

Office of Administration and Finance
Holyoke Community College
303 Homestead Ave
Holyoke, MA 01040

HOLYOKE COMMUNITY COLLEGE
Trash Disposal Services and Recycling Services

RFP #27-01

ISSUE DATE:
Wednesday, June 10, 2026

PROPOSALS MUST BE RECEIVED BY:

Thursday, July 1, 2026
11:00 a.m. EST at the desk of Brian Jackson

DELIVER PROPOSALS TO:

Holyoke Community College
Business Office
Attn: Brian Jackson
303 Homestead Avenue
Holyoke, MA 01040

The envelope should be CLEARLY MARKED, “Bid on Requisition No. 27-01 enclosed.”

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Holyoke Community College (HCC), an agency of the Commonwealth of Massachusetts, seeks proposals for a Trash Disposal Services and Recycling Services: Sealed Trash Compactors, Trash Dumpsters, Cardboard Recycling Dumpsters, and Confidential Paper Recycling Dumpsters *per specifications* within this document.

Timeline

RFP Issue Date: Wednesday June 10, 2026

Submit questions specific to the RFP by: Wednesday, June 17, 2026 by 4 pm EST

Response to questions emailed by: Wednesday, June 24, 2026 by 4 pm EST

Proposals due by: Thursday, July 1, 2026 at 11 am EST at the desk of Brian Jackson, Business Office, Holyoke Community College

Project start date: August 1, 2026

Dates may be revised due to unforeseen circumstances. Every effort will be made to inform respondents of changes to the timeline.

Contact Information

This Request for Proposal (RFP) has also been posted on the official procurement record system for the Commonwealth of Massachusetts (www.commbuys.com) and on the College's website (www.hcc.edu). The project title is **Holyoke Community College Trash Disposal Services and Recycling Services** and the project number is **27-01**. Correspondence to HCC should include project number as well as the title.

Information submitted in response to this RFP is subject to the Massachusetts Public Records Law, M.G.L., Chapter 66, Section 10, and to Chapter 4, Section 7, Subsection 26. Any statements in submitted information that are inconsistent with these statutes shall be disregarded. The Commonwealth makes no guarantee that any services will be purchased from any contract resulting from this RFP.

Inquiries

Questions about this proposal should be submitted to:

Brian Jackson
Holyoke Community College
303 Homestead Avenue
Holyoke MA 01040
Email: bjackson@hcc.edu

Bidders' Conference

In lieu of a Bidders' Conference, any questions concerning the specifications must be emailed Brian Jackson, bjackson@hcc.edu by Wednesday, June 17, 2026 by 4 pm EST – no phone calls. The answers to those questions will be emailed by end of business on Wednesday, June 24, 2026.

General Information

This RFP contains instructions governing the response to be submitted and the material to be included, a description of the services to be provided, and other requirements which must be met by interested parties to be eligible for consideration. All proposals submitted in response to this RFP are subject to all terms and conditions contained in this RFP.

Interested parties must submit a complete and responsive proposal to this RFP by the deadline and received no later than 11 am EST at the desk of Brian Jackson, Holyoke Community College, Business Office, 303 Homestead Avenue, Holyoke, MA 01040, in order to be considered. Incomplete proposals and proposals not prepared in accordance with this RFP will be rejected.

HCC is not responsible for delays occasioned by the U.S. Postal Service, or any other means of delivery employed by the Respondent. Similarly, the **HCC is not responsible for, and will not open, any proposal responses that are received later than the deadline date, time and location as put forth in this RFP.** Late proposals will be retained in the RFP file, unopened.

Submission of Bid

Proposals must be submitted in hard copy format, along with all required forms (see page 12 of this document), completed and notarized as indicated.

Delivery Methods: Delivery may be in person, by U.S. Mail, or overnight courier, to:

Brian Jackson
Holyoke Community College
303 Homestead Avenue
Holyoke MA 01040

CLEARLY MARKED, "Bid on Requisition No. 27-01 enclosed."

Deadline: Proposals must be received by Brian Jackson on or before Thursday, July 1, 2026, 11:00 a.m. EST. No late proposals will be considered.

Preparation Costs

All preparation and presentation costs incurred by vendors in responding to this proposal request are the sole responsibility of the vendor. All documentation submitted to HCC as part of a response to this proposal becomes the property of HCC.

Confidentiality

The college reserves the right to review the content of vendor responses with internal or external persons for the purposes of vendor selection.

Evaluation Criteria

The college reserves the right to select the vendor it deems most appropriate for the project. The college reserves the right to waive stated requirements, negotiate further with vendors, discontinue the evaluation process, award based on the merits of a proposal and final demonstration, or choose not to award to any respondent.

About HCC

Established in 1946, Holyoke Community College, located in Holyoke, MA, serves a diverse community with rapidly evolving needs. More than 12,500 students annually enroll in credit, noncredit, and workforce development courses. The college provides a university-caliber education and exceptional preparation for success, including a comprehensive academic and personal support system. A vibrant, accessible, and welcoming campus community enables HCC students to thrive.

Environmental Purchasing Policy

Products and services purchased by state agencies must be in compliance with Executive Order 515, issued October 27, 2009. Under this Executive Order, Executive Departments are required to reduce their impact on the environment and enhance public health by procuring environmentally preferable products and services (EPPs) whenever such products and services perform to satisfactory standards and represent best value, consistent with 801 CMB 21.00. In line with this directive, all contracts, whether departmental or statewide, must comply with the specifications and guidelines established by OSD and the EPP Program. EPPs are considered to be products and services that help to conserve natural resources, reduce waste, protect public health and the environment, and promote the use of clean technologies, recycled materials, and less toxic products.

Massachusetts Small Business Purchasing Program (SBPP)

This is a small procurement targeted to small businesses participating in the Commonwealth's Small Business Purchasing Program (SBPP). The Department intends to evaluate bid responses from and to award a contract to a SBPP-participating business(es) who submit a bid that meets or exceeds the solicitation criteria only. Subcontracting in these types of procurements is limited to no more than 20% of the value of the contract, unless it is with another SBPP registered participant. If determined that there is inadequate SBPP capacity, or no SBPP-participating vendors provide a responsive bid, the Department will evaluate and award bid responses received from non-SBPP businesses. To determine eligibility and to participate in the SBPP, please review the requirements and general program information at www.mass.gov/sbpp.

Policy on Affirmative Action, Equal Opportunity & Diversity

Holyoke Community College is an affirmative action/equal opportunity employer and does not discriminate on the basis of race, color, national origin, sex, disability, religion, age, veteran status, genetic information, gender identity or sexual orientation in its programs and activities as required by Title IX of the Educational Amendments of 1972, the Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, Title VII of the Civil Rights Act of 1964, and other applicable statutes and college policies. The College prohibits sexual harassment, including sexual violence. Inquiries or complaints concerning discrimination, harassment, retaliation or sexual violence shall be referred to the College's Affirmative Action and/or Title IX Coordinator, the Massachusetts Commission Against Discrimination, the Equal Employment Opportunities Commission or the United States Department of Education's Office for Civil Rights.

The entire policy can be found on the College's website at <http://www.hcc.edu/about-hcc/college-offices/human-resources/human-resources-guidelines/affirmative-action-policy-->

Scope of Services

The Contractor is responsible for collecting refuse and recycled waste as requested by the College on a per call basis. Contractor is responsible for leaving the area surrounding the container(s) in the same condition it was in prior to the pick-up (i.e. dispose of papers and other refuse caused to be spread around compactor area as a result of emptying container). Holyoke Community College is working in partnership with the City of Holyoke to recycle waste. However, waste-recycling services may be requested of the successful bidder.

1. **Stationary Trash Compactor:** Holyoke Community College (HCC) is requesting proposals for rental, transportation, and disposal services for one 35 cubic yard sealed trash compactor and one 20 cubic yard sealed trash compactor.

The 20 cubic yard sealed trash compactor must be equipped with a 48” high dock loading platform, safety rails, and an enclosed, lockable dog house accessible from the rear. The dog house must be labeled “Trash Only” on the doors by the successful Bidder. The 35 cubic yard sealed trash compactor unit must be equipped with a lockable dog house accessible from both sides of the doghouse from ground level. The successful bidder will be required to deliver, assemble, install, and wire the compactors, and to equip both sealed trash compactors with pressure gauges. The successful bidder will also be required to train HCC staff in the use of the compactors and pressure gauges, and to keep the equipment in good working order. If the equipment provided by the successful bidder fails, the bidder must provide backup equipment of like kind until the original equipment is repaired and returned.

Each round trip (haul) to a permitted landfill or incinerator will include transporting the sealed compactor to the permitted disposal facility, emptying it, and returning the compactor to HCC on the same day. The compactors will be hauled on an "on-call" basis. Richard Michaud, Director of Facilities & Engineering, HCC, or his designated representative, will contact the successful bidder to request hauls of the compactor. No other persons will be authorized to request these hauls. The successful bidder must provide HCC with the name and address of the permitted landfill or incinerator where the refuse will be disposed of.

HCC will supply one 208 volt, 3 phase, 50 amp service at an outdoor disconnect box at each compactor pad area. All necessary connections to the disconnect are the responsibility of the successful bidder.

HCC will supply a bituminous concrete pad or steel plates at each compactor location.

2. **Trash Dumpsters:** The successful bidder will be required to provide approximately five 8 cubic yard trash dumpsters at various locations on the HCC campus. These dumpsters will be emptied on either a regular or “on call” basis. The majority of trash generated on campus will be delivered to the sealed trash compactors. More details are provided on the Bid Response Sheet. These dumpsters must be labeled “Trash Only” by the successful Bidder.
3. **Slotted Cardboard & Recycling Dumpsters:** The successful bidder will be required to provide one 8 cubic yard lockable cardboard recycling dumpsters equipped with slots at one location on the HCC campus. These dumpsters will be emptied on either a regular or “on call” basis. More details are provided on the Bid Response Sheet. These dumpsters must be labeled “Recyclable Cardboard Only” by the successful Bidder.

4. Confidential Paper Recycling Dumpsters: The successful bidder will be required to provide approximately one 8 cubic yard lockable confidential paper recycling dumpsters at various locations on the HCC campus. These dumpsters will be emptied on either a regular or “on call” basis. More details are provided on the Bid Response Sheet. These dumpsters must be labeled “Confidential Paper Only” by the successful Bidder. The successful Bidder must provide documentation detailing how this material is secured and eventually recycled.
5. Open Top Dumpster: The successful bidder will be required to provide approximately one 30 cubic yard open top dumpster for construction debris at various locations on the HCC campus.

General RFQ Conditions

1. Bidders Site Review: If you would like a site review, please call Richard Michaud at (413) 552.2709 or email him at rmichaud@hcc.edu
2. HCC Contact: Richard Michaud at rmichaud@hcc.edu. The bid price shall remain firm throughout the annual term of the contract. Annual term is defined as the 12 months starting at the date of the purchase order. HCC reserves the right to reject any or all bids, wholly or in part, and to make the awards in a manner deemed to be in HCC's best interest. HCC also reserves the right to award the contracts for trash compactors and dumpsters to different bidders.
3. Bidders must attach the following to this proposal:
 - a. Product literature, capacity, and electrical requirements for the trash compactor, and overall dimensions and capacity for the trash compactors and dumpsters.
 - b. A written description of trash compactor manufacturer’s optimal operating pressures which will maximize the trash tonnage per haul.
 - c. Description of any special services or equipment features which may assist HCC in selecting the successful bidder.
 - d. A detailed description of any exceptions to the bid specifications.
 - e. Bidders are invited to propose alternative, lower cost service and equipment options as an attachment to the **Bid Response Sheet**.
 - f. References: Provide two commercial references including, Company Name, Contact Name Addresses, and telephone numbers.

Contractual Terms

1. The contract period is for **three (3) years** commencing on August 1, 2026 and ending on June 30, 2029, with a renewable one-year term. All prices quoted must be firm for the three-year contract period, plus renewal. No price adjustments will be allowed during the contract period.

2. **Applicable Law:** The laws of the Commonwealth of Massachusetts shall govern the interpretation and performance of the contract. The contractor shall comply with the provisions of all applicable Federal, State, County and local laws, ordinances, regulations, and codes including, but not limited to, the Contractor's obligation as an employer with regard to health, safety, and payment of its employees, and identification and procurement of required permits, certificates, approvals, and inspections in the Contractor's performance of this Contract.
3. **Entire Agreement:** This proposal represents the entire agreement. Any terms on a contractor's invoice are not a part of and are not merged into the agreement, unless mutually agreed upon by HCC and the contractor in writing. Any exceptions to the terms and conditions contained within this proposal must be so noted in writing within the contractor's response. Any exceptions taken to the terms and conditions within this proposal may result in the classification of contractor's response as non-responsive and no consideration for award will be given.
4. **Other Contracts:** HCC shall have the right to award other contracts for additional services, and the Contractor shall fully cooperate with such contractors and shall fit its own schedule to that which is provided under other contracts. The Contractor shall have no claim against HCC for additional payment due to delays or other conditions created by the operation of other contractors. HCC will decide the respective rights of the various contractors in order to secure the completion of services.
5. **Forced Interruptions:** Neither party shall be responsible for delays or failures in performance resulting from acts beyond the reasonable control of such party. Such acts include but are not limited to acts of God, riots, acts of war, governmental regulations superimposed after the act, earthquakes or other causes beyond the reasonable control of such party. In the event of any occurrence, which a party considers may cause a delay or failure of performance, such party shall promptly notify the other party in writing.
6. **Sub-Contractors:** If any portion of this project is to be subcontracted out it shall be noted in the Bidder's response, including the name and contact information of the sub-contractor. All sub-contractors will be subject to the same insurance requirements as those for the primary Bidder.
7. **Insurance Coverage**

The Contractor shall furnish to the College certificates of insurance with the following minimum coverage.

 1. **Comprehensive Liability**
 - \$1,000,000/\$1,000,000 bodily injury
 - \$1,000,000/\$1,000,000 property damage
 2. **Automobile Liability**
 - \$1,000,000/\$1,000,000 bodily injury
 - \$1,000,000/\$1,000,000 property damage
 3. **Worker's Compensation**
 - As required by Massachusetts law.

8. Indemnification:
The Contractor shall indemnify and hold harmless the Holyoke Community College and its agents and employees from and against all claims, damages, losses, and expenses including attorney's fees arising out of or resulting from the performance of the work, provided that any such claim, damage, loss or expense (1) is attributed to bodily injury, sickness, disease or death, or to injury to or destruction of tangible property (other than the work) and (2) is caused by any directly negligent acts of the Contractor and its employees, or any subcontractor employed by the contractor.
9. Worker's Compensation: As required by Massachusetts law.
10. Minimum Wage Rates: (See Attachment A)
11. Billing Requirements: The Contractor shall be paid monthly as per the price stated in the contractor's proposal. The Contractor shall submit a standard monthly invoice for services rendered each month. Invoices shall be submitted and due after service has been rendered. The contractor must indicate the amount (by weight) of waste hauled on each invoice (or by submitting a supplementary report at least monthly).
12. Recycling: The Contractor is asked to describe in detail and provide all material available concerning recycling programs and services offered by the Contractor. Please submit this material with the bid package.
13. Contractor Services: The Contractor shall be required to provide evidence that indicates company employees possess the training, experience, skills and equipment necessary to successfully execute the terms of the contract. The Contractor must possess the appropriate licenses to properly haul and dispose of waste and must comply with all local, state and federal regulations. If at any time, the Contractor is unable to furnish material or services as ordered by the College, the College may order such material or services from such places as are available, and the Contractor shall pay to the College all expenses incurred above the contract price.
14. Termination Clause: Any contract made as a result of this proposal shall remain in full force for the period accepted, unless terminated at the request of either party after thirty (30) day's notice in writing by registered letter.
15. Sign Off of Proposal: In compliance with the terms and conditions listed within this request for proposal, the undersigned offers and agrees to furnish all items and services upon which the price is quoted.

Firm Name: _____ Date: _____

Signed by (Print): _____

Signature: _____

Title: _____

Request for Proposals: Sealed Trash Compactors and Various Dumpsters at Holyoke Community College

Container Size	Monthly Rental Fee	Revenue to College for Recycled Waste	Pick-Up Fee	Disposal Fee	Sanitation Fee
20 Yard Container	\$	\$	\$	\$	\$
30 Yard Container	\$	\$	\$	\$	\$
8 Yard Container	\$	\$	\$	\$	\$
8 Yard Container for Cardboard Recycling	\$	\$	\$	\$	\$
20 Yard Container for White Paper	\$	\$	\$	\$	\$
90 Gallon Container for Tin	\$	\$	\$	\$	\$
90 Gallon Container for Glass	\$	\$	\$	\$	\$
Total for the Month	\$	\$	\$	\$	\$

1. Dumpsters at Various Locations on the HCC Campus

8 cubic yard trash dumpster, emptied once/week	Rental cost/month: _____ Cost/dump: _____
8 cubic yard trash dumpster, emptied once/week	Rental cost/month: _____ Cost/dump: _____
8 cubic yard trash dumpster, emptied once/week	Rental cost/month: _____ Cost/dump: _____
8 cubic yard trash dumpster, emptied once/week	Rental cost/month: _____ Cost/dump: _____
8 cubic yard trash dumpster, emptied once/week	Rental cost/month: _____ Cost/dump: _____
30 yard open top dumpster for construction debris, emptied "on call"	Rental cost/month: _____ Cost/dump: _____
8 cubic yard cardboard recycling dumpster, emptied once/week	Rental cost/month: _____ Cost/dump: _____ OR Revenue/ton: _____
8 cubic yard confidential paper recycling dumpster, emptied "on call"	Rental cost/month: _____ Cost/dump: _____
Dumpster type: _____ Front load _____ Rear load	

2. **Landfill Information:**

Name of permitted landfill or incinerator to be utilized during this contract: (changes in the disposal facility used during this contract must be provided to HCC in writing within 7 days of the change)

Facility name:

Address:

Contact person:

Telephone:

3. **Delivery:**

Bidders are required to provide their best honest delivery in number of days after receipt of order:

_____ Days ARO

Bid Response Section – RFR 27-01 **Company Name** _____

Request for Proposals: Sealed Trash Compactors and Various Dumpsters at Holyoke Community College
Page 2 of 2

4. **Price Validation and Changes**

Bidder guarantees that any increase in rates for the optional, additional one year contract period will not exceed the lower of:
a.) the percentage rate increase in the National Consumer Price Index for the Urban Consumers (CPI-U), under the expenditure category for all items, over the previous twelve month period

or

b.) a maximum rate increase not to exceed _____ %

Request for Response - CHECKLIST OF FORMS

REQUIRED FORMS (to be completed and submitted with bid response)

- Additional Environmentally Preferable Products/Practices
- Business Reference Form
- Commonwealth of Massachusetts Contractor Authorized Signatory Listing (notarized)
- Commonwealth of Massachusetts Prompt Pay Discount Form (if applicable)
- Commonwealth Terms and Conditions
- Consultant Contractor Mandatory Submission Form (if applicable)
- Holyoke Community College Standard Conditions and Terms for Bidding
- Massachusetts Substitute W-9 Form – Request for Taxpayer Identification Number and Certification (DUNS number)
- Noncollusive Affidavit (notarized)
- Supplier Diversity Program Plan Form

INFORMATIONAL FORMS (must read and no action required at time of bid response)

- Authorization for Electronic Funds Payment (EFT) (if applicable)
- Operational Services Division – RFR-Required Specifications
- Operational Services Division – RFR Required Specifications for Information Technology
- Operational Services Division – RFR-Other Specifications (form used for Access to Security-Sensitive Information)

FORMS REQUIRED, IF CONTRACT IS AWARDED

- Commonwealth of Massachusetts – Standard Contract Form
- Commonwealth of Massachusetts Standard Contract *Amendment* Form (used if necessary)
- Commonwealth of Massachusetts Change in Contractor Identity Form (used if necessary)
- Executive Order 504 Contractor Certification Form

Submitted by: _____
Company Name (please print)

Signature

Date Submitted

Attachment A – Prevailing Wage Information

(next page)



**THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF LABOR STANDARDS
Prevailing Wage Rates**

MAURA HEALEY
Governor

KIM DRISCOLL
Lt. Governor

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: Holyoke Community College **City/Town:** HOLYOKE
Contract Number:
Description of Work: Trash Disposal & Recycling Services
Job Location: 303 Homestead Avenue, Holyoke, MA 01040

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 updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.
- This annual update requirement is generally not applicable to 27F “rental of equipment” contracts. For such contracts, the prevailing wage rates issued by DLS shall remain in effect for the duration of the contract term. However, if the prevailing wage rate sheet issued does not contain wage rates for each year covered by the contract term, the Awarding Authority must request updated rate sheets from DLS and provide them to the contractor to ensure the correct rates are being paid throughout the duration of the contract. Additionally, if an Awarding Authority exercises an option to renew or extend the contract term, they must request updated rate sheets from DLS and provide them to the contractor.
- 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.

Rental of Equipment

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	\$41.95	\$16.17	\$0.00	\$0.00	\$0.00	\$58.12
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/1/2026	\$41.95	\$16.17	\$0.00	\$0.00	\$0.00	\$58.12
	1/1/2027	\$41.95	\$16.77	\$0.00	\$0.00	\$0.00	\$58.72
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	\$42.02	\$16.17	\$0.00	\$0.00	\$0.00	\$58.19
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/1/2026	\$42.02	\$16.17	\$0.00	\$0.00	\$0.00	\$58.19
	1/1/2027	\$42.02	\$16.77	\$0.00	\$0.00	\$0.00	\$58.79
(4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	\$42.14	\$16.17	\$0.00	\$0.00	\$0.00	\$58.31
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/1/2026	\$42.14	\$16.17	\$0.00	\$0.00	\$0.00	\$58.31
	1/1/2027	\$42.14	\$16.77	\$0.00	\$0.00	\$0.00	\$58.91
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 3)	8/1/2024	\$117.16	\$10.08	\$0.00	\$0.00	\$0.00	\$127.24
For apprentice rates see "Apprentice- PILE DRIVER"							
BACKHOE/FRONT-END LOADER OPERATOR OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.56	\$13.78	\$0.00	\$0.00	\$0.00	\$53.34
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BATCH/CEMENT PLANT - ON SITE OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.03	\$13.78	\$0.00	\$0.00	\$0.00	\$52.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BULLDOZER/POWER SHOVEL/TREE SHREDDER /CLAM SHELL OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.56	\$13.78	\$0.00	\$0.00	\$0.00	\$53.34
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.03	\$13.78	\$0.00	\$0.00	\$0.00	\$52.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
CRANE OPERATOR OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$43.06	\$13.78	\$0.00	\$0.00	\$0.00	\$56.84
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
DIVER PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 3)	8/1/2024	\$78.11	\$10.08	\$0.00	\$0.00	\$0.00	\$88.19
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Diver wage 70/80/90 2A \$69.83, 3A \$91.79,4A \$102.14 Total Rate							
DIVER TENDER PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 3)	8/1/2024	\$49.19	\$10.08	\$0.00	\$0.00	\$0.00	\$59.27
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Piledriver wage 70/80/90 2A \$54.20, 3A \$73.93,4A \$82.05 Total Rate							

Rental of Equipment

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 3)	8/1/2024	\$83.69	\$10.08	\$0.00	\$0.00	\$0.00	\$93.77

For apprentice rates see "Apprentice- PILE DRIVER"

DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 3)	8/1/2024	\$117.16	\$10.08	\$0.00	\$0.00	\$0.00	\$127.24
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For apprentice rates see "Apprentice- PILE DRIVER"

FIREMAN OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.03	\$13.78	\$0.00	\$0.00	\$0.00	\$52.81
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Apprentice: FIREMAN							
Effective Date: 12/1/2023							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$23.42	\$13.78	\$0.00	\$0.00	\$0.00	\$37.20
2	70.00	\$27.32	\$13.78	\$0.00	\$0.00	\$0.00	\$41.10
3	80.00	\$31.22	\$13.78	\$0.00	\$0.00	\$0.00	\$45.00
4	90.00	\$35.13	\$13.78	\$0.00	\$0.00	\$0.00	\$48.91

Apprentice to Journeyworker Ratio: 1:6

FLAGGER & SIGNALER (HEAVY & HIGHWAY) LABORERS	6/1/2026	\$29.21	\$10.90	\$0.00	\$0.00	\$0.00	\$40.11
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2026	\$29.21	\$10.90	\$0.00	\$0.00	\$0.00	\$40.11

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

FORK LIFT/CHERRY PICKER 27F WEST OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.25	\$13.78	\$0.00	\$0.00	\$0.00	\$53.03
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATORS/LIGHTING PLANTS OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$35.80	\$13.78	\$0.00	\$0.00	\$0.00	\$49.58
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GRADER/TRENCHING MACHINE/DERRICK OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.56	\$13.78	\$0.00	\$0.00	\$0.00	\$53.34
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

LABORER	6/1/2026	\$37.00	\$10.90	\$0.00	\$0.00	\$0.00	\$47.90
LABORERS	12/7/2026	\$38.30	\$10.90	\$0.00	\$0.00	\$0.00	\$49.20
LABORERS - ZONE 3 (BUILDING & SITE)	6/7/2027	\$39.70	\$10.90	\$0.00	\$0.00	\$0.00	\$50.60
	12/6/2027	\$41.10	\$10.90	\$0.00	\$0.00	\$0.00	\$52.00
	6/5/2028	\$42.60	\$10.90	\$0.00	\$0.00	\$0.00	\$53.50
	12/4/2028	\$44.10	\$10.90	\$0.00	\$0.00	\$0.00	\$55.00

Rental of Equipment

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: LABORER							
Effective Date: 6/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$22.20	\$10.90	\$0.00	\$0.00	\$0.00	\$33.10
2	70.00	\$25.90	\$10.90	\$0.00	\$0.00	\$0.00	\$36.80
3	80.00	\$29.60	\$10.90	\$0.00	\$0.00	\$0.00	\$40.50
4	90.00	\$33.30	\$10.90	\$0.00	\$0.00	\$0.00	\$44.20
Apprentice: LABORER							
Effective Date: 12/7/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$22.98	\$10.90	\$0.00	\$0.00	\$0.00	\$33.88
2	70.00	\$26.81	\$10.90	\$0.00	\$0.00	\$0.00	\$37.71
3	80.00	\$30.64	\$10.90	\$0.00	\$0.00	\$0.00	\$41.54
4	90.00	\$34.47	\$10.90	\$0.00	\$0.00	\$0.00	\$45.37
Apprentice to Journeyworker Ratio: 1:5							
LABORER (HEAVY & HIGHWAY)	6/1/2026	\$36.99	\$10.90	\$0.00	\$0.00	\$0.00	\$47.89
LABORERS	12/1/2026	\$38.28	\$10.90	\$0.00	\$0.00	\$0.00	\$49.18
LABORERS - ZONE 3 (HEAVY & HIGHWAY)							
Apprentice: LABORER (HEAVY & HIGHWAY)							
Effective Date: 6/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$22.19	\$10.90	\$0.00	\$0.00	\$0.00	\$33.09
2	70.00	\$25.89	\$10.90	\$0.00	\$0.00	\$0.00	\$36.79
3	80.00	\$29.59	\$10.90	\$0.00	\$0.00	\$0.00	\$40.49
4	90.00	\$33.29	\$10.90	\$0.00	\$0.00	\$0.00	\$44.19
Apprentice: LABORER (HEAVY & HIGHWAY)							
Effective Date: 12/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$22.97	\$10.90	\$0.00	\$0.00	\$0.00	\$33.87
2	70.00	\$26.80	\$10.90	\$0.00	\$0.00	\$0.00	\$37.70
3	80.00	\$30.62	\$10.90	\$0.00	\$0.00	\$0.00	\$41.52
4	90.00	\$34.45	\$10.90	\$0.00	\$0.00	\$0.00	\$45.35
Apprentice to Journeyworker Ratio: 1:5							
MECHANIC/WELDER/BOOM TRUCK	12/1/2023	\$39.03	\$13.78	\$0.00	\$0.00	\$0.00	\$52.81

Rental of Equipment

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
OILER OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/1/2023	\$35.02	\$13.78	\$0.00	\$0.00	\$0.00	\$48.80
OTHER POWER DRIVEN EQUIPMENT - CLASS VI OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/1/2023	\$32.74	\$13.78	\$0.00	\$0.00	\$0.00	\$46.52
PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	6/1/2026 12/1/2026 1/1/2027	\$41.78 \$41.78 \$41.78	\$16.17 \$16.17 \$16.77	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$57.95 \$57.95 \$58.55
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/1/2023	\$39.56	\$13.78	\$0.00	\$0.00	\$0.00	\$53.34
PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/1/2023	\$39.03	\$13.78	\$0.00	\$0.00	\$0.00	\$52.81
ROLLER OPERATOR OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/1/2023	\$38.42	\$13.78	\$0.00	\$0.00	\$0.00	\$52.20
SCRAPER OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/1/2023	\$39.03	\$13.78	\$0.00	\$0.00	\$0.00	\$52.81
SELF-PROPELLED POWER BROOM OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/1/2023	\$35.80	\$13.78	\$0.00	\$0.00	\$0.00	\$49.58
SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	6/1/2026 12/1/2026 1/1/2027	\$42.24 \$42.24 \$42.24	\$16.17 \$16.17 \$16.77	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$58.41 \$58.41 \$59.01
SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	6/1/2026 12/1/2026 1/1/2027	\$42.53 \$42.53 \$42.53	\$16.17 \$16.17 \$16.77	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$58.70 \$58.70 \$59.30
TRACTORS OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$38.42	\$13.78	\$0.00	\$0.00	\$0.00	\$52.20

Rental of Equipment

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
TRAILERS FOR EARTH MOVING EQUIPMENT	6/1/2026	\$42.82	\$16.17	\$0.00	\$0.00	\$0.00	\$58.99
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2026	\$42.82	\$16.17	\$0.00	\$0.00	\$0.00	\$58.99
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2027	\$42.82	\$16.77	\$0.00	\$0.00	\$0.00	\$59.59
VAC-HAUL/CATCH BASIN CLEANING	6/1/2026	\$42.24	\$16.17	\$0.00	\$0.00	\$0.00	\$58.41
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2026	\$42.24	\$16.17	\$0.00	\$0.00	\$0.00	\$58.41
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2027	\$42.24	\$16.77	\$0.00	\$0.00	\$0.00	\$59.01

Additional Apprentice Information

All apprentices must be registered with the Division of Apprenticeship Training(DAS) in accordance with M.G.L.c. 23, §§ 11E-11L. Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the hourly prevailing wage rate established by the Commissioner under the provisions of M.G.L.c. 149, §§ 26-27D.

Apprentice ratios are established by DAS pursuant to M.G.L.c. 23, §§ 11E-11L. Ratios are expressed as the allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified. The ratios listed herein have been taken from relevant private collective bargaining agreements(CBAs) and are provided for illustrative purposes only. They have not been independently verified as being accurate or continuing to be accurate.

Parties having questions regarding what ratio to use should contact DAS.