

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

Prevailing Wage Rates

As determined by the Director under the provisions of the Massachusetts General Laws, Chapter 149, Sections 26 to 27H

ROSALIN ACOSTA Secretary WILLIAM D MCKINNEY

Awarding Authority:

City of Waltham

City/Town: WALTHAM

Contract Number: Description of Work:

Harrington Road Paving (Ch. 90 Project)

Job Location: 610 Main Street, 610 Main Street

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule from the Department of Labor Standards ("DLS") if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 \u2208 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- All apprentices working on the project are required to be registered with the Massachusetts Department of Labor Standards, Division of Apprentice Standards (DLS/DAS). Apprentice must keep his/her apprentice identification card on his/her person during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. Any apprentice not registered with DLS/DAS regardless of whether or not they are registered with any other federal, state, local, or private agency must be paid the journeyworker's rate for the trade.
- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F "rental of equipment" contracts.
- Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at http://www.mass.gov/dols/pw.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
- Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and

Issue Date: 09/11/2018 Wage Request Number: 20180910-064

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|------------------------------|------------|
| Construction | | | | | | |
| (2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A | 12/01/2016 | \$33.25 | \$10.91 | \$10.89 | \$0.00 | \$55.05 |
| (3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A | 12/01/2016 | \$33.32 | \$10.91 | \$10.89 | \$0.00 | \$55.12 |
| (4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A | 12/01/2016 | \$33.44 | \$10.91 | \$10.89 | \$0.00 | \$55.24 |
| ADS/SUBMERSIBLE PILOT | 08/01/2018 | \$97.80 | \$9.90 | \$21.15 | \$0.00 | \$128.85 |
| PILE DRIVER LOCAL 56 (ZONE I) | 08/01/2019 | \$102.78 | \$9.90 | \$21.15 | \$0.00 | \$133.83 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| AIR TRACK OPERATOR LABORERS - ZONE 1 | 06/01/2018 | \$38.75 | \$7.70 | \$15.20 | \$0.00 | \$61.65 |
| | 12/01/2018 | \$39.70 | \$7.70 | \$15.20 | \$0.00 | \$62.60 |
| | 06/01/2019 | \$40.70 | \$7.70 | \$15.20 | \$0.00 | \$63.60 |
| | 12/01/2019 | \$41.70 | \$7.70 | \$15.20 | \$0.00 | \$64.60 |
| | 06/01/2020 | \$42.69 | \$7.70 | \$15.20 | \$0.00 | \$65.59 |
| | 12/01/2020 | \$43.67 | \$7.70 | \$15.20 | \$0.00 | \$66.57 |
| | 06/01/2021 | \$44.69 | \$7.70 | \$15.20 | \$0.00 | \$67.59 |
| For apprentice rates see "Apprentice- LABORER" | 12/01/2021 | \$45.70 | \$7.70 | \$15.20 | \$0.00 | \$68.60 |
| ASBESTOS REMOVER - PIPE / MECH. EQUIPT. | 06/01/2018 | \$36.90 | \$11.50 | \$7.10 | \$0.00 | \$55.50 |
| HEAT & FROST INSULATORS LOCAL 6 (BOSTON) | 12/01/2018 | \$37.90 | \$11.50 | \$7.10 | \$0.00 | \$56.50 |
| | 06/01/2019 | \$38.90 | \$11.50 | \$7.10 | \$0.00 | \$57.50 |
| | 12/01/2019 | \$39.90 | \$11.50 | \$7.10 | \$0.00 | \$58.50 |
| | 06/01/2020 | \$40.90 | \$11.50 | \$7.10 | \$0.00 | \$59.50 |
| | 12/01/2020 | \$41.90 | \$11.50 | \$7.10 | \$0.00 | \$60.50 |
| ASPHALT RAKER | 06/01/2018 | \$38.25 | \$7.70 | \$15.20 | \$0.00 | \$61.15 |
| ABORERS - ZONE 1 | 12/01/2018 | \$39.20 | \$7.70 | \$15.20 | \$0.00 | \$62.10 |
| | 06/01/2019 | \$40.20 | \$7.70 | \$15.20 | \$0.00 | \$63.10 |
| | 12/01/2019 | \$41.20 | \$7.70 | \$15.20 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$42.19 | \$7.70 | \$15.20 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$43.17 | \$7.70 | \$15.20 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$44.19 | \$7.70 | \$15.20 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$45.20 | \$7.70 | \$15.20 | \$0.00 | \$68.10 |
| For apprentice rates see "Apprentice- LABORER" | 12/01/2021 | \$45.20 | \$7.70 | \$15.20 | \$0.00 | \$00.10 |
| ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE | 06/01/2018 | \$47.08 | \$11.00 | \$15.50 | \$0.00 | \$73.58 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2018 | \$48.23 | \$11.00 | \$15.50 | \$0.00 | \$74.73 |
| | 06/01/2019 | \$49.33 | \$11.00 | \$15.50 | \$0.00 | \$75.83 |
| | 12/01/2019 | \$50.48 | \$11.00 | \$15.50 | \$0.00 | \$76.98 |
| | 06/01/2020 | \$51.58 | \$11.00 | \$15.50 | \$0.00 | \$78.08 |
| | 12/01/2020 | \$52.73 | \$11.00 | \$15.50 | \$0.00 | \$79.23 |
| | 06/01/2021 | \$53.83 | \$11.00 | \$15.50 | \$0.00 | \$80.33 |
| | 12/01/2021 | \$53.63 | \$11.00 | \$15.50 | \$0.00 | \$80.33 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | 12/01/2021 | ψυπ. 70 | Ψ11.00 | \$10.00 | 40.00 | Ψ01.Τ0 |

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| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|------------------------------|------------|
| BACKHOE/FRONT-END LOADER | 06/01/2018 | \$47.08 | \$11.00 | \$15.50 | \$0.00 | \$73.58 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2018 | \$48.23 | \$11.00 | \$15.50 | \$0.00 | \$74.73 |
| | 06/01/2019 | \$49.33 | \$11.00 | \$15.50 | \$0.00 | \$75.83 |
| | 12/01/2019 | \$50.48 | \$11.00 | \$15.50 | \$0.00 | \$76.98 |
| | 06/01/2020 | \$51.58 | \$11.00 | \$15.50 | \$0.00 | \$78.08 |
| | 12/01/2020 | \$52.73 | \$11.00 | \$15.50 | \$0.00 | \$79.23 |
| | 06/01/2021 | \$53.83 | \$11.00 | \$15.50 | \$0.00 | \$80.33 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | 12/01/2021 | \$54.98 | \$11.00 | \$15.50 | \$0.00 | \$81.48 |
| BARCO-TYPE JUMPING TAMPER | 06/01/2018 | \$38.25 | \$7.70 | \$15.20 | \$0.00 | \$61.15 |
| LABORERS - ZONE 1 | 12/01/2018 | \$39.20 | \$7.70 | \$15.20 | \$0.00 | \$62.10 |
| | 06/01/2019 | \$40.20 | \$7.70 | \$15.20 | \$0.00 | \$63.10 |
| | 12/01/2019 | \$41.20 | \$7.70 | \$15.20 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$42.19 | \$7.70 | \$15.20 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$43.17 | \$7.70 | \$15.20 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$44.19 | \$7.70 | \$15.20 | \$0.00 | \$67.09 |
| For apprentice rates see "Apprentice- LABORER" | 12/01/2021 | \$45.20 | \$7.70 | \$15.20 | \$0.00 | \$68.10 |
| BLOCK PAVER, RAMMER / CURB SETTER | 06/01/2018 | \$38.75 | \$7.70 | \$15.20 | \$0.00 | \$61.65 |
| LABORERS - ZONE I | 12/01/2018 | \$39.70 | \$7.70 | \$15.20 | \$0.00 | \$62.60 |
| | 06/01/2019 | \$40.70 | \$7.70 | \$15.20 | \$0.00 | \$63.60 |
| | 12/01/2019 | \$41.70 | \$7.70 | \$15.20 | \$0.00 | \$64.60 |
| | 06/01/2020 | \$42.69 | \$7.70 | \$15.20 | \$0.00 | \$65.59 |
| | 12/01/2020 | \$43.67 | \$7.70 | \$15.20 | \$0.00 | \$66.57 |
| | 06/01/2021 | \$44.69 | \$7.70 | \$15.20 | \$0.00 | \$67.59 |
| For apprentice rates see "Apprentice- LABORER" | 12/01/2021 | \$45.70 | \$7.70 | \$15.20 | \$0.00 | \$68.60 |
| BOILER MAKER | 03/01/2018 | \$43.57 | \$7.07 | \$17.46 | \$0.00 | \$68.10 |
| BOILERMAKERS LOCAL 29 | 01/01/2019 | \$44.71 | \$7.07 | \$17.72 | \$0.00 | \$69.50 |
| | 01/01/2020 | \$46.10 | \$7.07 | \$17.98 | \$0.00 | \$71.15 |

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Apprentice - BOILERMAKER - Local 29

| | Effecti | ive Date - | 03/01/2018 | | | | Supplemental | | |
|--------|------------------------|-------------|-----------------------|----------------------|---------|---------|--------------|------------|---------|
| | Step | percent | | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate | ; |
| | 1 | 65 | | \$28.32 | \$7.07 | \$11.37 | \$0.00 | \$46.76 | · i |
| | 2 | 65 | | \$28.32 | \$7.07 | \$11.37 | \$0.00 | \$46.76 | · i |
| | 3 | 70 | | \$30.50 | \$7.07 | \$12.23 | \$0.00 | \$49.80 |) |
| | 4 | 75 | | \$32.68 | \$7.07 | \$13.11 | \$0.00 | \$52.86 |) |
| | 5 | 80 | | \$34.86 | \$7.07 | \$13.97 | \$0.00 | \$55.90 |) |
| | 6 | 85 | | \$37.03 | \$7.07 | \$14.86 | \$0.00 | \$58.96 | |
| | 7 | 90 | | \$39.21 | \$7.07 | \$15.72 | \$0.00 | \$62.00 |) |
| | 8 | 95 | | \$41.39 | \$7.07 | \$16.61 | \$0.00 | \$65.07 | |
| | Effecti | ive Date - | 01/01/2019 | | | | Supplemental | | |
| | Step | percent | | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate | ; |
| | 1 | 65 | | \$29.06 | \$7.07 | \$11.52 | \$0.00 | \$47.65 | |
| | 2 | 65 | | \$29.06 | \$7.07 | \$11.52 | \$0.00 | \$47.65 | |
| | 3 | 70 | | \$31.30 | \$7.07 | \$12.40 | \$0.00 | \$50.77 | |
| | 4 | 75 | | \$33.53 | \$7.07 | \$13.30 | \$0.00 | \$53.90 |) |
| | 5 | 80 | | \$35.77 | \$7.07 | \$14.18 | \$0.00 | \$57.02 | |
| | 6 | 85 | | \$38.00 | \$7.07 | \$15.07 | \$0.00 | \$60.14 | - |
| | 7 | 90 | | \$40.24 | \$7.07 | \$15.95 | \$0.00 | \$63.26 |) |
| | 8 | 95 | | \$42.47 | \$7.07 | \$16.84 | \$0.00 | \$66.38 | |
| | Notes: | | | | | | | | |
| | | | | | | | | İ | |
| | Appre | ntice to Jo | urneyworker Ratio:1:4 | | | | | | |
| | | FICIAL MA | ASONRY (INCL. MASONR | Y 08/01/2018 | \$52.91 | \$10.75 | \$20.66 | \$0.00 | \$84.32 |
| TERPRO | OOFING) Local 3 (W. | ALTHAM) | | 02/01/2019 | \$53.55 | \$10.75 | \$20.66 | \$0.00 | \$84.96 |
| | | | | 08/01/2019 | \$54.90 | \$10.75 | \$20.80 | \$0.00 | \$86.45 |
| | | | | 02/01/2020 | \$55.54 | \$10.75 | \$20.80 | \$0.00 | \$87.09 |
| | | | | 08/01/2020 | \$56.89 | \$10.75 | \$20.95 | \$0.00 | \$88.59 |
| | | | | 02/01/2021 | \$57.53 | \$10.75 | \$20.95 | \$0.00 | \$89.23 |
| | | | | 08/01/2021 | \$58.93 | \$10.75 | \$21.11 | \$0.00 | \$90.79 |
| | | | | 02/01/2022 | \$59.52 | \$10.75 | \$21.11 | \$0.00 | \$91.38 |

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Waltham

| | Effecti | ve Date - | 08/01/2018 | | | | | Supplemental | | | |
|----------------------------|-------------|---------------|-----------------------|----------------------|---------|-------|---------|--------------|--------|---------|--|
| | Step | percent | | Apprentice Base Wage | Health | | Pension | Unemployment | Total | Rate | |
| | 1 | 50 | | \$26.46 | \$10.75 | | \$20.66 | \$0.00 | \$ | 57.87 | |
| | 2 | 60 | | \$31.75 | \$10.75 | | \$20.66 | \$0.00 | \$ | 63.16 | |
| | 3 | 70 | | \$37.04 | \$10.75 | | \$20.66 | \$0.00 | \$ | 68.45 | |
| | 4 | 80 | | \$42.33 | \$10.75 | | \$20.66 | \$0.00 | \$ | 73.74 | |
| | 5 | 90 | | \$47.62 | \$10.75 | | \$20.66 | \$0.00 | \$ | 79.03 | |
| | Effecti | ve Date - | 02/01/2019 | | | | | Supplemental | | | |
| | Step | percent | | Apprentice Base Wage | Health | | Pension | Unemployment | Tota | Rate | |
| | 1 | 50 | | \$26.78 | \$10.75 | | \$20.66 | \$0.00 | \$ | 58.19 | |
| | 2 | 60 | | \$32.13 | \$10.75 | | \$20.66 | \$0.00 | \$ | 63.54 | |
| | 3 | 70 | | \$37.49 | \$10.75 | | \$20.66 | \$0.00 | \$ | 68.90 | |
| | 4 | 80 | | \$42.84 | \$10.75 | | \$20.66 | \$0.00 | \$ | 74.25 | |
| | 5 | 90 | | \$48.20 | \$10.75 | | \$20.66 | \$0.00 | \$ | 79.61 | |
| | Notes: | | | | | | | | | | |
| | | | | | | | | | | į | |
| | Appre | ntice to Joi | urneyworker Ratio:1:5 | | | | | | | | |
| BULLDOZER/O OPERATING ENGL | | | ER | 06/01/2018 | 8 \$ | 46.61 | \$11.00 | \$15.50 | \$0.00 | \$73.11 | |
| OF EKATING ENGL | WEEKS LO | OCAL 4 | | 12/01/2018 | 8 \$ | 47.75 | \$11.00 | \$15.50 | \$0.00 | \$74.25 | |
| | | | | 06/01/2019 | 9 \$ | 48.84 | \$11.00 | \$15.50 | \$0.00 | \$75.34 | |
| | | | | 12/01/2019 | 9 \$ | 49.98 | \$11.00 | \$15.50 | \$0.00 | \$76.48 | |
| | | | | 06/01/2020 |) \$ | 51.06 | \$11.00 | \$15.50 | \$0.00 | \$77.56 | |
| | | | | 12/01/2020 | 9 | 52.20 | \$11.00 | \$15.50 | \$0.00 | \$78.70 | |
| | | | | 06/01/2021 | 1 \$ | 53.29 | \$11.00 | \$15.50 | \$0.00 | \$79.79 | |
| | | | | 12/01/2021 | 1 \$ | 54.43 | \$11.00 | \$15.50 | \$0.00 | \$80.93 | |
| | | | OPERATING ENGINEERS" | | | | | • | | | |
| CAISSON & UI | | | | 06/01/2018 | | 39.10 | \$7.70 | \$15.40 | \$0.00 | \$62.20 | |
| | | | | 12/01/2018 | | 40.05 | \$7.70 | \$15.40 | \$0.00 | \$63.15 | |
| | | | | 06/01/2019 | | 41.05 | \$7.70 | \$15.40 | \$0.00 | \$64.15 | |
| | | | | 12/01/2019 | 9 \$ | 42.05 | \$7.70 | \$15.40 | \$0.00 | \$65.15 | |
| | | | | 06/01/2020 |) \$ | 43.04 | \$7.70 | \$15.40 | \$0.00 | \$66.14 | |
| | | | | 12/01/2020 |) \$ | 44.02 | \$7.70 | \$15.40 | \$0.00 | \$67.12 | |
| | | | | 06/01/2021 | 1 \$ | 45.04 | \$7.70 | \$15.40 | \$0.00 | \$68.14 | |
| For apprentice | rates see " | Apprentice- L | ABORER" | 12/01/202 | 1 \$ | 46.05 | \$7.70 | \$15.40 | \$0.00 | \$69.15 | |
| | | | | | | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|------------------------------|------------|
| CAISSON & UNDERPINNING LABORER | 06/01/2018 | \$37.95 | \$7.70 | \$15.40 | \$0.00 | \$61.05 |
| LABORERS - FOUNDATION AND MARINE | 12/01/2018 | \$38.90 | \$7.70 | \$15.40 | \$0.00 | \$62.00 |
| | 06/01/2019 | \$39.90 | \$7.70 | \$15.40 | \$0.00 | \$63.00 |
| | 12/01/2019 | \$40.90 | \$7.70 | \$15.40 | \$0.00 | \$64.00 |
| | 06/01/2020 | \$41.89 | \$7.70 | \$15.40 | \$0.00 | \$64.99 |
| | 12/01/2020 | \$42.87 | \$7.70 | \$15.40 | \$0.00 | \$65.97 |
| | 06/01/2021 | \$43.89 | \$7.70 | \$15.40 | \$0.00 | \$66.99 |
| | 12/01/2021 | \$44.90 | \$7.70 | \$15.40 | \$0.00 | \$68.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| CAISSON & UNDERPINNING TOP MAN LABORERS - FOUNDATION AND MARINE | 06/01/2018 | \$37.95 | \$7.70 | \$15.40 | \$0.00 | \$61.05 |
| LABORERS - FOUNDATION AND MARINE | 12/01/2018 | \$38.90 | \$7.70 | \$15.40 | \$0.00 | \$62.00 |
| | 06/01/2019 | \$39.90 | \$7.70 | \$15.40 | \$0.00 | \$63.00 |
| | 12/01/2019 | \$40.90 | \$7.70 | \$15.40 | \$0.00 | \$64.00 |
| | 06/01/2020 | \$41.89 | \$7.70 | \$15.40 | \$0.00 | \$64.99 |
| | 12/01/2020 | \$42.87 | \$7.70 | \$15.40 | \$0.00 | \$65.97 |
| | 06/01/2021 | \$43.89 | \$7.70 | \$15.40 | \$0.00 | \$66.99 |
| | 12/01/2021 | \$44.90 | \$7.70 | \$15.40 | \$0.00 | \$68.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| CARBIDE CORE DRILL OPERATOR LABORERS - ZONE 1 | 06/01/2018 | \$38.25 | \$7.70 | \$15.20 | \$0.00 | \$61.15 |
| LABORERS - ZONE I | 12/01/2018 | \$39.20 | \$7.70 | \$15.20 | \$0.00 | \$62.10 |
| | 06/01/2019 | \$40.20 | \$7.70 | \$15.20 | \$0.00 | \$63.10 |
| | 12/01/2019 | \$41.20 | \$7.70 | \$15.20 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$42.19 | \$7.70 | \$15.20 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$43.17 | \$7.70 | \$15.20 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$44.19 | \$7.70 | \$15.20 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$45.20 | \$7.70 | \$15.20 | \$0.00 | \$68.10 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| CARPENTER CARPENTERS -ZONE 2 (Eastern Massachusetts) | 09/01/2018 | \$41.32 | \$9.90 | \$17.50 | \$0.00 | \$68.72 |
| CARI ENTERS -ZONE 2 (Eastern massacriuseus) | 03/01/2019 | \$42.35 | \$9.90 | \$17.50 | \$0.00 | \$69.75 |

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Apprentice - CARPENTER - Zone 2 Eastern MA

Total Rate

| | | ve Date - | 09/01/2018 | | | | Supplemental | | |
|--------------|---------|-----------|---|----------------------|-----------|---------|------------------|------------|--------|
| | Step | percent | | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate | |
| | 1 | 50 | | \$20.66 | \$9.90 | \$1.73 | \$0.00 | \$32.29 | |
| | 2 | 60 | | \$24.79 | \$9.90 | \$1.73 | \$0.00 | \$36.42 | |
| | 3 | 70 | | \$28.92 | \$9.90 | \$12.31 | \$0.00 | \$51.13 | |
| | 4 | 75 | | \$30.99 | \$9.90 | \$12.31 | \$0.00 | \$53.20 | |
| | 5 | 80 | | \$33.06 | \$9.90 | \$14.04 | \$0.00 | \$57.00 | |
| | 6 | 80 | | \$33.06 | \$9.90 | \$14.04 | \$0.00 | \$57.00 | |
| | 7 | 90 | | \$37.19 | \$9.90 | \$15.77 | \$0.00 | \$62.86 | |
| | 8 | 90 | | \$37.19 | \$9.90 | \$15.77 | \$0.00 | \$62.86 | |
| | Effecti | ve Date - | 03/01/2019 | | | | Supplemental | | |
| | Step | percent | | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate | |
| | 1 | 50 | | \$21.18 | \$9.90 | \$1.73 | \$0.00 | \$32.81 | |
| | 2 | 60 | | \$25.41 | \$9.90 | \$1.73 | \$0.00 | \$37.04 | |
| | 3 | 70 | | \$29.65 | \$9.90 | \$12.31 | \$0.00 | \$51.86 | |
| | 4 | 75 | | \$31.76 | \$9.90 | \$12.31 | \$0.00 | \$53.97 | |
| | 5 | 80 | | \$33.88 | \$9.90 | \$14.04 | \$0.00 | \$57.82 | |
| | 6 | 80 | | \$33.88 | \$9.90 | \$14.04 | \$0.00 | \$57.82 | |
| | 7 | 90 | | \$38.12 | \$9.90 | \$15.77 | \$0.00 | \$63.79 | |
| | 8 | 90 | | \$38.12 | \$9.90 | \$15.77 | \$0.00 | \$63.79 | |
| | Notes: | | red After 10/1/17; 45/45/55 \$30.22/ 3&4 \$36.03/ 5&6 \$ | | | | | | |
| | Appre | | rneyworker Ratio:1:5 | 32.00/ 100 \$30.73 | | | | ' | |
| PENTER W | | | • | 04/01/2018 | 9 \$26.65 | | \$7.86 | \$0.00 | ¢41.6 |
| PENTERS -ZON | | | | | | | | | \$41.6 |
| | | | | 10/01/2018 | | | \$7.86 \$7.86 | \$0.00 | \$42.0 |
| | | | | 04/01/2019 | | | \$7.86 | \$0.00 | \$42.4 |
| A CO/1/00 C | , | 1 1 | rame WEATHERIZATION projec | 10/01/2019 | * | | \$7.86 | \$0.00 | \$42.8 |

Page 7 of 41 **Issue Date:** 09/11/2018 Wage Request Number: 20180910-064

Effective Date Base Wage Health

Pension

Total Rate

| | Effecti | ve Date - | 04/01/2018 | | | | Supplemental | | |
|---------------|--------------|-----------|---|----------------------|----------|------------|--------------|--------|---------|
| | Step | percent | | Apprentice Base Wage | Health | Pension | Unemployment | Tota | al Rate |
| | 1 | 60 | | \$16.00 | \$7.07 | \$0.00 | \$0.00 | | \$23.07 |
| | 2 | 60 | | \$16.00 | \$7.07 | \$0.00 | \$0.00 | 9 | \$23.07 |
| | 3 | 65 | | \$17.34 | \$7.07 | \$7.86 | \$0.00 | 9 | \$32.27 |
| | 4 | 70 | | \$18.67 | \$7.07 | \$7.86 | \$0.00 | 9 | \$33.60 |
| | 5 | 75 | | \$20.00 | \$7.07 | \$7.86 | \$0.00 | 9 | \$34.93 |
| | 6 | 80 | | \$21.34 | \$7.07 | \$7.86 | \$0.00 | 9 | \$36.27 |
| | 7 | 85 | | \$22.67 | \$7.07 | \$7.86 | \$0.00 | 9 | \$37.60 |
| | 8 | 90 | | \$24.00 | \$7.07 | \$7.86 | \$0.00 | 9 | \$38.93 |
| | | ve Date - | 10/01/2018 | | | | Supplemental | | |
| - | Step | percent | | Apprentice Base Wage | | Pension | Unemployment | | al Rate |
| | 1 | 60 | | \$16.25 | \$7.07 | \$0.00 | \$0.00 | 9 | \$23.32 |
| | 2 | 60 | | \$16.25 | \$7.07 | \$0.00 | \$0.00 | 9 | \$23.32 |
| | 3 | 65 | | \$17.61 | \$7.07 | \$7.86 | \$0.00 | 9 | \$32.54 |
| | 4 | 70 | | \$18.96 | \$7.07 | \$7.86 | \$0.00 | 9 | \$33.89 |
| | 5 | 75 | | \$20.32 | \$7.07 | \$7.86 | \$0.00 | 9 | \$35.25 |
| | 6 | 80 | | \$21.67 | \$7.07 | \$7.86 | \$0.00 | 9 | \$36.60 |
| | 7 | 85 | | \$23.03 | \$7.07 | \$7.86 | \$0.00 | 9 | \$37.96 |
| | 8 | 90 | | \$24.38 | \$7.07 | \$7.86 | \$0.00 | 9 | \$39.31 |
| | Notes: Appre | Step 1&2 | ured After 10/1/17; 45/45/5 \$19.07/ 3&4 \$26.49/ 5&6 urneyworker Ratio:1:5 | | | | | | |
| | OOD I | FRAME (A | All Other Work) | 06/01/2016 | \$25.3 | \$9.80 | \$16.82 | \$0.00 | \$51.9 |
| MENT MASO | | | ING | 07/01/2018 | 3 \$46.2 | 20 \$12.42 | \$22.41 | \$0.30 | \$81.3 |
| CKLAYERS LOCA | AL 3 (WA | LTHAM) | | 01/01/2019 | \$47.5 | \$12.42 | \$22.41 | \$0.30 | \$82.7 |
| | | | | 07/01/2019 | \$48.3 | 2 \$12.42 | \$22.41 | \$0.30 | \$83.4 |
| | | | | 01/01/2020 | \$49.7 | 2 \$12.42 | \$22.41 | \$0.30 | \$84.8 |

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Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (Waltham)

Pension

07/01/2018 **Effective Date -**Supplemental Apprentice Base Wage Health Unemployment Total Rate Step percent Pension 1 50 \$23.10 \$50.93 \$12.42 \$15.41 \$0.00 2 60 \$27.72 \$0.30 \$12.42 \$17.41 \$57.85 3 65 \$30.03 \$0.30 \$12.42 \$18.41 \$61.16 4 70 \$32.34 \$12.42 \$19.41 \$0.30 \$64.47 5 75 \$34.65 \$12.42 \$20.41 \$0.30 \$67.78 6 80 \$36.96 \$12.42 \$21.41 \$0.30 \$71.09 7 90 \$41.58 \$12.42 \$22.41 \$0.30 \$76.71 01/01/2019 **Effective Date -**Supplemental Unemployment Total Rate Step percent Apprentice Base Wage Health Pension 50 \$51.62 \$23.79 \$12.42 \$15.41 \$0.00 2 60 \$28.55 \$12.42 \$17.41 \$0.30 \$58.68 3 65 \$30.93 \$12.42 \$18.41 \$0.30 \$62.06 4 70 \$33.31 \$19.41 \$0.30 \$12.42 \$65.44 5 75 \$35.69 \$12.42 \$20.41 \$0.30 \$68.82 6 80 \$38.06 \$12.42 \$21.41 \$0.30 \$72.19 7 90 \$0.30 \$42.82 \$12.42 \$22.41 \$77.95 Notes: Steps 3,4 are 500 hrs. All other steps are 1,000 hrs. Apprentice to Journeyworker Ratio:1:3 CHAIN SAW OPERATOR \$15.20 \$0.00 06/01/2018 \$38.25 \$7.70 \$61.15 LABORERS - ZONE 1 \$15.20 \$0.00 12/01/2018 \$39.20 \$7.70 \$62.10 \$0.00 06/01/2019 \$15.20 \$63.10 \$40.20 \$7.70 12/01/2019 \$15.20 \$0.00 \$64.10 \$41.20 \$7.70 \$0.00 06/01/2020 \$42.19 \$7.70 \$15.20 \$65.09 \$15.20 \$0.00 12/01/2020 \$43.17 \$7.70 \$66.07 06/01/2021 \$44.19 \$7.70 \$15.20 \$0.00 \$67.09 12/01/2021 \$45.20 \$7.70 \$15.20 \$0.00 \$68.10 For apprentice rates see "Apprentice- LABORER" CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES \$0.00 06/01/2018 \$15.50 \$69.67 \$11.00 \$96.17 OPERATING ENGINEERS LOCAL 4 \$15.50 \$0.00 12/01/2018 \$71.30 \$11.00 \$97.80 06/01/2019 \$15.50 \$0.00 \$72.87 \$11.00 \$99.37 12/01/2019 \$74.50 \$11.00 \$15.50 \$0.00 \$101.00 06/01/2020 \$15.50 \$0.00 \$76.06 \$11.00 \$102.56 12/01/2020 \$77.69 \$11.00 \$15.50 \$0.00 \$104.19 \$15.50 \$0.00 06/01/2021 \$79.25 \$11.00 \$105.75 \$15.50 \$0.00 12/01/2021 \$80.88 \$11.00 \$107.38 For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|------------------------------|------------|
| COMPRESSOR OPERATOR | 06/01/2018 | \$31.90 | \$11.00 | \$15.50 | \$0.00 | \$58.40 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2018 | \$32.68 | \$11.00 | \$15.50 | \$0.00 | \$59.18 |
| | 06/01/2019 | \$33.43 | \$11.00 | \$15.50 | \$0.00 | \$59.93 |
| | 12/01/2019 | \$34.22 | \$11.00 | \$15.50 | \$0.00 | \$60.72 |
| | 06/01/2020 | \$34.97 | \$11.00 | \$15.50 | \$0.00 | \$61.47 |
| | 12/01/2020 | \$35.75 | \$11.00 | \$15.50 | \$0.00 | \$62.25 |
| | 06/01/2021 | \$36.50 | \$11.00 | \$15.50 | \$0.00 | \$63.00 |
| | 12/01/2021 | \$37.29 | \$11.00 | \$15.50 | \$0.00 | \$63.79 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| DELEADER (BRIDGE) | 07/01/2018 | \$50.01 | \$8.15 | \$20.15 | \$0.00 | \$78.31 |
| PAINTERS LOCAL 35 - ZONE 2 | 01/01/2019 | \$50.36 | \$8.15 | \$20.85 | \$0.00 | \$79.36 |
| | 07/01/2019 | \$51.46 | \$8.15 | \$20.85 | \$0.00 | \$80.46 |
| | 01/01/2020 | \$52.56 | \$8.15 | \$20.85 | \$0.00 | \$81.56 |
| | 07/01/2020 | \$53.66 | \$8.15 | \$20.85 | \$0.00 | \$82.66 |
| | 01/01/2021 | \$54.76 | \$8.15 | \$20.85 | \$0.00 | \$83.76 |

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

| Effecti | ve Date - | 07/01/2018 | | | | Supplemental | |
|---------|-----------|------------|----------------------|--------|---------|--------------|------------|
| Step | percent | | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate |
| 1 | 50 | | \$25.01 | \$8.15 | \$0.00 | \$0.00 | \$33.16 |
| 2 | 55 | | \$27.51 | \$8.15 | \$5.34 | \$0.00 | \$41.00 |
| 3 | 60 | | \$30.01 | \$8.15 | \$5.82 | \$0.00 | \$43.98 |
| 4 | 65 | | \$32.51 | \$8.15 | \$6.31 | \$0.00 | \$46.97 |
| 5 | 70 | | \$35.01 | \$8.15 | \$17.24 | \$0.00 | \$60.40 |
| 6 | 75 | | \$37.51 | \$8.15 | \$17.73 | \$0.00 | \$63.39 |
| 7 | 80 | | \$40.01 | \$8.15 | \$18.21 | \$0.00 | \$66.37 |
| 8 | 90 | | \$45.01 | \$8.15 | \$19.18 | \$0.00 | \$72.34 |
| Effecti | ve Date - | 01/01/2019 | | | | Supplemental | |
| Step | percent | | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate |
| 1 | 50 | | \$25.18 | \$8.15 | \$0.00 | \$0.00 | \$33.33 |
| 2 | 55 | | \$27.70 | \$8.15 | \$5.64 | \$0.00 | \$41.49 |
| 3 | 60 | | \$30.22 | \$8.15 | \$6.15 | \$0.00 | \$44.52 |
| 4 | 65 | | \$32.73 | \$8.15 | \$6.66 | \$0.00 | \$47.54 |
| 5 | 70 | | \$35.25 | \$8.15 | \$17.78 | \$0.00 | \$61.18 |
| 6 | 75 | | \$37.77 | \$8.15 | \$18.29 | \$0.00 | \$64.21 |
| 7 | 80 | | \$40.29 | \$8.15 | \$18.80 | \$0.00 | \$67.24 |
| 8 | 90 | | \$45.32 | \$8.15 | \$19.83 | \$0.00 | \$73.30 |
| Notes: | Steps are | 750 hrs. | | | | | |

Apprentice to Journeyworker Ratio:1:1

 Issue Date:
 09/11/2018
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| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|--------------------|------------------|------------------------------|------------------------------|--------------------|
| DEMO: ADZEMAN | 06/01/2018 | \$38.15 | \$7.70 | \$15.20 | \$0.00 | \$61.05 |
| LABORERS - ZONE 1 | 12/01/2018 | \$39.10 | \$7.70 | \$15.20 | \$0.00 | \$62.00 |
| | 06/01/2019 | \$40.10 | \$7.70 | \$15.20 | \$0.00 | \$63.00 |
| | 12/01/2019 | \$41.10 | \$7.70 | \$15.20 | \$0.00 | \$64.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS - ZONE 1 | 06/01/2018 | \$39.15 | \$7.70 | \$15.20 | \$0.00 | \$62.05 |
| | 12/01/2018 | \$40.10 | \$7.70 | \$15.20 | \$0.00 | \$63.00 |
| | 06/01/2019 | \$41.10 | \$7.70 | \$15.20 | \$0.00 | \$64.00 |
| | 12/01/2019 | \$42.10 | \$7.70 | \$15.20 | \$0.00 | \$65.00 |
| For apprentice rates see "Apprentice- LABORER" DEMO: BURNERS | | | | ** ** * * * * * * * * | | |
| DEMO: BURNERS LABORERS - ZONE I | 06/01/2018 | \$38.90 | \$7.70 | \$15.20 | \$0.00 | \$61.80 |
| | 12/01/2018 | \$39.85 | \$7.70 | \$15.20 | \$0.00 | \$62.75 |
| | 06/01/2019 | \$40.85 | \$7.70 | \$15.20 | \$0.00 | \$63.75 |
| For apprentice rates see "Apprentice- LABORER" | 12/01/2019 | \$41.85 | \$7.70 | \$15.20 | \$0.00 | \$64.75 |
| DEMO: CONCRETE CUTTER/SAWYER | 06/01/2018 | \$39.15 | \$7.70 | \$15.20 | \$0.00 | \$62.05 |
| LABORERS - ZONE I | 12/01/2018 | \$39.15 \$40.10 | \$7.70 \$7.70 | \$15.20 \$15.20 | \$0.00 | \$62.05 \$63.00 |
| | | | | \$15.20 | \$0.00 | |
| | 06/01/2019 | \$41.10 | \$7.70 | | \$0.00 | \$64.00 |
| For apprentice rates see "Apprentice- LABORER" | 12/01/2019 | \$42.10 | \$7.70 | \$15.20 | \$0.00 | \$65.00 |
| DEMO: JACKHAMMER OPERATOR | 06/01/2018 | \$38.90 | \$7.70 | \$15.20 | \$0.00 | \$61.80 |
| LABORERS - ZONE 1 | 12/01/2018 | \$39.85 | \$7.70 | \$15.20 | \$0.00 | \$62.75 |
| | 06/01/2019 | \$40.85 | \$7.70 | \$15.20 | \$0.00 | \$63.75 |
| | 12/01/2019 | \$41.85 | \$7.70 | \$15.20 | \$0.00 | \$64.75 |
| For apprentice rates see "Apprentice- LABORER" | 12/01/2019 | Ψ1.03 | \$7.70 | Ψ13.20 | φσ.σσ | ФО-1.75 |
| DEMO: WRECKING LABORER | 06/01/2018 | \$38.15 | \$7.70 | \$15.20 | \$0.00 | \$61.05 |
| LABORERS - ZONE 1 | 12/01/2018 | \$39.10 | \$7.70 | \$15.20 | \$0.00 | \$62.00 |
| | 06/01/2019 | \$40.10 | \$7.70 | \$15.20 | \$0.00 | \$63.00 |
| | 12/01/2019 | \$41.10 | \$7.70 | \$15.20 | \$0.00 | \$64.00 |
| For apprentice rates see "Apprentice- LABORER" | | | • | | | |
| DIRECTIONAL DRILL MACHINE OPERATOR | 06/01/2018 | \$46.61 | \$11.00 | \$15.50 | \$0.00 | \$73.11 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2018 | \$47.75 | \$11.00 | \$15.50 | \$0.00 | \$74.25 |
| | 06/01/2019 | \$48.84 | \$11.00 | \$15.50 | \$0.00 | \$75.34 |
| | 12/01/2019 | \$49.98 | \$11.00 | \$15.50 | \$0.00 | \$76.48 |
| | 06/01/2020 | \$51.06 | \$11.00 | \$15.50 | \$0.00 | \$77.56 |
| | 12/01/2020 | \$52.20 | \$11.00 | \$15.50 | \$0.00 | \$78.70 |
| | 06/01/2021 | \$53.29 | \$11.00 | \$15.50 | \$0.00 | \$79.79 |
| | 12/01/2021 | \$54.43 | \$11.00 | \$15.50 | \$0.00 | \$80.93 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| DIVER | 08/01/2018 | \$65.20 | \$9.90 | \$21.15 | \$0.00 | \$96.25 |
| PILE DRIVER LOCAL 56 (ZONE 1) | 08/01/2019 | \$68.52 | \$9.90 | \$21.15 | \$0.00 | \$99.57 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 1) | 08/01/2018 | \$46.57 | \$9.90 | \$21.15 | \$0.00 | \$77.62 |
| | 08/01/2019 | \$48.94 | \$9.90 | \$21.15 | \$0.00 | \$79.99 |
| For apprentice rates see "Apprentice- PILE DRIVER" DIVER TENIDED (EEEL HENT) | | | | Φ-1 :- | 40.00 | |
| DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1) | 08/01/2018 | \$69.86 | \$9.90 | \$21.15 | \$0.00 | \$100.91 |
| For apprentice rates see "Apprentice- PILE DRIVER" | 08/01/2019 | \$73.41 | \$9.90 | \$21.15 | \$0.00 | \$104.46 |

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| | | | | | | | ι | nemployment | |
|-----------------------------|------------------------|-------------|-------------------------------------|----------------------|-----------|---------|------------------------------|-------------|-----------------|
| DIVER/SLUR | | | | 08/01/2018 | \$97.80 | \$9.90 | \$21.15 | \$0.00 | \$128.85 |
| PILE DRIVER LO | | | | 08/01/2019 | \$102.78 | \$9.90 | \$21.15 | \$0.00 | \$133.83 |
| | e rates see "App | | | | | | | | |
| DRAWBRIDO ELECTRICIANS L | | OK (Co | nstruction) | 09/01/2018 | | \$13.00 | \$18.37 | \$0.00 | \$81.99 |
| | | prentice- E | LECTRICIAN" | 03/01/2019 | 9 \$51.10 | \$13.00 | \$18.88 | \$0.00 | \$82.98 |
| ELECTRICIA | | | | 09/01/2018 | 3 \$50.62 | \$13.00 | \$18.37 | \$0.00 | \$81.99 |
| ELECTRICIANS L | OCAL 103 | | | 03/01/2019 | | \$13.00 | \$18.88 | \$0.00 | \$82.98 |
| | | | | 05,01,201, | φ01.10 | Ψ12.00 | | | ψ0 2 .50 |
| | | | | | | | | | |
| | Apprentic Effective | | ECTRICIAN - Local 103 09/01/2018 | | | | | | |
| | | ercent | 09/01/2018 | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate | |
| | | 40 | | \$20.25 | \$13.00 | \$0.61 | \$0.00 | \$33.86 | |
| | | 40 | | \$20.25 | \$13.00 | \$0.61 | \$0.00 | \$33.86 | |
| | | 45 | | \$22.78 | \$13.00 | \$13.97 | \$0.00 | \$49.75 | |
| | | 45 | | \$22.78 | \$13.00 | \$13.97 | \$0.00 | \$49.75 | |
| | | 50 | | \$25.31 | \$13.00 | \$14.38 | \$0.00 | \$52.69 | |
| | | 55 | | \$27.84 | \$13.00 | \$14.78 | \$0.00 | \$55.62 | |
| | | 50 | | \$30.37 | \$13.00 | \$15.17 | \$0.00 | \$58.54 | |
| | 8 | 65 | | \$32.90 | \$13.00 | \$15.58 | \$0.00 | \$61.48 | |
| | 9 | 70 | | \$35.43 | \$13.00 | \$15.97 | \$0.00 | \$64.40 | |
| | 10 | 75 | | \$37.97 | \$13.00 | \$16.37 | \$0.00 | \$67.34 | |
| | Effective | Date - | 03/01/2019 | | | | | | |
| | | ercent | 05/01/2019 | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate | |
| | 1 4 | 40 | | \$20.44 | \$13.00 | \$0.61 | \$0.00 | \$34.05 | |
| | 2 | 40 | | \$20.44 | \$13.00 | \$0.61 | \$0.00 | \$34.05 | |
| | 3 4 | 45 | | \$23.00 | \$13.00 | \$14.34 | \$0.00 | \$50.34 | |
| | 4 4 | 45 | | \$23.00 | \$13.00 | \$14.34 | \$0.00 | \$50.34 | |
| | 5 5 | 50 | | \$25.55 | \$13.00 | \$14.76 | \$0.00 | \$53.31 | |
| | 6 5 | 55 | | \$28.11 | \$13.00 | \$15.17 | \$0.00 | \$56.28 | |
| | 7 | 50 | | \$30.66 | \$13.00 | \$15.58 | \$0.00 | \$59.24 | |
| | 8 | 65 | | \$33.22 | \$13.00 | \$16.00 | \$0.00 | \$62.22 | |
| | 9 | 70 | | \$35.77 | \$13.00 | \$16.40 | \$0.00 | \$65.17 | |
| | 10 | 75 | | \$38.33 | \$13.00 | \$16.82 | \$0.00 | \$68.15 | |
| | Notes: : | | | | | | | | |
| | A | pp Prior | 1/1/03; 30/35/40/45/50/55/6 | 55/70/75/80 | | | | | |
| | Apprenti | ce to Joi | urneyworker Ratio:2:3*** | | | | | ' | |
| ELEVATOR C | | | | 01/01/2018 | \$57.62 | \$15.43 | \$16.61 | \$0.00 | \$89.66 |
| ELEVATOR CONS | STRUCTORS L | OCAL 4 | | 01/01/2019 | \$59.47 | \$15.58 | \$17.51 | \$0.00 | \$92.56 |
| | | | | 01/01/2020 | | \$15.73 | \$18.41 | \$0.00 | \$95.56 |

Classification

Supplemental

Unemployment

Pension

Effective Date Base Wage Health

Total Rate

Issue Date: 09/11/2018 **Wage Request Number:** 20180910-064 **Page 12 of 41**

01/01/2021

01/01/2022

\$63.47

\$65.62

\$15.88

\$16.03

\$19.31

\$20.21

\$0.00

\$0.00

\$98.66

\$101.86

| | Step | ve Date - percent | 01/01/2018 | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rat | e |
|------------------------------|--|-----------------------------|----------------------------|----------------------|-----------|---------|------------------------------|-----------|---------|
| | 1 | 50 | | \$28.81 | \$15.43 | \$0.00 | \$0.00 | \$44.24 | 4 |
| | 2 | 55 | | \$31.69 | \$15.43 | \$16.61 | \$0.00 | \$63.73 | 3 |
| | 3 | 65 | | \$37.45 | \$15.43 | \$16.61 | \$0.00 | \$69.49 | 9 |
| | 4 | 70 | | \$40.33 | \$15.43 | \$16.61 | \$0.00 | \$72.3 | 7 |
| | 5 | 80 | | \$46.10 | \$15.43 | \$16.61 | \$0.00 | \$78.14 | 4 |
| | | ve Date - | 01/01/2019 | | | | Supplemental | | |
| | Step | percent | | Apprentice Base Wage | Health | Pension | Unemployment | Total Rat | e |
| | 1 | 50 | | \$29.74 | \$15.58 | \$0.00 | \$0.00 | \$45.32 | 2 |
| | 2 | 55 | | \$32.71 | \$15.58 | \$17.51 | \$0.00 | \$65.80 | 0 |
| | 3 | 65 | | \$38.66 | \$15.58 | \$17.51 | \$0.00 | \$71.73 | 5 |
| | 4 | 70 | | \$41.63 | \$15.58 | \$17.51 | \$0.00 | \$74.72 | 2 |
| | 5 | 80 | | \$47.58 | \$15.58 | \$17.51 | \$0.00 | \$80.6 | 7 |
| | Notes: | | | | | | | | |
| | | Steps 1-2 a | re 6 mos.; Steps 3-5 are 1 | year | | | | | |
| | | | rneyworker Ratio:1:1 | | | | | | |
| | EVATOR CONSTRUCTOR HELPER VATOR CONSTRUCTORS LOCAL 4 | | 01/01/2018 | 8 \$40.33 | \$15.43 | \$16.61 | \$0.00 | \$72.37 | |
| ELEVATOR CON | STRUCTOR | S LOCAL 4 | | 01/01/2019 | 9 \$41.63 | \$15.58 | \$17.51 | \$0.00 | \$74.72 |
| | | | | 01/01/2020 | \$42.99 | \$15.73 | \$18.41 | \$0.00 | \$77.13 |
| | | | | 01/01/202 | 1 \$44.43 | \$15.88 | \$19.31 | \$0.00 | \$79.62 |
| For apprentic | e rates see | 'Apprentice - EI | LEVATOR CONSTRUCTOR" | 01/01/2022 | 2 \$45.93 | \$16.03 | \$20.21 | \$0.00 | \$82.17 |
| FENCE & GU | | | | 06/01/2018 | 8 \$38.25 | \$7.70 | \$15.20 | \$0.00 | \$61.15 |
| LABORERS - ZON | VE 1 | | | 12/01/2018 | | | \$15.20 | \$0.00 | \$62.10 |
| | | | | 06/01/2019 | | | \$15.20 | \$0.00 | \$63.10 |
| | | | | 12/01/2019 | | | \$15.20 | \$0.00 | \$64.10 |
| | | | | 06/01/2020 | | | \$15.20 | \$0.00 | \$65.09 |
| | | | | 12/01/2020 | | | \$15.20 | \$0.00 | \$66.07 |
| | | | | 06/01/202 | | | \$15.20 | \$0.00 | \$67.09 |
| | | | D.C.D.D.W. | 12/01/202 | | | \$15.20 | \$0.00 | \$68.10 |
| | | 'Apprentice- LA SON-BLDC | G,SITE,HVY/HWY | 05/01/2018 | 8 \$42.84 | \$10.50 | \$15.50 | \$0.00 | \$68.84 |
| OPERATING ENC | GINEERS L | OCAL 4 | | 03/01/2016 | 3 \$42.09 | \$10.50 | Ψ13.30 | \$0.00 | \$00.04 |
| | | •• | PERATING ENGINEERS" | | | | | | |
| FIELD ENG.P Operating end | | | G,SITE,HVY/HWY | 05/01/2018 | 8 \$44.31 | \$10.50 | \$15.50 | \$0.00 | \$70.31 |
| For apprentic | e rates see | 'Apprentice- OF | PERATING ENGINEERS" | | | | | | |
| FIELD ENG.F OPERATING ENC | | | ,SITE,HVY/HWY | 05/01/2018 | 8 \$22.51 | \$10.50 | \$15.50 | \$0.00 | \$48.51 |
| | | | PERATING ENGINEERS" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|------------------------------|------------|
| FIRE ALARM INSTALLER | 09/01/2018 | \$50.62 | \$13.00 | \$18.37 | \$0.00 | \$81.99 |
| ELECTRICIANS LOCAL 103 For apprentice rates see "Apprentice- ELECTRICIAN" | 03/01/2019 | \$51.10 | \$13.00 | \$18.88 | \$0.00 | \$82.98 |
| FIRE ALARM REPAIR / MAINTENANCE | | | | | | |
| / COMMISSIONINGELECTRICIANS | 09/01/2018 | \$37.97 | \$13.00 | \$16.35 | \$0.00 | \$67.32 |
| LOCAL 103 | 03/01/2019 | \$38.33 | \$13.00 | \$16.82 | \$0.00 | \$68.15 |
| For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" | | | | | | |
| FIREMAN (ASST. ENGINEER) | 06/01/2018 | \$38.83 | \$11.00 | \$15.50 | \$0.00 | \$65.33 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2018 | \$39.78 | \$11.00 | \$15.50 | \$0.00 | \$66.28 |
| | 06/01/2019 | \$40.69 | \$11.00 | \$15.50 | \$0.00 | \$67.19 |
| | 12/01/2019 | \$41.64 | \$11.00 | \$15.50 | \$0.00 | \$68.14 |
| | 06/01/2020 | \$42.55 | \$11.00 | \$15.50 | \$0.00 | \$69.05 |
| | 12/01/2020 | \$43.50 | \$11.00 | \$15.50 | \$0.00 | \$70.00 |
| | 06/01/2021 | \$44.41 | \$11.00 | \$15.50 | \$0.00 | \$70.91 |
| | 12/01/2021 | \$45.36 | \$11.00 | \$15.50 | \$0.00 | \$71.86 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| FLAGGER & SIGNALER | 06/01/2018 | \$21.50 | \$7.70 | \$15.20 | \$0.00 | \$44.40 |
| LABORERS - ZONE I | 12/01/2018 | \$22.50 | \$7.70 | \$15.20 | \$0.00 | \$45.40 |
| | 06/01/2019 | \$22.50 | \$7.70 | \$15.20 | \$0.00 | \$45.40 |
| | 12/01/2019 | \$23.50 | \$7.70 | \$15.20 | \$0.00 | \$46.40 |
| | 06/01/2020 | \$23.50 | \$7.70 | \$15.20 | \$0.00 | \$46.40 |
| | 12/01/2020 | \$24.50 | \$7.70 | \$15.20 | \$0.00 | \$47.40 |
| | 06/01/2021 | \$24.50 | \$7.70 | \$15.20 | \$0.00 | \$47.40 |
| | 12/01/2021 | \$24.50 | \$7.70 | \$15.20 | \$0.00 | \$47.40 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE 1 | 03/01/2016 | \$42.13 | \$9.80 | \$17.62 | \$0.00 | \$69.55 |

Apprentice - FLOORCOVERER - Local 2168 Zone I

| Effect | ive Date - | 03/01/2016 | | | | Supplemental | |
|--------|------------|------------|----------------------|--------|---------|--------------|------------|
| Step | percent | | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate |
| 1 | 50 | | \$21.07 | \$9.80 | \$1.79 | \$0.00 | \$32.66 |
| 2 | 55 | | \$23.17 | \$9.80 | \$1.79 | \$0.00 | \$34.76 |
| 3 | 60 | | \$25.28 | \$9.80 | \$12.25 | \$0.00 | \$47.33 |
| 4 | 65 | | \$27.38 | \$9.80 | \$12.25 | \$0.00 | \$49.43 |
| 5 | 70 | | \$29.49 | \$9.80 | \$14.04 | \$0.00 | \$53.33 |
| 6 | 75 | | \$31.60 | \$9.80 | \$14.04 | \$0.00 | \$55.44 |
| 7 | 80 | | \$33.70 | \$9.80 | \$15.83 | \$0.00 | \$59.33 |
| 8 | 85 | | \$35.81 | \$9.80 | \$15.83 | \$0.00 | \$61.44 |
| | | | | | | | |

Notes: Steps are 750 hrs.

% After 09/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps) Step 1&2 \$30.55/ 3&4 \$36.49/ 5&6 \$53.33/ 7&8 \$59.33

Apprentice to Journeyworker Ratio:1:1

 Issue Date:
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| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|------------------------------|-------------------|
| FORK LIFT/CHERRY PICKER | 06/01/2018 | \$47.08 | \$11.00 | \$15.50 | \$0.00 | \$73.58 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2018 | \$48.23 | \$11.00 | \$15.50 | \$0.00 | \$74.73 |
| | 06/01/2019 | \$49.33 | \$11.00 | \$15.50 | \$0.00 | \$75.83 |
| | 12/01/2019 | \$50.48 | \$11.00 | \$15.50 | \$0.00 | \$76.98 |
| | 06/01/2020 | \$51.58 | \$11.00 | \$15.50 | \$0.00 | \$78.08 |
| | 12/01/2020 | \$52.73 | \$11.00 | \$15.50 | \$0.00 | \$79.23 |
| | 06/01/2021 | \$53.83 | \$11.00 | \$15.50 | \$0.00 | \$80.33 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | 12/01/2021 | \$54.98 | \$11.00 | \$15.50 | \$0.00 | \$81.48 |
| GENERATOR/LIGHTING PLANT/HEATERS | 06/01/2018 | \$31.90 | \$11.00 | \$15.50 | \$0.00 | \$58.40 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2018 | \$32.68 | \$11.00 | \$15.50 | \$0.00 | \$59.18 |
| | 06/01/2019 | \$33.43 | \$11.00 | \$15.50 | \$0.00 | \$59.93 |
| | 12/01/2019 | \$34.22 | \$11.00 | \$15.50 | \$0.00 | \$60.72 |
| | 06/01/2020 | \$34.97 | \$11.00 | \$15.50 | \$0.00 | \$61.47 |
| | 12/01/2020 | \$35.75 | \$11.00 | \$15.50 | \$0.00 | \$62.25 |
| | 06/01/2021 | \$36.50 | \$11.00 | \$15.50 | \$0.00 | \$63.00 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | 12/01/2021 | \$37.29 | \$11.00 | \$15.50 | \$0.00 | \$63.79 |
| GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR | 07/01/2018 | \$39.51 | \$8.15 | \$20.15 | \$0.00 | \$67.81 |
| SYSTEMS) GLAZIERS LOCAL 35 (ZONE 2) | 01/01/2019 | \$39.86 | \$8.15 | \$20.85 | \$0.00 | \$68.86 |
| GENERALIS ECCIL II (ECINE 2) | 07/01/2019 | \$40.96 | \$8.15 | \$20.85 | \$0.00 | \$69.96 |
| | 01/01/2020 | \$42.06 | \$8.15 | \$20.85 | \$0.00 | \$71.06 |
| | 07/01/2020 | \$43.16 | \$8.15 | \$20.85 | \$0.00 | \$72.16 |
| | 01/01/2021 | \$44.26 | \$8.15 | \$20.85 | \$0.00 | \$73.26 |
| | | | | | | |

 Issue Date:
 09/11/2018
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Apprentice - GLAZIER - Local 35 Zone 2

Pension

| | Appre Effecti | ive Date - 07/01/2018 | | | | Supplemental | | |
|-------------|------------------|----------------------------------|----------------------|---------|---------|--------------|------------|--------|
| | Step | percent | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate | |
| | 1 | 50 | \$19.76 | \$8.15 | \$0.00 | \$0.00 | \$27.91 | |
| | 2 | 55 | \$21.73 | \$8.15 | \$5.34 | \$0.00 | \$35.22 | |
| | 3 | 60 | \$23.71 | \$8.15 | \$5.82 | \$0.00 | \$37.68 | |
| | 4 | 65 | \$25.68 | \$8.15 | \$6.31 | \$0.00 | \$40.14 | |
| | 5 | 70 | \$27.66 | \$8.15 | \$17.24 | \$0.00 | \$53.05 | |
| | 6 | 75 | \$29.63 | \$8.15 | \$17.73 | \$0.00 | \$55.51 | |
| | 7 | 80 | \$31.61 | \$8.15 | \$18.21 | \$0.00 | \$57.97 | |
| | 8 | 90 | \$35.56 | \$8.15 | \$19.18 | \$0.00 | \$62.89 | |
| | Effecti | ive Date - 01/01/2019 | | | | Supplemental | | |
| | Step | percent | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate | ; |
| | 1 | 50 | \$19.93 | \$8.15 | \$0.00 | \$0.00 | \$28.08 | |
| | 2 | 55 | \$21.92 | \$8.15 | \$5.64 | \$0.00 | \$35.71 | |
| | 3 | 60 | \$23.92 | \$8.15 | \$6.15 | \$0.00 | \$38.22 | |
| | 4 | 65 | \$25.91 | \$8.15 | \$6.66 | \$0.00 | \$40.72 | |
| | 5 | 70 | \$27.90 | \$8.15 | \$17.78 | \$0.00 | \$53.83 | |
| | 6 | 75 | \$29.90 | \$8.15 | \$18.29 | \$0.00 | \$56.34 | |
| | 7 | 80 | \$31.89 | \$8.15 | \$18.80 | \$0.00 | \$58.84 | |
| | 8 | 90 | \$35.87 | \$8.15 | \$19.83 | \$0.00 | \$63.85 | |
| | Notes: | | | | | | | |
| | ĺ | Steps are 750 hrs. | | | | | | |
| | Appre | ntice to Journeyworker Ratio:1:1 | | | | | | |
| | | R/CRANES/GRADALLS | 06/01/2018 | \$47.08 | \$11.00 | \$15.50 | \$0.00 | \$73.5 |
| RATING ENGI | INEERS L | OCAL 4 | 12/01/2018 | \$48.23 | \$11.00 | \$15.50 | \$0.00 | \$74.7 |
| | | | 06/01/2019 | \$49.33 | \$11.00 | \$15.50 | \$0.00 | \$75.8 |
| | | | 12/01/2019 | \$50.48 | \$11.00 | \$15.50 | \$0.00 | \$76.9 |
| | | | 06/01/2020 | \$51.58 | \$11.00 | \$15.50 | \$0.00 | \$78.0 |
| | | | 12/01/2020 | \$52.73 | \$11.00 | \$15.50 | \$0.00 | \$79.2 |
| | | | 06/01/2023 | \$53.83 | \$11.00 | \$15.50 | \$0.00 | \$80.3 |
| | | | 12/01/2021 | \$54.98 | \$11.00 | \$15.50 | \$0.00 | \$81.4 |

Apprentice - OPERATING ENGINEERS - Local 4 **Effective Date -**06/01/2018 Supplemental Apprentice Base Wage Health Unemployment Total Rate Step percent Pension 1 55 \$25.89 \$11.00 \$0.00 \$0.00 \$36.89 2 60 \$28.25 \$11.00 \$15.50 \$0.00 \$54.75 3 65 \$30.60 \$15.50 \$11.00 \$0.00 \$57.10 4 70 \$32.96 \$11.00 \$15.50 \$0.00 \$59.46 5 75 \$35.31 \$11.00 \$15.50 \$0.00 \$61.81 6 80 \$37.66 \$11.00 \$15.50 \$0.00 \$64.16 7 85 \$40.02 \$11.00 \$15.50 \$0.00 \$66.52 8 90 \$42.37 \$11.00 \$15.50 \$0.00 \$68.87 12/01/2018 **Effective Date -**Supplemental Unemployment Total Rate Step percent Apprentice Base Wage Health Pension 1 55 \$37.53 \$26.53 \$11.00 \$0.00 \$0.00 2 60 \$28.94 \$11.00 \$15.50 \$0.00 \$55.44 3 65 \$31.35 \$11.00 \$15.50 \$0.00 \$57.85 4 70 \$33.76 \$11.00 \$15.50 \$0.00 \$60.26 5 75 \$36.17 \$11.00 \$15.50 \$0.00 \$62.67 6 80 \$38.58 \$11.00 \$15.50 \$0.00 \$65.08 7 85 \$41.00 \$11.00 \$15.50 \$0.00 \$67.50 90 \$43.41 \$11.00 \$15.50 \$0.00 \$69.91 Notes: Apprentice to Journeyworker Ratio:1:6 HVAC (DUCTWORK) \$24.12 \$2.41 02/01/2018 \$44.11 \$12.20 \$82.84 SHEETMETAL WORKERS LOCAL 17 - A For apprentice rates see "Apprentice- SHEET METAL WORKER" HVAC (ELECTRICAL CONTROLS) 09/01/2018 \$50.62 \$13.00 \$18.37 \$0.00 \$81.99 ELECTRICIANS LOCAL 103 \$18.88 03/01/2019 \$51.10 \$13.00 \$0.00 \$82.98 For apprentice rates see "Apprentice- ELECTRICIAN" HVAC (TESTING AND BALANCING - AIR) \$24.12 \$2.41 02/01/2018 \$44.11 \$12.20 \$82.84 SHEETMETAL WORKERS LOCAL 17 - A For apprentice rates see "Apprentice- SHEET METAL WORKER" HVAC (TESTING AND BALANCING -WATER) \$18.74 \$0.00 09/01/2018 \$52.94 \$9.95 \$81.63 PIPEFITTERS LOCAL 537 09/01/2019 \$18.74 \$0.00 \$54.44 \$9.95 \$83.13 \$18.74 \$0.00 09/01/2020 \$55.94 \$9.95 \$84.63 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" HVAC MECHANIC 09/01/2018 \$18.74 \$0.00 \$52.94 \$9.95 \$81.63 PIPEFITTERS LOCAL 537

09/01/2019

09/01/2020

For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

\$54.44

\$55.94

\$9.95

\$9.95

\$18.74

\$18.74

\$0.00

\$0.00

\$83.13

\$84.63

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|------------------------------|------------|
| HYDRAULIC DRILLS | 06/01/2018 | \$38.75 | \$7.70 | \$15.20 | \$0.00 | \$61.65 |
| LABORERS - ZONE I | 12/01/2018 | \$39.70 | \$7.70 | \$15.20 | \$0.00 | \$62.60 |
| | 06/01/2019 | \$40.70 | \$7.70 | \$15.20 | \$0.00 | \$63.60 |
| | 12/01/2019 | \$41.70 | \$7.70 | \$15.20 | \$0.00 | \$64.60 |
| | 06/01/2020 | \$42.69 | \$7.70 | \$15.20 | \$0.00 | \$65.59 |
| | 12/01/2020 | \$43.67 | \$7.70 | \$15.20 | \$0.00 | \$66.57 |
| | 06/01/2021 | \$44.69 | \$7.70 | \$15.20 | \$0.00 | \$67.59 |
| For apprentice rates see "Apprentice- LABORER" | 12/01/2021 | \$45.70 | \$7.70 | \$15.20 | \$0.00 | \$68.60 |
| INSULATOR (PIPES & TANKS) | 09/01/2018 | \$49.34 | \$11.75 | \$14.20 | \$0.00 | \$75.29 |
| HEAT & FROST INSULATORS LOCAL 6 (BOSTON) | 09/01/2019 | \$51.84 | \$11.75 | \$14.20 | \$0.00 | \$77.79 |

| Apprentice - | ASBESTOS INSULATOR | (Pipes & Tanks |) - Local 6 Boston |
|--------------|--------------------|----------------|--------------------|
|--------------|--------------------|----------------|--------------------|

IRONWORKER/WELDER

IRONWORKERS LOCAL 7 (BOSTON AREA)

| Effectiv | ve Date - | 09/01/2018 | | | | Supplemental | |
|----------|-------------|-----------------------|----------------------|---------|---------|--------------|------------|
| Step | percent | | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate |
| 1 | 50 | | \$24.67 | \$11.75 | \$10.45 | \$0.00 | \$46.87 |
| 2 | 60 | | \$29.60 | \$11.75 | \$11.20 | \$0.00 | \$52.55 |
| 3 | 70 | | \$34.54 | \$11.75 | \$11.95 | \$0.00 | \$58.24 |
| 4 | 80 | | \$39.47 | \$11.75 | \$12.70 | \$0.00 | \$63.92 |
| Effectiv | ve Date - | 09/01/2019 | | | | Supplemental | |
| Step | percent | | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate |
| 1 | 50 | | \$25.92 | \$11.75 | \$10.45 | \$0.00 | \$48.12 |
| 2 | 60 | | \$31.10 | \$11.75 | \$11.20 | \$0.00 | \$54.05 |
| 3 | 70 | | \$36.29 | \$11.75 | \$11.95 | \$0.00 | \$59.99 |
| 4 | 80 | | \$41.47 | \$11.75 | \$12.70 | \$0.00 | \$65.92 |
| Notes: | | | | | | | |
| | Steps are | 1 year | | | | | |
| Apprei | ntice to Jo | urneyworker Ratio:1:4 | | | | | |

03/16/2017

\$7.80

\$44.65

\$20.85

\$0.00

\$73.30

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| | Effecti | ntice - IRONWORKER - Local 7 Bo ve Date - 03/16/2017 | | TT 14 | ъ. | Supplemental | m . 1 | |
|-----------------|-------------|---|----------------------|-----------|---------|--------------|--------|---------|
| | Step | percent | Apprentice Base Wage | | Pension | Unemployment | | Rate |
| | 1 | 60 | \$26.79 | \$7.80 | \$20.85 | \$0.00 | \$: | 55.44 |
| | 2 | 70 | \$31.26 | \$7.80 | \$20.85 | \$0.00 | \$: | 59.91 |
| | 3 | 75 | \$33.49 | \$7.80 | \$20.85 | \$0.00 | \$0 | 62.14 |
| | 4 | 80 | \$35.72 | \$7.80 | \$20.85 | \$0.00 | \$0 | 64.37 |
| | 5 | 85 | \$37.95 | \$7.80 | \$20.85 | \$0.00 | \$0 | 66.60 |
| | 6 | 90 | \$40.19 | \$7.80 | \$20.85 | \$0.00 | \$6 | 68.84 |
| | Notes: | ** Structural 1:6; Ornamental 1:4 | | | | | | |
| | Appre | ntice to Journeyworker Ratio:** | | | | | | |
| | | VING BREAKER OPERATOR | 06/01/2018 | 3 \$38.25 | \$7.70 | \$15.20 | \$0.00 | \$61.15 |
| LABORERS - ZONE | ž <i>I</i> | | 12/01/2018 | \$39.20 | \$7.70 | \$15.20 | \$0.00 | \$62.10 |
| | | | 06/01/2019 | \$40.20 | \$7.70 | \$15.20 | \$0.00 | \$63.10 |
| | | | 12/01/2019 | \$41.20 | \$7.70 | \$15.20 | \$0.00 | \$64.10 |
| | | | 06/01/2020 | \$42.19 | \$7.70 | \$15.20 | \$0.00 | \$65.09 |
| | | | 12/01/2020 | \$43.17 | \$7.70 | \$15.20 | \$0.00 | \$66.07 |
| | | | 06/01/2021 | \$44.19 | \$7.70 | \$15.20 | \$0.00 | \$67.09 |
| For apprentice | rates see ! | 'Apprentice- LABORER" | 12/01/2021 | \$45.20 | \$7.70 | \$15.20 | \$0.00 | \$68.10 |
| LABORER | Tutes see | Applement Existence | 06/01/2018 | 3 \$38.00 | \$7.70 | \$15.20 | \$0.00 | \$60.90 |
| LABORERS - ZONE | Ε 1 | | 12/01/2018 | | | \$15.20 | \$0.00 | \$61.85 |
| | | | 06/01/2019 | | | \$15.20 | \$0.00 | \$62.85 |
| | | | 12/01/2019 | | | \$15.20 | \$0.00 | \$63.85 |
| | | | 06/01/2020 | | | \$15.20 | \$0.00 | \$64.84 |
| | | | 12/01/2020 | | | \$15.20 | \$0.00 | \$65.82 |
| | | | | | | | | • |

06/01/2021

12/01/2021

\$43.94

\$44.95

\$7.70

\$7.70

\$15.20

\$15.20

\$0.00

\$0.00

\$66.84

\$67.85

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| | Step | ve Date - 06/01/2018 percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate | |
|--|-------------|---------------------------------|----------------------|-----------|---------|------------------------------|------------|---------|
| | 1 | 60 | \$22.80 | \$7.70 | \$15.20 | \$0.00 | \$45.70 | |
| | 2 | 70 | \$26.60 | \$7.70 | \$15.20 | \$0.00 | \$49.50 | |
| | 3 | 80 | \$30.40 | \$7.70 | \$15.20 | \$0.00 | \$53.30 | |
| | 4 | 90 | \$34.20 | \$7.70 | \$15.20 | \$0.00 | \$57.10 | |
| | Effecti | ve Date - 12/01/2018 | | | | Supplemental | | |
| | Step | percent | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate | |
| | 1 | 60 | \$23.37 | \$7.70 | \$15.20 | \$0.00 | \$46.27 | |
| | 2 | 70 | \$27.27 | \$7.70 | \$15.20 | \$0.00 | \$50.17 | |
| | 3 | 80 | \$31.16 | \$7.70 | \$15.20 | \$0.00 | \$54.06 | |
| | 4 | 90 | \$35.06 | \$7.70 | \$15.20 | \$0.00 | \$57.96 | |
| | Notes: | | | | | | | |
| | Appre | ntice to Journeyworker Ra | tio:1:5 | | | | | |
| ABORER: CARPENTER TENDER ABORERS - ZONE 1 | | TER TENDER | 06/01/201 | 8 \$38.00 | \$7.70 | \$15.20 | \$0.00 | \$60.90 |
| OKEKS - ZOM | 2.1 | | 12/01/201 | 8 \$38.95 | \$7.70 | \$15.20 | \$0.00 | \$61.85 |
| | | | 06/01/2019 | 9 \$39.95 | \$7.70 | \$15.20 | \$0.00 | \$62.85 |
| | | | 12/01/201 | 9 \$40.95 | \$7.70 | \$15.20 | \$0.00 | \$63.85 |
| | | | 06/01/2020 | 0 \$41.94 | \$7.70 | \$15.20 | \$0.00 | \$64.84 |
| | | | 12/01/2020 | 0 \$42.92 | \$7.70 | \$15.20 | \$0.00 | \$65.82 |
| | | | 06/01/202 | 1 \$43.94 | \$7.70 | \$15.20 | \$0.00 | \$66.84 |
| | | | 12/01/202 | 1 \$44.95 | \$7.70 | \$15.20 | \$0.00 | \$67.85 |
| | | 'Apprentice- LABORER" | | | | | | |
| ORERS - ZONI | | FINISHER TENDER | 06/01/201 | | | \$15.20 | \$0.00 | \$60.90 |
| | | | 12/01/201 | | | \$15.20 | \$0.00 | \$61.85 |
| | | | 06/01/201 | | | \$15.20 | \$0.00 | \$62.85 |
| | | | 12/01/201 | | | \$15.20 | \$0.00 | \$63.85 |
| | | | 06/01/2020 | | | \$15.20 | \$0.00 | \$64.84 |
| | | | 12/01/2020 | | | \$15.20 | \$0.00 | \$65.82 |
| | | | 06/01/202 | | | \$15.20 | \$0.00 | \$66.84 |
| For apprentice | rates see ' | 'Apprentice- LABORER" | 12/01/202 | 1 \$44.95 | \$7.70 | \$15.20 | \$0.00 | \$67.85 |
| | | OUS WASTE/ASBESTOS | REMOVER 06/01/201 | 8 \$38.15 | \$7.70 | \$15.20 | \$0.00 | \$61.05 |
| ORERS - ZONI | E 1 | | 12/01/201 | | | \$15.20 | \$0.00 | \$62.00 |
| | | | 06/01/201 | | | \$15.20 | \$0.00 | \$63.00 |
| | | | 00/01/201 | \$ 10.10 | 41.10 | | | 400.00 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|--|--|--|---|--|---|
| LABORER: MASON TENDER | 06/01/2018 | \$38.25 | \$7.70 | \$15.20 | \$0.00 | \$61.15 |
| LABORERS - ZONE I | 12/01/2018 | \$39.20 | \$7.70 | \$15.20 | \$0.00 | \$62.10 |
| | 06/01/2019 | \$40.20 | \$7.70 | \$15.20 | \$0.00 | \$63.10 |
| | 12/01/2019 | \$41.20 | \$7.70 | \$15.20 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$42.19 | \$7.70 | \$15.20 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$43.17 | \$7.70 | \$15.20 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$44.19 | \$7.70 | \$15.20 | \$0.00 | \$67.09 |
| For apprentice rates see "Apprentice- LABORER" | 12/01/2021 | \$45.20 | \$7.70 | \$15.20 | \$0.00 | \$68.10 |
| LABORER: MULTI-TRADE TENDER | 06/01/2018 | \$38.00 | \$7.70 | \$15.20 | \$0.00 | \$60.90 |
| LABORERS - ZONE I | 12/01/2018 | \$38.95 | \$7.70 | \$15.20 | \$0.00 | \$61.85 |
| | 06/01/2019 | \$39.95 | \$7.70 | \$15.20 | \$0.00 | \$62.85 |
| | 12/01/2019 | \$40.95 | \$7.70 | \$15.20 | \$0.00 | \$63.85 |
| | 06/01/2020 | \$41.94 | \$7.70 | \$15.20 | \$0.00 | \$64.84 |
| | 12/01/2020 | \$42.92 | \$7.70 | \$15.20 | \$0.00 | \$65.82 |
| | 06/01/2021 | \$43.94 | \$7.70 | \$15.20 | \$0.00 | \$66.84 |
| For apprentice rates see "Apprentice- LABORER" | 12/01/2021 | \$44.95 | \$7.70 | \$15.20 | \$0.00 | \$67.85 |
| LABORER: TREE REMOVER | 06/01/2018 | \$38.00 | \$7.70 | \$15.20 | \$0.00 | \$60.90 |
| LABORERS - ZONE 1 | 12/01/2018 | | | \$15.20 | \$0.00 | \$61.85 |
| | | \$38.95 | \$7.70 \$7.70 | \$15.20 | \$0.00 | \$62.85 |
| | 06/01/2019 12/01/2019 | \$39.95 | \$7.70 | \$15.20 | \$0.00 | \$62.85 \$63.85 |
| | 06/01/2020 | \$40.95 \$41.94 | \$7.70 \$7.70 | \$15.20 | \$0.00 | \$63.83 \$64.84 |
| | 12/01/2020 | \$42.92 | \$7.70 \$7.70 | \$15.20 | \$0.00 | \$65.82 |
| | | | | \$15.20 | \$0.00 | \$65.84 |
| | 06/01/2021 | \$43.94 \$44.95 | \$7.70 \$7.70 | \$15.20 | \$0.00 | \$67.85 |
| | | | N / /U | \$13.20 | \$0.00 | 307.03 |
| This classification applies to all tree work associated with the removal of standia a utility company for the purpose of operation, maintenance or repair of utility of | | noval of branche | s and limbs wl | | s not done for | ******* |
| a utility company for the purpose of operation, maintenance or repair of utility c LASER BEAM OPERATOR | ng trees, and trimming and ren company equipment. For appre | noval of branche | s and limbs what when the same states and limbs when the same states are same same states and limbs when the same states are same same states and limbs when the same states are same same states and limbs when the same states are same states and limbs when the same states are same state | | \$0.00 | \$61.15 |
| a utility company for the purpose of operation, maintenance or repair of utility of | ng trees, and trimming and ren company equipment. For appre | noval of branches | s and limbs what when the same states and limbs when the same states are same same states and limbs when the same states are same same states and limbs when the same states are same same states and limbs when the same states are same states and limbs when the same states are same state | ABORER" | | |
| a utility company for the purpose of operation, maintenance or repair of utility c LASER BEAM OPERATOR | ng trees, and trimming and rencompany equipment. For appre | noval of branches entice rates see "A \$38.25 | s and limbs what Apprentice- LA | \$15.20 | \$0.00 | \$61.15 |
| a utility company for the purpose of operation, maintenance or repair of utility company for the purpose of operation, maintenance or repair of utility company for the purpose of operation, maintenance or repair of utility company for the purpose of operation, maintenance or repair of utility company for the purpose of operation, maintenance or repair of utility company for the purpose of operation, maintenance or repair of utility company for the purpose of operation, maintenance or repair of utility company for the purpose of operation, maintenance or repair of utility company for the purpose of operation of the purpose o | ng trees, and trimming and rencompany equipment. For appres 06/01/2018 12/01/2018 | system specification of strands and specification of system specification of system system of system system of syste | \$7.70 | \$15.20 \$15.20 | \$0.00 \$0.00 | \$61.15 \$62.10 |
| a utility company for the purpose of operation, maintenance or repair of utility company for the purpose of operation, maintenance or repair of utility company for the purpose of operation, maintenance or repair of utility company for the purpose of operation, maintenance or repair of utility company for the purpose of operation, maintenance or repair of utility company for the purpose of operation, maintenance or repair of utility company for the purpose of operation, maintenance or repair of utility company for the purpose of operation, maintenance or repair of utility company for the purpose of operation of the purpose o | ng trees, and trimming and rencompany equipment. For appre 06/01/2018 12/01/2018 06/01/2019 | system (system) and the system | \$7.70 \$7.70 \$7.70 | \$15.20 \$15.20 \$15.20 \$15.20 | \$0.00 \$0.00 \$0.00 | \$61.15 \$62.10 \$63.10 |
| a utility company for the purpose of operation, maintenance or repair of utility c LASER BEAM OPERATOR | ng trees, and trimming and rencompany equipment. For appre 06/01/2018 12/01/2018 06/01/2019 12/01/2019 | \$38.25 \$39.20 \$40.20 \$41.20 | \$ and limbs what Apprentice- LA \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 | \$15.20 \$15.20 \$15.20 \$15.20 | \$0.00 \$0.00 \$0.00 \$0.00 | \$61.15 \$62.10 \$63.10 \$64.10 |
| a utility company for the purpose of operation, maintenance or repair of utility c LASER BEAM OPERATOR | ng trees, and trimming and rencompany equipment. For appres 06/01/2018 12/01/2018 06/01/2019 12/01/2019 06/01/2020 | \$38.25 \$39.20 \$40.20 \$41.20 \$42.19 | \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 | \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$61.15 \$62.10 \$63.10 \$64.10 \$65.09 |
| a utility company for the purpose of operation, maintenance or repair of utility c LASER BEAM OPERATOR | ng trees, and trimming and rencompany equipment. For appre 06/01/2018 12/01/2018 06/01/2019 12/01/2019 06/01/2020 12/01/2020 | \$38.25 \$39.20 \$40.20 \$41.20 \$43.17 | \$ and limbs will apprentice- LA \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 | \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$61.15 \$62.10 \$63.10 \$64.10 \$65.09 \$66.07 |
| a utility company for the purpose of operation, maintenance or repair of utility c LASER BEAM OPERATOR | ng trees, and trimming and rencompany equipment. For appres 06/01/2018 12/01/2018 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 | \$38.25 \$39.20 \$40.20 \$41.20 \$42.19 \$44.17 | \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 | \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$61.15 \$62.10 \$63.10 \$64.10 \$65.09 \$66.07 \$67.09 |
| a utility company for the purpose of operation, maintenance or repair of utility of LASER BEAM OPERATOR LABORERS - ZONE 1 For apprentice rates see "Apprentice- LABORER" MARBLE & TILE FINISHERS | ng trees, and trimming and rencompany equipment. For appres 06/01/2018 12/01/2018 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 | \$38.25 \$39.20 \$40.20 \$41.20 \$42.19 \$44.17 | \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 | \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$61.15 \$62.10 \$63.10 \$64.10 \$65.09 \$66.07 \$67.09 |
| a utility company for the purpose of operation, maintenance or repair of utility of LASER BEAM OPERATOR LABORERS - ZONE 1 For apprentice rates see "Apprentice- LABORER" MARBLE & TILE FINISHERS | ng trees, and trimming and rencompany equipment. For appresent of the property | \$38.25 \$39.20 \$40.20 \$41.20 \$42.19 \$43.17 \$44.19 \$45.20 | \$ and limbs will apprentice- Late \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 | \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$61.15 \$62.10 \$63.10 \$64.10 \$65.09 \$66.07 \$67.09 \$68.10 |
| a utility company for the purpose of operation, maintenance or repair of utility of LASER BEAM OPERATOR LABORERS - ZONE 1 | ng trees, and trimming and rencompany equipment. For appres 06/01/2018 12/01/2018 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021 08/01/2018 | \$38.25 \$39.20 \$40.20 \$41.20 \$42.19 \$43.17 \$44.19 \$45.20 | \$ and limbs will apprentice- LA \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 | \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$61.15 \$62.10 \$63.10 \$64.10 \$65.09 \$66.07 \$67.09 \$68.10 |
| a utility company for the purpose of operation, maintenance or repair of utility of LASER BEAM OPERATOR LABORERS - ZONE 1 For apprentice rates see "Apprentice- LABORER" MARBLE & TILE FINISHERS | ng trees, and trimming and rencompany equipment. For appres 06/01/2018 12/01/2018 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021 08/01/2018 02/01/2019 | \$38.25 \$39.20 \$40.20 \$41.20 \$42.19 \$43.17 \$44.19 \$45.20 | \$ and limbs with apprentice- Late \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 | \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$61.15 \$62.10 \$63.10 \$64.10 \$65.09 \$66.07 \$67.09 \$68.10 \$70.12 \$70.63 |
| a utility company for the purpose of operation, maintenance or repair of utility of LASER BEAM OPERATOR LABORERS - ZONE 1 For apprentice rates see "Apprentice- LABORER" MARBLE & TILE FINISHERS | ng trees, and trimming and rencompany equipment. For appres 06/01/2018 12/01/2018 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021 08/01/2018 02/01/2019 08/01/2019 | \$38.25 \$39.20 \$40.20 \$41.20 \$42.19 \$43.17 \$44.19 \$45.20 \$40.40 \$40.91 \$41.99 | \$ and limbs will apprentice- LA \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 | \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$61.15 \$62.10 \$63.10 \$64.10 \$65.09 \$66.07 \$67.09 \$68.10 \$70.12 \$70.63 \$71.85 |
| a utility company for the purpose of operation, maintenance or repair of utility of LASER BEAM OPERATOR LABORERS - ZONE 1 For apprentice rates see "Apprentice- LABORER" MARBLE & TILE FINISHERS | ng trees, and trimming and rencompany equipment. For appres 06/01/2018 12/01/2018 12/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021 08/01/2018 02/01/2019 08/01/2019 08/01/2019 | \$38.25 \$38.25 \$39.20 \$40.20 \$41.20 \$42.19 \$43.17 \$44.19 \$45.20 \$40.40 \$40.91 \$41.99 \$42.50 | \$ and limbs will apprentice- LA \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$10.75 \$10.75 \$10.75 \$10.75 | \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.21 \$18.97 \$18.97 \$19.11 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$61.15 \$62.10 \$63.10 \$64.10 \$65.09 \$66.07 \$67.09 \$68.10 \$70.12 \$70.63 \$71.85 \$72.36 |
| a utility company for the purpose of operation, maintenance or repair of utility of LASER BEAM OPERATOR LABORERS - ZONE 1 For apprentice rates see "Apprentice- LABORER" MARBLE & TILE FINISHERS | ng trees, and trimming and rencompany equipment. For appres 06/01/2018 12/01/2018 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021 08/01/2019 08/01/2019 08/01/2019 08/01/2020 08/01/2020 | \$38.25 \$39.20 \$40.20 \$41.20 \$42.19 \$43.17 \$44.19 \$45.20 \$40.40 \$40.91 \$41.99 \$42.50 \$43.58 | \$ and limbs with the product of the | \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.21 \$19.20 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$61.15 \$62.10 \$63.10 \$64.10 \$65.09 \$66.07 \$67.09 \$68.10 \$70.12 \$70.63 \$71.85 \$72.36 \$73.59 |

Issue Date: 09/11/2018 **Wage Request Number:** 20180910-064 **Page 21 of 41**

| Effecti | ive Date - | 08/01/2018 | | | | | | |
|-----------------|--------------------------------|-----------------------|----------------------|-----------|---------|------------------------------|------------|---------|
| Step | percent | 00/01/2010 | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate | |
| 1 | 50 | | \$20.20 | \$10.75 | \$18.97 | \$0.00 | \$49.92 | |
| 2 | 60 | | \$24.24 | \$10.75 | \$18.97 | \$0.00 | \$53.96 | |
| 3 | 70 | | \$28.28 | \$10.75 | \$18.97 | \$0.00 | \$58.00 | |
| 4 | 80 | | \$32.32 | \$10.75 | \$18.97 | \$0.00 | \$62.04 | |
| 5 | 90 | | \$36.36 | \$10.75 | \$18.97 | \$0.00 | \$66.08 | |
| Effecti Step | ive Date - | 02/01/2019 | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate | |
| 1 | 50 | | \$20.46 | \$10.75 | \$18.97 | \$0.00 | \$50.18 | |
| 2 | 60 | | \$24.55 | \$10.75 | \$18.97 | \$0.00 | \$54.27 | |
| 3 | 70 | | \$28.64 | \$10.75 | \$18.97 | \$0.00 | \$58.36 | |
| 4 | 80 | | \$32.73 | \$10.75 | \$18.97 | \$0.00 | \$62.45 | |
| 5 | 90 | | \$36.82 | \$10.75 | \$18.97 | \$0.00 | \$66.54 | |
| Notes: | | | | | | | | |
| Appre | ntice to Jo | urneyworker Ratio:1:3 | | | | | | |
| | DNS,TILELAYERS & TERRAZZO MECH | | 08/01/2018 | 8 \$52.95 | \$10.75 | \$20.66 | \$0.00 | \$84.36 |
| AL 5 - M | ARBLE & TII | Æ | 02/01/2019 | 9 \$53.57 | \$10.75 | \$20.66 | \$0.00 | \$84.98 |
| | | | 08/01/2010 | 0 \$54.02 | \$10.75 | \$20.80 | 90.00 | ¢06.47 |

MARBLE MAS

| DRIGHT WERE LOCAL 2. MARRIE & THE | 08/01/2018 | \$32.93 | \$10.73 | \$20.00 | \$0.00 | \$64.30 |
|-------------------------------------|------------|---------|---------|---------|--------|---------|
| BRICKLAYERS LOCAL 3 - MARBLE & TILE | 02/01/2019 | \$53.57 | \$10.75 | \$20.66 | \$0.00 | \$84.98 |
| | 08/01/2019 | \$54.92 | \$10.75 | \$20.80 | \$0.00 | \$86.47 |
| | 02/01/2020 | \$55.55 | \$10.75 | \$20.80 | \$0.00 | \$87.10 |
| | 08/01/2020 | \$56.90 | \$10.75 | \$20.95 | \$0.00 | \$88.60 |
| | 02/01/2021 | \$57.54 | \$10.75 | \$20.95 | \$0.00 | \$89.24 |
| | 08/01/2021 | \$58.94 | \$10.75 | \$21.11 | \$0.00 | \$90.80 |
| | 02/01/2022 | \$59.51 | \$10.75 | \$21.11 | \$0.00 | \$91.37 |

Issue Date: 09/11/2018 Wage Request Number: 20180910-064 Page 22 of 41

| | Step | ve Date - 08/01/2018 percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate | |
|----------------------------|-------------|-----------------------------------|----------------------|-----------|---------|------------------------------|------------|---------|
| | 1 | 50 | \$26.48 | \$10.75 | \$20.66 | \$0.00 | \$57.89 | |
| | 2 | 60 | \$31.77 | \$10.75 | \$20.66 | \$0.00 | \$63.18 | |
| | 3 | 70 | \$37.07 | \$10.75 | \$20.66 | \$0.00 | \$68.48 | |
| | 4 | 80 | \$42.36 | \$10.75 | \$20.66 | \$0.00 | \$73.77 | |
| | 5 | 90 | \$47.66 | \$10.75 | \$20.66 | \$0.00 | \$79.07 | |
| | Effecti | ve Date - 02/01/2019 | | | | Supplemental | | |
| | Step | percent | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate | |
| | 1 | 50 | \$26.79 | \$10.75 | \$20.66 | \$0.00 | \$58.20 | |
| | 2 | 60 | \$32.14 | \$10.75 | \$20.66 | \$0.00 | \$63.55 | |
| | 3 | 70 | \$37.50 | \$10.75 | \$20.66 | \$0.00 | \$68.91 | |
| | 4 | 80 | \$42.86 | \$10.75 | \$20.66 | \$0.00 | \$74.27 | |
| | 5 | 90 | \$48.21 | \$10.75 | \$20.66 | \$0.00 | \$79.62 | |
| | Notes: | | | | | | | |
| | İ | | | | | | İ | |
| | | ntice to Journeyworker Ratio:1:5 | | | | | | |
| ECH. SWEE: ERATING ENGI | | ERATOR (ON CONST. SITES) | 06/01/2018 | 8 \$46.61 | \$11.00 | \$15.50 | \$0.00 | \$73.11 |
| Zicii iivo Livoi | IVEERS E | JCAL 4 | 12/01/2018 | 8 \$47.75 | \$11.00 | \$15.50 | \$0.00 | \$74.25 |
| | | | 06/01/2019 | 9 \$48.84 | \$11.00 | \$15.50 | \$0.00 | \$75.34 |
| | | | 12/01/2019 | 9 \$49.98 | \$11.00 | \$15.50 | \$0.00 | \$76.48 |
| | | | 06/01/2020 | 0 \$51.06 | \$11.00 | \$15.50 | \$0.00 | \$77.56 |
| | | | 12/01/2020 | 0 \$52.20 | \$11.00 | \$15.50 | \$0.00 | \$78.70 |
| | | | 06/01/202 | 1 \$53.29 | \$11.00 | \$15.50 | \$0.00 | \$79.79 |
| For apprentice | rates see ' | 'Apprentice- OPERATING ENGINEERS" | 12/01/202 | 1 \$54.43 | \$11.00 | \$15.50 | \$0.00 | \$80.93 |
| ECHANICS | MAINT | ENANCE | 06/01/2018 | 8 \$46.61 | \$11.00 | \$15.50 | \$0.00 | \$73.11 |
| ERATING ENGI | WEEKS LO | JCAL 4 | 12/01/2018 | 8 \$47.75 | \$11.00 | \$15.50 | \$0.00 | \$74.25 |
| | | | 06/01/2019 | 9 \$48.84 | \$11.00 | \$15.50 | \$0.00 | \$75.34 |
| | | | 12/01/2019 | 9 \$49.98 | \$11.00 | \$15.50 | \$0.00 | \$76.48 |
| | | | 06/01/2020 | 0 \$51.06 | \$11.00 | \$15.50 | \$0.00 | \$77.56 |
| | | | 12/01/2020 | 0 \$52.20 | \$11.00 | \$15.50 | \$0.00 | \$78.70 |
| | | | 06/01/202 | 1 \$53.29 | \$11.00 | \$15.50 | \$0.00 | \$79.79 |
| For apprentice | rates see ' | 'Apprentice- OPERATING ENGINEERS" | 12/01/202 | 1 \$54.43 | \$11.00 | \$15.50 | \$0.00 | \$80.93 |
| LLWRIGHT | (Zone | 1) | 04/01/2018 | 8 \$40.42 | \$9.90 | \$18.50 | \$0.00 | \$68.82 |
| LWRIGHTS LC | CAL 1121 | - Zone 1 | 10/01/2018 | | | \$18.50 | \$0.00 | \$69.72 |
| | | | 04/01/2019 | | | \$18.50 | \$0.00 | \$70.62 |

Apprentice - *MILLWRIGHT - Local 1121 Zone 1*

Total Rate

| Effective Date - 04/01/2018 | 2010 1 | | | Supplemental | | |
|---|--------------------------|----------------|---------|------------------------------|------------------|--------------------|
| Step percent | Apprentice Base Wage | Health | Pension | Unemployment | Total R | Late |
| 1 55 | \$22.23 | \$9.90 | \$5.31 | \$0.00 | \$37 | '.44 |
| 2 65 | \$26.27 | \$9.90 | \$15.13 | \$0.00 | \$51 | .30 |
| 3 75 | \$30.32 | \$9.90 | \$16.10 | \$0.00 | \$56 | 5.32 |
| 4 85 | \$34.36 | \$9.90 | \$17.06 | \$0.00 | \$61 | .32 |
| Effective Date - 10/01/2018 Step percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total R | late. |
| 1 55 | | | | | | |
| 2 65 | \$22.73 | \$9.90 | \$5.31 | \$0.00 | \$37 | |
| | \$26.86 | \$9.90 | \$15.13 | \$0.00 | \$51 | |
| , , | \$30.99 | \$9.90 | \$16.10 | \$0.00 | \$56 | |
| 4 85 | \$35.12 | \$9.90 | \$17.06 | \$0.00 | \$62 | 2.08 |
| Notes: | | | | | |] |
| Steps are 2,000 hours | | | | | | |
| Apprentice to Journeyworker Ratio:1:5 | | | | | | |
| MORTAR MIXER | 06/01/2018 | \$38.25 | \$7.70 | \$15.20 | \$0.00 | \$61.15 |
| LABORERS - ZONE I | 12/01/2018 | \$39.20 | \$7.70 | \$15.20 | \$0.00 | \$62.10 |
| | 06/01/2019 | \$40.20 | \$7.70 | \$15.20 | \$0.00 | \$63.10 |
| | 12/01/2019 | \$41.20 | \$7.70 | \$15.20 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$42.19 | \$7.70 | \$15.20 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$43.17 | \$7.70 | \$15.20 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$44.19 | \$7.70 | \$15.20 | \$0.00 | \$67.09 |
| For appropriate rates and "Appropriate LADORED" | 12/01/2021 | \$45.20 | \$7.70 | \$15.20 | \$0.00 | \$68.10 |
| For apprentice rates see "Apprentice- LABORER" OILER (OTHER THAN TRUCK CRANES, GRADALLS) | 06/01/2010 | \$22.14 | ¢11.00 | ¢15 50 | <u> </u> | ¢40.64 |
| OPERATING ENGINEERS LOCAL 4 | 06/01/2018 | | \$11.00 | \$15.50 | \$0.00 | \$49.64 |
| | 12/01/2018 | | \$11.00 | \$15.50 | \$0.00 | \$50.21 |
| | 06/01/2019 | | \$11.00 | \$15.50 | \$0.00 \$0.00 | \$50.76 |
| | 12/01/2019 | | \$11.00 | \$15.50 \$15.50 | \$0.00 | \$51.33 \$51.88 |
| | 06/01/2020 | | \$11.00 | \$15.50 \$15.50 | \$0.00 | |
| | 12/01/2020 06/01/2021 | | \$11.00 | \$15.50 \$15.50 | \$0.00 | \$52.45 \$53.00 |
| | 12/01/2021 | | | \$15.50 \$15.50 | \$0.00 | |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | 12/01/2021 | \$27.08 | \$11.00 | \$15.50 | \$0.00 | \$53.58 |
| OILER (TRUCK CRANES, GRADALLS) | 06/01/2018 | \$27.40 | \$11.00 | \$15.50 | \$0.00 | \$53.90 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2018 | | \$11.00 | \$15.50 | \$0.00 | \$54.57 |
| | 06/01/2019 | | \$11.00 | \$15.50 | \$0.00 | \$55.22 |
| | 12/01/2019 | \$29.39 | \$11.00 | \$15.50 | \$0.00 | \$55.89 |
| | 06/01/2020 | \$30.04 | \$11.00 | \$15.50 | \$0.00 | \$56.54 |
| | 12/01/2020 | | \$11.00 | \$15.50 | \$0.00 | \$57.22 |
| | 06/01/2021 | | | \$15.50 | \$0.00 | \$57.86 |
| | 12/01/2021 | | \$11.00 | \$15.50 | \$0.00 | \$58.54 |
| | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|------------------------------|------------|
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| OTHER POWER DRIVEN EQUIPMENT - CLASS II | 06/01/2018 | \$46.61 | \$11.00 | \$15.50 | \$0.00 | \$73.11 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2018 | \$47.75 | \$11.00 | \$15.50 | \$0.00 | \$74.25 |
| | 06/01/2019 | \$48.84 | \$11.00 | \$15.50 | \$0.00 | \$75.34 |
| | 12/01/2019 | \$49.98 | \$11.00 | \$15.50 | \$0.00 | \$76.48 |
| | 06/01/2020 | \$51.06 | \$11.00 | \$15.50 | \$0.00 | \$77.56 |
| | 12/01/2020 | \$52.20 | \$11.00 | \$15.50 | \$0.00 | \$78.70 |
| | 06/01/2021 | \$53.29 | \$11.00 | \$15.50 | \$0.00 | \$79.79 |
| | 12/01/2021 | \$54.43 | \$11.00 | \$15.50 | \$0.00 | \$80.93 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PAINTER (BRIDGES/TANKS) | 07/01/2018 | \$50.01 | \$8.15 | \$20.15 | \$0.00 | \$78.31 |
| PAINTERS LOCAL 35 - ZONE 2 | 01/01/2019 | \$50.36 | \$8.15 | \$20.85 | \$0.00 | \$79.36 |
| | 07/01/2019 | \$51.46 | \$8.15 | \$20.85 | \$0.00 | \$80.46 |
| | 01/01/2020 | \$52.56 | \$8.15 | \$20.85 | \$0.00 | \$81.56 |
| | 07/01/2020 | \$53.66 | \$8.15 | \$20.85 | \$0.00 | \$82.66 |
| | 01/01/2021 | \$54.76 | \$8.15 | \$20.85 | \$0.00 | \$83.76 |
| | | | | | | |

| Local 35 - BRIDGES/TANKS |
|--------------------------|
| I |

| Effect | ive Date - | 07/01/2018 | | | | Supplemental | |
|-----------------------|----------------------------|------------|---|--|---|--|---|
| Step | percent | | Apprentice Base Wag | e Health | Pension | Unemployment | Total Rate |
| 1 | 50 | | \$25.01 | \$8.15 | \$0.00 | \$0.00 | \$33.16 |
| 2 | 55 | | \$27.51 | \$8.15 | \$5.34 | \$0.00 | \$41.00 |
| 3 | 60 | | \$30.01 | \$8.15 | \$5.82 | \$0.00 | \$43.98 |
| 4 | 65 | | \$32.51 | \$8.15 | \$6.31 | \$0.00 | \$46.97 |
| 5 | 70 | | \$35.01 | \$8.15 | \$17.24 | \$0.00 | \$60.40 |
| 6 | 75 | | \$37.51 | \$8.15 | \$17.73 | \$0.00 | \$63.39 |
| 7 | 80 | | \$40.01 | \$8.15 | \$18.21 | \$0.00 | \$66.37 |
| 8 | 90 | | \$45.01 | \$8.15 | \$19.18 | \$0.00 | \$72.34 |
| Effect | ive Date - | 01/01/2019 | | | | Supplemental | |
| | | | | | | | |
| Step | percent | | Apprentice Base Wag | e Health | Pension | Unemployment | Total Rate |
| | percent 50 | | Apprentice Base Wag \$25.18 | e Health \$8.15 | Pension \$0.00 | Unemployment \$0.00 | Total Rate \$33.33 |
| 1 | | | | | | | |
| Step 1 2 3 | 50 | | \$25.18 | \$8.15 | \$0.00 | \$0.00 | \$33.33 |
| 1 2 | 50 55 | | \$25.18 \$27.70 | \$8.15 \$8.15 | \$0.00 \$5.64 | \$0.00 \$0.00 | \$33.33 \$41.49 |
| 1 2 3 | 50 55 60 | | \$25.18 \$27.70 \$30.22 | \$8.15 \$8.15 \$8.15 | \$0.00 \$5.64 \$6.15 | \$0.00 \$0.00 \$0.00 | \$33.33 \$41.49 \$44.52 |
| 1 2 3 4 | 50 55 60 65 | | \$25.18 \$27.70 \$30.22 \$32.73 | \$8.15 \$8.15 \$8.15 \$8.15 | \$0.00 \$5.64 \$6.15 \$6.66 | \$0.00 \$0.00 \$0.00 \$0.00 | \$33.33 \$41.49 \$44.52 \$47.54 |
| 1 2 3 4 5 | 50 55 60 65 70 | | \$25.18 \$27.70 \$30.22 \$32.73 \$35.25 | \$8.15 \$8.15 \$8.15 \$8.15 \$8.15 | \$0.00 \$5.64 \$6.15 \$6.66 \$17.78 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$33.33 \$41.49 \$44.52 \$47.54 \$61.18 |

Apprentice to Journeyworker Ratio:1:1

Issue Date: 09/11/2018 **Wage Request Number:** 20180910-064 **Page 25 of 41**

| Classificati | on | | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--------------|----------------|--|---------------------------|-----------|---------|-------------|------------------------------|------------|
| | | R SANDBLAST, NEW) * | 07/01/2018 | \$40.91 | \$8.15 | \$20.15 | \$0.00 | \$69.21 |
| | | rfaces to be painted are new construe used. PAINTERS LOCAL 35 - ZONE 2 | o1/01/2019 | \$41.26 | \$8.15 | \$20.85 | \$0.00 | \$70.26 |
| ce w paint | iaic siläli De | 5 USGU.FAINTERS LUCAL 33 - ZUNE 2 | 07/01/2019 | \$42.36 | \$8.15 | \$20.85 | \$0.00 | \$71.36 |
| | | | 01/01/2020 | \$43.46 | \$8.15 | \$20.85 | \$0.00 | \$72.46 |
| | | | 07/01/2020 | \$44.56 | \$8.15 | \$20.85 | \$0.00 | \$73.56 |
| | | | 01/01/2021 | \$45.66 | \$8.15 | \$20.85 | \$0.00 | \$74.66 |
| | | | | | | | | |
| | Appre | ntice - PAINTER Local 35 Zone 2 | ? - Spray/Sandblast - New | | | | | |
| | | ive Date - 07/01/2018 | | | | Supplementa | 1 | |
| | Step | percent | Apprentice Base Wage I | Health | Pension | Unemploymen | | |
| | 1 | 50 | \$20.46 | \$8.15 | \$0.00 | \$0.00 | \$28.61 | |
| | 2 | 55 | \$22.50 | \$8.15 | \$5.34 | \$0.00 | \$35.99 | |
| | 3 | 60 | \$24.55 | \$8.15 | \$5.82 | \$0.00 | \$38.52 | |
| | 4 | 65 | \$26.59 | \$8.15 | \$6.31 | \$0.00 | \$41.05 | |
| | 5 | 70 | \$28.64 | \$8.15 | \$17.24 | \$0.00 | \$54.03 | |
| | 6 | 75 | \$30.68 | \$8.15 | \$17.73 | \$0.00 | \$56.56 | |
| | 7 | 80 | \$32.73 | \$8.15 | \$18.21 | \$0.00 | \$59.09 | |
| | 8 | 90 | \$36.82 | \$8.15 | \$19.18 | \$0.00 | \$64.15 | |
| | Effect | ive Date - 01/01/2019 | | | | Supplementa | 1 | |
| | Step | percent | Apprentice Base Wage I | Health | Pension | Unemploymen | | |
| | 1 | 50 | \$20.63 | \$8.15 | \$0.00 | \$0.00 | \$28.78 | |
| | 2 | 55 | \$22.69 | \$8.15 | \$5.64 | \$0.00 | \$36.48 | |
| | 3 | 60 | \$24.76 | \$8.15 | \$6.15 | \$0.00 | \$39.06 | |
| | 4 | 65 | \$26.82 | \$8.15 | \$6.66 | \$0.00 | \$41.63 | |
| | 5 | 70 | \$28.88 | \$8.15 | \$17.78 | \$0.00 | \$54.81 | |
| | 6 | 75 | \$30.95 | \$8.15 | \$18.29 | \$0.00 | \$57.39 | |
| | 7 | 80 | \$33.01 | \$8.15 | \$18.80 | \$0.00 | \$59.96 | |
| | 8 | 90 | \$37.13 | \$8.15 | \$19.83 | \$0.00 | \$65.11 | |
| | Notes: | | | | | | | |
| | | Steps are 750 hrs. | | | | | | |
| | Appre | entice to Journeyworker Ratio:1:1 | | | | | | |
| | | R SANDBLAST, REPAINT) | 07/01/2018 | \$38.97 | \$8.15 | \$20.15 | \$0.00 | \$67.27 |
| INTEKS LO | CAL 35 - ZON | E 2 | 01/01/2019 | \$39.32 | \$8.15 | \$20.85 | \$0.00 | \$68.32 |
| | | | 07/01/2019 | \$40.42 | \$8.15 | \$20.85 | \$0.00 | \$69.42 |
| | | | 01/01/2020 | \$41.52 | \$8.15 | \$20.85 | \$0.00 | \$70.52 |
| | | | 07/01/2020 | \$42.62 | \$8.15 | \$20.85 | \$0.00 | \$71.62 |
| | | | 01/01/2021 | \$43.72 | \$8.15 | \$20.85 | \$0.00 | \$72.72 |

Supplemental

Total Rate

Issue Date: 09/11/2018 **Wage Request Number:** 20180910-064 **Page 26 of 41**

Effective Date Base Wage Health

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint

Pension

| | Effecti | ive Date - | 07/01/2018 | | | | Supplemental | | |
|-------------|---------------|-------------------|------------------------------|--------------------------|-----------|---------|--------------------|------------------|--------------------|
| | Step | percent | | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate | |
| | 1 | 50 | | \$19.49 | \$8.15 | \$0.00 | \$0.00 | \$27.64 | |
| | 2 | 55 | | \$21.43 | \$8.15 | \$5.34 | \$0.00 | \$34.92 | |
| | 3 | 60 | | \$23.38 | \$8.15 | \$5.82 | \$0.00 | \$37.35 | |
| | 4 | 65 | | \$25.33 | \$8.15 | \$6.31 | \$0.00 | \$39.79 | |
| | 5 | 70 | | \$27.28 | \$8.15 | \$17.24 | \$0.00 | \$52.67 | |
| | 6 | 75 | | \$29.23 | \$8.15 | \$17.73 | \$0.00 | \$55.11 | |
| | 7 | 80 | | \$31.18 | \$8.15 | \$18.21 | \$0.00 | \$57.54 | |
| | 8 | 90 | | \$35.07 | \$8.15 | \$19.18 | \$0.00 | \$62.40 | |
| | Effecti | ive Date - | 01/01/2019 | | | | Supplemental | | |
| | Step | percent | | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate | |
| | 1 | 50 | | \$19.66 | \$8.15 | \$0.00 | \$0.00 | \$27.81 | |
| | 2 | 55 | | \$21.63 | \$8.15 | \$5.64 | \$0.00 | \$35.42 | |
| | 3 | 60 | | \$23.59 | \$8.15 | \$6.15 | \$0.00 | \$37.89 | |
| | 4 | 65 | | \$25.56 | \$8.15 | \$6.66 | \$0.00 | \$40.37 | |
| | 5 | 70 | | \$27.52 | \$8.15 | \$17.78 | \$0.00 | \$53.45 | |
| | 6 | 75 | | \$29.49 | \$8.15 | \$18.29 | \$0.00 | \$55.93 | |
| | 7 | 80 | | \$31.46 | \$8.15 | \$18.80 | \$0.00 | \$58.41 | |
| | 8 | 90 | | \$35.39 | \$8.15 | \$19.83 | \$0.00 | \$63.37 | |
| | Notes: | Steps are | | | | | | | |
| | Annro | | urneyworker Ratio:1:1 | | | | | | |
| NITED (T | | MARKING | | 0.5 (0.1 (0.015) | | | ф15. 2 0 | Ф0.00 | |
| ORERS - ZO | | WAKKING | 3) | 06/01/2018 | | | \$15.20 | \$0.00 | \$60.90 |
| | | | | 12/01/2018 | | | \$15.20 | \$0.00 | \$61.85 |
| | | | | 06/01/2019 | | | \$15.20 | \$0.00 | \$62.85 |
| | | | | 12/01/2019 | | | \$15.20 \$15.20 | \$0.00 | \$63.85 |
| | | | | 06/01/2020 | | | \$15.20 \$15.20 | \$0.00 | \$64.84 |
| | | | | 12/01/2020 | | | \$15.20 \$15.20 | \$0.00 \$0.00 | \$65.82 \$66.84 |
| | | | | 06/01/2021 12/01/2021 | | | \$15.20 \$15.20 | \$0.00 | \$67.85 |
| For Apprent | ice rates see | "Apprentice- | LABORER" | 12/01/2021 | \$44.95 | \$7.70 | φ13.20 | φυ.υυ | \$07.83 |
| | | RUSH, NE | | 07/01/2018 | \$39.51 | \$8.15 | \$20.15 | \$0.00 | \$67.81 |
| | | | painted are new construction | | | | \$20.85 | \$0.00 | \$68.86 |
| | te shall be | used. <i>PAIN</i> | TERS LOCAL 35 - ZONE 2 | 07/01/2019 | | | \$20.85 | \$0.00 | \$69.96 |
| v paint ra | | | | 01/01/2020 | | | \$20.85 | \$0.00 | \$71.06 |
| w paint ra | | | | | + -= - 50 | | | | , |
| w paint ra | | | | 07/01/2020 | \$43.16 | \$8.15 | \$20.85 | \$0.00 | \$72.16 |

Pension

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW 07/01/2018 **Effective Date -**Supplemental Unemployment Total Rate percent Apprentice Base Wage Health Pension Step 1 50 \$19.76 \$8.15 \$0.00 \$27.91 \$0.00 2 55 \$21.73 \$8.15 \$5.34 \$0.00 \$35.22 3 60 \$23.71 \$8.15 \$5.82 \$0.00 \$37.68 4 65 \$25.68 \$8.15 \$6.31 \$0.00 \$40.14 5 70 \$27.66 \$8.15 \$0.00 \$17.24 \$53.05 6 75 \$29.63 \$8.15 \$17.73 \$0.00 \$55.51 7 80 \$31.61 \$8.15 \$18.21 \$0.00 \$57.97 8 90 \$35.56 \$8.15 \$19.18 \$0.00 \$62.89 01/01/2019 **Effective Date -**Supplemental Apprentice Base Wage Health Pension Unemployment Total Rate Step percent 1 50 \$19.93 \$8.15 \$0.00 \$0.00 \$28.08 2 55 \$21.92 \$8.15 \$5.64 \$0.00 \$35.71 3 60 \$23.92 \$8.15 \$6.15 \$0.00 \$38.22 4 65 \$25.91 \$0.00 \$8.15 \$6.66 \$40.72 5 70 \$27.90 \$8.15 \$17.78 \$0.00 \$53.83 6 75 \$29.90 \$8.15 \$18.29 \$0.00 \$56.34 7 80 \$31.89 \$0.00 \$58.84 \$8.15 \$18.80 8 90 \$35.87 \$8.15 \$0.00 \$19.83 \$63.85 Notes: Steps are 750 hrs. Apprentice to Journeyworker Ratio:1:1 PAINTER / TAPER (BRUSH, REPAINT) 07/01/2018 \$20.15 \$0.00 \$37.57 \$8.15 \$65.87 PAINTERS LOCAL 35 - ZONE 2 \$20.85 \$0.00 01/01/2019 \$37.92 \$8.15 \$66.92 07/01/2019 \$20.85 \$0.00 \$68.02 \$39.02 \$8.15 01/01/2020 \$40.12 \$8.15 \$20.85 \$0.00 \$69.12 07/01/2020 \$8.15 \$20.85 \$0.00 \$70.22 \$41.22

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01/01/2021

\$42.32

\$8.15

\$20.85

\$0.00

\$71.32

DECK)

PILE DRIVER LOCAL 56 (ZONE 1)

Pension

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT 07/01/2018 **Effective Date -**Supplemental Unemployment percent Apprentice Base Wage Health Pension Total Rate Step 1 50 \$18.79 \$0.00 \$26.94 \$8.15 \$0.00 2 55 \$20.66 \$8.15 \$0.00 \$5.34 \$34.15 3 60 \$22.54 \$8.15 \$5.82 \$0.00 \$36.51 4 65 \$24.42 \$8.15 \$6.31 \$0.00 \$38.88 5 70 \$0.00 \$26.30 \$8.15 \$17.24 \$51.69 6 75 \$28.18 \$8.15 \$17.73 \$0.00 \$54.06 7 80 \$30.06 \$8.15 \$18.21 \$0.00 \$56.42 8 90 \$33.81 \$8.15 \$19.18 \$0.00 \$61.14 01/01/2019 **Effective Date -**Supplemental Apprentice Base Wage Health Pension Unemployment Total Rate Step percent 1 50 \$18.96 \$8.15 \$0.00 \$0.00 \$27.11 2 55 \$20.86 \$5.64 \$0.00 \$8.15 \$34.65 3 60 \$22.75 \$6.15 \$0.00 \$37.05 \$8.15 4 65 \$24.65 \$8.15 \$6.66 \$0.00 \$39.46 5 70 \$26.54 \$8.15 \$17.78 \$0.00 \$52.47 6 75 \$28.44 \$0.00 \$8.15 \$18.29 \$54.88 80 \$30.34 \$8.15 \$18.80 \$0.00 \$57.29 8 90 \$34.13 \$0.00 \$8.15 \$19.83 \$62.11 Notes: Steps are 750 hrs. Apprentice to Journeyworker Ratio:1:1 PANEL & PICKUP TRUCKS DRIVER \$10.89 \$0.00 12/01/2016 \$33.08 \$10.91 \$54.88 TEAMSTERS JOINT COUNCIL NO. 10 ZONE A PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND \$21.15 \$0.00 08/01/2018 \$9.90 \$77.62 \$46.57 08/01/2019 \$9.90 \$21.15 \$0.00 \$79.99 \$48.94 PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice- PILE DRIVER" PILE DRIVER \$21.15 \$0.00 08/01/2018 \$46.57 \$9.90 \$77.62

Issue Date: 09/11/2018 Wage Request Number: 20180910-064 Page 29 of 41

08/01/2019

\$48.94

\$9.90

\$21.15

\$0.00

\$79.99

PIPEFITTER & STEAMFITTER

PIPEFITTERS LOCAL 537

\$18.74

\$18.74

\$18.74

\$9.95

\$9.95

\$9.95

\$0.00

\$0.00

\$0.00

\$81.63

\$83.13

\$84.63

| Step | percent | Apprentice Base Wag | ge Health | Pension | Supplemental Unemployment | Total Rate |
|--------|-----------------------|---------------------|-----------|---------|------------------------------|------------|
| 1 | 50 | \$23.29 | \$9.90 | \$21.15 | \$0.00 | \$54.34 |
| 2 | 60 | \$27.94 | \$9.90 | \$21.15 | \$0.00 | \$58.99 |
| 3 | 70 | \$32.60 | \$9.90 | \$21.15 | \$0.00 | \$63.65 |
| 4 | 75 | \$34.93 | \$9.90 | \$21.15 | \$0.00 | \$65.98 |
| 5 | 80 | \$37.26 | \$9.90 | \$21.15 | \$0.00 | \$68.31 |
| 6 | 80 | \$37.26 | \$9.90 | \$21.15 | \$0.00 | \$68.31 |
| 7 | 90 | \$41.91 | \$9.90 | \$21.15 | \$0.00 | \$72.96 |
| 8 | 90 | \$41.91 | \$9.90 | \$21.15 | \$0.00 | \$72.96 |
| Effect | ive Date - 08/01/2019 | | | | Supplemental | |
| Step | percent | Apprentice Base Wag | ge Health | Pension | Unemployment | Total Rate |
| 1 | 50 | \$24.47 | \$9.90 | \$21.15 | \$0.00 | \$55.52 |
| 2 | 60 | \$29.36 | \$9.90 | \$21.15 | \$0.00 | \$60.41 |
| 3 | 70 | \$34.26 | \$9.90 | \$21.15 | \$0.00 | \$65.31 |
| 4 | 75 | \$36.71 | \$9.90 | \$21.15 | \$0.00 | \$67.76 |
| 5 | 80 | \$39.15 | \$9.90 | \$21.15 | \$0.00 | \$70.20 |
| 6 | 80 | \$39.15 | \$9.90 | \$21.15 | \$0.00 | \$70.20 |
| 7 | 90 | \$44.05 | \$9.90 | \$21.15 | \$0.00 | \$75.10 |
| 8 | 90 | \$44.05 | \$9.90 | \$21.15 | \$0.00 | \$75.10 |
| Notes | : | | | | | |

09/01/2018

09/01/2019

09/01/2020

\$52.94

\$54.44

\$55.94

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Apprentice - PIPEFITTER - Local 537

| | Effecti | ve Date - | 09/01/2018 | | | | Supplemental | | |
|---|--------------|-------------------------------------|---|--|--|--|---|--|--|
| | Step | percent | | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate | |
| | 1 | 40 | | \$21.18 | \$9.95 | \$7.75 | \$0.00 | \$38.88 | |
| | 2 | 45 | | \$23.82 | \$9.95 | \$18.74 | \$0.00 | \$52.51 | |
| | 3 | 60 | | \$31.76 | \$9.95 | \$18.74 | \$0.00 | \$60.45 | |
| | 4 | 70 | | \$37.06 | \$9.95 | \$18.74 | \$0.00 | \$65.75 | |
| | 5 | 80 | | \$42.35 | \$9.95 | \$18.74 | \$0.00 | \$71.04 | |
| | Effecti | ve Date - | 09/01/2019 | | | | Supplemental | | |
| | Step | percent | | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate | ; |
| | 1 | 40 | | \$21.78 | \$9.95 | \$7.75 | \$0.00 | \$39.48 | |
| | 2 | 45 | | \$24.50 | \$9.95 | \$18.74 | \$0.00 | \$53.19 | |
| | 3 | 60 | | \$32.66 | \$9.95 | \$18.74 | \$0.00 | \$61.35 | |
| | 4 | 70 | | \$38.11 | \$9.95 | \$18.74 | \$0.00 | \$66.80 | |
| | _ | 80 | | \$43.55 | \$9.95 | \$18.74 | \$0.00 | \$72.24 | |
| | 5 | | | | | | | | |
| | Notes: | ** 1:3; 3: Refrig/AC | | Gteps are 1 yr. 2;2:4;3:6;4:8;5:10;6:12;7:14;8:1 | 7;9:20;10:23(1 | Max) | | | |
| | Notes: | ** 1:3; 3: Refrig/AC | | Gteps are 1 yr. 2;2:4;3:6;4:8;5:10;6:12;7:14;8:1 | 7;9:20;10:23(| Max) | | | |
| | Notes: | ** 1:3; 3: Refrig/AC | C Mechanic **1:1;1:2 | Gteps are 1 yr. 2;2:4;3:6;4:8;5:10;6:12;7:14;8:1 | | | \$15.20 | \$0.00 | \$61.15 |
| | Notes: | ** 1:3; 3: Refrig/AC | C Mechanic **1:1;1:2 | Steps are 1 yr. 2;2:4;3:6;4:8;5:10;6:12;7:14;8:1 | 3 \$38.25 | \$7.70 | \$15.20 \$15.20 | \$0.00 \$0.00 | \$61.15 \$62.10 |
| | Notes: | ** 1:3; 3: Refrig/AC | C Mechanic **1:1;1:2 | Steps are 1 yr. 2;2:4;3:6;4:8;5:10;6:12;7:14;8:17 *** | \$38.25 \$39.20 | \$7.70 \$7.70 | | | |
| | Notes: | ** 1:3; 3: Refrig/AC | C Mechanic **1:1;1:2 | Steps are 1 yr. 2;2:4;3:6;4:8;5:10;6:12;7:14;8:1′ *** 06/01/2018 | 3 \$38.25 3 \$39.20 9 \$40.20 | \$7.70 \$7.70 \$7.70 | \$15.20 | \$0.00 | \$62.10 |
| | Notes: | ** 1:3; 3: Refrig/AC | C Mechanic **1:1;1:2 | Steps are 1 yr. 2;2:4;3:6;4:8;5:10;6:12;7:14;8:17 *** 06/01/2018 12/01/2018 06/01/2019 | 3 \$38.25 3 \$39.20 9 \$40.20 9 \$41.20 | \$7.70 \$7.70 \$7.70 \$7.70 | \$15.20 \$15.20 | \$0.00 \$0.00 | \$62.10 \$63.10 |
| | Notes: | ** 1:3; 3: Refrig/AC | C Mechanic **1:1;1:2 | Steps are 1 yr. 2;2:4;3:6;4:8;5:10;6:12;7:14;8:1′ *** 06/01/2018 12/01/2019 12/01/2019 | 3 \$38.25 3 \$39.20 9 \$40.20 9 \$41.20 9 \$42.19 | \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 | \$15.20 \$15.20 \$15.20 | \$0.00 \$0.00 \$0.00 | \$62.10 \$63.10 \$64.10 |
| | Notes: | ** 1:3; 3: Refrig/AC | C Mechanic **1:1;1:2 | Steps are 1 yr. 2;2:4;3:6;4:8;5:10;6:12;7:14;8:17 *** 06/01/2018 12/01/2019 12/01/2019 06/01/2020 | 38 \$38.25 38 \$39.20 9 \$40.20 9 \$41.20 9 \$42.19 9 \$43.17 | \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 | \$15.20 \$15.20 \$15.20 \$15.20 | \$0.00 \$0.00 \$0.00 \$0.00 | \$62.10 \$63.10 \$64.10 \$65.09 |
| IBORERS - ZONI | Notes: Appre | ** 1:3; 3: Refrig/AC ntice to Jou | C Mechanic **1:1;1:2 urneyworker Ratio: | Steps are 1 yr. 2;2:4;3:6;4:8;5:10;6:12;7:14;8:1′ *** 06/01/2018 12/01/2019 12/01/2019 06/01/2020 12/01/2020 | 3 \$38.25 3 \$39.20 9 \$40.20 9 \$41.20 9 \$42.19 9 \$43.17 \$44.19 | \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 | \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$62.10 \$63.10 \$64.10 \$65.09 \$66.07 |
| For apprentice | Notes: Appre | ** 1:3; 3: Refrig/AC ntice to Jou | C Mechanic **1:1;1:2 urneyworker Ratio: | Steps are 1 yr. 2;2:4;3:6;4:8;5:10;6:12;7:14;8:12 *** 06/01/2018 12/01/2019 12/01/2020 12/01/2021 12/01/2021 | 3 \$38.25 3 \$39.20 9 \$40.20 9 \$41.20 9 \$42.19 9 \$43.17 \$44.19 \$45.20 | \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 | \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$62.10 \$63.10 \$64.10 \$65.09 \$66.07 \$67.09 \$68.10 |
| For apprentice | Appre | ** 1:3; 3: Refrig/AC ntice to Jou | C Mechanic **1:1;1:2 urneyworker Ratio: | Steps are 1 yr. 2;2:4;3:6;4:8;5:10;6:12;7:14;8:1′ *** 06/01/2018 12/01/2019 06/01/2020 12/01/2020 12/01/2021 12/01/2021 | 3 \$38.25 3 \$39.20 9 \$40.20 9 \$41.20 9 \$42.19 9 \$43.17 \$44.19 \$45.20 | \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 | \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$62.10 \$63.10 \$64.10 \$65.09 \$66.07 \$67.09 \$68.10 |
| For apprentice | Appre | ** 1:3; 3: Refrig/AC ntice to Jou | C Mechanic **1:1;1:2 urneyworker Ratio: | Steps are 1 yr. 2;2:4;3:6;4:8;5:10;6:12;7:14;8:12 *** 06/01/2018 12/01/2018 12/01/2019 12/01/2020 12/01/2020 12/01/2021 12/01/2021 09/01/2018 | 3 \$38.25 3 \$39.20 9 \$40.20 9 \$41.20 9 \$42.19 9 \$43.17 \$44.19 \$45.20 8 \$55.69 9 \$57.19 | \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$11.82 \$11.82 | \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$16.01 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$62.10 \$63.10 \$64.10 \$65.09 \$66.07 \$67.09 \$68.10 \$83.52 \$85.02 |
| For apprentice | Appre | ** 1:3; 3: Refrig/AC ntice to Jou | C Mechanic **1:1;1:2 urneyworker Ratio: | Steps are 1 yr. 2;2:4;3:6;4:8;5:10;6:12;7:14;8:12 *** 06/01/2018 12/01/2019 06/01/2020 12/01/2020 12/01/2021 09/01/2018 03/01/2019 09/01/2019 | 3 \$38.25 3 \$39.20 9 \$40.20 9 \$41.20 9 \$42.19 9 \$43.17 \$44.19 \$45.20 8 \$55.69 9 \$58.69 | \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$11.82 \$11.82 | \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$16.01 \$16.01 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$62.10 \$63.10 \$64.10 \$65.09 \$66.07 \$67.09 \$68.10 \$83.52 \$85.02 \$86.52 |
| IPELAYER 4BORERS - ZONI For apprentice LUMBERS & GAS | Appre | ** 1:3; 3: Refrig/AC ntice to Jou | C Mechanic **1:1;1:2 urneyworker Ratio: | Steps are 1 yr. 2;2:4;3:6;4:8;5:10;6:12;7:14;8:12 *** 06/01/2018 12/01/2018 12/01/2019 12/01/2020 12/01/2020 12/01/2021 12/01/2021 09/01/2018 | 3 \$38.25 3 \$39.20 9 \$40.20 9 \$41.20 9 \$42.19 9 \$43.17 \$44.19 \$45.20 8 \$55.69 9 \$57.19 9 \$58.69 9 \$60.19 | \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$11.82 \$11.82 \$11.82 \$11.82 | \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$16.01 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$62.10 \$63.10 \$64.10 \$65.09 \$66.07 \$67.09 \$68.10 \$83.52 \$85.02 |

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Apprentice - *PLUMBER/GASFITTER - Local 12*

| Eff | ective Date - | 09/01/2018 | | | | Supplemental | | |
|------------------------------------|--------------------|---|--------------------|------------|---------|--------------|------------|---------|
| Ste | p percent | Ap | prentice Base Wage | Health | Pension | Unemployment | Total Rate | |
| 1 | 35 | | \$19.49 | \$11.82 | \$5.81 | \$0.00 | \$37.12 | |
| 2 | 40 | | \$22.28 | \$11.82 | \$6.59 | \$0.00 | \$40.69 | |
| 3 | 55 | | \$30.63 | \$11.82 | \$8.98 | \$0.00 | \$51.43 | |
| 4 | 65 | | \$36.20 | \$11.82 | \$10.53 | \$0.00 | \$58.55 | |
| 5 | 75 | | \$41.77 | \$11.82 | \$12.13 | \$0.00 | \$65.72 | |
| Eff | ective Date - | 03/01/2019 | | | | Supplemental | | |
| Ste | p percent | Ap | prentice Base Wage | Health | Pension | Unemployment | Total Rate | |
| 1 | 35 | | \$20.02 | \$11.82 | \$5.81 | \$0.00 | \$37.65 | |
| 2 | 40 | | \$22.88 | \$11.82 | \$6.59 | \$0.00 | \$41.29 | |
| 3 | 55 | | \$31.45 | \$11.82 | \$8.98 | \$0.00 | \$52.25 | |
| 4 | 65 | | \$37.17 | \$11.82 | \$10.53 | \$0.00 | \$59.52 | |
| 5 | 75 | | \$42.89 | \$11.82 | \$12.13 | \$0.00 | \$66.84 | |
| No | ** 1:2; 2: | 6; 3:10; 4:14; 5:19/Steps are 1 y h lic\$62.12, Step5 with lic\$69.2 | | | | | | |
| Ap | | urneyworker Ratio:** | | | | | | |
| PNEUMATIC CON | | | 09/01/2018 | \$ \$52.94 | \$9.95 | \$18.74 | \$0.00 | \$81.63 |
| PIPEFITTERS LOCAL 53 | | | 09/01/2019 | | \$9.95 | \$18.74 | \$0.00 | \$83.13 |
| | | | 09/01/2020 | | \$9.95 | \$18.74 | \$0.00 | \$84.63 |
| For apprentice rates | see "Apprentice- P | PIPEFITTER" or "PLUMBER/PIPEFITT | | 42273 | 4 | | • | 40.1100 |
| PNEUMATIC DRII | LL/TOOL OPE | RATOR | 06/01/2018 | \$38.25 | \$7.70 | \$15.20 | \$0.00 | \$61.15 |
| LABORERS - ZONE 1 | | | 12/01/2018 | \$39.20 | \$7.70 | \$15.20 | \$0.00 | \$62.10 |
| | | | 06/01/2019 | \$40.20 | \$7.70 | \$15.20 | \$0.00 | \$63.10 |
| | | | 12/01/2019 | \$41.20 | \$7.70 | \$15.20 | \$0.00 | \$64.10 |
| | | | 06/01/2020 | \$42.19 | \$7.70 | \$15.20 | \$0.00 | \$65.09 |
| | | | 12/01/2020 | \$43.17 | \$7.70 | \$15.20 | \$0.00 | \$66.07 |
| | | | 06/01/2021 | \$44.19 | \$7.70 | \$15.20 | \$0.00 | \$67.09 |
| | | | 12/01/2021 | \$45.20 | \$7.70 | \$15.20 | \$0.00 | \$68.10 |
| For apprentice rates | | ABORER" | | | | | | |
| POWDERMAN & F Laborers - zone 1 | BLASTER | | 06/01/2018 | \$39.00 | \$7.70 | \$15.20 | \$0.00 | \$61.90 |
| Sillie Boild I | | | 12/01/2018 | \$39.95 | \$7.70 | \$15.20 | \$0.00 | \$62.85 |
| | | | 06/01/2019 | \$40.95 | \$7.70 | \$15.20 | \$0.00 | \$63.85 |
| | | | 12/01/2019 | \$41.95 | \$7.70 | \$15.20 | \$0.00 | \$64.85 |
| | | | 06/01/2020 | \$42.94 | \$7.70 | \$15.20 | \$0.00 | \$65.84 |
| | | | 12/01/2020 | \$43.92 | \$7.70 | \$15.20 | \$0.00 | \$66.82 |
| | | | 06/01/2021 | \$44.94 | \$7.70 | \$15.20 | \$0.00 | \$67.84 |
| | | | | | A0 | 015.00 | 60.00 | 0.00.05 |
| For apprentice rates | | | 12/01/2021 | \$45.95 | \$7.70 | \$15.20 | \$0.00 | \$68.85 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|------------------------------|------------|
| POWER SHOVEL/DERRICK/TRENCHING MACHINE | 06/01/2018 | \$47.08 | \$11.00 | \$15.50 | \$0.00 | \$73.58 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2018 | \$48.23 | \$11.00 | \$15.50 | \$0.00 | \$74.73 |
| | 06/01/2019 | \$49.33 | \$11.00 | \$15.50 | \$0.00 | \$75.83 |
| | 12/01/2019 | \$50.48 | \$11.00 | \$15.50 | \$0.00 | \$76.98 |
| | 06/01/2020 | \$51.58 | \$11.00 | \$15.50 | \$0.00 | \$78.08 |
| | 12/01/2020 | \$52.73 | \$11.00 | \$15.50 | \$0.00 | \$79.23 |
| | 06/01/2021 | \$53.83 | \$11.00 | \$15.50 | \$0.00 | \$80.33 |
| | 12/01/2021 | \$54.98 | \$11.00 | \$15.50 | \$0.00 | \$81.48 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 4 | 06/01/2018 | \$47.08 | \$11.00 | \$15.50 | \$0.00 | \$73.58 |
| SI EKATING ENGINEEKS LOCAL 7 | 12/01/2018 | \$48.23 | \$11.00 | \$15.50 | \$0.00 | \$74.73 |
| | 06/01/2019 | \$49.33 | \$11.00 | \$15.50 | \$0.00 | \$75.83 |
| | 12/01/2019 | \$50.48 | \$11.00 | \$15.50 | \$0.00 | \$76.98 |
| | 06/01/2020 | \$51.58 | \$11.00 | \$15.50 | \$0.00 | \$78.08 |
| | 12/01/2020 | \$52.73 | \$11.00 | \$15.50 | \$0.00 | \$79.23 |
| | 06/01/2021 | \$53.83 | \$11.00 | \$15.50 | \$0.00 | \$80.33 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | 12/01/2021 | \$54.98 | \$11.00 | \$15.50 | \$0.00 | \$81.48 |
| PUMP OPERATOR (DEWATERING, OTHER) | 06/01/2018 | \$31.90 | \$11.00 | \$15.50 | \$0.00 | \$58.40 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2018 | \$32.68 | \$11.00 | \$15.50 | \$0.00 | \$59.18 |
| | 06/01/2019 | \$33.43 | \$11.00 | \$15.50 | \$0.00 | \$59.93 |
| | 12/01/2019 | \$34.22 | \$11.00 | \$15.50 | \$0.00 | \$60.72 |
| | 06/01/2020 | \$34.97 | \$11.00 | \$15.50 | \$0.00 | \$61.47 |
| | 12/01/2020 | \$35.75 | \$11.00 | \$15.50 | \$0.00 | \$62.25 |
| | 06/01/2021 | \$36.50 | \$11.00 | \$15.50 | \$0.00 | \$63.00 |
| | 12/01/2021 | \$37.29 | \$11.00 | \$15.50 | \$0.00 | \$63.79 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| READY MIX CONCRETE DRIVERS after 4/30/10 (Drivers Hired After 4/30/2010) TEAMSTERS LOCAL 25b | 07/01/2017 | \$28.18 | \$8.48 | \$9.72 | \$0.00 | \$46.38 |
| READY-MIX CONCRETE DRIVER TEAMSTERS LOCAL 25b | 07/01/2017 | \$29.48 | \$8.48 | \$9.72 | \$0.00 | \$47.68 |
| RECLAIMERS | 06/01/2018 | \$46.61 | \$11.00 | \$15.50 | \$0.00 | \$73.11 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2018 | \$47.75 | \$11.00 | \$15.50 | \$0.00 | \$74.25 |
| | 06/01/2019 | \$48.84 | \$11.00 | \$15.50 | \$0.00 | \$75.34 |
| | 12/01/2019 | \$49.98 | \$11.00 | \$15.50 | \$0.00 | \$76.48 |
| | 06/01/2020 | \$51.06 | \$11.00 | \$15.50 | \$0.00 | \$77.56 |
| | 12/01/2020 | \$52.20 | \$11.00 | \$15.50 | \$0.00 | \$78.70 |
| | 06/01/2021 | \$53.29 | \$11.00 | \$15.50 | \$0.00 | \$79.79 |
| | 12/01/2021 | \$54.43 | \$11.00 | \$15.50 | \$0.00 | \$80.93 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | <u> </u> | ···- | | | | |

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 Wage Request Number:
 20180910-064
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| Classification ———————————————————————————————————— | | | Effective D | ate Base | Wage | Health | Pension | Supplemental Unemployment | Total Ra |
|--|--|--|--|--|--------------|--|--|---|--------------------|
| RIDE-ON MC Laborers - zoi | | D BUGGY OPERATOR | 06/01/201 | 8 \$38 | 8.25 | \$7.70 | \$15.20 | \$0.00 | \$61.15 |
| LIDOKEKS - ZOI | YL) 1 | | 12/01/201 | 8 \$39 | 9.20 | \$7.70 | \$15.20 | \$0.00 | \$62.10 |
| | | | 06/01/201 | 9 \$40 | 0.20 | \$7.70 | \$15.20 | \$0.00 | \$63.10 |
| | | | 12/01/201 | 9 \$4 | 1.20 | \$7.70 | \$15.20 | \$0.00 | \$64.10 |
| | | | 06/01/202 | 0 \$42 | 2.19 | \$7.70 | \$15.20 | \$0.00 | \$65.09 |
| | | | 12/01/202 | 0 \$43 | 3.17 | \$7.70 | \$15.20 | \$0.00 | \$66.07 |
| | | | 06/01/202 | 1 \$44 | 4.19 | \$7.70 | \$15.20 | \$0.00 | \$67.09 |
| Eas ammontis | mataz zao ! | 'Appropriate LADODED" | 12/01/202 | 1 \$4: | 5.20 | \$7.70 | \$15.20 | \$0.00 | \$68.10 |
| | | 'Apprentice- LABORER" 'MULCHING MACHINE | 06/01/201 | 0 \$11 | 5.61 | \$11.00 | \$15.50 | \$0.00 | \$73.11 |
| OPERATING EN | | | 12/01/201 | | 7.75 | \$11.00 | \$15.50 \$15.50 | \$0.00 | \$73.11 |
| | | | 06/01/201 | | 7.73 8.84 | | \$15.50 \$15.50 | \$0.00 | \$74.23 \$75.34 |
| | | | 12/01/201 | | 8.84 9.98 | \$11.00 \$11.00 | \$15.50 \$15.50 | \$0.00 | \$75.34 \$76.48 |
| | | | 06/01/201 | | 9.98 1.06 | \$11.00 | \$15.50 \$15.50 | \$0.00 | \$70.48 \$77.56 |
| | | | 12/01/202 | | 2.20 | \$11.00 | \$15.50 \$15.50 | \$0.00 | \$77.30 |
| | | | 06/01/202 | | 3.29 | \$11.00 | \$15.50 \$15.50 | \$0.00 | \$79.79 |
| | | | 12/01/202 | | 4.43 | \$11.00 | \$15.50 | \$0.00 | \$80.93 |
| For apprentic | ce rates see ' | 'Apprentice- OPERATING ENGINEER: | | Ψ3- | | Ψ11.00 | | | <u> </u> |
| | | Waterproofing &Roofer Damproo | ofg) 08/01/201 | 8 \$42 | 2.36 | \$11.35 | \$15.90 | \$0.00 | \$69.61 |
| OOFERS LOCA | OFERS LOCAL 33 | | 02/01/201 | 9 \$43 | 3.51 | \$11.35 | \$15.90 | \$0.00 | \$70.76 |
| | | ntice - ROOFER - Local 33 ive Date - 08/01/2018 | 0500 | | | | Sunnlementa | 1 | |
| | Effecti Step | ive Date - 08/01/2018 percent | Apprentice Base Wage | | | Pension | Supplementa Unemploymen | t Total Rate | |
| | Effecti Step | percent 08/01/2018 | Apprentice Base Wage \$21.18 | Health \$11.35 | | Pension \$3.69 | Unemploymen \$0.00 | Total Rate 3 \$36.22 | |
| | Step 1 2 | percent 50 60 | Apprentice Base Wage \$21.18 \$25.42 | Health \$11.35 \$11.35 | | Pension \$3.69 \$15.90 | \$0.00 \$0.00 | Total Rate 0 \$36.22 0 \$52.67 | |
| | Step 1 2 3 | percent 08/01/2018 50 60 65 | Apprentice Base Wage \$21.18 \$25.42 \$27.53 | Health \$11.35 \$11.35 \$11.35 | | Pension \$3.69 \$15.90 \$15.90 | \$0.00 \$0.00 \$0.00 | Total Rate 0 \$36.22 0 \$52.67 0 \$54.78 | |
| | Step 1 2 3 4 | 98/01/2018 percent 50 60 65 75 | Apprentice Base Wage \$21.18 \$25.42 \$27.53 \$31.77 | Health \$11.35 \$11.35 \$11.35 \$11.35 | | Pension \$3.69 \$15.90 \$15.90 \$15.90 | \$0.00 \$0.00 \$0.00 \$0.00 | Total Rate 0 \$36.22 0 \$52.67 0 \$54.78 0 \$59.02 | |
| | Step 1 2 3 | percent 08/01/2018 50 60 65 | Apprentice Base Wage \$21.18 \$25.42 \$27.53 | Health \$11.35 \$11.35 \$11.35 | | Pension \$3.69 \$15.90 \$15.90 | \$0.00 \$0.00 \$0.00 | Total Rate 0 \$36.22 0 \$52.67 0 \$54.78 0 \$59.02 | |
| | Effecti Step 1 2 3 4 5 | 98/01/2018 percent 50 60 65 75 | Apprentice Base Wage \$21.18 \$25.42 \$27.53 \$31.77 | Health \$11.35 \$11.35 \$11.35 \$11.35 | | Pension \$3.69 \$15.90 \$15.90 \$15.90 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | Total Rate 0 \$36.22 0 \$52.67 0 \$54.78 0 \$59.02 0 \$63.26 | |
| | Effecti Step 1 2 3 4 5 | percent 08/01/2018 50 60 65 75 85 | Apprentice Base Wage \$21.18 \$25.42 \$27.53 \$31.77 | Health \$11.35 \$11.35 \$11.35 \$11.35 \$11.35 | 1 | Pension \$3.69 \$15.90 \$15.90 \$15.90 | \$0.00 \$0.00 \$0.00 \$0.00 | Total Rate 0 \$36.22 0 \$52.67 0 \$54.78 0 \$59.02 0 \$63.26 | |
| | Effection Step 1 2 3 4 5 | 98/01/2018 percent 50 60 65 75 85 ive Date - 02/01/2019 | \$21.18 \$25.42 \$27.53 \$31.77 \$36.01 | Health \$11.35 \$11.35 \$11.35 \$11.35 \$11.35 | 1 | \$3.69 \$15.90 \$15.90 \$15.90 \$15.90 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | Total Rate 0 \$36.22 0 \$52.67 0 \$54.78 0 \$59.02 0 \$63.26 If total Rate | |
| | Effecti Step 1 2 3 4 5 Effecti | 98/01/2018 percent 50 60 65 75 85 ive Date - 02/01/2019 percent | \$21.18 \$25.42 \$27.53 \$31.77 \$36.01 Apprentice Base Wage | Health \$11.35 \$11.35 \$11.35 \$11.35 \$11.35 | 1 | Pension \$3.69 \$15.90 \$15.90 \$15.90 \$15.90 Pension | Supplementa Unemploymen | Total Rate 0 \$36.22 0 \$52.67 0 \$54.78 0 \$59.02 0 \$63.26 1 Total Rate 0 \$36.80 | |
| | Effecti Step 1 2 3 4 5 Effecti Step 1 | 98/01/2018 percent 50 60 65 75 85 ive Date - 02/01/2019 percent 50 | \$21.18 \$25.42 \$27.53 \$31.77 \$36.01 Apprentice Base Wage | Health \$11.35 \$11.35 \$11.35 \$11.35 \$11.35 Health \$11.35 | 1 | Pension \$3.69 \$15.90 \$15.90 \$15.90 \$15.90 Pension \$3.69 | Supplementa Unemploymen \$0.00 | Total Rate 0 \$36.22 0 \$52.67 0 \$54.78 0 \$59.02 0 \$63.26 Total Rate 0 \$36.80 0 \$53.36 | |
| | Effecti Step 1 2 3 4 5 Effecti Step 1 2 | 98/01/2018 percent 50 60 65 75 85 ive Date - 02/01/2019 percent 50 60 | \$21.18 \$25.42 \$27.53 \$31.77 \$36.01 Apprentice Base Wage \$21.76 \$26.11 | Health \$11.35 \$11.35 \$11.35 \$11.35 \$11.35 Health \$11.35 \$11.35 | 1 | Pension \$3.69 \$15.90 \$15.90 \$15.90 Pension \$3.69 \$15.90 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | Total Rate 0 \$36.22 0 \$52.67 0 \$54.78 0 \$59.02 0 \$63.26 Total Rate 0 \$36.80 0 \$53.36 0 \$55.53 | |
| | Effecti Step 1 2 3 4 5 Effecti Step 1 2 3 3 4 5 5 Effecti | percent 50 60 65 75 85 ive Date - 02/01/2019 percent 50 60 65 | Apprentice Base Wage \$21.18 \$25.42 \$27.53 \$31.77 \$36.01 Apprentice Base Wage \$21.76 \$26.11 \$28.28 | Health \$11.35 \$11.35 \$11.35 \$11.35 \$11.35 Health \$11.35 \$11.35 | 1 | Pension \$3.69 \$15.90 \$15.90 \$15.90 Pension \$3.69 \$15.90 \$15.90 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | Total Rate 0 \$36.22 0 \$52.67 0 \$54.78 0 \$59.02 0 \$63.26 Total Rate 0 \$36.80 0 \$53.36 0 \$55.53 0 \$59.88 | |
| | Effecti Step 1 2 3 4 5 Effecti Step 1 2 3 4 5 [Notes: | percent 50 60 65 75 85 ive Date - 02/01/2019 percent 50 60 65 75 85 ** 1:5, 2:6-10, the 1:10; Rerood Step 1 is 2000 hrs.; Steps 2-5 a (Hot Pitch Mechanics' receive | Apprentice Base Wage \$21.18 \$25.42 \$27.53 \$31.77 \$36.01 Apprentice Base Wage \$21.76 \$26.11 \$28.28 \$32.63 \$36.98 fing: 1:4, then 1:1 are 1000 hrs. \$1.00 hr. above ROOFER) | Health \$11.35 \$11.35 \$11.35 \$11.35 \$11.35 Health \$11.35 \$11.35 \$11.35 | 1 | Pension \$3.69 \$15.90 \$15.90 \$15.90 Pension \$3.69 \$15.90 \$15.90 \$15.90 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | Total Rate 0 \$36.22 0 \$52.67 0 \$54.78 0 \$59.02 0 \$63.26 Total Rate 0 \$36.80 0 \$53.36 0 \$55.53 0 \$59.88 | |
| | Effecti Step 1 2 3 4 5 Effecti Step 1 2 3 4 5 Indicates: Appre | percent 50 60 65 75 85 ive Date - 02/01/2019 percent 50 60 65 75 85 *** 1:5, 2:6-10, the 1:10; Reroof Step 1 is 2000 hrs.; Steps 2-5 a (Hot Pitch Mechanics' receive ntice to Journeyworker Ratio: | Apprentice Base Wage \$21.18 \$25.42 \$27.53 \$31.77 \$36.01 Apprentice Base Wage \$21.76 \$26.11 \$28.28 \$32.63 \$36.98 fing: 1:4, then 1:1 are 1000 hrs. \$1.00 hr. above ROOFER) | Health \$11.35 \$11.35 \$11.35 \$11.35 \$11.35 Health \$11.35 \$11.35 \$11.35 | 1 | Pension \$3.69 \$15.90 \$15.90 \$15.90 Pension \$3.69 \$15.90 \$15.90 \$15.90 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | Total Rate 0 \$36.22 0 \$52.67 0 \$54.78 0 \$59.02 0 \$63.26 Total Rate 0 \$36.80 0 \$53.36 0 \$55.53 0 \$59.88 | |
| ROOFER SLA | Effecti Step 1 2 3 4 5 Effecti Step 1 2 3 4 5 Notes: Appre | percent 50 60 65 75 85 ive Date - 02/01/2019 percent 50 60 65 75 85 ** 1:5, 2:6-10, the 1:10; Rerood Step 1 is 2000 hrs.; Steps 2-5 a (Hot Pitch Mechanics' receive | Apprentice Base Wage \$21.18 \$25.42 \$27.53 \$31.77 \$36.01 Apprentice Base Wage \$21.76 \$26.11 \$28.28 \$32.63 \$36.98 fing: 1:4, then 1:1 are 1000 hrs. \$1.00 hr. above ROOFER) | Health \$11.35 \$11.35 \$11.35 \$11.35 \$11.35 Health \$11.35 \$11.35 \$11.35 \$11.35 | 1 | Pension \$3.69 \$15.90 \$15.90 \$15.90 Pension \$3.69 \$15.90 \$15.90 \$15.90 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | Total Rate 0 \$36.22 0 \$52.67 0 \$54.78 0 \$59.02 0 \$63.26 Total Rate 0 \$36.80 0 \$53.36 0 \$55.53 0 \$59.88 | |

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| Classification | | Effective Da | te Base Wage | Health | | Supplemental Unemployment | Total Rate |
|--|---------------------------|----------------------|--------------|---------|-------------|------------------------------|------------|
| SHEETMETAL WOR SHEETMETAL WORKERS I | | 02/01/2018 | \$44.11 | \$12.20 | \$24.12 | \$2.41 | \$82.84 |
| Appr | entice - SHEET METAL V | VORKER - Local 17-A | | | | | |
| | tive Date - 02/01/2018 | | | | Supplementa | 1 | |
| Step | percent | Apprentice Base Wage | Health | Pension | Unemploymen | | |
| 1 | 40 | \$17.64 | \$12.20 | \$5.61 | \$0.00 | \$35.45 | |
| 2 | 40 | \$17.64 | \$12.20 | \$5.61 | \$0.00 | \$35.45 | |
| 3 | 45 | \$19.85 | \$12.20 | \$10.85 | \$1.29 | \$44.19 | |
| 4 | 45 | \$19.85 | \$12.20 | \$10.85 | \$1.29 | \$44.19 | |
| 5 | 50 | \$22.06 | \$12.20 | \$11.80 | \$1.38 | \$47.44 | |
| 6 | 50 | \$22.06 | \$12.20 | \$12.05 | \$1.39 | \$47.70 | |
| 7 | 60 | \$26.47 | \$12.20 | \$13.70 | \$1.57 | \$53.94 | |
| 8 | 65 | \$28.67 | \$12.20 | \$14.65 | \$1.67 | \$57.19 | |
| 9 | 75 | \$33.08 | \$12.20 | \$16.56 | \$1.86 | \$63.70 | |
| 10 | 85 | \$37.49 | \$12.20 | \$17.96 | \$2.03 | \$69.68 | |
| Notes | | | | | | | |
| | Steps are 6 mos. | | | | | i | |
| Annr | entice to Journeyworker F | 2atio:1:4 | | | | | |

| ** | | | | | | |
|----------------------------|------------|---------|--------|--------|--------|---------|
| SIGN ERECTOR | 06/01/2013 | \$25.81 | \$7.07 | \$7.05 | \$0.00 | \$39.93 |
| PAINTERS LOCAL 35 - ZONE 2 | , | 4-2101 | 4 | | * | 400.00 |

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate | |
|---------------|-----------------------------------|----------------------|---------|---------|------------------------------|------------|---------|
| 1 | 50 | \$12.91 | \$7.07 | \$0.00 | \$0.00 | \$19.98 | |
| 2 | 55 | \$14.20 | \$7.07 | \$2.45 | \$0.00 | \$23.72 | |
| 3 | 60 | \$15.49 | \$7.07 | \$2.45 | \$0.00 | \$25.01 | |
| 4 | 65 | \$16.78 | \$7.07 | \$2.45 | \$0.00 | \$26.30 | |
| 5 | 70 | \$18.07 | \$7.07 | \$7.05 | \$0.00 | \$32.19 | |
| 6 | 75 | \$19.36 | \$7.07 | \$7.05 | \$0.00 | \$33.48 | |
| 7 | 80 | \$20.65 | \$7.07 | \$7.05 | \$0.00 | \$34.77 | |
| 8 | 85 | \$21.94 | \$7.07 | \$7.05 | \$0.00 | \$36.06 | |
| 9 | 90 | \$23.23 | \$7.07 | \$7.05 | \$0.00 | \$37.35 | |
| Notes | | | | | | | |
| į | Steps are 4 mos. | | | | | | |
| Appro | entice to Journeyworker Ratio:1:1 | | | | | | |
| CIALIZED EART | H MOVING EQUIP < 35 TONS | 12/01/2016 | \$33.54 | \$10.91 | \$10.89 | \$0.00 | \$55.34 |

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TEAMSTERS JOINT COUNCIL NO. 10 ZONE A

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|--------|---------|------------------------------|------------|
| SPRINKLER FITTER | 03/01/2018 | \$57.78 | \$9.12 | \$18.15 | \$0.00 | \$85.05 |
| SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1 | 10/01/2018 | \$59.28 | \$9.12 | \$18.15 | \$0.00 | \$86.55 |
| | 01/01/2019 | \$59.28 | \$9.47 | \$18.35 | \$0.00 | \$87.10 |
| | 03/01/2019 | \$60.78 | \$9.47 | \$18.35 | \$0.00 | \$88.60 |
| | 10/01/2019 | \$62.28 | \$9.47 | \$18.35 | \$0.00 | \$90.10 |
| | 03/01/2020 | \$63.78 | \$9.47 | \$18.35 | \$0.00 | \$91.60 |
| | 10/01/2020 | \$65.28 | \$9.47 | \$18.35 | \$0.00 | \$93.10 |
| | 03/01/2021 | \$66.78 | \$9.47 | \$18.35 | \$0.00 | \$94.60 |
| | | | | | | |

| Apprentice - | SPRINKLER | FITTER - | Local 550 | (Section A) | Zone 1 |
|--------------|-----------|----------|-----------|-------------|--------|
|--------------|-----------|----------|-----------|-------------|--------|

| Effecti | ve Date - | 03/01/2018 | | | | Supplemental | |
|---------|-----------|------------|----------------------|--------|---------|--------------|--------------------|
| Step | percent | | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate |
| 1 | 35 | | \$20.22 | \$9.12 | \$8.90 | \$0.00 | \$38.24 |
| 2 | 40 | | \$23.11 | \$9.12 | \$8.90 | \$0.00 | \$41.13 |
| 3 | 45 | | \$26.00 | \$9.12 | \$8.90 | \$0.00 | \$44.02 |
| 4 | 50 | | \$28.89 | \$9.12 | \$8.90 | \$0.00 | \$46.91 |
| 5 | 55 | | \$31.78 | \$9.12 | \$8.90 | \$0.00 | \$49.80 |
| 6 | 60 | | \$34.67 | \$9.12 | \$10.40 | \$0.00 | \$54.19 |
| 7 | 65 | | \$37.56 | \$9.12 | \$10.40 | \$0.00 | \$57.08 |
| 8 | 70 | | \$40.45 | \$9.12 | \$10.40 | \$0.00 | \$59.97 |
| 9 | 75 | | \$43.34 | \$9.12 | \$10.40 | \$0.00 | \$62.86 |
| 10 | 80 | | \$46.22 | \$9.12 | \$10.40 | \$0.00 | \$65.74 |
| Effecti | ve Date - | 10/01/2018 | | | | Supplemental | |
| Step | percent | | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate |
| 1 | 35 | | \$20.75 | \$9.12 | \$8.90 | \$0.00 | \$38.77 |
| 2 | 40 | | \$23.71 | \$9.12 | \$8.90 | \$0.00 | \$41.73 |
| 3 | 45 | | \$26.68 | \$9.12 | \$8.90 | \$0.00 | \$44.70 |
| 4 | 50 | | \$29.64 | \$9.12 | \$8.90 | \$0.00 | \$47.66 |
| 5 | 55 | | \$32.60 | \$9.12 | \$8.90 | \$0.00 | \$50.62 |
| | (0 | | \$35.57 | \$9.12 | \$10.40 | \$0.00 | \$55.09 |
| 6 | 60 | | \$33.37 | \$9.12 | \$10.40 | Ψ0.00 | |
| 6 7 | 65 | | \$38.53 | \$9.12 | \$10.40 | \$0.00 | \$58.05 |
| | | | | | | | \$58.05 \$61.02 |
| 7 | 65 | | \$38.53 | \$9.12 | \$10.40 | \$0.00 | |

Apprentice to Journeyworker Ratio:1:3

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| 06/01/2018 12/01/2018 | \$46.61 | \$11.00 | | | |
|--------------------------|--|---|---|---|---|
| 12/01/2018 | | ψ11.0U | \$15.50 | \$0.00 | \$73.11 |
| | \$47.75 | \$11.00 | \$15.50 | \$0.00 | \$74.25 |
| 06/01/2019 | \$48.84 | \$11.00 | \$15.50 | \$0.00 | \$75.34 |
| 12/01/2019 | \$49.98 | \$11.00 | \$15.50 | \$0.00 | \$76.48 |
| 06/01/2020 | \$51.06 | \$11.00 | \$15.50 | \$0.00 | \$77.56 |
| 12/01/2020 | \$52.20 | \$11.00 | \$15.50 | \$0.00 | \$78.70 |
| 06/01/2021 | \$53.29 | \$11.00 | \$15.50 | \$0.00 | \$79.79 |
| 12/01/2021 | \$54.43 | \$11.00 | \$15.50 | \$0.00 | \$80.93 |
| | | | | | |
| 06/01/2018 | \$46.61 | \$11.00 | \$15.50 | \$0.00 | \$73.11 |
| 12/01/2018 | \$47.75 | \$11.00 | \$15.50 | \$0.00 | \$74.25 |
| 06/01/2019 | \$48.84 | \$11.00 | \$15.50 | \$0.00 | \$75.34 |
| 12/01/2019 | \$49.98 | \$11.00 | \$15.50 | \$0.00 | \$76.48 |
| 06/01/2020 | \$51.06 | \$11.00 | \$15.50 | \$0.00 | \$77.56 |
| 12/01/2020 | \$52.20 | \$11.00 | \$15.50 | \$0.00 | \$78.70 |
| 06/01/2021 | \$53.29 | \$11.00 | \$15.50 | \$0.00 | \$79.79 |
| 12/01/2021 | \$54.43 | \$11.00 | \$15.50 | \$0.00 | \$80.93 |
| | | | | | |
| 09/01/2018 | \$37.97 | \$13.00 | \$16.35 | \$0.00 | \$67.32 |
| 03/01/2019 | \$38.33 | \$13.00 | \$16.82 | \$0.00 | \$68.15 |
| | 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021 12/01/2021 06/01/2018 12/01/2018 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021 09/01/2018 | 12/01/2019 \$49.98 06/01/2020 \$51.06 12/01/2020 \$52.20 06/01/2021 \$53.29 12/01/2021 \$54.43 06/01/2018 \$46.61 12/01/2018 \$47.75 06/01/2019 \$48.84 12/01/2019 \$49.98 06/01/2020 \$51.06 12/01/2020 \$52.20 06/01/2021 \$53.29 12/01/2021 \$54.43 09/01/2018 \$37.97 | 12/01/2019 \$49.98 \$11.00 06/01/2020 \$51.06 \$11.00 12/01/2020 \$52.20 \$11.00 06/01/2021 \$53.29 \$11.00 12/01/2021 \$54.43 \$11.00 06/01/2018 \$46.61 \$11.00 12/01/2018 \$47.75 \$11.00 06/01/2019 \$48.84 \$11.00 12/01/2019 \$49.98 \$11.00 06/01/2020 \$51.06 \$11.00 12/01/2020 \$52.20 \$11.00 06/01/2021 \$53.29 \$11.00 12/01/2021 \$54.43 \$11.00 09/01/2018 \$37.97 \$13.00 | 12/01/2019 \$49.98 \$11.00 \$15.50 06/01/2020 \$51.06 \$11.00 \$15.50 12/01/2020 \$52.20 \$11.00 \$15.50 06/01/2021 \$53.29 \$11.00 \$15.50 12/01/2021 \$54.43 \$11.00 \$15.50 06/01/2018 \$46.61 \$11.00 \$15.50 12/01/2018 \$47.75 \$11.00 \$15.50 06/01/2019 \$48.84 \$11.00 \$15.50 12/01/2019 \$49.98 \$11.00 \$15.50 06/01/2020 \$51.06 \$11.00 \$15.50 12/01/2020 \$52.20 \$11.00 \$15.50 06/01/2021 \$53.29 \$11.00 \$15.50 12/01/2021 \$54.43 \$11.00 \$15.50 09/01/2018 \$37.97 \$13.00 \$16.35 | 12/01/2019 \$49.98 \$11.00 \$15.50 \$0.00 06/01/2020 \$51.06 \$11.00 \$15.50 \$0.00 12/01/2020 \$52.20 \$11.00 \$15.50 \$0.00 06/01/2021 \$53.29 \$11.00 \$15.50 \$0.00 12/01/2021 \$54.43 \$11.00 \$15.50 \$0.00 06/01/2018 \$46.61 \$11.00 \$15.50 \$0.00 12/01/2018 \$47.75 \$11.00 \$15.50 \$0.00 06/01/2019 \$48.84 \$11.00 \$15.50 \$0.00 12/01/2019 \$49.98 \$11.00 \$15.50 \$0.00 06/01/2020 \$51.06 \$11.00 \$15.50 \$0.00 12/01/2020 \$52.20 \$11.00 \$15.50 \$0.00 06/01/2021 \$53.29 \$11.00 \$15.50 \$0.00 12/01/2021 \$54.43 \$11.00 \$15.50 \$0.00 09/01/2018 \$37.97 \$13.00 \$16.35 \$0.00 |

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 09/11/2018
 Wage Request Number:
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Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Pension

09/01/2018 **Effective Date -**Supplemental Unemployment percent Apprentice Base Wage Health Pension Total Rate Step 1 40 \$15.19 \$13.00 \$0.46 \$28.65 \$0.00 2 40 \$28.65 \$13.00 \$0.46 \$0.00 \$15.19 3 45 \$17.09 \$13.00 \$13.06 \$0.00 \$43.15 4 45 \$17.09 \$13.00 \$13.06 \$0.00 \$43.15 5 50 \$18.99 \$0.00 \$13.00 \$13.37 \$45.36 6 55 \$20.88 \$13.00 \$13.67 \$0.00 \$47.55 7 60 \$22.78 \$13.00 \$13.96 \$0.00 \$49.74 8 65 \$24.68 \$13.00 \$14.26 \$0.00 \$51.94 9 70 \$13.00 \$26.58 \$14.56 \$0.00 \$54.14 10 75 \$28.48 \$13.00 \$14.85 \$0.00 \$56.33 03/01/2019 **Effective Date -**Supplemental Step percent Apprentice Base Wage Health Pension Unemployment Total Rate 1 40 \$15.33 \$13.00 \$0.46 \$0.00 \$28.79 2 40 \$0.00 \$15.33 \$13.00 \$0.46 \$28.79 3 45 \$17.25 \$13.00 \$13.42 \$0.00 \$43.67 4 45 \$0.00 \$17.25 \$13.00 \$13.42 \$43.67 5 50 \$19.17 \$13.00 \$13.73 \$0.00 \$45.90 6 55 \$21.08 \$13.00 \$14.03 \$0.00 \$48.11 7 60 \$23.00 \$13.00 \$14.34 \$0.00 \$50.34 8 65 \$24.91 \$13.00 \$14.66 \$0.00 \$52.57 9 70 \$26.83 \$13.00 \$14.96 \$0.00 \$54.79 10 75 \$28.75 \$13.00 \$15.27 \$0.00 \$57.02 Notes: Apprentice to Journeyworker Ratio:1:1 TERRAZZO FINISHERS 08/01/2018 \$51.85 \$10.75 \$20.66 \$0.00 \$83.26 BRICKLAYERS LOCAL 3 - MARBLE & TILE \$0.00 02/01/2019 \$20.66 \$83.90 \$52.49 \$10.75 \$20.80 \$0.00 \$85.39 08/01/2019 \$53.84 \$10.75 \$20.80 \$0.00 02/01/2020 \$54.48 \$10.75 \$86.03 08/01/2020 \$55.83 \$10.75 \$20.95 \$0.00 \$87.53 02/01/2021 \$10.75 \$20.95 \$0.00 \$88.17 \$56.47 08/01/2021 \$57.87 \$10.75 \$21.11 \$0.00 \$89.73 02/01/2022 \$10.75 \$21.11 \$0.00 \$90.32 \$58.46

Pension

| | Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate | |
|----------------|------------------|--|---|--|--|---|--|---|
| | | * | | | | | | |
| | 1 | 50 | \$25.93 | \$10.75 | \$20.03 | \$0.00 | \$56.71 | |
| | 2 | 60 | \$31.11 | \$10.75 | \$20.03 | \$0.00 | \$61.89 | |
| | 3 | 70 | \$36.30 | \$10.75 | \$20.03 | \$0.00 | \$67.08 | |
| | 4 | 80 | \$41.48 | \$10.75 | \$20.03 | \$0.00 | \$72.26 | |
| | 5 | 90 | \$46.67 | \$10.75 | \$20.03 | \$0.00 | \$77.45 | |
| | Effecti | ve Date - 02/01/2019 | | | | Supplemental | | |
| | Step | percent | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate | |
| | 1 | 50 | \$26.25 | \$10.75 | \$20.03 | \$0.00 | \$57.03 | |
| | 2 | 60 | \$31.49 | \$10.75 | \$20.03 | \$0.00 | \$62.27 | |
| | 3 | 70 | \$36.74 | \$10.75 | \$20.03 | \$0.00 | \$67.52 | |
| | 4 | 80 | \$41.99 | \$10.75 | \$20.03 | \$0.00 | \$72.77 | |
| | 5 | 90 | \$47.24 | \$10.75 | \$20.03 | \$0.00 | \$78.02 | |
| | | | | | | | | |
| | Notes: | | | | | | | |
| | | | | | | | | |
| | Appre | ntice to Journeyworker Rat | tio:1:3 | | | | | |
| DOT DODD | T BORING DRILLER | | | | | | | |
| | | | 06/01/2013 | 8 \$39.35 | \$7.70 | \$15.40 | \$0.00 | \$62.45 |
| | | | 06/01/2013 12/01/2013 | | | \$15.40 \$15.40 | \$0.00 \$0.00 | \$62.45 \$63.40 |
| | | | | 8 \$40.30 | \$7.70 | | | |
| | | | 12/01/2013 | 8 \$40.30 9 \$41.30 | \$7.70 \$7.70 | \$15.40 | \$0.00 | \$63.40 |
| | | | 12/01/2015 06/01/2015 | \$40.30 9 \$41.30 9 \$42.30 | \$7.70 \$7.70 \$7.70 | \$15.40 \$15.40 | \$0.00 \$0.00 | \$63.40 \$64.40 |
| | | | 12/01/2019 06/01/2019 12/01/2019 | \$40.30 9 \$41.30 9 \$42.30 0 \$43.29 | \$7.70 \$7.70 \$7.70 \$7.70 | \$15.40 \$15.40 \$15.40 | \$0.00 \$0.00 \$0.00 | \$63.40 \$64.40 \$65.40 |
| | | | 12/01/2019 06/01/2019 12/01/2019 06/01/2020 | 8 \$40.30 9 \$41.30 9 \$42.30 0 \$43.29 0 \$44.27 | \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 | \$15.40 \$15.40 \$15.40 \$15.40 | \$0.00 \$0.00 \$0.00 \$0.00 | \$63.40 \$64.40 \$65.40 \$66.39 |
| ABORERS - FOUT | NDATION | AND MARINE | 12/01/2019 06/01/2019 12/01/2019 06/01/2020 12/01/2020 | 8 \$40.30 9 \$41.30 9 \$42.30 0 \$43.29 0 \$44.27 1 \$45.29 | \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 | \$15.40 \$15.40 \$15.40 \$15.40 \$15.40 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$63.40 \$64.40 \$65.40 \$66.39 \$67.37 |
| For apprentice | e rates see " | AND MARINE 'Apprentice- LABORER" | 12/01/2019 06/01/2019 12/01/2019 06/01/2020 12/01/2020 12/01/2020 | 8 \$40.30 9 \$41.30 9 \$42.30 0 \$43.29 0 \$44.27 1 \$45.29 1 \$46.30 | \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 | \$15.40 \$15.40 \$15.40 \$15.40 \$15.40 \$15.40 \$15.40 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$63.40 \$64.40 \$65.40 \$66.39 \$67.37 \$68.39 \$69.40 |
| For apprentice | e rates see " | AND MARINE 'Apprentice- LABORER" ER HELPER | 12/01/2013 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/202 12/01/2020 | 8 \$40.30 9 \$41.30 9 \$42.30 0 \$43.29 0 \$44.27 1 \$45.29 1 \$46.30 | \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 | \$15.40 \$15.40 \$15.40 \$15.40 \$15.40 \$15.40 \$15.40 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$63.40 \$64.40 \$65.40 \$66.39 \$67.37 \$68.39 \$69.40 |
| For apprentice | e rates see " | AND MARINE 'Apprentice- LABORER" ER HELPER | 12/01/2013 06/01/2013 12/01/2013 06/01/2023 12/01/2023 12/01/2023 06/01/2013 12/01/2013 | 8 \$40.30 9 \$41.30 9 \$42.30 0 \$43.29 0 \$44.27 1 \$45.29 1 \$46.30 8 \$38.07 8 \$39.02 | \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 | \$15.40 \$15.40 \$15.40 \$15.40 \$15.40 \$15.40 \$15.40 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$63.40 \$64.40 \$65.40 \$66.39 \$67.37 \$68.39 \$69.40 \$61.17 |
| For apprentice | e rates see " | AND MARINE 'Apprentice- LABORER" ER HELPER | 12/01/2013 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/202 12/01/2020 | 8 \$40.30 9 \$41.30 9 \$42.30 0 \$43.29 0 \$44.27 1 \$45.29 1 \$46.30 8 \$38.07 8 \$39.02 | \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 | \$15.40 \$15.40 \$15.40 \$15.40 \$15.40 \$15.40 \$15.40 \$15.40 \$15.40 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$63.40 \$64.40 \$65.40 \$66.39 \$67.37 \$68.39 \$69.40 |
| For apprentice | e rates see " | AND MARINE 'Apprentice- LABORER" ER HELPER | 12/01/2013 06/01/2013 12/01/2013 06/01/2023 12/01/2023 12/01/2023 06/01/2013 12/01/2013 | 8 \$40.30 9 \$41.30 9 \$42.30 0 \$43.29 0 \$44.27 1 \$45.29 1 \$46.30 8 \$38.07 8 \$39.02 9 \$40.02 | \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 | \$15.40 \$15.40 \$15.40 \$15.40 \$15.40 \$15.40 \$15.40 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$63.40 \$64.40 \$65.40 \$66.39 \$67.37 \$68.39 \$69.40 \$61.17 \$62.12 \$63.12 |
| ABORERS - FOUT | e rates see " | AND MARINE 'Apprentice- LABORER" ER HELPER | 12/01/2013 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2013 06/01/2013 06/01/2019 | 8 \$40.30 9 \$41.30 9 \$42.30 0 \$43.29 0 \$44.27 1 \$45.29 1 \$46.30 8 \$38.07 8 \$39.02 9 \$41.02 | \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 | \$15.40 \$15.40 \$15.40 \$15.40 \$15.40 \$15.40 \$15.40 \$15.40 \$15.40 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$63.40 \$64.40 \$65.40 \$66.39 \$67.37 \$68.39 \$69.40 \$61.17 |
| For apprentice | e rates see " | AND MARINE 'Apprentice- LABORER" ER HELPER | 12/01/2019 06/01/2019 12/01/2019 06/01/2020 12/01/2020 12/01/2020 06/01/2019 12/01/2019 12/01/2019 | 8 \$40.30 9 \$41.30 9 \$42.30 0 \$43.29 0 \$44.27 1 \$45.29 1 \$46.30 8 \$38.07 8 \$39.02 9 \$40.02 9 \$41.02 | \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 | \$15.40 \$15.40 \$15.40 \$15.40 \$15.40 \$15.40 \$15.40 \$15.40 \$15.40 \$15.40 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$63.40 \$64.40 \$65.40 \$66.39 \$67.37 \$68.39 \$69.40 \$61.17 \$62.12 \$63.12 \$64.12 |
| For apprentice | e rates see " | AND MARINE 'Apprentice- LABORER" ER HELPER | 12/01/2013 06/01/2019 12/01/2029 12/01/2029 06/01/202 12/01/2029 06/01/2013 12/01/2013 12/01/2019 06/01/2019 06/01/2019 | 8 \$40.30 9 \$41.30 9 \$42.30 0 \$43.29 0 \$44.27 1 \$45.29 1 \$46.30 8 \$38.07 8 \$39.02 9 \$40.02 9 \$41.02 0 \$42.99 | \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 | \$15.40 \$15.40 \$15.40 \$15.40 \$15.40 \$15.40 \$15.40 \$15.40 \$15.40 \$15.40 \$15.40 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$63.40 \$64.40 \$65.40 \$66.39 \$67.37 \$68.39 \$69.40 \$61.17 \$62.12 \$63.12 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|---------------------|------------------|---------|------------------------------|--------------------|
| TEST BORING LABORER | 06/01/2018 | \$37.95 | \$7.70 | \$15.40 | \$0.00 | \$61.05 |
| LABORERS - FOUNDATION AND MARINE | 12/01/2018 | \$38.90 | \$7.70 | \$15.40 | \$0.00 | \$62.00 |
| | 06/01/2019 | \$39.90 | \$7.70 | \$15.40 | \$0.00 | \$63.00 |
| | 12/01/2019 | \$40.90 | \$7.70 | \$15.40 | \$0.00 | \$64.00 |
| | 06/01/2020 | \$41.89 | \$7.70 | \$15.40 | \$0.00 | \$64.99 |
| | 12/01/2020 | \$42.87 | \$7.70 | \$15.40 | \$0.00 | \$65.97 |
| | 06/01/2021 | \$43.89 | \$7.70 | \$15.40 | \$0.00 | \$66.99 |
| | 12/01/2021 | \$44.90 | \$7.70 | \$15.40 | \$0.00 | \$68.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| FRACTORS/PORTABLE STEAM GENERATORS OPERATING ENGINEERS LOCAL 4 | 06/01/2018 | \$46.61 | \$11.00 | \$15.50 | \$0.00 | \$73.11 |
| | 12/01/2018 | \$47.75 | \$11.00 | \$15.50 | \$0.00 | \$74.25 |
| | 06/01/2019 | \$48.84 | \$11.00 | \$15.50 | \$0.00 | \$75.34 |
| | 12/01/2019 | \$49.98 | \$11.00 | \$15.50 | \$0.00 | \$76.48 |
| | 06/01/2020 | \$51.06 | \$11.00 | \$15.50 | \$0.00 | \$77.56 |
| | 12/01/2020 | \$52.20 | \$11.00 | \$15.50 | \$0.00 | \$78.70 |
| | 06/01/2021 | \$53.29 | \$11.00 | \$15.50 | \$0.00 | \$79.79 |
| For apprentice setes see "Apprentice ODED ATING ENGINEEDS" | 12/01/2021 | \$54.43 | \$11.00 | \$15.50 | \$0.00 | \$80.93 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" FRAILERS FOR EARTH MOVING EQUIPMENT | 12/01/2017 | Ф24.12 | #10.01 | ¢10.00 | Φ0.00 | Ф55.02 |
| TRAILERS FOR EARTH MOVING EQUITMENT FEAMSTERS JOINT COUNCIL NO. 10 ZONE A | 12/01/2016 | \$34.12 | \$10.91 | \$10.89 | \$0.00 | \$55.92 |
| TUNNEL WORK - COMPRESSED AIR | 06/01/2018 | \$50.23 | \$7.70 | \$15.80 | \$0.00 | \$73.73 |
| ABORERS (COMPRESSED AIR) | 12/01/2018 | \$51.18 | \$7.70 | \$15.80 | \$0.00 | \$74.68 |
| | 06/01/2019 | \$52.18 | \$7.70 | \$15.80 | \$0.00 | \$75.68 |
| | 12/01/2019 | \$53.18 | \$7.70 | \$15.80 | \$0.00 | \$76.68 |
| | 06/01/2020 | \$54.17 | \$7.70 | \$15.80 | \$0.00 | \$77.67 |
| | 12/01/2020 | \$55.15 | \$7.70 | \$15.80 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$56.17 | \$7.70 | \$15.80 | \$0.00 | \$79.67 |
| | 12/01/2021 | \$57.18 | \$7.70 | \$15.80 | \$0.00 | \$80.68 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| ΓUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) LABORERS (COMPRESSED AIR) | 06/01/2018 | \$52.23 | \$7.70 | \$15.80 | \$0.00 | \$75.73 |
| ADORERS (COM RESSED MA) | 12/01/2018 | \$53.18 | \$7.70 | \$15.80 | \$0.00 | \$76.68 |
| | 06/01/2019 | \$54.18 | \$7.70 | \$15.80 | \$0.00 | \$77.68 |
| | 12/01/2019 | \$55.18 | \$7.70 | \$15.80 | \$0.00 | \$78.68 |
| | 06/01/2020 | \$56.17 | \$7.70 | \$15.80 | \$0.00 | \$79.67 |
| | 12/01/2020 | \$57.15 | \$7.70 | \$15.80 | \$0.00 | \$80.65 |
| | 06/01/2021 | \$58.17 | \$7.70 | \$15.80 | \$0.00 | \$81.67 |
| For apprentice rates see "Apprentice- LABORER" | 12/01/2021 | \$59.18 | \$7.70 | \$15.80 | \$0.00 | \$82.68 |
| TUNNEL WORK - FREE AIR | 06/01/2018 | \$42.30 | \$7.70 | \$15.80 | \$0.00 | \$65.80 |
| ABORERS (FREE AIR TUNNEL) | 12/01/2018 | \$43.25 | \$7.70 | \$15.80 | \$0.00 | \$66.75 |
| | 06/01/2019 | \$44.25 | \$7.70 | \$15.80 | \$0.00 | \$67.75 |
| | 12/01/2019 | \$45.25 | \$7.70 | \$15.80 | \$0.00 | \$68.75 |
| | 06/01/2020 | \$46.24 | \$7.70 | \$15.80 | \$0.00 | \$69.74 |
| | 12/01/2020 | \$47.22 | \$7.70 | \$15.80 | \$0.00 | \$70.72 |
| | 06/01/2021 | \$47.22 | \$7.70 \$7.70 | \$15.80 | \$0.00 | \$70.72 |
| | 12/01/2021 | \$48.24 \$49.25 | \$7.70 \$7.70 | \$15.80 | \$0.00 | \$71.74 \$72.75 |
| For apprentice rates see "Apprentice- LABORER" | 12/01/2021 | φ 4 9.23 | Φ/./U | φ13.60 | φυ.υυ | \$12.13 |

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| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|------------------------------|------------|
| TUNNEL WORK - FREE AIR (HAZ. WASTE) | 06/01/2018 | \$44.30 | \$7.70 | \$15.80 | \$0.00 | \$67.80 |
| LABORERS (FREE AIR TUNNEL) | 12/01/2018 | \$45.25 | \$7.70 | \$15.80 | \$0.00 | \$68.75 |
| | 06/01/2019 | \$46.25 | \$7.70 | \$15.80 | \$0.00 | \$69.75 |
| | 12/01/2019 | \$47.25 | \$7.70 | \$15.80 | \$0.00 | \$70.75 |
| | 06/01/2020 | \$48.24 | \$7.70 | \$15.80 | \$0.00 | \$71.74 |
| | 12/01/2020 | \$49.22 | \$7.70 | \$15.80 | \$0.00 | \$72.72 |
| | 06/01/2021 | \$50.24 | \$7.70 | \$15.80 | \$0.00 | \$73.74 |
| | 12/01/2021 | \$51.25 | \$7.70 | \$15.80 | \$0.00 | \$74.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10 ZONE A | 12/01/2016 | \$33.54 | \$10.91 | \$10.89 | \$0.00 | \$55.34 |
| WAGON DRILL OPERATOR | 06/01/2018 | \$38.25 | \$7.70 | \$15.20 | \$0.00 | \$61.15 |
| LABORERS - ZONE I | 12/01/2018 | \$39.20 | \$7.70 | \$15.20 | \$0.00 | \$62.10 |
| | 06/01/2019 | \$40.20 | \$7.70 | \$15.20 | \$0.00 | \$63.10 |
| | 12/01/2019 | \$41.20 | \$7.70 | \$15.20 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$42.19 | \$7.70 | \$15.20 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$43.17 | \$7.70 | \$15.20 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$44.19 | \$7.70 | \$15.20 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$45.20 | \$7.70 | \$15.20 | \$0.00 | \$68.10 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| WASTE WATER PUMP OPERATOR OPERATING ENGINEERS LOCAL 4 | 06/01/2018 | \$47.08 | \$11.00 | \$15.50 | \$0.00 | \$73.58 |
| OI ERATINO ENGINEERS LOCAL 4 | 12/01/2018 | \$48.23 | \$11.00 | \$15.50 | \$0.00 | \$74.73 |
| | 06/01/2019 | \$49.33 | \$11.00 | \$15.50 | \$0.00 | \$75.83 |
| | 12/01/2019 | \$50.48 | \$11.00 | \$15.50 | \$0.00 | \$76.98 |
| | 06/01/2020 | \$51.58 | \$11.00 | \$15.50 | \$0.00 | \$78.08 |
| | 12/01/2020 | \$52.73 | \$11.00 | \$15.50 | \$0.00 | \$79.23 |
| | 06/01/2021 | \$53.83 | \$11.00 | \$15.50 | \$0.00 | \$80.33 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | 12/01/2021 | \$54.98 | \$11.00 | \$15.50 | \$0.00 | \$81.48 |
| WATER METER INSTALLER | 09/01/2018 | \$55.69 | \$11.82 | \$16.01 | \$0.00 | \$83.52 |
| PLUMBERS & GASFITTERS LOCAL 12 | 03/01/2019 | \$57.19 | \$11.82 | \$16.01 | \$0.00 | \$85.02 |
| | 09/01/2019 | \$58.69 | \$11.82 | \$16.01 | \$0.00 | \$86.52 |
| | 03/01/2020 | \$60.19 | \$11.82 | \$16.01 | \$0.00 | \$88.02 |
| | 09/01/2020 | \$61.69 | \$11.82 | \$16.01 | \$0.00 | \$89.52 |
| | 03/01/2021 | \$63.19 | \$11.82 | \$16.01 | \$0.00 | \$91.02 |
| For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER | | | | | | |

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.

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