



Town of Stow

Invitation for Bids for Analysis and Treatment Services for Nuisance Plants in Lake Boon

The Lake Boon Commission (LBC) seeks proposals under M.G. L. c. 30B from a qualified Lake Management Company (LMC) for a Nuisance Vegetation Management Project at Lake Boon, situated in Hudson and Stow, MA. The work will include analysis and treatment for nuisance weeds in Lake Boon. The work shall cover a three-year period, to provide the prescribed treatment for the three years and to collaborate with LBC monitoring and treatment planning during those three years and planning for the subsequent years, including use of data and findings from the Healthy Lake Boon study of the lake conducted in 2021.

Lake Boon is a Great Pond in the state of Massachusetts and an essential resource for the towns of Stow and Hudson, MA, and is a key part of the regional watershed and Assabet River system. The Lake is 163 acres and straddles the Towns of Stow and Hudson. It is a relatively shallow lake (10' mean depth), with four connected basins and is ringed with mostly single-family house development.

Funds for this three-year contract and any future contracts are subject to appropriation from the towns of Stow and Hudson at both town meetings.

1. Instruction to Bid Submitters

The Town of Stow will receive sealed bids at the Procurement Department, lower level of Stow Town Building, for the Analysis and Treatment Services for Nuisance Plants in Lake Boon until 10:00 am on Thursday June 15th, 2023.

Envelopes containing bids shall be sealed, clearly marked, and addressed to:

**Town of Stow
Procurement Department
Attn: Ashley Pinard
380 Great Road
Stow, MA 01775**

IFB 6-15-2023 Analysis and Treatment Services for Nuisance Plants in Lake Boon

The Town of Stow reserves the right to reject any and all bids, to waive any informality in the bidding process, and to make the award in the best interest of the Town.

2. General Information and Bid Submission Requirements

2.1. Delivery of Sealed Bids

Bids will be received at the time and place set forth in the Instruction to Bid Submitters. Bids received prior to the time established for the receipt of bids will remain sealed and shall be

securely kept by an officer whose duty will be to receive all sealed bids. At the established time bids shall be publicly opened and read aloud. No responsibility will be attached to the officer for premature opening of a bid not properly addressed and identified.

If forwarded by mail, the sealed envelope containing the bid must be enclosed in another envelope addressed as specified.

The Town requires the following information to appear on the upper left-hand corner of the sealed bid envelope: **Analysis and Treatment Services for Nuisance Plants in Lake Boon-IFB 6-15-2023**

No bid received after the time established for the opening of bids will be considered, regardless of the cause for the delay in the receipt of any such bid. Bidders are cautioned to allow ample time for transmittal of bids by mail or otherwise. Bidders should secure correct information relative to probable time of arrival and distribution of mail. Make due allowance for possible delays in the receipts of bids.

Electronic bids will **not** be considered.

2.2. Questions

No oral interpretations will be made to any bidders as to the meaning of the specifications. Every request for such an interpretation of project specifications shall be made in writing by a bidder and sent to Ashley Pinard, Procurement Administrator, at Town of Stow, 380 Great Road Stow, MA 01775, procurement@stow-ma.gov. Questions must be submitted by 10:00 am on Tuesday June 6th, 2023.

Written responses will be emailed to all bidders on record as having received the bid package. Every interpretation made to a bidder will be sent as promptly as is practicable to all persons to whom the specifications have been issued. All such addenda shall become a part of the contract documents. Failure to send, or of any bidder to receive, any such interpretation shall not relieve any bidder from any obligation under this bid as submitted. All bidders must acknowledge receipt of any addenda on the attached bid pricing form.

2.3. Sealed Bid Opening

Sealed bids will be opened at Stow Town Building, 380 Great Road Stow, MA 01775 on Thursday June 15th, 2023, at 10:00 am in the lower level.

If at the time of the scheduled bid opening, the Stow Town Building is closed due to uncontrolled events such as fire, snow, ice, wind, or building evacuation, the bid opening will be postponed until 2:00PM on the next business day. Bids will be accepted until that date and time.

2.4. Modifying or Withdrawing a Bid

A bidder may correct, modify, or withdraw a bid by written notice received by the Town prior to the time and date set for the opening. Bid modification must be submitted in a sealed envelope clearly labeled “Modification to Analysis and Treatment Services for Nuisance Plants in Lake Boon-IFB 6-15-2023.” Each modification must be numbered in sequence and must reference the original bid number.

After the opening, a bidder may not change any provision of the bid in a manner prejudicial to the interest of the Town or fair competition. Minor informalities will be waived, or the bidder will be

allowed to correct them. If a mistake and the intended bid are clearly evident on the face of the bid document, the mistake will be corrected to reflect the intended correct bid, and the bidder will be notified in writing; the bidder may not withdraw the bid. A bidder may withdraw a bid if a mistake is clearly evident on the face of the bid document, but the intended correct bid is not similarly evident.

2.5. Bid Documents Required for Submittal

All bids shall be submitted on the prescribed form and shall be subject to all requirements stipulated in the specifications. All blank spaces for bid prices should be filled in, in both words and figures. In the event that there is a discrepancy between the prices written in words and figures, the price written in words will govern. Erasures or other changes to bid forms must be explained or noted over the signature of the bidder.

Bidders are required to submit one copy of the sealed bid.

The bid package must include a Certificate of Non-Collusion, a Statement of Tax Compliance, and Bid Pricing Form be signed as follows: (1) if the bidder is an individual, by him/her personally; (2) if the bidder is a partnership, by the name of the partnership, followed by the signature of each general partner; and (3) if the bidder is a corporation, by the authorized officer, whose signature must be attested to by the Clerk/Secretary of the corporation and the corporate seal affixed.

References and job history as described below must be included in the IFB submittal.

2.6. Comprehensive General Liability Insurance

The contractor shall obtain and maintain Public Liability Insurance with an insurance company licensed to do business in Massachusetts and satisfactory to the Town of Stow so as to save the Town harmless from any and all claims for damages arising out of bodily injury or destruction of property caused by accident resulting from the use of implements, equipment, or labor used in the performance of the contract or from any neglect, default, or omission or want of proper care, or misconduct on the part of the contractor or for anyone in his employ during the execution of the work. The contractor shall file Certificates of Insurance acceptable to the Town prior to commencement of the Work. Each policy shall contain a provision that the policy will not be canceled or allowed to expire until at least 30 days prior written notice has been given to the Owner. The contractor shall cause the liability coverage required by the Contract to include: (1) the Town as additional insureds for claims caused in whole or in part by the contractor's negligent acts or omissions during the contractor's operations; and (2) the Town as an additional insured for claims caused in whole or in part by the contractor's negligent acts or omissions during the contractor's completed operations.

The Town will require the Contractor to provide a Certificate of Insurance (Acord Form 25) written to include the following limits:

- 1) General Liability of at least \$1,000,000 Occurrence and \$3,000,000 General Aggregate. The Municipality should be named as an "Additional Insured".
- 2) Automobile Liability (applicable for any contractor who has an automobile operating exposure) of at least \$1,000,000 Bodily Injury and Property Damage per accident. The Municipality should be named as an "Additional Insured".
- 3) Workers' Compensation Insurance as required by law. Include Employers Liability Part B

Prior to the effective date of any cancellation of the required policies, the contractor shall obtain new insurance to cover the policies so canceled and shall provide certificates stating that such insurance is in effect.

The Contractor agrees to save, defend, indemnify and hold harmless the Town of Stow against any and all suits, claims or liabilities of any name, nature or description arising out of or in consequence of the acts or omissions of its agents, servants or employees in the performance of the obligations under this contract or by reason of its failure to fully comply with the terms of this contract, such indemnity to run to the Town officers, agents and employees of the Town of Stow.

In claims against any person or entity indemnified under this Section by an employee of the Contractor, a Subcontractor, anyone directly or indirectly employed by them or anyone for whose acts they may be liable, the indemnification obligation under this Section shall not be limited by a limitation on amount or type of damages, compensation or benefits payable by or for the Contractor or Subcontractor under workers' compensation acts, disability benefit acts or other employee benefit acts.

2.7 Breach of Contract

In the case of failure on the part of the contractor to execute the work as per agreement, the Town of Stow reserves the right to terminate the contract, satisfying its wants through another contractor, and the Town may collect from the original contractor any difference in price because of such failure on the part of the original contractor. "Failure" shall be interpreted as meaning willful non-compliance of any item included in the specifications.

This contract may not be terminated for any other reason than that set forth in the above paragraph, unless by mutual consent of both parties to the contract, and then only if a minimum of thirty (30) days' notice of intent to seek to terminate the contract is given in writing to all parties to the contract.

Exercise of the rights herein specified shall not impair or affect the Town's right to recover the damages for breach of contract.

2.8 Contractual Liability

Failure to perform when such failure is due to an act of God, public enemy, fire, strikes, labor difficulties, transportation embargoes, or other similar causes beyond the control of the contractor, shall be good and sufficient reason for excuse from contractual liability.

2.9 Good Faith, Fraud, and Collusion

The bidder hereby certifies that no officer, agent or employee of the Town of Stow has a special interest in the IFB; that the proposer is competing solely on their own behalf without connection with, or obligation to, any undisclosed person or firm; that this bid is made in good faith without fraud, collusion or connection of any kind with any other bidder for the same work (See Non-Collusion Form). The Form must be executed and returned with the proposal.

2.10 Acknowledgment of ADA and Section 504

The Town acknowledges the existence of the Americans with Disabilities Act (ADA) of 1990, & Section 504 of the Rehabilitation Act of 1973. The rights guaranteed within these Acts

shall apply to this contract.

2.11 Payment Schedule

Final payment will not be released until full satisfactory completion of the project and all contract terms and obligations are met.

2.12. Liability

Town's Liability: The Town's liability under this Contract shall be limited to the payments due thereunder. In no event shall the Town be liable for any additional amounts, including without limitation, any indirect, special, or consequential damages.

Protection Against Liability: The Contractor acknowledges and agrees that he is responsible as an independent Contractor for all operations under this Contract and for all acts of employees and agents thereunder, and agrees that he will indemnify, exonerate and hold harmless the Town and its officers, boards, employees, agents and officials, from and against any and all loss, damage, cost, charge, expense and claim, which may be made against it or them or to which it or they may be subject by reason of any alleged act, action, neglect, omission or default on the part of the Contractor or any of their agents or employees and will pay promptly on demand all costs and expenses of the investigation and defense thereof, including attorneys' fees and expenses. If any such claim is made, the Town may retain out of any payments, then thereafter due to the Contractor, a sufficient amount to protect it completely against such claim, costs and expenses.

2.13 Licensing

The contractor shall possess and comply with all required and necessary licenses as may be specified by Federal, State and/or Local authorities, related to the delivery of services referred to in this IFB.

2.14 Insurance Coverage

Within (5) days after award of this contract, and prior to the commencement of any work activity, the contractor shall deposit certificates from insurers clearly stating that the insurance policies required in the following paragraphs have been issued to the contractor. The certificate must be in a form satisfactory to the Town. Liability policies shall name the Town of Stow as an additional insured.

2.15 Worker's Compensation

The contractor shall, before commencing the contract, provide by insurance for the payment of compensation, professional liability, and the furnishing of other benefits under Chapter 152 of the General Laws to all persons employed under the contract, and shall continue such insurance in force and effect during the term thereof. Statutory limits shall apply.

2.16. Prevailing Wage Laws

The bidder must comply with Massachusetts Prevailing Wage Laws.

2.17. Miscellaneous

The Town of Stow, Massachusetts is an exempt purchaser under the Sales Act, Chapter 14 of the Acts of 1966 to the extent that materials and supplies are used or incorporated in this bid. The Town's Sales Tax-Exempt Number is 046001313 and a certificate will be provided upon the signing of the contract.

3. Scope of Work

3.1 Project Description

Implement an herbicide treatment program for FY 2024, 2025 & 2026 and collaborate with LBC and the Healthy Lake Boon Initiative steering committee to define the best and most cost-effective invasive weed management program for FY 2024 and beyond and on the definition and implementation of new Citizen Science monitoring programs for Lake Boon weed and algae bloom improvement and control.

For the purposes of this bid, Bidders should assume that weed conditions will be similar to 2022, based on the data provided below and in the attachments. We have been on a three-year cycle, with Sonar (Fluridone) every third year, with 2022 as the last scheduled Sonar treatment year. We also have used Diquat every year, as shown in the data below. Bidders are under no obligation to use these specific treatments if they present a reasoned analysis for an alternate choice.

As a common background for all Bidders, we provide the following reference documents:

2022 Pre-treatment Survey (Attachment A) –As a point of reference, this IFB includes the results of the most recent survey, conducted in May 2022. The nature and extent of the identified weeds are typical of the pre-treatment status for Lake Boon. Although each year will vary, Bidders should use the 2021 survey as the baseline for their proposed plan.

2022 Post-treatment Report (Attachment B) – This report details the analysis, treatment, and results, along with management recommendations. Bidders are under no obligation to follow these recommendations.

Treatment record for past three years – The treatment plan for the past three years included the following types and amounts of herbicides, with fairly good results. The bidder has no obligation to use these specific herbicides:

2019	Diquat dibromide	25 gallons
	Fluridone	240 pounds
	Fluridone	15 gallons
	Fluridone	8.2 gallons
2020	Diquat dibromide	30 gallons
2021	Diquat dibromide	44 gallons
2022	Diquat dibromide	20 gallons
	Fluridone	240 pounds
	Fluridone	140 gallons
	Fluridone	140 gallons

Orders of Conditions (Attachment C) – LBC has approval for this weed treatment, through permits from Stow and Hudson Conservation Commissions. These permits include Orders of Conditions (OOC). Bidders MUST comply with these OOC.

Healthy Lake Boon web site – Preliminary data and early findings from the Healthy Lake Boon Initiative are available on the project’s web site. This includes a list of data collected in the monthly sampling, and some initial insights on the dynamics of the lake.

LBA website – 2022 reports with Healthy Lake Boon Initiative data and findings as well as previous reports are available at www.lakeboon.org under the Water Quality menu.

3.2 Services Needed

1. The treatment component begins with an analysis in the spring of the types, locations, and extent of nuisance weeds, leading to appropriate herbicides and methods as necessary to control the invasive plants. Typical weeds include, but are not limited to, fanwort (*Cabomba caroliniana*), variable-leaf milfoil (*Myriophyllum heterophyllum*), curly-leaf pondweed (*Potamogeton crispus*) and any other invasives found in lake surveys. The targeted species must be controlled to the level of sparse or trace, so as to not interfere with boating and other activities on the lake.

Deliverables:

Analysis of nuisance weeds in Lake Boon, with type, amount and locations

Herbicide treatment(s) based on the analysis, with boosters as needed

Detailed reports, at 3 times: May (analysis), July (booster) and Nov (final)

Meetings (in person or virtual) with LBC to review each report

2. The Cooperative component integrates the work of the LMC and its weed treatment analysis, with a comprehensive study of the health of the lake currently underway with funding from the MA Municipal Vulnerability Preparedness program. The “Healthy Lake Boon Initiative” (HLBI) involved collecting a wide range of data about the lake, including monthly measurements during 2022 of multiple criteria, along with a comprehensive analysis currently underway to better understand the full dynamics of the lake. In the Cooperative component of this RFP, the LMC will work with LBC and the HLBI teams for a fresh perspective on the weed challenges of Lake Boon, leading to new guidelines for future treatment plans.

Deliverables:

Participate in review of HLBI data and analysis, to integrate weeds and algae.

Analysis report on weeds from a “whole lake” perspective

Multi-year treatment plan based on that analysis

Meetings (in person or virtual) with LBC to review the report and plan

The project includes effective management of these tasks and on-going communications with the LBC and HLBI teams, and other essential communications to assure the safe, effective and authorized use of the herbicide treatments, as detailed in this IFB.

The LMC shall perform all the work in accordance with all federal, state and local rules and regulations governing aquatic herbicide applications, and the Orders of Conditions for this work that have been issued by the Towns of Stow and Hudson (see attachment). The bidder will file for and receive an approved License to Apply Chemicals permit from MA DEP, Office of Watershed Management.

3.3 Proposal Structure

The bid should have the following sections:

1. Bidder experience and expertise

Provide a brief background about the company, including its expertise in comprehensive lake health management overall, and in weed treatment in particular. This background should include a description of the company and its staff. Include resumes of key people and a description of their roles on the project. It should also list three examples of comparable lakes the company has recently treated for nuisance weeds, including at least two in Massachusetts, along with contact information for referrals. The bidder should describe how they typically analyze and treat for weeds, including any preferred approaches and any other useful background information. The proposer must have a minimum of 5 years comparable experience to be considered for this contract.

2. Analysis

Describe how LMC will conduct the weed analysis in three phases:

- a. Pre-treatment survey – a detailed analysis, conducted in the spring of each year, to assess the species present and their scope and quantity throughout the lake. This serves as the foundation for each year’s updated plan. Include details of the survey methodology, data that will be collected and how that data will be used to evaluate the effectiveness of the treatment plan.
- b. Mid-treatment progress – spot-checking throughout the lake, after treatment, to assess progress and determine if any booster treatments are required. This includes measurements to confirm target treatment concentrations and that the herbicides have dissipated where expected, with no lingering quantities that might affect the health of residents, pets, or wildlife.
- c. Post-treatment survey – an end of year detailed survey to assess the post-treatment status, to compare with the pre- and mid-treatment surveys. The Orders of Conditions also require related measurements of water quality, during each of the three surveys, in at least one location in each of the four basins, and for outflow at the entry point of the Barton Road dam. This water quality measurement assesses and reports the residual presence of the herbicides, using industry standard methods to measure herbicide concentration.

3. Treatment

Based on the recent sample survey history, provide a recommended treatment plan, including specific herbicides and any other actions to manage invasive weeds. The treatment plan should result in only trace or sparse amounts of targeted weeds, as confirmed in the mid-treatment and post-treatment surveys. Any herbicides used should be certified as safe, with no impact on humans, pets, fish or animals living on or near the lake, if used as specified. If warranted, the bid should include any barriers necessary to maintain appropriate concentrations of the herbicides and avoid interference by residents, boaters or others. Treatment plans should include communicating to residents any constraints on public access to the lake during and after treatment.

4. Collaborative Planning

As part of this contract, bidder commits to Collaborative analysis and planning for contract and future treatment years. This IFB does not include implementing those future year treatments beyond the 3 years of this contract, which will be part of a separate and future IFBs. This Collaborative planning process will take place during the contractual years, and include any new data collected by the LMC, analysis of multiple treatment options, and linkages with the Healthy Lake Boon initiative. The LMC, LBC and others involved in the HLBI will confer about any insights from the LMC data and the HLBI study and consider how HLBI's "total lake" approach might affect treatment or present creative ideas for lake management.

The bidder will commit to participating in this collaborative analysis and planning and cite any examples of prior work using a "total lake" approach. Bidder should provide any initial thoughts on this collaborative process and how it might lead to more effective and cost-effective program to control invasive plants and protect native non-invasive vegetation and all residents, pets, animals and wildlife.

5. Management and Communications

Bidder should confirm their ability to do the following communication activities and designate the person(s) responsible.

a. Management – Designate a qualified person to serve as the primary contact. The LBC will also designate a lead contact. Those two individuals will maintain active communications on the status of the work, and be available for answering questions, responding to concerns, and dealing with relevant details of project management.

b. Public meetings – Provide at least one qualified person to participate (in person or by telecom) in public meetings about the project. This will include three meetings during the year, one for each of the three phases of the project (pre-, mid- and post-treatment). The meetings will be organized by the LBC and include representatives of the Hudson and Stow Conservation Commissions. The presentations for each phase, will include results of the survey, status and/or plans for treatment, details about the herbicide and any other relevant information. Respond to any questions, either in the meeting or in follow-up communications. Attendance may be in person or virtual.

c. Public Awareness about Treatments – Prior to each treatment, provide a public announcement about the treatment, including the nature and locations of treatments and any relevant health warnings to limit public access to the lake during and after treatment. This will include information in format(s) usable in a public sign, distribution by email, and/or a notice LBC will post in the local media.

d. Status reports – In each phase, the plan will include a detailed report. In the pre-treatment report, provide results of the survey and recommendations and specifications for treatment. In the mid-treatment report, provide a status report on the types, locations and amounts of treatment, the current presence of weeds, and any needed booster treatments. In the post-treatment report, provide results of the survey and assess the effectiveness of the treatment on each type of weed. This report should also include any management or operational recommendations. The reports, as warranted, will include detailed maps of weeds and treatments, a chart of treatment types, locations and amounts, chronological summary, description of procedures for surveying and treatment, water quality measurements, and a discussion of the status of weeds in the lake. Each report will be delivered in a timely manner, to support presentations, discussions, and actions. The reports are due:

Pre-survey May 15, 2023

Mid-survey July 15, 2023

Final Report Nov 30, 2023

e. Communications re the Future Planning Process – As detailed above, the bidder will participate in an integrated planning process, to determine the most effective approaches for future weed treatments. This will involve sharing data about weeds and treatment options, reviewing results and findings from the HLBI study, and a series of communications with the LBC, HLBI staff and the Stow and Hudson Conservation Commissions. The end-product is a multi-year plan for weed treatment – a written document for use by LBC, HLBI and others.

6. Budget

Bidder will provide a total cost amount for each of the two components: a) analysis and treatment and b) Collaborative planning. The analysis and treatment section should specify the anticipated amounts of each type of herbicide.

7. References

Bidder shall provide a list of a minimum of three (3) references from current and/or former clients for projects of similar size and scope. List shall include current contact information including client contact name, agency, address, and phone number.

4. **Minimum Criteria**

- 4.1. Bidder must have been in the business of this type of work for a minimum of five years and must have successfully completed at least three similar projects.
- 4.2. Bidder must supply references for at least three projects of similar size and scope as this project during the past three years. The references should include the name of the project, description, address, contact person, and phone number.
- 4.3. Bidder must complete, sign, and include the Bid Pricing Form, the Certificate of Non-Collusion, and the Statement of Tax Compliance.
- 4.4. No bid bond is required.

5. **Rule for Award**

- 5.1. The contract will be awarded to the responsible and eligible bidder offering the lowest total price for the project.
- 5.2. No award will be made to any bidder who cannot satisfy the Town that the bidder has sufficient ability and experience in this work and sufficient resources to enable the bidder to complete the work successfully. The Town's decision or judgment on these matters will be final, conclusive, and binding.
- 5.3. The Town may make such investigations as the Town deems necessary and the bidder shall furnish to the Town all such information and data for this purpose as the Town may request.
- 5.4. The contract will be awarded within sixty days after the bid opening unless the time for the award is extended by mutual consent of the parties. Contractors' bids shall be valid for sixty days.

6. Town's Right to Reject Bids

- 6.1. The Awarding Authority reserves the right to reject any or all bids if it is in the public interest to do so.
- 6.2. The Town may consider informal any bids not prepared and submitted in accordance with the provisions hereof and may waive any informality or reject any and all bids, should the Town deem it to be in the public interest.
- 6.3. The Town may also reject bids which in its sole judgment are incomplete, conditional, obscure, or not responsive or which contain additional not called for erasures not properly initialed, alterations or similar irregularities, or the Town may waive such omissions, conditions, or irregularities, if considered minor.

7. Additional Contract Terms and Conditions

This invitation for sealed bids is being conducted according to Massachusetts General Laws, Chapter 30B, Section 5 and all acts in amendment of or supplementary to said Chapter are a part of this contract and are incorporated herein as fully as if here set forth.

8. Term of Contract

The initial term of this contract will be a period of one (1) year beginning on July 1, 2023, when the vendor is awarded a contract and ending on June 30, 2024. There will be two (2) one (1) year option years. The end date of this contract will be June 30, 2026.

Approximately 30 days prior to the end of each option, the Town of Stow will send a letter to the contractors requesting to exercise the option to renew the contract along with the updated wage rates.

All contract extensions will depend on appropriation and approval at Stow and Hudson Annual Town Meetings.

CERTIFICATE OF NON-COLLUSION

The undersigned certifies under penalties of perjury that this quote or proposal 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 person signing quote)

(Typed name of person signing quote)

(Name of business)

BIDDER’S CERTIFICATION REGARDING PAYMENT OF PREVAILING WAGES

The undersigned bidder hereby certifies, under the pains and penalties of perjury, that the foregoing bid is based upon the payment to laborers to the 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, expenses, 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 wages.

Signature: _____

STATEMENT OF STATE TAX COMPLIANCE

Pursuant to MGL Chapter 62C, S. 49A, as amended, I

NAME & TITLE

authorized signatory for _____

CONTRACTING PARTY

whose principal place of business is at _____

ADDRESS

do hereby certify under the pains and penalties of perjury that _____

_____ has complied with all laws of

CONTRACTING PARTY

the Commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

CONTRACTING PARTY'S SOCIAL
SECURITY OR FEDERAL I.D. NUMBER:

AUTHORIZED SIGNATURE

DATE

SEALED BID PRICING FORM

Vendor Name:

Vendor Address:

Telephone Number:

Email: _____

This bid includes addenda number (s) _____

BID for the Analysis and Treatment Services for Nuisance Plants in Lake Boon:

Bid for all three years of the contract, FY24, FY25, and FY26, you must attach a breakdown for each year to the IFB, no option years are guaranteed as funds must be appropriated after approval at Stow and Hudson Town Meetings

\$ _____ **TOTAL BID PRICE**

\$ _____
(written)

PLEASE ATTACH A BID BREAKDOWN

WORK EXAMPLES

LIST LOCATION OF THREE SIMILAR PROJECTS

The references should include the name of the project, description, address, contact person, and phone number.

1.

2.

3.

PREVAILING WAGES RATES

ATTACHED

(9 PAGES)



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 Stow
Contract Number: **City/Town:** STOW
Description of Work: Implement an herbicide treatment program for FY 2024, 2025 & 2026 and collaborate with LBC and the Healthy Lake Boon Initiative steering committee to define the best and most cost-effective treatment.
Job Location: Lake Boon Stow and Hudson, MA

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
Rental of Equipment - East						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	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>	12/01/2021	\$36.02	\$13.41	\$0.00	\$0.00	\$49.43
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$36.14	\$13.41	\$0.00	\$0.00	\$49.55
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$103.05	\$9.40	\$0.00	\$0.00	\$112.45
For apprentice rates see "Apprentice- PILE DRIVER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2022	\$53.63	\$14.25	\$0.00	\$0.00	\$67.88
	06/01/2023	\$54.88	\$14.25	\$0.00	\$0.00	\$69.13
	12/01/2023	\$56.13	\$14.25	\$0.00	\$0.00	\$70.38
	06/01/2024	\$57.43	\$14.25	\$0.00	\$0.00	\$71.68
	12/01/2024	\$58.88	\$14.25	\$0.00	\$0.00	\$73.13
	06/01/2025	\$60.18	\$14.25	\$0.00	\$0.00	\$74.43
	12/01/2025	\$61.63	\$14.25	\$0.00	\$0.00	\$75.88
	06/01/2026	\$62.93	\$14.25	\$0.00	\$0.00	\$77.18
	12/01/2026	\$64.38	\$14.25	\$0.00	\$0.00	\$78.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2022	\$53.63	\$14.25	\$0.00	\$0.00	\$67.88
	06/01/2023	\$54.88	\$14.25	\$0.00	\$0.00	\$69.13
	12/01/2023	\$56.13	\$14.25	\$0.00	\$0.00	\$70.38
	06/01/2024	\$57.43	\$14.25	\$0.00	\$0.00	\$71.68
	12/01/2024	\$58.88	\$14.25	\$0.00	\$0.00	\$73.13
	06/01/2025	\$60.18	\$14.25	\$0.00	\$0.00	\$74.43
	12/01/2025	\$61.63	\$14.25	\$0.00	\$0.00	\$75.88
	06/01/2026	\$62.93	\$14.25	\$0.00	\$0.00	\$77.18
	12/01/2026	\$64.38	\$14.25	\$0.00	\$0.00	\$78.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2022	\$53.05	\$14.25	\$0.00	\$0.00	\$67.30
	06/01/2023	\$54.29	\$14.25	\$0.00	\$0.00	\$68.54
	12/01/2023	\$55.53	\$14.25	\$0.00	\$0.00	\$69.78
	06/01/2024	\$56.81	\$14.25	\$0.00	\$0.00	\$71.06
	12/01/2024	\$58.25	\$14.25	\$0.00	\$0.00	\$72.50
	06/01/2025	\$59.53	\$14.25	\$0.00	\$0.00	\$73.78
	12/01/2025	\$60.97	\$14.25	\$0.00	\$0.00	\$75.22
	06/01/2026	\$62.25	\$14.25	\$0.00	\$0.00	\$76.50
	12/01/2026	\$63.69	\$14.25	\$0.00	\$0.00	\$77.94
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>	12/01/2022	\$54.68	\$14.25	\$0.00	\$0.00	\$68.93
	06/01/2023	\$55.95	\$14.25	\$0.00	\$0.00	\$70.20
	12/01/2023	\$57.23	\$14.25	\$0.00	\$0.00	\$71.48
	06/01/2024	\$58.55	\$14.25	\$0.00	\$0.00	\$72.80
	12/01/2024	\$60.03	\$14.25	\$0.00	\$0.00	\$74.28
	06/01/2025	\$61.36	\$14.25	\$0.00	\$0.00	\$75.61
	12/01/2025	\$62.83	\$14.25	\$0.00	\$0.00	\$77.08
	06/01/2026	\$64.16	\$14.25	\$0.00	\$0.00	\$78.41
	12/01/2026	\$65.64	\$14.25	\$0.00	\$0.00	\$79.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2022	\$35.08	\$14.25	\$0.00	\$0.00	\$49.33
	06/01/2023	\$35.90	\$14.25	\$0.00	\$0.00	\$50.15
	12/01/2023	\$36.72	\$14.25	\$0.00	\$0.00	\$50.97
	06/01/2024	\$37.57	\$14.25	\$0.00	\$0.00	\$51.82
	12/01/2024	\$38.52	\$14.25	\$0.00	\$0.00	\$52.77
	06/01/2025	\$39.37	\$14.25	\$0.00	\$0.00	\$53.62
	12/01/2025	\$40.32	\$14.25	\$0.00	\$0.00	\$54.57
	06/01/2026	\$41.18	\$14.25	\$0.00	\$0.00	\$55.43
	12/01/2026	\$42.13	\$14.25	\$0.00	\$0.00	\$56.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$68.70	\$9.40	\$0.00	\$0.00	\$78.10
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$49.07	\$9.40	\$0.00	\$0.00	\$58.47
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	\$0.00	\$0.00	\$83.00
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	\$0.00	\$0.00	\$112.45
For apprentice rates see "Apprentice- PILE DRIVER"						
FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2022	\$53.63	\$14.25	\$0.00	\$0.00	\$67.88
	06/01/2023	\$54.88	\$14.25	\$0.00	\$0.00	\$69.13
	12/01/2023	\$56.13	\$14.25	\$0.00	\$0.00	\$70.38
	06/01/2024	\$57.43	\$14.25	\$0.00	\$0.00	\$71.68
	12/01/2024	\$58.88	\$14.25	\$0.00	\$0.00	\$73.13
	06/01/2025	\$60.18	\$14.25	\$0.00	\$0.00	\$74.43
	12/01/2025	\$61.63	\$14.25	\$0.00	\$0.00	\$75.88
	06/01/2026	\$62.93	\$14.25	\$0.00	\$0.00	\$77.18
	12/01/2026	\$64.38	\$14.25	\$0.00	\$0.00	\$78.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2022	\$35.08	\$14.25	\$0.00	\$0.00	\$49.33
	06/01/2023	\$35.90	\$14.25	\$0.00	\$0.00	\$50.15
	12/01/2023	\$36.72	\$14.25	\$0.00	\$0.00	\$50.97
	06/01/2024	\$37.57	\$14.25	\$0.00	\$0.00	\$51.82
	12/01/2024	\$38.52	\$14.25	\$0.00	\$0.00	\$52.77
	06/01/2025	\$39.37	\$14.25	\$0.00	\$0.00	\$53.62
	12/01/2025	\$40.32	\$14.25	\$0.00	\$0.00	\$54.57
	06/01/2026	\$41.18	\$14.25	\$0.00	\$0.00	\$55.43
	12/01/2026	\$42.13	\$14.25	\$0.00	\$0.00	\$56.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HOISTING ENGINEER/CRANES/GRADALLS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2022	\$53.63	\$14.25	\$0.00	\$0.00	\$67.88
	06/01/2023	\$54.88	\$14.25	\$0.00	\$0.00	\$69.13
	12/01/2023	\$56.13	\$14.25	\$0.00	\$0.00	\$70.38
	06/01/2024	\$57.43	\$14.25	\$0.00	\$0.00	\$71.68
	12/01/2024	\$58.88	\$14.25	\$0.00	\$0.00	\$73.13
	06/01/2025	\$60.18	\$14.25	\$0.00	\$0.00	\$74.43
	12/01/2025	\$61.63	\$14.25	\$0.00	\$0.00	\$75.88
	06/01/2026	\$62.93	\$14.25	\$0.00	\$0.00	\$77.18
	12/01/2026	\$64.38	\$14.25	\$0.00	\$0.00	\$78.63

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 12/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$29.50	\$14.25	\$0.00	\$0.00	\$43.75
2	60	\$32.18	\$14.25	\$0.00	\$0.00	\$46.43
3	65	\$34.86	\$14.25	\$0.00	\$0.00	\$49.11
4	70	\$37.54	\$14.25	\$0.00	\$0.00	\$51.79
5	75	\$40.22	\$14.25	\$0.00	\$0.00	\$54.47
6	80	\$42.90	\$14.25	\$0.00	\$0.00	\$57.15
7	85	\$45.59	\$14.25	\$0.00	\$0.00	\$59.84
8	90	\$48.27	\$14.25	\$0.00	\$0.00	\$62.52

Effective Date - 06/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$30.18	\$14.25	\$0.00	\$0.00	\$44.43
2	60	\$32.93	\$14.25	\$0.00	\$0.00	\$47.18
3	65	\$35.67	\$14.25	\$0.00	\$0.00	\$49.92
4	70	\$38.42	\$14.25	\$0.00	\$0.00	\$52.67
5	75	\$41.16	\$14.25	\$0.00	\$0.00	\$55.41
6	80	\$43.90	\$14.25	\$0.00	\$0.00	\$58.15
7	85	\$46.65	\$14.25	\$0.00	\$0.00	\$60.90
8	90	\$49.39	\$14.25	\$0.00	\$0.00	\$63.64

Notes:

Apprentice to Journeyworker Ratio:1:6

LABORER	12/01/2022	\$37.16	\$9.10	\$0.00	\$0.00	\$46.26
LABORERS - ZONE 2	06/01/2023	\$38.06	\$9.10	\$0.00	\$0.00	\$47.16
	12/01/2023	\$38.96	\$9.10	\$0.00	\$0.00	\$48.06

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LABORER - Zone 2

Effective Date - 12/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.30	\$9.10	\$0.00	\$0.00	\$31.40
2	70	\$26.01	\$9.10	\$0.00	\$0.00	\$35.11
3	80	\$29.73	\$9.10	\$0.00	\$0.00	\$38.83
4	90	\$33.44	\$9.10	\$0.00	\$0.00	\$42.54

Effective Date - 06/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.84	\$9.10	\$0.00	\$0.00	\$31.94
2	70	\$26.64	\$9.10	\$0.00	\$0.00	\$35.74
3	80	\$30.45	\$9.10	\$0.00	\$0.00	\$39.55
4	90	\$34.25	\$9.10	\$0.00	\$0.00	\$43.35

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY)	12/01/2022	\$36.56	\$9.35	\$0.00	\$0.00	\$45.91
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2023	\$37.46	\$9.35	\$0.00	\$0.00	\$46.81
	12/01/2023	\$38.36	\$9.35	\$0.00	\$0.00	\$47.71
	06/01/2024	\$39.69	\$9.35	\$0.00	\$0.00	\$49.04
	12/01/2024	\$41.02	\$9.35	\$0.00	\$0.00	\$50.37
	06/01/2025	\$42.41	\$9.35	\$0.00	\$0.00	\$51.76
	12/01/2025	\$43.79	\$9.35	\$0.00	\$0.00	\$53.14
	06/01/2026	\$45.23	\$9.35	\$0.00	\$0.00	\$54.58
	12/01/2026	\$46.67	\$9.35	\$0.00	\$0.00	\$56.02

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LABORER (Heavy & Highway) - Zone 2

Effective Date - 12/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.94	\$9.35	\$0.00	\$0.00	\$31.29
2	70	\$25.59	\$9.35	\$0.00	\$0.00	\$34.94
3	80	\$29.25	\$9.35	\$0.00	\$0.00	\$38.60
4	90	\$32.90	\$9.35	\$0.00	\$0.00	\$42.25

Effective Date - 06/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.48	\$9.35	\$0.00	\$0.00	\$31.83
2	70	\$26.22	\$9.35	\$0.00	\$0.00	\$35.57
3	80	\$29.97	\$9.35	\$0.00	\$0.00	\$39.32
4	90	\$33.71	\$9.35	\$0.00	\$0.00	\$43.06

Notes:

Apprentice to Journeyworker Ratio:1:5

OILER (OTHER THAN TRUCK CRANES,GRADALLS) OPERATING ENGINEERS LOCAL 4	12/01/2022	\$24.37	\$14.25	\$0.00	\$0.00	\$38.62
	06/01/2023	\$24.94	\$14.25	\$0.00	\$0.00	\$39.19
	12/01/2023	\$25.51	\$14.25	\$0.00	\$0.00	\$39.76
	06/01/2024	\$26.11	\$14.25	\$0.00	\$0.00	\$40.36
	12/01/2024	\$26.77	\$14.25	\$0.00	\$0.00	\$41.02
	06/01/2025	\$27.37	\$14.25	\$0.00	\$0.00	\$41.62
	12/01/2025	\$28.03	\$14.25	\$0.00	\$0.00	\$42.28
	06/01/2026	\$28.62	\$14.25	\$0.00	\$0.00	\$42.87
	12/01/2026	\$29.29	\$14.25	\$0.00	\$0.00	\$43.54

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4	12/01/2022	\$29.57	\$14.25	\$0.00	\$0.00	\$43.82
	06/01/2023	\$30.27	\$14.25	\$0.00	\$0.00	\$44.52
	12/01/2023	\$30.96	\$14.25	\$0.00	\$0.00	\$45.21
	06/01/2024	\$31.68	\$14.25	\$0.00	\$0.00	\$45.93
	12/01/2024	\$32.48	\$14.25	\$0.00	\$0.00	\$46.73
	06/01/2025	\$33.20	\$14.25	\$0.00	\$0.00	\$47.45
	12/01/2025	\$34.00	\$14.25	\$0.00	\$0.00	\$48.25
	06/01/2026	\$34.72	\$14.25	\$0.00	\$0.00	\$48.97
	12/01/2026	\$35.52	\$14.25	\$0.00	\$0.00	\$49.77

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>	12/01/2022	\$53.05	\$14.25	\$0.00	\$0.00	\$67.30
	06/01/2023	\$54.29	\$14.25	\$0.00	\$0.00	\$68.54
	12/01/2023	\$55.53	\$14.25	\$0.00	\$0.00	\$69.78
	06/01/2024	\$56.81	\$14.25	\$0.00	\$0.00	\$71.06
	12/01/2024	\$58.25	\$14.25	\$0.00	\$0.00	\$72.50
	06/01/2025	\$59.53	\$14.25	\$0.00	\$0.00	\$73.78
	12/01/2025	\$60.97	\$14.25	\$0.00	\$0.00	\$75.22
	06/01/2026	\$62.25	\$14.25	\$0.00	\$0.00	\$76.50
	12/01/2026	\$63.69	\$14.25	\$0.00	\$0.00	\$77.94
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PANEL & PICKUP TRUCKS DRIVER <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2021	\$35.78	\$13.41	\$0.00	\$0.00	\$49.19
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2022	\$53.63	\$14.25	\$0.00	\$0.00	\$67.88
	06/01/2023	\$54.88	\$14.25	\$0.00	\$0.00	\$69.13
	12/01/2023	\$56.13	\$14.25	\$0.00	\$0.00	\$70.38
	06/01/2024	\$57.43	\$14.25	\$0.00	\$0.00	\$71.68
	12/01/2024	\$58.88	\$14.25	\$0.00	\$0.00	\$73.13
	06/01/2025	\$60.18	\$14.25	\$0.00	\$0.00	\$74.43
	12/01/2025	\$61.63	\$14.25	\$0.00	\$0.00	\$75.88
	06/01/2026	\$62.93	\$14.25	\$0.00	\$0.00	\$77.18
	12/01/2026	\$64.38	\$14.25	\$0.00	\$0.00	\$78.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2022	\$53.63	\$14.25	\$0.00	\$0.00	\$67.88
	06/01/2023	\$54.88	\$14.25	\$0.00	\$0.00	\$69.13
	12/01/2023	\$56.13	\$14.25	\$0.00	\$0.00	\$70.38
	06/01/2024	\$57.43	\$14.25	\$0.00	\$0.00	\$71.68
	12/01/2024	\$58.88	\$14.25	\$0.00	\$0.00	\$73.13
	06/01/2025	\$60.18	\$14.25	\$0.00	\$0.00	\$74.43
	12/01/2025	\$61.63	\$14.25	\$0.00	\$0.00	\$75.88
	06/01/2026	\$62.93	\$14.25	\$0.00	\$0.00	\$77.18
	12/01/2026	\$64.38	\$14.25	\$0.00	\$0.00	\$78.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2022	\$35.08	\$14.25	\$0.00	\$0.00	\$49.33
	06/01/2023	\$35.90	\$14.25	\$0.00	\$0.00	\$50.15
	12/01/2023	\$36.72	\$14.25	\$0.00	\$0.00	\$50.97
	06/01/2024	\$37.57	\$14.25	\$0.00	\$0.00	\$51.82
	12/01/2024	\$38.52	\$14.25	\$0.00	\$0.00	\$52.77
	06/01/2025	\$39.37	\$14.25	\$0.00	\$0.00	\$53.62
	12/01/2025	\$40.32	\$14.25	\$0.00	\$0.00	\$54.57
	06/01/2026	\$41.18	\$14.25	\$0.00	\$0.00	\$55.43
	12/01/2026	\$42.13	\$14.25	\$0.00	\$0.00	\$56.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2022	\$53.05	\$14.25	\$0.00	\$0.00	\$67.30
	06/01/2023	\$54.29	\$14.25	\$0.00	\$0.00	\$68.54
	12/01/2023	\$55.53	\$14.25	\$0.00	\$0.00	\$69.78
	06/01/2024	\$56.81	\$14.25	\$0.00	\$0.00	\$71.06
	12/01/2024	\$58.25	\$14.25	\$0.00	\$0.00	\$72.50
	06/01/2025	\$59.53	\$14.25	\$0.00	\$0.00	\$73.78
	12/01/2025	\$60.97	\$14.25	\$0.00	\$0.00	\$75.22
	06/01/2026	\$62.25	\$14.25	\$0.00	\$0.00	\$76.50
	12/01/2026	\$63.69	\$14.25	\$0.00	\$0.00	\$77.94
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	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>	12/01/2021	\$36.53	\$13.41	\$0.00	\$0.00	\$49.94
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2022	\$53.05	\$14.25	\$0.00	\$0.00	\$67.30
	06/01/2023	\$54.29	\$14.25	\$0.00	\$0.00	\$68.54
	12/01/2023	\$55.53	\$14.25	\$0.00	\$0.00	\$69.78
	06/01/2024	\$56.81	\$14.25	\$0.00	\$0.00	\$71.06
	12/01/2024	\$58.25	\$14.25	\$0.00	\$0.00	\$72.50
	06/01/2025	\$59.53	\$14.25	\$0.00	\$0.00	\$73.78
	12/01/2025	\$60.97	\$14.25	\$0.00	\$0.00	\$75.22
	06/01/2026	\$62.25	\$14.25	\$0.00	\$0.00	\$76.50
	12/01/2026	\$63.69	\$14.25	\$0.00	\$0.00	\$77.94
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	\$0.00	\$0.00	\$50.23
VAC-HAUL/CATCH BASIN CLEANING <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	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.