DLS will be dropping these two classifications from our future prevailing wage schedules and utility companies should use the "Laborer" and "Operating Engineer" rates as set forth above.

Michael Flanagan, Director



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: SOUTH HADLEY ELECTRIC LIGHT DEPARTMENT
Contract Number: **City/Town:** SOUTH HADLEY
Description of Work: (Non-Construction Related) Tree Trimming Contract - A biennial contract for tree trimming and vegetation management for the municipal electric light department
Job Location: South Hadley, 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.
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Rental of Equipment - West						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	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>	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>	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 3)</i>	08/01/2019	\$102.78	\$9.90	\$0.00	\$0.00	\$112.68
For apprentice rates see "Apprentice- PILE DRIVER"						
BACKHOE/FRONT-END LOADER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$35.40	\$11.94	\$0.00	\$0.00	\$47.34
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BATCH/CEMENT PLANT - ON SITE <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$34.87	\$11.94	\$0.00	\$0.00	\$46.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BULLDOZER/POWER SHOVEL/TREE SHREDDER /CLAM SHELL <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$35.40	\$11.94	\$0.00	\$0.00	\$47.34
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$34.87	\$11.94	\$0.00	\$0.00	\$46.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CRANE OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$38.90	\$11.94	\$0.00	\$0.00	\$50.84
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 3)</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 3)</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 3)</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 3)</i>	08/01/2019	\$102.78	\$9.90	\$0.00	\$0.00	\$112.68
For apprentice rates see "Apprentice- PILE DRIVER"						
FIREMAN <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$34.87	\$11.94	\$0.00	\$0.00	\$46.81

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - OPERATING ENGINEERS - Local 98 Class 3						
Effective Date - 12/01/2019						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.92	\$11.94	\$0.00	\$0.00	\$32.86
2	70	\$24.41	\$11.94	\$0.00	\$0.00	\$36.35
3	80	\$27.90	\$11.94	\$0.00	\$0.00	\$39.84
4	90	\$31.38	\$11.94	\$0.00	\$0.00	\$43.32
Notes:						
Steps 1-2 are 1000 hrs.; Steps 3-4 are 2000 hrs.						
Apprentice to Journeyworker Ratio:1:6						
FLAGGER & SIGNALER (HEAVY & HIGHWAY)		06/01/2020	\$23.50	\$8.60	\$0.00	\$32.10
LABORERS - ZONE 3 (HEAVY & HIGHWAY)		12/01/2020	\$24.50	\$8.60	\$0.00	\$33.10
		06/01/2021	\$24.50	\$8.60	\$0.00	\$33.10
		12/01/2021	\$24.50	\$8.60	\$0.00	\$33.10
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
FORK LIFT/CHERRY PICKER		12/01/2019	\$35.09	\$11.94	\$0.00	\$47.03
27F WEST OPERATING ENGINEERS LOCAL 98						
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATORS/LIGHTING PLANTS		12/01/2019	\$31.64	\$11.94	\$0.00	\$43.58
OPERATING ENGINEERS LOCAL 98						
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GRADER/TRENCHING MACHINE/DERRICK		12/01/2019	\$35.40	\$11.94	\$0.00	\$47.34
OPERATING ENGINEERS LOCAL 98						
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
LABORER		12/02/2019	\$31.50	\$8.10	\$0.00	\$39.60
LABORERS - ZONE 3 (BUILDING & SITE)						

Apprentice - LABORER - Zone 3 Building & Site

Effective Date - 12/02/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.90	\$8.10	\$0.00	\$0.00	\$27.00
2	70	\$22.05	\$8.10	\$0.00	\$0.00	\$30.15
3	80	\$25.20	\$8.10	\$0.00	\$0.00	\$33.30
4	90	\$28.35	\$8.10	\$0.00	\$0.00	\$36.45

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY)	06/01/2020	\$31.50	\$8.60	\$0.00	\$0.00	\$40.10
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2020	\$32.31	\$8.60	\$0.00	\$0.00	\$40.91
	06/01/2021	\$33.15	\$8.60	\$0.00	\$0.00	\$41.75
	12/01/2021	\$33.98	\$8.60	\$0.00	\$0.00	\$42.58

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - LABORER (Heavy & Highway) - Zone 3

Effective Date - 06/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.90	\$8.60	\$0.00	\$0.00	\$27.50
2	70	\$22.05	\$8.60	\$0.00	\$0.00	\$30.65
3	80	\$25.20	\$8.60	\$0.00	\$0.00	\$33.80
4	90	\$28.35	\$8.60	\$0.00	\$0.00	\$36.95

Effective Date - 12/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.39	\$8.60	\$0.00	\$0.00	\$27.99
2	70	\$22.62	\$8.60	\$0.00	\$0.00	\$31.22
3	80	\$25.85	\$8.60	\$0.00	\$0.00	\$34.45
4	90	\$29.08	\$8.60	\$0.00	\$0.00	\$37.68

Notes:

Apprentice to Journeyworker Ratio:1:5

MECHANIC/WELDER/BOOM TRUCK OPERATING ENGINEERS LOCAL 98	12/01/2019	\$34.87	\$11.94	\$0.00	\$0.00	\$46.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OILER OPERATING ENGINEERS LOCAL 98	12/01/2019	\$30.56	\$11.94	\$0.00	\$0.00	\$42.50
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS VI OPERATING ENGINEERS LOCAL 98	12/01/2019	\$28.58	\$11.94	\$0.00	\$0.00	\$40.52
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	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
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 98	12/01/2019	\$35.40	\$11.94	\$0.00	\$0.00	\$47.34
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 98	12/01/2019	\$34.87	\$11.94	\$0.00	\$0.00	\$46.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROLLER OPERATOR OPERATING ENGINEERS LOCAL 98	12/01/2019	\$34.26	\$11.94	\$0.00	\$0.00	\$46.20
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SCRAPER OPERATING ENGINEERS LOCAL 98	12/01/2019	\$34.87	\$11.94	\$0.00	\$0.00	\$46.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-PROPELLED POWER BROOM OPERATING ENGINEERS LOCAL 98	12/01/2019	\$31.64	\$11.94	\$0.00	\$0.00	\$43.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	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>	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 <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2019	\$34.26	\$11.94	\$0.00	\$0.00	\$46.20
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	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>	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 Apprentice 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.