

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 Director

Awarding Authority:

City of Waltham

Contract Number:

City/Town: WALTHAM

Description of Work:

TRAPELO ROAD WATER SERVICE REPLACEMENT

Job Location: 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 § 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: 07/03/2018 **Wage Request Number:** 20180703-054

Classification Construction	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
(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	08/01/2017	\$92.97	\$9.90	\$21.15	\$0.00	\$124.02
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2018	\$97.80	\$9.90	\$21.15	\$0.00	\$128.85
For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
AIR TRACK OPERATOR	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
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
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
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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 1	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
	12/01/2021	\$45.70	\$7.70	\$15.20	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER BOILERMAKERS LOCAL 29	01/01/2017	\$42.92	\$6.97	\$16.21	\$0.00	\$66.10

	Step	ive Date - 01/01/20 percent	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	65	\$ 527.90	\$6.97	\$10.54	\$0.00	\$45.41	
	2	65	\$ 27.90	\$6.97	\$10.54	\$0.00	\$45.41	
	3	70	\$ 330.04	\$6.97	\$11.35	\$0.00	\$48.36	
	4	75	\$ 32.19	\$6.97	\$12.16	\$0.00	\$51.32	
	5	80	\$ 334.34	\$6.97	\$12.97	\$0.00	\$54.28	
	6	85	\$ 336.48	\$6.97	\$13.78	\$0.00	\$57.23	
	7	90	\$ 338.63	\$6.97	\$14.59	\$0.00	\$60.19	
	8	95	\$ 340.77	\$6.97	\$15.40	\$0.00	\$63.14	
	Notes:						i	
CK/STON		entice to Journeywork FICIAL MASONRY (02/01/2018	\$52.06	\$10.75	\$20.03	\$0.00	\$82.84
TERPROC		ALTHAM)	08/01/2018		\$10.75	\$20.66	\$0.00	\$84.32
KLATEKS LC	CAL 3 (W.	ALI HAM)	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

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	Step	percent 02/01/2018	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$26.03	\$10.75	\$20.03	\$0.00	\$56.81	
	2	60	\$31.24	\$10.75	\$20.03	\$0.00	\$62.02	
	3	70	\$36.44	\$10.75	\$20.03	\$0.00	\$67.22	
	4	80	\$41.65	\$10.75	\$20.03	\$0.00	\$72.43	
	5	90	\$46.85	\$10.75	\$20.03	\$0.00	\$77.63	
	Effect	ive 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	
	Notes:							
	Appre	entice to Journeyworker Ratio:1:5						
ULLDOZER PERATING ENC		ER/SCRAPER OCAL 4	12/01/2017	7 \$46.1	7 \$10.50	\$15.50	\$0.00	\$72.17
		"Apprentice- OPERATING ENGINEERS"						
AISSON & U BORERS - FOU		PINNING BOTTOM MAN	06/01/2018	8 \$39.10	0 \$7.70	\$15.40	\$0.00	\$62.20
DOILDIO TO	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		12/01/2018	8 \$40.0	5 \$7.70	\$15.40	\$0.00	\$63.15
			06/01/2019	9 \$41.0	5 \$7.70	\$15.40	\$0.00	\$64.15
			12/01/2019	9 \$42.0	5 \$7.70	\$15.40	\$0.00	\$65.15
			06/01/2020	\$43.0	4 \$7.70	\$15.40	\$0.00	\$66.14
			12/01/2020	9 \$44.02	2 \$7.70	\$15.40	\$0.00	\$67.12
			06/01/202	1 \$45.04	4 \$7.70	\$15.40	\$0.00	\$68.14
r .:		"A C LADORER"	12/01/202	1 \$46.0	5 \$7.70	\$15.40	\$0.00	\$69.15
		"Apprentice- LABORER"				** ** ** * * * * * * 		
		PINNING LABORER I AND MARINE	06/01/2018			\$15.40	\$0.00	\$61.05
			12/01/2018			\$15.40	\$0.00	\$62.00
			06/01/2019			\$15.40	\$0.00	\$63.00
			12/01/2019			\$15.40	\$0.00	\$64.00
			06/01/2020			\$15.40	\$0.00	\$64.99
			12/01/2020	9 \$42.8		\$15.40	\$0.00	\$65.97
				1 0/2 0/	9 \$7.70	\$15.40	\$0.00	\$66.99
			06/01/202	1 \$43.89	\$1.70	Ψ13.10	Ψ0.00	\$00.95

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING TOP MAN	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	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	03/01/2018	\$40.28	\$9.90	\$17.50	\$0.00	\$67.68
CARPENTERS - ZONE 2 (Eastern Massachusetts)	09/01/2018	\$41.32	\$9.90	\$17.50	\$0.00	\$68.72
	03/01/2019	\$42.35	\$9.90	\$17.50	\$0.00	\$69.75

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Apprentice -	CARPENTER -	Zone 2 Eastern MA
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Step	ive Date - 03/01/2018 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$20.14	\$9.90	\$1.73	\$0.00	\$31.77	
2	60	\$24.17	\$9.90	\$1.73	\$0.00	\$35.80	
3	70	\$28.20	\$9.90	\$12.31	\$0.00	\$50.41	
4	75	\$30.21	\$9.90	\$12.31	\$0.00	\$52.42	
5	80	\$32.22	\$9.90	\$14.04	\$0.00	\$56.16	
6	80	\$32.22	\$9.90	\$14.04	\$0.00	\$56.16	
7	90	\$36.25	\$9.90	\$15.77	\$0.00	\$61.92	
8	90	\$36.25	\$9.90	\$15.77	\$0.00	\$61.92	
Effect Step	ive Date - 09/01/2018	Apprentice Base Wage	Health	Pension	Supplemental 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	
Notes:	- — — — — — :						
į)/1/17; 45/45/55/55/70/70/80/80 4 \$35.45/ 5&6 \$52.14/ 7&8 \$57.89					
Appre	entice to Journeyworke	r Ratio:1:5					
TER WOOD		04/01/2018	\$26.67	\$7.07	\$7.86	\$0.00	\$41.6
RS -ZONE 2 (Wo	od Frame)	10/01/2018	\$27.09	\$7.07	\$7.86	\$0.00	\$42.0
		04/01/2019	\$27.52	\$7.07	\$7.86	\$0.00	\$42.4
		10/01/2019	\$27.95	\$7.07	\$7.86	\$0.00	\$42.8

 $As of 9/1/09 \ Carpentry \ work \ on \ wood-frame \ WEATHERIZATION \ projects \ shall \ be \ paid \ the \ WOOD \ FRAME \ CARPENTER \ rate.$

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Step	percent	04/01/2018	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat	e
$\frac{3 cp}{1}$	60		\$16.00	\$7.07	\$0.00	\$0.00	\$23.0	
2	60		\$16.00					
3	65			\$7.07	\$0.00	\$0.00	\$23.0	
4	70		\$17.34	\$7.07	\$7.86	\$0.00	\$32.2	
5			\$18.67	\$7.07	\$7.86	\$0.00	\$33.60	
	75		\$20.00	\$7.07	\$7.86	\$0.00	\$34.9	
6	80		\$21.34	\$7.07	\$7.86	\$0.00	\$36.2	
7	85		\$22.67	\$7.07	\$7.86	\$0.00	\$37.6	
8	90		\$24.00	\$7.07	\$7.86	\$0.00	\$38.9	3
Effect	tive Date -	10/01/2018				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	e
1	60		\$16.25	\$7.07	\$0.00	\$0.00	\$23.3	2
2	60		\$16.25	\$7.07	\$0.00	\$0.00	\$23.3	2
3	65		\$17.61	\$7.07	\$7.86	\$0.00	\$32.5	4
4	70		\$18.96	\$7.07	\$7.86	\$0.00	\$33.89	9
5	75		\$20.32	\$7.07	\$7.86	\$0.00	\$35.2	5
6	80		\$21.67	\$7.07	\$7.86	\$0.00	\$36.6	0
7	85		\$23.03	\$7.07	\$7.86	\$0.00	\$37.9	6
8	90		\$24.38	\$7.07	\$7.86	\$0.00	\$39.3	1
Notes	<u> </u>							
		ared After 10/1/17; 45/45/55/5 \$19.07/ 3&4 \$26.49/ 5&6 \$3						
Appr	entice to Jo	urneyworker Ratio:1:5						
TER WOOD	,	all Other Work)	06/01/2016	\$25.32	\$9.80	\$16.82	\$0.00	\$51.9
MASONRY		ING	07/01/2018	8 \$46.20	\$12.42	\$22.41	\$0.30	\$81.3
ERS LOCAL 3 (W	(ALTHAM)		01/01/2019	\$47.58	\$12.42	\$22.41	\$0.30	\$82.7

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01/01/2019

07/01/2019

01/01/2020

\$47.58

\$48.32

\$49.72

\$12.42

\$12.42

\$12.42

\$22.41

\$22.41

\$22.41

\$0.30

\$0.30

\$0.30

\$82.71

\$83.45

\$84.85

Pension

Total Rate

			1/2018	n				Supplemental		
	Step	percent	Apprentice	Base Wage	Health		Pension	Unemployment	Total Rate	2
	1	50	:	\$23.10	\$12.42		\$15.41	\$0.00	\$50.93	3
	2	60	:	\$27.72	\$12.42		\$17.41	\$0.30	\$57.85	5
	3	65	;	\$30.03	\$12.42		\$18.41	\$0.30	\$61.16	5
	4	70	:	\$32.34	\$12.42		\$19.41	\$0.30	\$64.47	7
	5	75	:	\$34.65	\$12.42		\$20.41	\$0.30	\$67.78	3
	6	80	:	\$36.96	\$12.42		\$21.41	\$0.30	\$71.09)
	7	90	:	\$41.58	\$12.42		\$22.41	\$0.30	\$76.71	l
	Effecti	ve Date - 01/0	1/2019					Supplemental		
	Step	percent	Apprentice	Base Wage	Health		Pension	Unemployment	Total Rate	e
	1	50	:	\$23.79	\$12.42		\$15.41	\$0.00	\$51.62	2
	2	60	:	\$28.55	\$12.42		\$17.41	\$0.30	\$58.68	3
	3	65	;	\$30.93	\$12.42		\$18.41	\$0.30	\$62.06	5
	4	70	;	\$33.31	\$12.42		\$19.41	\$0.30	\$65.44	1
	5	75	:	\$35.69	\$12.42		\$20.41	\$0.30	\$68.82	2
	6	80	:	\$38.06	\$12.42		\$21.41	\$0.30	\$72.19)
	7	90	:	\$42.82	\$12.42		\$22.41	\$0.30	\$77.95	5
	Notes:		hrs. All other steps are 1,000 hrs.	s.						
	Annre	ntice to Journeyv	vorker Patio:1:3							
CHAIN SAW O			voi kei Katio.1.3	0.5/0.4/0.04	0 00		4 0	Φ15 2 0	Φ0.00	0<4.4.7
LABORERS - ZONE		OK		06/01/201		8.25	\$7.70	\$15.20	\$0.00	\$61.15
				12/01/201		9.20	\$7.70	\$15.20	\$0.00	\$62.10
				06/01/201		0.20	\$7.70	\$15.20	\$0.00	\$63.10
				12/01/201		1.20	\$7.70	\$15.20	\$0.00	\$64.10
				06/01/202		2.19	\$7.70	\$15.20	\$0.00	\$65.09
				12/01/2020		3.17	\$7.70	\$15.20	\$0.00	\$66.07
				06/01/202		4.19	\$7.70	\$15.20	\$0.00	\$67.09
For apprentice	rates see "	Apprentice- LABORE	R"	12/01/202	1 \$4:	5.20	\$7.70	\$15.20	\$0.00	\$68.10
	S/SLUR	RY BUCKETS/E	EADING MACHINES	12/01/201	7 \$4	7.63	\$10.50	\$15.50	\$0.00	\$73.63
For apprentice	rates see "	Apprentice- OPERAT	ING ENGINEERS"							
COMPRESSOR OPERATING ENGL				12/01/201	7 \$3	1.80	\$10.50	\$15.50	\$0.00	\$57.80
For apprentice	rates see "	Apprentice- OPERAT	ING ENGINEERS"							
DELEADER (B				07/01/201	8 \$50	0.01	\$8.15	\$20.15	\$0.00	\$78.31
PAINTERS LOCAL .	ss - ZONE	5 <i>Z</i>		01/01/201	9 \$50	0.36	\$8.15	\$20.85	\$0.00	\$79.36
				07/01/201	9 \$5	1.46	\$8.15	\$20.85	\$0.00	\$80.46
				01/01/202	0 \$52	2.56	\$8.15	\$20.85	\$0.00	\$81.56
				07/01/202	0 \$5	3.66	\$8.15	\$20.85	\$0.00	\$82.66
				01/01/202	1 \$54	4.76	\$8.15	\$20.85	\$0.00	\$83.76
Issue Date: 0	7/03/20		Wage Request Number:	201807	03-054					Page 8 of 39

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date Base Wage Health

Pension

	Effect	ive 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	
	Effect	ive 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.						
		entice to Journeyworker Ratio:1:1						
EMO: AI <i>Borers - 2</i>	DZEMAN		06/01/2018	\$38.15	\$7.70	\$15.20	\$0.00	\$61.05
DOKERS - I	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
T.		"A LABORET"	12/01/2019	\$41.10	\$7.70	\$15.20	\$0.00	\$64.00
		"Apprentice- LABORER"				0.4.5.5.5		
EMO: BA Aborers - 2		OADER/HAMMER OPERATOR	06/01/2018			\$15.20	\$0.00	\$62.05
			12/01/2018			\$15.20	\$0.00	\$63.00
			06/01/2019			\$15.20	\$0.00	\$64.00
For annre	entice rates see	"Apprentice- LABORER"	12/01/2019	\$42.10	\$7.70	\$15.20	\$0.00	\$65.00
	JRNERS	*	06/01/2018	\$38.90	\$7.70	\$15.20	\$0.00	\$61.80
BORERS - 2	ZONE 1		12/01/2018			\$15.20	\$0.00	\$62.75
			06/01/2019			\$15.20	\$0.00	\$63.75
			12/01/2019			\$15.20	\$0.00	\$64.75

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: CONCRETE CUTTER/SAWYER	06/01/2018	\$39.15	\$7.70	\$15.20	\$0.00	\$62.05
LABORERS - ZONE I	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: JACKHAMMER OPERATOR LABORERS - ZONE 1	06/01/2018	\$38.90	\$7.70	\$15.20	\$0.00	\$61.80
LADORERS - ZONE I	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"						
DEMO: WRECKING LABORER LABORERS - ZONE I	06/01/2018	\$38.15	\$7.70	\$15.20	\$0.00	\$61.05
ADONERS - ZONE I	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 OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER	08/01/2017	\$61.98	\$9.90	\$21.15	\$0.00	\$93.03
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2018	\$65.20	\$9.90	\$21.15	\$0.00	\$96.25
	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)	08/01/2017	\$44.27	\$9.90	\$21.15	\$0.00	\$75.32
TILE DRIVER LOCAL 30 (LONE 1)	08/01/2018	\$46.57	\$9.90	\$21.15	\$0.00	\$77.62
For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
DIVER TENDER (EFFLUENT)	08/01/2017	\$66.41	\$9.90	\$21.15	\$0.00	\$97.46
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2018	\$69.86	\$9.90	\$21.15	\$0.00	\$100.91
	08/01/2019	\$73.41	\$9.90	\$21.15	\$0.00	\$104.46
For apprentice rates see "Apprentice- PILE DRIVER"		4,5115	4			4
DIVER/SLURRY (EFFLUENT)	08/01/2017	\$92.97	\$9.90	\$21.15	\$0.00	\$124.02
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2018	\$97.80	\$9.90	\$21.15	\$0.00	\$128.85
	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction)	03/01/2018	\$50.15	\$13.00	\$17.85	\$0.00	\$81.00
ELECTRICIANS LOCAL 103	09/01/2018	\$51.34	\$13.00	\$17.89	\$0.00	\$82.23
	03/01/2019	\$52.53	\$13.00	\$17.93	\$0.00	\$83.46
For apprentice rates see "Apprentice- ELECTRICIAN"						
ELECTRICIAN	03/01/2018	\$50.15	\$13.00	\$17.85	\$0.00	\$81.00
ELECTRICIANS LOCAL 103	09/01/2018	\$51.34	\$13.00	\$17.89	\$0.00	\$82.23
	03/01/2019	\$52.53	\$13.00	\$17.93	\$0.00	\$83.46

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Pension

1 2 3 4 5 6 7 8 9 10 Eff. Step 1 2 3 4 5	fective Date -	09/01/2018	\$20.06 \$20.06 \$22.57 \$22.57 \$25.08 \$27.58 \$30.09 \$32.60 \$35.11 \$37.61 Apprentice Base Wage \$20.54	\$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00	\$0.60 \$0.60 \$13.61 \$13.61 \$13.99 \$14.38 \$14.76 \$15.15 \$15.53 \$15.93	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$33.66 \$33.66 \$49.18 \$49.18 \$52.07 \$54.96 \$57.85 \$60.75 \$63.64 \$66.54	
3 4 5 6 7 8 9 10 Efficients Step 1 2 3 4	45 45 50 55 60 65 70 75 Sective Date - ep percent 40		\$22.57 \$22.57 \$25.08 \$27.58 \$30.09 \$32.60 \$35.11 \$37.61	\$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00	\$13.61 \$13.61 \$13.99 \$14.38 \$14.76 \$15.15 \$15.53 \$15.93	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$49.18 \$49.18 \$52.07 \$54.96 \$57.85 \$60.75 \$63.64 \$66.54	
4 5 6 7 8 9 10 Effe Step 1 2 3 4	45 50 55 60 65 70 75 fective Date - pp percent 40		\$22.57 \$25.08 \$27.58 \$30.09 \$32.60 \$35.11 \$37.61	\$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00	\$13.61 \$13.99 \$14.38 \$14.76 \$15.15 \$15.53 \$15.93	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$49.18 \$52.07 \$54.96 \$57.85 \$60.75 \$63.64 \$66.54	
5 6 7 8 9 10 Effi Step 1 2 3 4	50 55 60 65 70 75 Fective Date -		\$25.08 \$27.58 \$30.09 \$32.60 \$35.11 \$37.61	\$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00	\$13.99 \$14.38 \$14.76 \$15.15 \$15.53 \$15.93	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$52.07 \$54.96 \$57.85 \$60.75 \$63.64 \$66.54	
6 7 8 9 10 Effi Step 1 2 3 4	55 60 65 70 75 Sective Date - ep percent 40		\$27.58 \$30.09 \$32.60 \$35.11 \$37.61	\$13.00 \$13.00 \$13.00 \$13.00 \$13.00 Health	\$14.38 \$14.76 \$15.15 \$15.53 \$15.93	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$54.96 \$57.85 \$60.75 \$63.64 \$66.54	
7 8 9 10 Effi Step 1 2 3 4	60 65 70 75 Sective Date - pp percent 40		\$30.09 \$32.60 \$35.11 \$37.61 Apprentice Base Wage	\$13.00 \$13.00 \$13.00 \$13.00 Health	\$14.76 \$15.15 \$15.53 \$15.93 Pension	\$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$57.85 \$60.75 \$63.64 \$66.54	
8 9 10 Effi Step 1 2 3 4	65 70 75 fective Date - ep percent 40		\$32.60 \$35.11 \$37.61 Apprentice Base Wage	\$13.00 \$13.00 \$13.00 Health	\$15.15 \$15.53 \$15.93 Pension	\$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$60.75 \$63.64 \$66.54 Total Rate	
9 10 Effic Step 1 2 3 4	70 75 fective Date - pp percent 40		\$35.11 \$37.61 Apprentice Base Wage	\$13.00 \$13.00 Health	\$15.53 \$15.93 Pension	\$0.00 \$0.00 Supplemental Unemployment	\$63.64 \$66.54 Total Rate	:
Efff. Step 1 2 3 4	fective Date - per percent 40		\$37.61 Apprentice Base Wage	\$13.00 Health	\$15.93 Pension	\$0.00 Supplemental Unemployment	\$66.54 Total Rate	:
Eff6 Step 1 2 3 4	fective Date - ep percent 40		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	:
Step 1 2 3 4	percent 40					Unemployment		
1 2 3 4	40					¢0.00		
3 4			Ψ20.5 Ι	Ψ15.00		NU 00	\$34.16	
3 4	. •		\$20.54	\$13.00	\$0.62	\$0.00	\$34.16	
4	45		\$23.10	\$13.00	\$13.62	\$0.00	\$49.72	
5	45		\$23.10	\$13.00	\$13.62	\$0.00	\$49.72	
	50		\$25.67	\$13.00	\$14.01	\$0.00	\$52.68	
6	55		\$28.24	\$13.00	\$14.40	\$0.00	\$55.64	
7	60		\$30.80	\$13.00	\$14.78	\$0.00	\$58.58	
8	65		\$33.37	\$13.00	\$15.17	\$0.00	\$61.54	
9	70		\$35.94	\$13.00	\$15.56	\$0.00	\$64.50	
10			\$38.51	\$13.00	\$15.96	\$0.00	\$67.47	
No								
İ	App Prior	1/1/03; 30/35/40/45/50/55/6	5/70/75/80				İ	
	<u>-</u>	ırneyworker Ratio:2:3***						
TOR CONS	STRUCTOR STORS LOCAL 4		01/01/201	8 \$57.0	\$15.43	\$16.61	\$0.00	\$89.6
A CONSTRUC.	TORS LOCAL 4		01/01/201	9 \$59.4	\$15.58	\$17.51	\$0.00	\$92.5
			01/01/202	0 \$61.4	\$15.73	\$18.41	\$0.00	\$95.5
			01/01/202	1 \$63.4	\$15.88	\$19.31	\$0.00	\$98.6

	Step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$28.81	\$15.43	\$0.00	\$0.00	\$44.24	
	2	55		\$31.69	\$15.43	\$16.61	\$0.00	\$63.73	
	3	65		\$37.45	\$15.43	\$16.61	\$0.00	\$69.49	
	4	70		\$40.33	\$15.43	\$16.61	\$0.00	\$72.37	
	5	80		\$46.10	\$15.43	\$16.61	\$0.00	\$78.14	
		ve Date - 01/01	1/2019				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$29.74	\$15.58	\$0.00	\$0.00	\$45.32	
	2	55		\$32.71	\$15.58	\$17.51	\$0.00	\$65.80	
	3	65		\$38.66	\$15.58	\$17.51	\$0.00	\$71.75	
	4	70		\$41.63	\$15.58	\$17.51	\$0.00	\$74.72	
	5	80		\$47.58	\$15.58	\$17.51	\$0.00	\$80.67	
	Notes:								
	İ	Steps 1-2 are 6 n	nos.; Steps 3-5 are 1 y	rear				i	
		ntice to Journeyw							
	EVATOR CONSTRUCTOR HELPER EVATOR CONSTRUCTORS LOCAL 4			01/01/2018	8 \$40.33	\$15.43	\$16.61	\$0.00	\$72.37
EVATOR CON	TRUCTOR	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 - ELEVAT	OR CONSTRUCTOR"	01/01/2022	2 \$45.93	\$16.03	\$20.21	\$0.00	\$82.17
NCE & GU	ARD RA	IL ERECTOR		06/01/2018	3 \$38.25	\$7.70	\$15.20	\$0.00	\$61.15
BORERS - ZON	IE I			12/01/2018	8 \$39.20	\$7.70	\$15.20	\$0.00	\$62.10
				06/01/2019	9 \$40.20	\$7.70	\$15.20	\$0.00	\$63.10
				12/01/2019	9 \$41.20	\$7.70	\$15.20	\$0.00	\$64.10
				06/01/2020	9 \$42.19	\$7.70	\$15.20	\$0.00	\$65.09
				12/01/2020	9 \$43.17	\$7.70	\$15.20	\$0.00	\$66.07
				06/01/202	1 \$44.19	\$7.70	\$15.20	\$0.00	\$67.09
For appropria	a matas saa "	Apprentice- LABORE	D"	12/01/202	1 \$45.20	\$7.70	\$15.20	\$0.00	\$68.10
		SON-BLDG,SITI		05/01/2018	8 \$42.84	\$10.50	\$15.50	\$0.00	\$68.84
ERATING ENC For apprentic		OCAL 4 Apprentice- OPERATI	ING ENGINEERS"						
	ARTY C	HIEF-BLDG,SIT		05/01/2018	8 \$44.31	\$10.50	\$15.50	\$0.00	\$70.31
		Apprentice- OPERAT	ING ENGINEERS"						
ELD ENG.R		SON-BLDG,SITE		05/01/2018	8 \$22.51	\$10.50	\$15.50	\$0.00	\$48.51

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM INSTALLER	03/01/2018	\$50.15	\$13.00	\$17.85	\$0.00	\$81.00
ELECTRICIANS LOCAL 103	09/01/2018	\$51.34	\$13.00	\$17.89	\$0.00	\$82.23
For apprentice rates see "Apprentice- ELECTRICIAN"	03/01/2019	\$52.53	\$13.00	\$17.93	\$0.00	\$83.46
FIRE ALARM REPAIR / MAINTENANCE	03/01/2018	\$37.61	\$13.00	\$15.93	\$0.00	\$66.54
/ COMMISSIONING <i>electricians</i>	09/01/2018	\$38.51	\$13.00	\$15.96	\$0.00	\$67.47
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"	03/01/2019	\$39.40	\$13.00	\$15.98	\$0.00	\$68.38
FIREMAN (ASST. ENGINEER) OPERATING ENGINEERS LOCAL 4	12/01/2017	\$38.57	\$10.50	\$15.50	\$0.00	\$64.57
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER	06/01/2018	\$21.50	\$7.70	\$15.20	\$0.00	\$44.40
LABORERS - ZONE 1	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
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$24.50	\$7.70	\$15.20	\$0.00	\$47.40
FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE I	03/01/2016	\$42.13	\$9.80	\$17.62	\$0.00	\$69.55

Step	percent 03/01/2016	Apprentice Base Wage	Health	Pension	Supplemental 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	ı
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		55/55/70/70/80/80 (1500hr Steps) 636.49/ 5&6 \$53.33/ 7&8 \$59.33					
Appro	entice to Journeyworker	Ratio:1:1					
ORK LIFT/CHERRY ERATING ENGINEERS L	-	12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63
For apprentice rates see	"Apprentice- OPERATING ENC	SINEERS"					
	ING PLANT/HEATERS	12/01/2017	\$31.80	\$10.50	\$15.50	\$0.00	\$57.80

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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

I EMS) IERS LOCAL 35 (ZONE 2)	01/01/2019		\$8.15	\$20.85	\$0.00	\$68.86
	07/01/2019		\$8.15	\$20.85	\$0.00	\$69.96
	01/01/2020		\$8.15	\$20.85	\$0.00	\$71.06
	07/01/2020		\$8.15	\$20.85	\$0.00	\$72.16
	01/01/2021	\$44.26	\$8.15	\$20.85	\$0.00	\$73.26
Apprentice - GLAZIER - Local 35 Zone 2						
Effective Date - 07/01/2018						
Step percent	Apprentice Base Wage	Health	Pension	Supplemental 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	
Effective 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: Steps are 750 hrs.						
Apprentice to Journeyworker Ratio:1:1					'	
STING ENGINEER/CRANES/GRADALLS RATING ENGINEERS LOCAL 4	12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63

Effective Date

07/01/2018

Base Wage

\$39.51

Health

\$8.15

Classification

SYSTEMS)

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR

Supplemental

\$0.00

Unemployment

Pension

\$20.15

Total Rate

\$67.81

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		ve Date - 12/01/2017		Haald	Davisi	Supplemental	m., 15	-
	Step	percent	Apprentice Base Wage		Pension	Unemployment	Total Rat	
	1	55	\$25.65	\$10.50	\$0.00	\$0.00	\$36.1	
	2	60	\$27.98	\$10.50	\$15.50	\$0.00	\$53.9	
	3	65	\$30.31	\$10.50	\$15.50	\$0.00	\$56.3	1
	4	70	\$32.64	\$10.50	\$15.50	\$0.00	\$58.6	
	5	75	\$34.97	\$10.50	\$15.50	\$0.00	\$60.9	7
	6	80	\$37.30	\$10.50	\$15.50	\$0.00	\$63.3	0
	7	85	\$39.64	\$10.50	\$15.50	\$0.00	\$65.6	4
	8	90	\$41.97	\$10.50	\$15.50	\$0.00	\$67.9	7
	Notes:							
	Appre	ntice to Journeyworker Ratio:1:6	5					
IVAC (DUCT) HEETMETAL WO		OCAL 17 - A	02/01/2018	8 \$44.11	\$12.20	\$24.12	\$2.41	\$82.84
For apprentice	rates see "	Apprentice- SHEET METAL WORKER"						
IVAC (ELECTRICAL CONTROLS) LECTRICIANS LOCAL 103		03/01/2018	3 \$50.15	\$13.00	\$17.85	\$0.00	\$81.00	
LECTRICIANS LC	OCAL 103		09/01/2018	\$51.34	\$13.00	\$17.89	\$0.00	\$82.23
For apprentice	rates see "	Apprentice- ELECTRICIAN"	03/01/2019	\$52.53	\$13.00	\$17.93	\$0.00	\$83.46
IVAC (TESTII HEETMETAL WO) BALANCING - AIR) OCAL 17 - A	02/01/2018	3 \$44.11	\$12.20	\$24.12	\$2.41	\$82.84
For apprentice	rates see "	Apprentice- SHEET METAL WORKER"						
,		BALANCING -WATER)	09/01/2017	7 \$51.44	\$9.95	\$18.74	\$0.00	\$80.13
IPEFITTERS LOC	AL 537		09/01/2018	8 \$52.94	\$9.95	\$18.74	\$0.00	\$81.63
			09/01/2019	9 \$54.44	\$9.95	\$18.74	\$0.00	\$83.13
			09/01/2020	\$55.94	\$9.95	\$18.74	\$0.00	\$84.63
		Apprentice- PIPEFITTER" or "PLUMBER						
IVAC MECHA IPEFITTERS LOC			09/01/2017			\$18.74	\$0.00	\$80.13
			09/01/2018			\$18.74	\$0.00	\$81.63
			09/01/2019			\$18.74	\$0.00	\$83.13
For apprentice	rates see "	Apprentice- PIPEFITTER" or "PLUMBER	09/01/2020 /PIPEEITTER") \$55.94	\$9.95	\$18.74	\$0.00	\$84.63
YDRAULIC 1				3 \$38.75	¢7.70	\$15.20	\$0.00	¢(1,65
ABORERS - ZONE			06/01/2018			\$15.20 \$15.20	\$0.00	\$61.65 \$62.60
			12/01/2018 06/01/2019			\$15.20 \$15.20	\$0.00	\$63.60
			12/01/2019			\$15.20 \$15.20	\$0.00	\$64.60
			06/01/2019			\$15.20 \$15.20	\$0.00	\$65.59
						\$15.20 \$15.20	\$0.00	\$65.59 \$66.57
			12/01/2020			\$15.20 \$15.20	\$0.00	\$67.59
			06/01/2021			\$15.20 \$15.20	\$0.00	
			12/01/2021	1 \$45.70	\$7.70	\$1J.ZU	\$0.00	\$68.60

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
INSULATOR (PIPES & TANKS)	09/01/2017	\$47.09	\$11.75	\$14.20	\$0.00	\$73.04
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2018	\$49.34	\$11.75	\$14.20	\$0.00	\$75.29
	09/01/2019	\$51.84	\$11.75	\$14.20	\$0.00	\$77.79

Effecti	ve Date - 09/01/2017				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$23.55	\$11.75	\$10.45	\$0.00	\$45.75
2	60	\$28.25	\$11.75	\$11.20	\$0.00	\$51.20
3	70	\$32.96	\$11.75	\$11.95	\$0.00	\$56.66
4	80	\$37.67	\$11.75	\$12.70	\$0.00	\$62.12
Effecti	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
Notes:						
	Steps are 1 year					
Appre	ntice to Journeyworker Ratio:1:4					
ONWORKER/WELL		03/16/2017	7 \$44.	65 \$7.80	\$20.85	\$0.00 \$73.30

Apprentice - IRONWORKER - Local 7 Boston

IRONWORKERS LOCAL 7 (BOSTON AREA)

Effect	ive Date - 03	/16/2017				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total 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	\$62.14
4	80		\$35.72	\$7.80	\$20.85	\$0.00	\$64.37
5	85		\$37.95	\$7.80	\$20.85	\$0.00	\$66.60
6	90		\$40.19	\$7.80	\$20.85	\$0.00	\$68.84
Notes:							

Apprentice to Journeyworker Ratio:**

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Classification			Effective Dat	e Base Wage	e Health		Supplemental Unemployment	Total Rate
ACKHAMM ABORERS - ZON		VING BREAKER OPERATOR	06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
ABOKEKS - ZON	IL 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 apprentic	e rates see !	Apprentice- LABORER"	12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10
ABORER	e rates see	Apprentice- LABORER	06/01/2018	\$38.00	\$7.70	\$15.20	\$0.00	\$60.90
ABORERS - ZON	IE I		12/01/2018		\$7.70	\$15.20	\$0.00	\$61.85
			06/01/2019		\$7.70	\$15.20	\$0.00	\$62.85
			12/01/2019		\$7.70	\$15.20	\$0.00	\$63.85
			06/01/2020		\$7.70	\$15.20	\$0.00	\$64.84
			12/01/2020		\$7.70	\$15.20	\$0.00	\$65.82
			06/01/2021		\$7.70	\$15.20	\$0.00	\$66.84
			12/01/2021	\$44.95	\$7.70	\$15.20	\$0.00	\$67.85
	Effecti	ntice - LABORER - Zone 1 ve Date - 06/01/2018				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	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	
	$\frac{\text{Step}}{1}$	percent 60	Apprentice Base Wage \$23.37	Health \$7.70	\$15.20	Unemployment \$0.00		
		*					\$46.27	
	1	60	\$23.37	\$7.70	\$15.20	\$0.00	\$46.27 \$50.17	
	1 2	60 70	\$23.37 \$27.27	\$7.70 \$7.70	\$15.20 \$15.20	\$0.00 \$0.00	\$46.27 \$50.17 \$54.06	
	1 2 3	60 70 80 90	\$23.37 \$27.27 \$31.16	\$7.70 \$7.70 \$7.70	\$15.20 \$15.20 \$15.20	\$0.00 \$0.00 \$0.00	\$46.27 \$50.17 \$54.06	
	1 2 3 4	60 70 80 90	\$23.37 \$27.27 \$31.16	\$7.70 \$7.70 \$7.70	\$15.20 \$15.20 \$15.20	\$0.00 \$0.00 \$0.00	\$46.27 \$50.17 \$54.06	
	1 2 3 4 [Notes:	60 70 80 90	\$23.37 \$27.27 \$31.16	\$7.70 \$7.70 \$7.70	\$15.20 \$15.20 \$15.20	\$0.00 \$0.00 \$0.00	\$46.27 \$50.17 \$54.06	
ABORER: C	1 2 3 4 Notes:	60 70 80 90	\$23.37 \$27.27 \$31.16 \$35.06	\$7.70 \$7.70 \$7.70 \$7.70	\$15.20 \$15.20 \$15.20 \$15.20	\$0.00 \$0.00 \$0.00	\$46.27 \$50.17 \$54.06 \$57.96	
	1 2 3 4 Notes: Appre	60 70 80 90 ntice to Journeyworker Ratio:1:5	\$23.37 \$27.27 \$31.16 \$35.06	\$7.70 \$7.70 \$7.70 \$7.70 	\$15.20 \$15.20 \$15.20 \$15.20 	\$0.00 \$0.00 \$0.00 \$0.00	\$46.27 \$50.17 \$54.06 \$57.96	\$60.90
	1 2 3 4 Notes: Appre	60 70 80 90 ntice to Journeyworker Ratio:1:5	\$23.37 \$27.27 \$31.16 \$35.06 	\$7.70 \$7.70 \$7.70 \$7.70 \$38.00 \$38.95	\$15.20 \$15.20 \$15.20 \$15.20 \$7.70	\$0.00 \$0.00 \$0.00 \$0.00 \$15.20	\$46.27 \$50.17 \$54.06 \$57.96 \$0.00 \$0.00	\$60.90 \$61.85
	1 2 3 4 Notes: Appre	60 70 80 90 ntice to Journeyworker Ratio:1:5	\$23.37 \$27.27 \$31.16 \$35.06 	\$7.70 \$7.70 \$7.70 \$7.70 \$38.00 \$38.95 \$39.95	\$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$7.70 \$7.70 \$7.70	\$0.00 \$0.00 \$0.00 \$0.00 \$15.20 \$15.20 \$15.20	\$46.27 \$50.17 \$54.06 \$57.96 	\$60.90 \$61.85 \$62.85
	1 2 3 4 Notes: Appre	60 70 80 90 ntice to Journeyworker Ratio:1:5	\$23.37 \$27.27 \$31.16 \$35.06 	\$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$38.00 \$38.95 \$39.95 \$40.95	\$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$7.70 \$7.70 \$7.70 \$7.70	\$0.00 \$0.00 \$0.00 \$0.00 \$15.20 \$15.20 \$15.20	\$46.27 \$50.17 \$54.06 \$57.96 \$0.00 \$0.00 \$0.00 \$0.00	\$60.90 \$61.85 \$62.85 \$63.85
	1 2 3 4 Notes: Appre	60 70 80 90 ntice to Journeyworker Ratio:1:5	\$23.37 \$27.27 \$31.16 \$35.06 	\$7.70 \$7.70 \$7.70 \$7.70 \$38.00 \$38.95 \$39.95 \$40.95 \$41.94	\$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70	\$0.00 \$0.00 \$0.00 \$0.00 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20	\$46.27 \$50.17 \$54.06 \$57.96 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$60.90 \$61.85 \$62.85 \$63.85 \$64.84
	1 2 3 4 Notes: Appre	60 70 80 90 ntice to Journeyworker Ratio:1:5	\$23.37 \$27.27 \$31.16 \$35.06 	\$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$38.00 \$38.95 \$39.95 \$40.95 \$41.94 \$42.92	\$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70	\$0.00 \$0.00 \$0.00 \$0.00 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20	\$46.27 \$50.17 \$54.06 \$57.96 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$60.90 \$61.85 \$62.85 \$63.85 \$64.84 \$65.82
ABORER: C	1 2 3 4 Notes: Appre	60 70 80 90 ntice to Journeyworker Ratio:1:5	\$23.37 \$27.27 \$31.16 \$35.06 	\$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$38.00 \$38.95 \$39.95 \$40.95 \$41.94 \$42.92 \$43.94	\$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70	\$0.00 \$0.00 \$0.00 \$0.00 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20	\$46.27 \$50.17 \$54.06 \$57.96 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$60.90 \$61.85 \$62.85 \$63.85 \$64.84

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LABORER: CEMENT FINISHER TENDER 06/01/2018 \$38.00 \$7.70 \$15.20 \$0.00 \$60.90	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1201/2018 \$38.95 \$7.70 \$15.20 \$0.00 \$63.85 1201/2019 \$40.95 \$7.70 \$15.20 \$0.00 \$63.85 1201/2019 \$40.95 \$7.70 \$15.20 \$0.00 \$63.85 1201/2010 \$41.94 \$7.70 \$15.20 \$0.00 \$64.84 1201/2012 \$44.94 \$7.70 \$15.20 \$0.00 \$66.84 1201/2012 \$44.93 \$7.70 \$15.20 \$0.00 \$66.84 1201/2012 \$44.93 \$7.70 \$15.20 \$0.00 \$66.84 1201/2012 \$44.93 \$7.70 \$15.20 \$0.00 \$66.84 1201/2012 \$44.93 \$7.70 \$15.20 \$0.00 \$66.84 1201/2018 \$38.15 \$7.70 \$15.20 \$0.00 \$66.84 1201/2018 \$38.15 \$7.70 \$15.20 \$0.00 \$66.00 1201/2018 \$38.15 \$7.70 \$15.20 \$0.00 \$66.00 1201/2018 \$40.10 \$7.70 \$15.20 \$0.00 \$66.00 1201/2019 \$41.10 \$7.70 \$15.20 \$0.00 \$66.00 1201/2019 \$41.00 \$7.70 \$15.20 \$0.00 \$66.10 1201/2019 \$40.20 \$7.70 \$15.20 \$0.00 \$66.10 1201/2019 \$40.20 \$7.70 \$15.20 \$0.00 \$66.10 1201/2019 \$41.20 \$7.70 \$15.20 \$0.00 \$66.10 1201/2019 \$41.20 \$7.70 \$15.20 \$0.00 \$66.10 1201/2019 \$41.20 \$7.70 \$15.20 \$0.00 \$66.10 1201/2019 \$41.20 \$7.70 \$15.20 \$0.00 \$66.10 1201/2019 \$41.20 \$7.70 \$15.20 \$0.00 \$66.10 1201/2019 \$41.20 \$7.70 \$15.20 \$0.00 \$66.10 1201/2019 \$41.20 \$7.70 \$15.20 \$0.00 \$66.10 1201/2019 \$41.20 \$7.70 \$15.20 \$0.00 \$66.10 1201/2019 \$41.90 \$7.70 \$15.20 \$0.00 \$66.80 1201/2019 \$41.90 \$7.70 \$15.20 \$0.00 \$66.80 1201/2019 \$41.90 \$7.70 \$15.20 \$0.00 \$66.80 1201/2019 \$41.90 \$7.70 \$15.20 \$0.00 \$66.80 1201/2019 \$41.90 \$7.70 \$15.20 \$0.00 \$66.80 1201/2019 \$41.90 \$7.70 \$15.20 \$0.00 \$66.80 1201/2019 \$41.90 \$7.70 \$15.20 \$0.00 \$66.80 1201/2019 \$41.90 \$7.70 \$15.20 \$0.00 \$66.80 1201/2019 \$41.90 \$7.70 \$15.20 \$0.00 \$66.80 1201/2019 \$41.90 \$7.70 \$15.20 \$0.00 \$66.80 1201/2019 \$41.90 \$7.70 \$15.20 \$0.00 \$66		06/01/2018	\$38.00	\$7.70	\$15.20	\$0.00	\$60.90
12/01/2019 \$40.95 \$7.70 \$15.20 \$0.00 \$63.85 60/01/2020 \$41.94 \$7.70 \$15.20 \$0.00 \$65.82 12/01/2020 \$42.92 \$7.70 \$15.20 \$0.00 \$65.82 12/01/2020 \$42.92 \$7.70 \$15.20 \$0.00 \$66.84 12/01/2021 \$43.94 \$7.70 \$15.20 \$0.00 \$66.84 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.84 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.84 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.84 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.80 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.80 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.80 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.00 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.00 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.00 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.00 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.00 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.10 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.10 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.10 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.10 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.10 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.10 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.90 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.80 12/01/2021 \$45.20 \$7.70 \$15.20 \$0.00 \$66.80 12/01/2021 \$45.20 \$7.70 \$15.20 \$0.00 \$66.80 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.80 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.80 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.80 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.80 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.80 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.80 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.80 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.80 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.80 12/01/2021 \$	LABORERS - ZONE 1	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
12/01/2020		12/01/2019	\$40.95	\$7.70	\$15.20	\$0.00	\$63.85
Post apprentisce rates seet "Apprentisce-LABORER" 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.84 Post apprentisce rates seet "Apprentisce-LABORER" 12/01/2018 \$38.15 \$7.70 \$15.20 \$0.00 \$61.05 LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER 12/01/2018 \$39.10 \$7.70 \$15.20 \$0.00 \$63.00 LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER 12/01/2018 \$39.10 \$7.70 \$15.20 \$0.00 \$63.00 LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER 12/01/2019 \$40.10 \$7.70 \$15.20 \$0.00 \$63.00 LABORER: MASON TENDER 12/01/2018 \$38.25 \$7.70 \$15.20 \$0.00 \$64.00 LABORER: MASON TENDER 12/01/2018 \$39.20 \$7.70 \$15.20 \$0.00 \$62.10 Month		06/01/2020	\$41.94	\$7.70	\$15.20	\$0.00	\$64.84
Por apprentice nates see "Apprentice-LABORER" 12/01/2018 \$3.8.15 \$7.70 \$15.20 \$0.00 \$67.85 LABOREE: HAZARDOUS WASTE/ASBESTOS REMOVER 12/01/2018 \$3.9.10 \$7.70 \$15.20 \$0.00 \$62.00 Por apprentice nates see "Apprentice-LABORER" 12/01/2018 \$3.9.10 \$7.70 \$15.20 \$0.00 \$63.00 Por apprentice nates see "Apprentice-LABORER" 12/01/2018 \$3.9.20 \$7.70 \$15.20 \$0.00 \$61.15 LABOREES: MASON TENDER 12/01/2018 \$3.9.20 \$7.70 \$15.20 \$0.00 \$62.10 Por apprentice nates see "Apprentice-LABORER" 12/01/2018 \$3.9.20 \$7.70 \$15.20 \$0.00 \$62.10 Por apprentice nates see "Apprentice-LABORER" 12/01/2018 \$3.9.20 \$7.70 \$15.20 \$0.00 \$63.10 Por apprentice nates see "Apprentice-LABORER" 12/01/2019 \$41.20 \$7.70 \$15.20 \$0.00 \$65.00 Por apprentice nates see "Apprentice-LABORER" 12/01/2019 \$41.20 \$7.70 \$15.20 \$0.00 \$65.00 Por apprentice nates see "Apprentice-LABORER" 12/01/2019 \$41.20 \$7.70 \$15.20 \$0.00 \$66.00 Por apprentice nates see "Apprentice-LABORER" 12/01/2019 \$41.20 \$7.70 \$15.20 \$0.00 \$66.00 Por apprentice nates see "Apprentice-LABORER" 12/01/2019 \$41.20 \$7.70 \$15.20 \$0.00 \$66.00 Por apprentice nates see "Apprentice-LABORER" 12/01/2019 \$49.00 \$7.70 \$15.20 \$0.00 \$66.80 Por apprentice nates see "Apprentice-LABORER" 12/01/2019 \$49.00 \$7.70 \$15.20 \$0.00 \$66.80 Por apprentice nates see "Apprentice-LABORER" 12/01/2019 \$49.00 \$7.70 \$15.20 \$0.00 \$66.80 Por apprentice nates see "Apprentice-LABORER" 12/01/2019 \$49.00 \$7.70 \$15.20 \$0.00 \$66.80 Por apprentice nates see "Apprentice-LABORER" 12/01/2019 \$49.00 \$7.70 \$15.20 \$0.00 \$66.80 Por apprentice nates see "Apprentice-LABORER" 12/01/2019 \$49.00 \$7.70 \$15.20 \$0.00 \$66.80 Por apprentice nates see "Apprentice-LABORER" 12/01/2019 \$49.00 \$7.70 \$15.20 \$0.00 \$66.80 Por apprentice nates see "Apprentice-LABORER" 12		12/01/2020	\$42.92	\$7.70	\$15.20	\$0.00	\$65.82
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER 12/01/2018 \$38.15 \$37.70 \$15.20 \$0.00 \$65.00		06/01/2021	\$43.94	\$7.70	\$15.20	\$0.00	\$66.84
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER 12/01/2018 \$38.15 \$7.70 \$15.20 \$0.00 \$61.05 LABORER: AZONE I 12/01/2018 \$39.10 \$7.70 \$15.20 \$0.00 \$62.00 Gof01/2019 \$40.10 \$7.70 \$15.20 \$0.00 \$63.00 For apprentice rates see "Apprentice-LABORER" 12/01/2018 \$38.25 \$7.70 \$15.20 \$0.00 \$64.10 LABORER: MASON TENDER 12/01/2018 \$38.25 \$7.70 \$15.20 \$0.00 \$62.10 Gof01/2019 \$40.20 \$7.70 \$15.20 \$0.00 \$62.10 Gof01/2019 \$40.20 \$7.70 \$15.20 \$0.00 \$63.10 Gof01/2019 \$40.20 \$7.70 \$15.20 \$0.00 \$63.10 Gof01/2019 \$40.20 \$7.70 \$15.20 \$0.00 \$64.10 Gof01/2019 \$41.20 \$7.70 \$15.20 \$0.00 \$66.10 Gof01/2019 \$41.20 \$7.70 \$15.20 \$0.00 \$66.00 Gof01/2019 \$41.20 \$7.70 \$15.20 \$0.00 \$66.00 Gof01/2020 \$43.17 \$7.70 \$15.20 \$0.00 \$66.00 Gof01/2021 \$44.19 \$7.70 \$15.20 \$0.00 \$66.00 For apprentice rates see "Apprentice-LABORER" 12/01/2012 \$45.20 \$7.70 \$15.20 \$0.00 \$66.00 For apprentice rates see "Apprentice-LABORER" 12/01/2018 \$38.95 \$7.70 \$15.20 \$0.00 \$60.90 LABORER: MULTI-TRADE TENDER 12/01/2018 \$38.95 \$7.70 \$15.20 \$0.00 \$66.84 Gof01/2019 \$40.95 \$7.70 \$15.20 \$0.00 \$66.85 Gof01/2020 \$44.94 \$7.70 \$15.20 \$0.00 \$66.85 Gof01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.84 Gof01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.85 Gof01/2021 \$44.95 \$7.70 \$15.20 \$0.0		12/01/2021	\$44.95	\$7.70	\$15.20	\$0.00	\$67.85
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12/01/2019 \$41,10 \$7.70 \$15.20 \$0.00 \$64.00	LADORERS - ZONE I	12/01/2018	\$39.10	\$7.70	\$15.20	\$0.00	\$62.00
Total paper nitice rates see "Apprenitice-LABORER" 12/01/2018 S38.25 S7.70 S15.20 S0.00 S61.15 LABORERS-ZONE 12/01/2018 S39.20 S7.70 S15.20 S0.00 S62.10 12/01/2019 S41.20 S7.70 S15.20 S0.00 S63.10 12/01/2019 S41.20 S7.70 S15.20 S0.00 S63.10 12/01/2019 S41.20 S7.70 S15.20 S0.00 S65.09 12/01/2020 S42.19 S7.70 S15.20 S0.00 S65.09 12/01/2020 S43.17 S7.70 S15.20 S0.00 S66.07 12/01/2021 S44.19 S7.70 S15.20 S0.00 S66.07 12/01/2021 S44.19 S7.70 S15.20 S0.00 S66.07 12/01/2021 S45.20 S7.70 S15.20 S0.00 S66.10 12/01/2021 S45.20 S7.70 S15.20 S0.00 S66.18 12/01/2019 S39.95 S7.70 S15.20 S0.00 S66.18 12/01/2019 S40.95 S7.70 S15.20 S0.00 S66.85 12/01/2011 S48.95 S7.70 S15.20 S0.00 S66.85 12/01/2012 S44.95 S7.70 S15.20 S0.00 S66.85 12/01/2012 S44.95 S7.70 S15.20 S0.00 S66.85 12/01/2012 S44.95 S7.70 S15.20 S0.00 S66.85 12/01/2019 S40.95 S7.70 S15.20 S0.00 S66.85 12/		06/01/2019	\$40.10	\$7.70	\$15.20	\$0.00	\$63.00
LABORER: MASON TENDER		12/01/2019	\$41.10	\$7.70	\$15.20	\$0.00	\$64.00
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12/01/2020 \$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 \$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"		06/01/2019	\$40.20	\$7.70	\$15.20	\$0.00	\$63.10
12/01/2020		12/01/2019	\$41.20	\$7.70	\$15.20	\$0.00	\$64.10
Control Cont		06/01/2020	\$42.19	\$7.70	\$15.20	\$0.00	\$65.09
12/01/2021 \$45.20 \$7.70 \$15.20 \$0.00 \$68.10		12/01/2020	\$43.17	\$7.70	\$15.20	\$0.00	\$66.07
ABORER: MULTI-TRADE TENDER 06/01/2018 \$38.00 \$7.70 \$15.20 \$0.00 \$60.90 LABORER: MULTI-TRADE TENDER 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 12/01/2020 \$41.94 \$7.70 \$15.20 \$0.00 \$63.85 12/01/2020 \$41.94 \$7.70 \$15.20 \$0.00 \$64.84 12/01/2020 \$42.92 \$7.70 \$15.20 \$0.00 \$65.82 12/01/2021 \$43.94 \$7.70 \$15.20 \$0.00 \$66.84 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.84 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$67.85 12/01/2018 \$38.95 \$7.70 \$15.20 \$0.00 \$60.90 LABORER: TREE REMOVER 12/01/2018 \$38.95 \$7.70 \$15.20 \$0.00 \$61.85 12/01/2019 \$39.95 \$7.70 \$15.20 \$0.00 \$62.85 12/01/2019 \$40.95 \$7.70 \$15.20 \$0.00 \$63.85 12/01/2019 \$40.95 \$7.70 \$15.20 \$0.00 \$63.85 12/01/2020 \$41.94 \$7.70 \$15.20 \$0.00 \$63.85 12/01/2020 \$41.94 \$7.70 \$15.20 \$0.00 \$64.84 12/01/2020 \$42.92 \$7.70 \$15.20 \$0.00 \$64.84 12/01/2020 \$42.92 \$7.70 \$15.20 \$0.00 \$64.84 12/01/2020 \$42.92 \$7.70 \$15.20 \$0.00 \$64.84 12/01/2020 \$42.92 \$7.70 \$15.20 \$0.00 \$64.84 12/01/2020 \$42.92 \$7.70 \$15.20 \$0.00 \$66.84 12/01/2020 \$42.92 \$7.70 \$15.20 \$0.00 \$66.84 12/01/2020 \$42.92 \$7.70 \$15.20 \$0.00 \$66.84 12/01/2020 \$42.92 \$7.70 \$15.20 \$0.00 \$66.84 12/01/2020 \$42.92 \$7.70 \$15.20 \$0.00 \$66.84 12/01/2020 \$42.92 \$7.70 \$15.20 \$0.00 \$66.84 12/01/2020 \$42.92 \$7.70 \$15.20 \$0.00 \$66.84 12/01/2020 \$42.92 \$7.70 \$15.20 \$0.00 \$66.84 12/01/2020 \$42.92 \$7.70 \$15.20 \$0.00 \$66.84 12/01/2020 \$42.92 \$7.70 \$15.20 \$0.00 \$66.84 12/01/2020 \$42.92 \$7.70 \$15.20 \$0.00 \$66.84 12/01/2020 \$42.92 \$7.70 \$15.20 \$0.00 \$66.84 12/01/2020 \$42.92 \$7.70 \$15.20 \$0.00		06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
LABORER: MULTI-TRADE TENDER 12/01/2018 \$38.00 \$7.70 \$15.20 \$0.00 \$60.90 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 \$66.84 12/01/2021 \$43.94 \$7.70 \$15.20 \$0.00 \$66.84 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.84 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.84 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.84 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.84 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.84 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.84 12/01/2021 \$38.95 \$7.70 \$15.20 \$0.00 \$66.84 12/01/2019 \$39.95 \$7.70 \$15.20 \$0.00 \$66.85 12/01/2019 \$39.95 \$7.70 \$15.20 \$0.00 \$66.85 12/01/2019 \$39.95 \$7.70 \$15.20 \$0.00 \$62.85 12/01/2019 \$39.95 \$7.70 \$15.20 \$0.00 \$63.85 06/01/2020 \$41.94 \$7.70 \$15.20 \$0.00 \$63.85 06/01/2020 \$41.94 \$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 \$66.84		12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10
12/01/2018 \$38.95 \$7.70 \$15.20 \$0.00 \$61.85 12/01/2019 \$40.95 \$7.70 \$15.20 \$0.00 \$63.85 12/01/2020 \$41.94 \$7.70 \$15.20 \$0.00 \$65.82 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.84 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.85 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.84 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.84 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.85 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.85 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.85 12/01/2018 \$38.00 \$7.70 \$15.20 \$0.00 \$60.90 LABORER: TREE REMOVER							
12/01/2018 \$38.95 \$7.70 \$15.20 \$0.00 \$61.85		06/01/2018	\$38.00	\$7.70	\$15.20	\$0.00	\$60.90
12/01/2019 \$40.95 \$7.70 \$15.20 \$0.00 \$63.85		12/01/2018	\$38.95	\$7.70	\$15.20	\$0.00	\$61.85
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 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$66.84 12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$67.85		06/01/2019	\$39.95	\$7.70	\$15.20	\$0.00	\$62.85
12/01/2020		12/01/2019	\$40.95	\$7.70	\$15.20	\$0.00	\$63.85
Mathematical Results Mathematical Results		06/01/2020	\$41.94	\$7.70	\$15.20	\$0.00	\$64.84
12/01/2021 \$44.95 \$7.70 \$15.20 \$0.00 \$67.85		12/01/2020	\$42.92	\$7.70	\$15.20	\$0.00	\$65.82
LABORER: TREE REMOVER		06/01/2021	\$43.94	\$7.70	\$15.20	\$0.00	\$66.84
LABORERS - ZONE 1 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
LABORERS - ZONE 1 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		06/01/2018	\$38.00	\$7.70	\$15.20	\$0.00	\$60.90
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	LABORERS - ZONE I						
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							
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							
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							
06/01/2021 \$43.94 \$7.70 \$15.20 \$0.00 \$66.84							
12/01/2021 \$44.05 \$7.70 \$15.20 \$0.00 \$67.85		12/01/2021	\$44.95	\$7.70	\$15.20	\$0.00	\$67.85

This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER"

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LASER BEAM OPERATOR	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
MARBLE & TILE FINISHERS	02/01/2018	\$39.82	\$10.75	\$18.34	\$0.00	\$68.91
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2018	\$40.40	\$10.75	\$18.97	\$0.00	\$70.12
	02/01/2019	\$40.91	\$10.75	\$18.97	\$0.00	\$70.63
	08/01/2019	\$41.99	\$10.75	\$19.11	\$0.00	\$71.85
	02/01/2020	\$42.50	\$10.75	\$19.11	\$0.00	\$72.36
	08/01/2020	\$43.58	\$10.75	\$19.26	\$0.00	\$73.59
	02/01/2021	\$44.09	\$10.75	\$19.26	\$0.00	\$74.10
	08/01/2021	\$45.21	\$10.75	\$19.42	\$0.00	\$75.38
	02/01/2022	\$45.68	\$10.75	\$19.42	\$0.00	\$75.85

Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile

Effective Date -		02/01/2018				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$19.91	\$10.75	\$18.34	\$0.00	\$49.00
2	60		\$23.89	\$10.75	\$18.34	\$0.00	\$52.98
3	70		\$27.87	\$10.75	\$18.34	\$0.00	\$56.96
4	80		\$31.86	\$10.75	\$18.34	\$0.00	\$60.95
5	90		\$35.84	\$10.75	\$18.34	\$0.00	\$64.93
Effecti	ve Date -	08/01/2018				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	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

Apprentice to Journeyworker Ratio:1:3

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		LELAYERS & TERRAZZO MECH	02/01/2018	\$52.10	\$10.75	\$20.03	\$0.00	\$82.88
ICKLAYERS LOCA	4L 3 - MA	KBLE & TILE	08/01/2018	\$52.95	\$10.75	\$20.66	\$0.00	\$84.36
			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
	Appren	tice - MARBLE-TILE-TERRAZZO	MECHANIC - Local 3 Ma	rble & Tile				
		ve Date - 02/01/2018				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$26.05	\$10.75	\$20.03	\$0.00	\$56.83	
	2	60	\$31.26	\$10.75	\$20.03	\$0.00	\$62.04	
	3	70	\$36.47	\$10.75	\$20.03	\$0.00	\$67.25	
	4	80	\$41.68	\$10.75	\$20.03	\$0.00	\$72.46	
	5	90	\$46.89	\$10.75	\$20.03	\$0.00	\$77.67	
	Effectiv Step	ve Date - 08/01/2018	Apprentice Base Wage	Haalth	Pension	Supplemental Unemployment	Total Rate	
-	1	percent						
	2	50 60	\$26.48	\$10.75	\$20.66	\$0.00	\$57.89	
	3		\$31.77	\$10.75	\$20.66	\$0.00	\$63.18	
	4	70	\$37.07	\$10.75	\$20.66	\$0.00	\$68.48	
	5	80	\$42.36	\$10.75	\$20.66	\$0.00	\$73.77	
	3	90	\$47.66	\$10.75	\$20.66	\$0.00	\$79.07	
[] 	Notes:							
1	Appren	tice to Journeyworker Ratio:1:5						
MECH. SWEEPE PERATING ENGINE		ERATOR (ON CONST. SITES) CAL 4	12/01/2017	7 \$46.17	\$10.50	\$15.50	\$0.00	\$72.17
For apprentice ra	ates see "A	Apprentice- OPERATING ENGINEERS"						
AEGILANIIGO NA			12/01/2017	7 \$46.17	\$10.50	\$15.50	\$0.00	\$72.17
	EERS LO	CALL 1						
PERATING ENGINE		Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (ates see "A	Apprentice- OPERATING ENGINEERS"	04/01/2018	8 \$40.42	\$9.90	\$18.50	\$0.00	\$68.82
PPERATING ENGINE For apprentice ra	ates see "A	Apprentice- OPERATING ENGINEERS"	04/01/2018 10/01/2018		\$9.90 \$9.90	\$18.50 \$18.50	\$0.00 \$0.00	\$68.82 \$69.72

Effective Date

02/01/2018

Base Wage

\$52.10

Health

\$10.75

Classification

MARBLE MASONS, TILELAYERS & TERRAZZO MECH

Supplemental

\$0.00

Unemployment

Pension

\$20.03

Total Rate

\$82.88

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Pension

	Step	ve Date - 04/01/2018 percent	Apprentic	e Base Wage	Health	Pension	Supplemental Unemployment	Total Rat	e
	1	55	11	\$22.23	\$9.90	\$5.31	\$0.00	\$37.4	4
	2	65		\$26.27	\$9.90	\$15.13	\$0.00	\$51.3	
	3	75		\$30.32	\$9.90	\$16.10	\$0.00	\$56.3	
	4	85		\$34.36	\$9.90	\$17.06	\$0.00	\$61.3	2
į	Notes:								
		Steps are 2,000 hours						i	
	Apprei	ntice to Journeyworker Ra	io:1:5						
ORTAR MIXI				06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
ABORERS - 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
		Apprentice- LABORER"							
ILER (OTHER PERATING ENGIN		TRUCK CRANES,GRAD OCAL 4	ALLS)	12/01/2017	\$23.24	\$10.50	\$15.50	\$0.00	\$49.24
For apprentice r	ates see ".	Apprentice- OPERATING ENGIN	ERS"						
ILER (TRUCK PERATING ENGIN		ES, GRADALLS) OCAL 4		12/01/2017	\$27.40	\$10.50	\$15.50	\$0.00	\$53.40
For apprentice r	ates see ".	Apprentice- OPERATING ENGIN	ERS"						
THER POWER		EN EQUIPMENT - CLASS OCAL 4	II	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
For apprentice r	ates see ".	Apprentice- OPERATING ENGIN	ERS"						
AINTER (BRII		,		07/01/2018	\$50.01	\$8.15	\$20.15	\$0.00	\$78.31
AINTERS LOCAL 3	5 - 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
							\$20.85	\$0.00	\$83.76

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Pension

Apprentice -	PAINTER Local 35	- BRIDGES/TANKS
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Step percent Apprentice Base Wage Health Pension Unemploymen Total Rate	Effecti	ve Date - 07/01/2018				Supplemental		
2 55	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
Signar S	1	50	\$25.01	\$8.15	\$0.00	\$0.00	\$33.16	
4 65 \$32.51 \$8.15 \$6.31 \$0.00 \$44.97 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 Effective Date \$01/01/2019 \$8.15 \$19.18 \$0.00 \$72.34 Effective Date \$01/01/2019 \$8.15 \$19.18 \$0.00 \$72.34 Fire of the contract of t	2	55	\$27.51	\$8.15	\$5.34	\$0.00	\$41.00	
Stop Stop	3	60	\$30.01	\$8.15	\$5.82	\$0.00	\$43.98	
Step percent Apprentice Base Wage Health Pension Unemployment Total Rate	4	65	\$32.51	\$8.15	\$6.31	\$0.00	\$46.97	
Notes: Steps are 750 hrs. Step	5	70	\$35.01	\$8.15	\$17.24	\$0.00	\$60.40	
Reflective Date - 01/01/2019 Step percent Apprentice Base Wage Health Pension Supplemental Unemployment Total Rate	6	75	\$37.51	\$8.15	\$17.73	\$0.00	\$63.39	
Effective Date - 01/01/2019 Apprentice Base Wage Health Pension Unemployment Total Rate	7	80	\$40.01	\$8.15	\$18.21	\$0.00	\$66.37	
Step percent Apprentice Base Wage Health Pension Unemployment Total Rate	8	90	\$45.01	\$8.15	\$19.18	\$0.00	\$72.34	
2 55 \$27.70 \$8.15 \$5.64 \$0.00 \$41.49 \$3 60 \$30.22 \$8.15 \$5.64 \$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 \$81.5 \$19.83 \$0.00 \$73.30 \$81.5 \$18.60 \$0.00 \$73.30 \$81.5 \$18.60 \$0.00 \$73.30 \$81.5 \$18.60 \$0.00 \$73.30 \$81.5 \$18.60 \$0.00 \$73.30 \$81.5 \$18.60 \$0.00 \$73.30 \$81.5 \$18.60 \$0.00 \$73.30 \$81.5 \$18.60 \$0.00 \$73.30 \$81.5 \$18.50 \$10.50 \$1			Apprentice Base Wage	Health	Pension	* *	Total Rate	
2 55 \$\frac{\firc{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{	1	50	\$25.18	\$8.15	\$0.00	\$0.00	\$33.33	
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.	2							
Notes: Steps are 750 hrs. O7/01/2018 S40.91 S8.15 S20.15 S0.00 S69.21	3	60						
Signature Sign	4	65	\$32.73		\$6.66	\$0.00		
Sample S	5	70						
7 80 \$40.29 \$8.15 \$18.80 \$0.00 \$67.24 \$8 90 \$45.32 \$8.15 \$19.83 \$0.00 \$73.30 \$73.30 \$\$ Notes: Steps are 750 hrs. PAINTER (SPRAY OR SANDBLAST, NEW) * 07/01/2018 \$40.91 \$8.15 \$20.15 \$0.00 \$69.21 \$130% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 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	6	75						
Notes: Steps are 750 hrs. Steps are 750 hrs. PAINTER (SPRAY OR SANDBLAST, NEW) * 07/01/2018 \$40.91 \$8.15 \$20.15 \$0.00 \$69.21 * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2 07/01/2019 \$41.26 \$8.15 \$20.85 \$0.00 \$70.26 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	7	80						
Steps are 750 hrs. Apprentice to Journeyworker Ratio:1:1 PAINTER (SPRAY OR SANDBLAST, NEW) * 07/01/2018 \$40.91 \$8.15 \$20.15 \$0.00 \$69.21 \$1f 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2 07/01/2019 \$41.26 \$8.15 \$20.85 \$0.00 \$70.26 \$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 \$	8	90						
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2 01/01/2019 \$41.26 \$8.15 \$20.85 \$0.00 \$70.26 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		· 						
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2 01/01/2019 \$41.26 \$8.15 \$20.85 \$0.00 \$70.26 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	*			8 \$40.91	\$8.15	\$20.15	\$0.00	\$69.21
NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 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		•	on			\$20.85	\$0.00	
01/01/2020 \$43.46 \$8.15 \$20.85 \$0.00 \$72.46	NEW paint rate shall be	used.PAINTERS LOCAL 35 - ZONE 2				\$20.85		
			01/01/2020			\$20.85	\$0.00	
			07/01/2020	944.56	\$8.15	\$20.85	\$0.00	\$73.56
01/01/2021 \$45.66 \$8.15 \$20.85 \$0.00 \$74.66			01/01/202	1 \$45.66		\$20.85	\$0.00	\$74.66

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Effective Date Base Wage 1

Health

Pension

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New 07/01/2018 **Effective Date -**Supplemental Apprentice Base Wage Health Unemployment Total Rate Step percent Pension 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 \$0.00 \$54.03 \$17.24 6 75 \$30.68 \$8.15 \$17.73 \$0.00 \$56.56 7 80 \$32.73 \$0.00 \$59.09 \$8.15 \$18.21 8 90 \$36.82 \$8.15 \$19.18 \$0.00 \$64.15 01/01/2019 **Effective Date -**Supplemental Apprentice Base Wage Health Pension Unemployment Total Rate Step percent 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 \$0.00 \$8.15 \$6.66 \$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 \$0.00 \$59.96 \$8.15 \$18.80 8 90 \$37.13 \$8.15 \$19.83 \$0.00 \$65.11 Notes: Steps are 750 hrs. Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	07/01/2018	\$38.97	\$8.15	\$20.15	\$0.00	\$67.27
PAINTERS LOCAL 35 - ZONE 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

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

Pension

Pension

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW 07/01/2018 **Effective Date -**Supplemental Unemployment Total Rate Step percent Apprentice Base Wage Health Pension 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 \$0.00 \$53.05 \$17.24 6 75 \$29.63 \$8.15 \$17.73 \$0.00 \$55.51 7 80 \$0.00 \$31.61 \$8.15 \$18.21 \$57.97 8 \$35.56 90 \$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 \$58.84 \$31.89 \$0.00 \$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	\$37.57	\$8.15	\$20.15	\$0.00	\$65.87
PAINTERS LOCAL 35 - ZONE 2	01/01/2019	\$37.92	\$8.15	\$20.85	\$0.00	\$66.92
	07/01/2019	\$39.02	\$8.15	\$20.85	\$0.00	\$68.02
	01/01/2020	\$40.12	\$8.15	\$20.85	\$0.00	\$69.12
	07/01/2020	\$41.22	\$8.15	\$20.85	\$0.00	\$70.22
	01/01/2021	\$42.32	\$8.15	\$20.85	\$0.00	\$71.32

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Pension

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT 07/01/2018 **Effective Date -**Supplemental Unemployment Total Rate Step percent Apprentice Base Wage Health Pension 1 50 \$18.79 \$8.15 \$0.00 \$0.00 \$26.94 2 55 \$20.66 \$8.15 \$5.34 \$0.00 \$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 \$26.30 \$8.15 \$0.00 \$51.69 \$17.24 6 75 \$28.18 \$8.15 \$17.73 \$0.00 \$54.06 7 80 \$30.06 \$0.00 \$8.15 \$18.21 \$56.42 8 90 \$33.81 \$8.15 \$19.18 \$0.00 \$61.14 **Effective Date -**01/01/2019 Supplemental percent Apprentice Base Wage Health Pension Unemployment Total Rate Step 1 50 \$18.96 \$8.15 \$0.00 \$0.00 \$27.11 2 55 \$20.86 \$8.15 \$5.64 \$0.00 \$34.65 3 60 \$22.75 \$8.15 \$6.15 \$0.00 \$37.05 4 65 \$24.65 \$0.00 \$8.15 \$6.66 \$39.46 5 70 \$26.54 \$8.15 \$17.78 \$0.00 \$52.47 6 75 \$28.44 \$8.15 \$18.29 \$0.00 \$54.88 7 80 \$30.34 \$0.00 \$57.29 \$8.15 \$18.80 8 90 \$34.13 \$8.15 \$0.00 \$62.11 \$19.83 Notes: Steps are 750 hrs. Apprentice to Journeyworker Ratio 1.1

Apprentice to Journeyworker Ratio:1:1						
PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2016	\$33.08	\$10.91	\$10.89	\$0.00	\$54.88
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND	08/01/2017	\$44.27	\$9.90	\$21.15	\$0.00	\$75.32
DECK) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2018	\$46.57	\$9.90	\$21.15	\$0.00	\$77.62
For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
PILE DRIVER	08/01/2017	\$44.27	\$9.90	\$21.15	\$0.00	\$75.32
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

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Ste	p percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$22.14	\$9.90	\$21.15	\$0.00	\$53.19	
2	60		\$26.56	\$9.90	\$21.15	\$0.00	\$57.61	
3	70		\$30.99	\$9.90	\$21.15	\$0.00	\$62.04	
4	75		\$33.20	\$9.90	\$21.15	\$0.00	\$64.25	
5	80		\$35.42	\$9.90	\$21.15	\$0.00	\$66.47	
6	80		\$35.42	\$9.90	\$21.15	\$0.00	\$66.47	
7	90		\$39.84	\$9.90	\$21.15	\$0.00	\$70.89	
8	90		\$39.84	\$9.90	\$21.15	\$0.00	\$70.89	
Eff Ste	fective Date -	08/01/2018	Apprentice Base Wage	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	
No								
İ								
Ap	prentice to Jo	urneyworker Ratio:1:5						
	EAMFITTER		09/01/2017	\$51.44	\$9.95	\$18.74	\$0.00	\$80.13
TERS LOCAL 5.	37		09/01/2018	\$52.94	\$9.95	\$18.74	\$0.00	\$81.63
			09/01/2019	\$54.44	\$9.95	\$18.74	\$0.00	\$83.13

09/01/2020

\$55.94

\$9.95

\$18.74

\$0.00

\$84.63

Issue Date: 07/03/2018 **Wage Request Number:** 20180703-054 **Page 27 of 39**

Apprentice - PIPEFITTER - Local 537

	Effecti Step	ive Date - percent	09/01/2017	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	$\frac{3cp}{1}$	40							
	2			\$20.58	\$9.95	\$7.75	\$0.00	\$38.28	
		45		\$23.15	\$9.95	\$18.74	\$0.00	\$51.84	
	3	60		\$30.86	\$9.95	\$18.74	\$0.00	\$59.55	
	4	70		\$36.01	\$9.95	\$18.74	\$0.00	\$64.70	
	5	80		\$41.15	\$9.95	\$18.74	\$0.00	\$69.84	
	Effecti Step	ive Date -	09/01/2018	Apprentice Base Wage	Health	Pension	Supplemental 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	
	Notes:								
	Annre	Refrig/A0		2;2:4;3:6;4:8;5:10;6:12;7:14;8:1	7;9:20;10:23(1	<u>Max)</u>			
IPELAYER	Appre	Refrig/A0		2;2:4;3:6;4:8;5:10;6:12;7:14;8:1 **			\$15.20		¢41.15
		Refrig/A0	C Mechanic **1:1;1::	2;2;4;3:6;4:8;5:10;6:12;7:14;8:1 ** 06/01/201:	8 \$38.25	\$7.70	\$15.20 \$15.20	\$0.00	\$61.15
		Refrig/A0	C Mechanic **1:1;1::	2;2:4;3:6;4:8;5:10;6:12;7:14;8:1 ** 06/01/201: 12/01/201:	8 \$38.25 8 \$39.20	\$7.70 \$7.70	\$15.20	\$0.00	\$62.10
		Refrig/A0	C Mechanic **1:1;1::	2;2;4;3:6;4:8;5:10;6:12;7:14;8:1 ** 06/01/201: 06/01/201:	8 \$38.25 8 \$39.20 9 \$40.20	\$7.70 \$7.70 \$7.70	\$15.20 \$15.20	\$0.00 \$0.00	\$62.10 \$63.10
		Refrig/A0	C Mechanic **1:1;1::	2;2:4;3:6;4:8;5:10;6:12;7:14;8:1 ** 06/01/201: 12/01/201: 12/01/201:	8 \$38.25 8 \$39.20 9 \$40.20 9 \$41.20	\$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
		Refrig/A0	C Mechanic **1:1;1::	2;2;4;3:6;4:8;5:10;6:12;7:14;8:1 ** 06/01/201: 12/01/201: 12/01/201: 06/01/201: 06/01/202:	38 \$38.25 83 \$39.20 9 \$40.20 9 \$41.20 0 \$42.19	\$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
		Refrig/A0	C Mechanic **1:1;1::	2;2:4;3:6;4:8;5:10;6:12;7:14;8:1 ** 06/01/201: 12/01/201: 12/01/201: 06/01/202: 12/01/202:	8 \$38.25 8 \$39.20 9 \$40.20 9 \$41.20 0 \$42.19 0 \$43.17	\$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
		Refrig/A0	C Mechanic **1:1;1::	2;2;4;3:6;4:8;5:10;6:12;7:14;8:1 ** 06/01/201: 12/01/201: 06/01/201: 06/01/202: 12/01/202: 06/01/202:	38 \$38.25 38 \$39.20 39 \$40.20 39 \$41.20 30 \$42.19 30 \$43.17 41 \$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 \$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
	E I	Refrig/AC	C Mechanic **1:1;1:: urneyworker Ratio:	2;2:4;3:6;4:8;5:10;6:12;7:14;8:1 ** 06/01/201: 12/01/201: 12/01/201: 06/01/202: 12/01/202:	38 \$38.25 38 \$39.20 39 \$40.20 39 \$41.20 30 \$42.19 30 \$43.17 41 \$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	E 1 e rates see 't GASFI	Refrig/AC entice to Jo 'Apprentice- I TTERS	C Mechanic **1:1;1:: urneyworker Ratio:	2;2;4;3:6;4:8;5:10;6:12;7:14;8:1 ** 06/01/201: 12/01/201: 06/01/201: 06/01/202: 12/01/202: 06/01/202:	8 \$38.25 8 \$39.20 9 \$40.20 9 \$41.20 0 \$42.19 0 \$43.17 1 \$44.19 1 \$45.20	\$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 \$0.00	\$62.10 \$63.10 \$64.10 \$65.09 \$66.07 \$67.09
For apprentice	E 1 e rates see 't GASFI	Refrig/AC entice to Jo 'Apprentice- I TTERS	C Mechanic **1:1;1:: urneyworker Ratio:	2;2;4;3;6;4;8;5;10;6;12;7;14;8;1 ** 06/01/201; 12/01/201; 06/01/201; 06/01/202; 12/01/202 12/01/202	38 \$38.25 38 \$39.20 39 \$40.20 30 \$42.19 30 \$43.17 41 \$44.19 41 \$45.20 31 \$54.69	\$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	E 1 e rates see 't GASFI	Refrig/AC entice to Jo 'Apprentice- I TTERS	C Mechanic **1:1;1:: urneyworker Ratio:	2;2;4;3:6;4:8;5:10;6:12;7:14;8:1 ** 06/01/201; 12/01/201; 06/01/201; 06/01/202; 12/01/202; 12/01/202 12/01/202 03/01/201;	8 \$38.25 8 \$39.20 9 \$40.20 9 \$41.20 0 \$42.19 0 \$43.17 1 \$44.19 1 \$45.20 8 \$54.69 8 \$56.19	\$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$11.57	\$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	E 1 e rates see 't GASFI	Refrig/AC entice to Jo 'Apprentice- I TTERS	C Mechanic **1:1;1:: urneyworker Ratio:	2;2;4;3;6;4;8;5;10;6;12;7;14;8;1 ** 06/01/201; 12/01/201; 06/01/201; 06/01/202; 12/01/202 12/01/202 12/01/202 03/01/201; 09/01/201;	38 \$38.25 39 \$40.20 9 \$41.20 9 \$42.19 10 \$43.17 11 \$44.19 11 \$45.20 12 \$54.69 13 \$57.69	\$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$11.57 \$11.57	\$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.76	\$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 \$82.02 \$83.52 \$85.02
For apprentice	E 1 e rates see 't GASFI	Refrig/AC entice to Jo 'Apprentice- I TTERS	C Mechanic **1:1;1:: urneyworker Ratio:	2;2;4;3:6;4:8;5:10;6:12;7:14;8:1 ** 06/01/201; 12/01/201; 06/01/201; 06/01/202; 12/01/202; 06/01/202 12/01/202; 03/01/201; 03/01/201;	38 \$38.25 88 \$39.20 99 \$40.20 90 \$42.19 10 \$43.17 11 \$44.19 11 \$45.20 13 \$54.69 14 \$57.69 15 \$59.19	\$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$11.57 \$11.57 \$11.57	\$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.76 \$15.76	\$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 \$82.02 \$83.52 \$85.02
IPELAYER ABORERS - ZONI For apprentice LUMBERS & GA:	E 1 e rates see 't GASFI	Refrig/AC entice to Jo 'Apprentice- I TTERS	C Mechanic **1:1;1:: urneyworker Ratio:	2;2;4;3:6;4:8;5:10;6:12;7:14;8:1 ** 06/01/201: 12/01/201: 06/01/201: 12/01/202: 12/01/202: 06/01/202 12/01/202: 03/01/201: 09/01/201: 09/01/201:	38 \$38.25 39 \$40.20 9 \$41.20 9 \$42.19 10 \$43.17 11 \$44.19 11 \$45.20 12 \$54.69 13 \$57.69 14 \$60.69	\$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$11.57 \$11.57 \$11.57	\$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.76 \$15.76 \$15.76	\$0.00 \$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 \$82.02 \$83.52 \$85.02 \$86.52

Pension

Total Rate

	Effecti Step	ve Date - 03/0	01/2018 Apprent	ice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat	e
	$\frac{\operatorname{step}}{1}$	35	түрген	\$19.14	\$11.57	\$5.72	\$0.00	\$36.4	
	2	40		\$21.88	\$11.57 \$11.57	\$5.72 \$6.49	\$0.00	\$30.4. \$39.9	
	3	55		\$30.08		\$8.81		\$59.94 \$50.40	
	4	65			\$11.57		\$0.00		
	5	75		\$35.55	\$11.57	\$10.36	\$0.00	\$57.48	
	3	/3		\$41.02	\$11.57	\$11.90	\$0.00	\$64.49	9
	Effecti	ve Date - 09/	01/2018				Supplemental		
	Step	percent	Apprent	ice Base Wage	Health	Pension	Unemployment	Total Rat	e
	1	35		\$19.67	\$11.57	\$5.72	\$0.00	\$36.90	5
	2	40		\$22.48	\$11.57	\$6.49	\$0.00	\$40.54	4
	3	55		\$30.90	\$11.57	\$8.82	\$0.00	\$51.29)
	4	65		\$36.52	\$11.57	\$10.36	\$0.00	\$58.4	5
	5	75		\$42.14	\$11.57	\$11.90	\$0.00	\$65.6	1
	Notes:								
	Notes:		10; 4:14; 5:19/Steps are 1 yr 661.00, Step5 with lic\$67.99						
	Appre	ntice to Journey	worker Ratio:**						
		OLS (TEMP.)		09/01/2017	7 \$51.44	\$9.95	\$18.74	\$0.00	\$80.13
IPEFITTERS LO	CAL 537			09/01/2018	\$52.94	\$9.95	\$18.74	\$0.00	\$81.63
				09/01/2019	\$54.44	\$9.95	\$18.74	\$0.00	\$83.13
				09/01/2020	\$55.94	\$9.95	\$18.74	\$0.00	\$84.63
			TTER" or "PLUMBER/PIPEFITTER"						
NEUMATIC 4Borers - zon		TOOL OPERAT	OR	06/01/2018	3 \$38.25	\$7.70	\$15.20	\$0.00	\$61.15
				12/01/2018	3 \$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	4		\$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 apprentic	a rates see "	Apprentice- LABOF	DED"	12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10
OWDERMA				06/01/2018	3 \$39.00	\$7.70	\$15.20	\$0.00	\$61.90
ABORERS - ZON				12/01/2018			\$15.20 \$15.20	\$0.00	\$62.85
				06/01/2019			\$15.20 \$15.20	\$0.00	\$63.85
				12/01/2019			\$15.20 \$15.20	\$0.00	\$64.85
				06/01/2020			\$15.20	\$0.00	\$65.84
				12/01/2020			\$15.20 \$15.20	\$0.00	\$66.82
				06/01/2021			\$15.20 \$15.20	\$0.00	\$67.84
				12/01/2021			\$15.20 \$15.20	\$0.00	\$67.84 \$68.85
				12/01/202	p43.93	\$1.70	ψ13.40	φυ.υυ	\$00.0J

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63
12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63
12/01/2017	\$31.80	\$10.50	\$15.50	\$0.00	\$57.80
07/01/2017	\$28.18	\$8.48	\$9.72	\$0.00	\$46.38
07/01/2017	\$29.48	\$8.48	\$9.72	\$0.00	\$47.68
12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
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
12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
02/01/2018	\$42.36	\$11.35	\$14.80	\$0.00	\$68.51
08/01/2018	\$43.46	\$11.35	\$14.80	\$0.00	\$69.61
02/01/2019	\$44.61	\$11.35	\$14.80	\$0.00	\$70.76
	12/01/2017 12/01/2017 12/01/2017 07/01/2017 07/01/2017 12/01/2017 06/01/2018 12/01/2019 12/01/2019 12/01/2019 12/01/2020 12/01/2021 12/01/2021 12/01/2017 02/01/2018 08/01/2018	12/01/2017 \$46.63 12/01/2017 \$46.63 12/01/2017 \$31.80 07/01/2017 \$28.18 07/01/2017 \$29.48 12/01/2017 \$46.17 06/01/2018 \$38.25 12/01/2018 \$39.20 06/01/2019 \$40.20 12/01/2019 \$41.20 06/01/2020 \$42.19 12/01/2020 \$43.17 06/01/2021 \$44.19 12/01/2021 \$45.20 12/01/2017 \$46.17	12/01/2017 \$46.63 \$10.50 12/01/2017 \$46.63 \$10.50 07/01/2017 \$31.80 \$10.50 07/01/2017 \$28.18 \$8.48 07/01/2017 \$29.48 \$8.48 12/01/2017 \$46.17 \$10.50 06/01/2018 \$38.25 \$7.70 12/01/2018 \$39.20 \$7.70 06/01/2019 \$40.20 \$7.70 12/01/2019 \$41.20 \$7.70 06/01/2020 \$42.19 \$7.70 12/01/2020 \$43.17 \$7.70 06/01/2021 \$44.19 \$7.70 12/01/2021 \$45.20 \$7.70 12/01/2017 \$46.17 \$10.50 02/01/2018 \$42.36 \$11.35 08/01/2018 \$43.46 \$11.35	12/01/2017 \$46.63 \$10.50 \$15.50 12/01/2017 \$46.63 \$10.50 \$15.50 12/01/2017 \$31.80 \$10.50 \$15.50 07/01/2017 \$28.18 \$8.48 \$9.72 07/01/2017 \$29.48 \$8.48 \$9.72 12/01/2017 \$46.17 \$10.50 \$15.50 06/01/2018 \$38.25 \$7.70 \$15.20 12/01/2018 \$39.20 \$7.70 \$15.20 06/01/2019 \$40.20 \$7.70 \$15.20 06/01/2020 \$42.19 \$7.70 \$15.20 06/01/2020 \$42.19 \$7.70 \$15.20 06/01/2021 \$44.19 \$7.70 \$15.20 06/01/2021 \$44.19 \$7.70 \$15.20 12/01/2021 \$45.20 \$7.70 \$15.20 12/01/2021 \$45.20 \$7.70 \$15.20 12/01/2017 \$46.17 \$10.50 \$15.50 02/01/2018 \$42.36 \$11.35 \$14.80 08/01/2018 \$43.46 \$11.35 \$14.80	12/01/2017

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SHEETMETAL WORKERS LOCAL 17 - A

-	•	OOFER - Local 33						
Eff Ste	fective Date -	02/01/2018 Appro	entice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	e
1	50		\$21.18	\$11.35	\$3.44	\$0.00	\$35.97	7
2	60		\$25.42	\$11.35	\$14.80	\$0.00	\$51.57	7
3	65		\$27.53	\$11.35	\$14.80	\$0.00	\$53.68	3
4	75		\$31.77	\$11.35	\$14.80	\$0.00	\$57.92	2
5	85		\$36.01	\$11.35	\$14.80	\$0.00	\$62.16	5
Eff Ste	fective Date -	08/01/2018	entice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	<u>.</u>
$\frac{36}{1}$	50	търг	\$21.73	\$11.35	\$3.44	\$0.00	\$36.52	
2	60		\$26.08	\$11.35	\$14.80	\$0.00	\$50.32 \$52.23	
3	65		\$28.25	\$11.35	\$14.80	\$0.00	\$54.40	
4	75		\$32.60	\$11.35	\$14.80	\$0.00	\$58.75	
5	85		\$36.94	\$11.35	\$14.80	\$0.00	\$63.09	
No	Step 1 is	5-10, the 1:10; Reroofing: 1:4, then 2000 hrs.; Steps 2-5 are 1000 hrs. h Mechanics' receive \$1.00 hr. abo						
Ap	prentice to Jo	urneyworker Ratio:**						
ROOFER SLATE /	TILE / PRECA	AST CONCRETE	02/01/2018	3 \$42.61	\$11.35	\$14.80	\$0.00	\$68.76
ROOFERS LOCAL 33			08/01/2018	3 \$43.71	\$11.35	\$14.80	\$0.00	\$69.86
For apprentice rates	see "Apprentice- I	ROOFER"	02/01/2019	9 \$44.86	\$11.35	\$14.80	\$0.00	\$71.01
SHEETMETAL WORKER			02/01/2018	3 \$44.11	\$12.20	\$24.12	\$2.41	\$82.84

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TEAMSTERS JOINT COUNCIL NO. 10 ZONE A

TEAMSTERS JOINT COUNCIL NO. 10 ZONE A

SPECIALIZED EARTH MOVING EQUIP > 35 TONS

Pension

Step	ective Date - 02/01/2018 o percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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
Note	es:					
į	Steps are 6 mos.					
App	orentice to Journeyworker Rat					
ERECTOR		06/01/2013	3 \$25.8	81 \$7.07	\$7.05	50.00 \$39

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.					

12/01/2016

\$33.83

\$10.91

\$10.89

\$0.00

\$55.63

	F-PROI		12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
	For apprentice rates see "Apprentice- OPERATING ENGINEERS" AMPERS, SELF-PROPELLED OR TRACTOR DRAWN				¢10.50	¢15 50	\$0.00	Φ=0.4=
	EERS LO	CAL 4	12/01/201/	φ τ U.1 /	φ10.30	Ψ13.30	ψ0.00	ψ, Δ.1 /
EAM BOILER			12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
į		Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 Steps are 850 hours atice to Journeyworker Ratio:1:3						
		ou 	\$47.42 	\$9.12 	\$10.40	\$0.00	\$66.94	
	9 10	75 80	\$44.46 \$47.42	\$9.12	\$10.40	\$0.00	\$63.98 \$66.04	
	8	70	\$41.50	\$9.12	\$10.40	\$0.00	\$61.02	
	7	65	\$38.53	\$9.12	\$10.40	\$0.00	\$58.05	
	6	60	\$35.57	\$9.12	\$10.40	\$0.00	\$55.09	
	5	55	\$32.60	\$9.12	\$8.90	\$0.00	\$50.62	
	4	50	\$29.64	\$9.12	\$8.90	\$0.00	\$47.66	
	3	45	\$26.68	\$9.12	\$8.90	\$0.00	\$44.70	
	2	40	\$23.71	\$9.12	\$8.90	\$0.00	\$41.73	
	1	35	\$20.75	\$9.12	\$8.90	\$0.00	\$38.77	
	Effectiv Step	ve Date - 10/01/2018 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	10	80	\$46.22	\$9.12	\$10.40	\$0.00	\$65.74	
	9	75	\$43.34	\$9.12	\$10.40	\$0.00	\$62.86	
	8	70	\$40.45	\$9.12	\$10.40	\$0.00	\$59.97	
	7	65	\$37.56	\$9.12	\$10.40	\$0.00	\$57.08	
	6	60	\$34.67	\$9.12	\$10.40	\$0.00	\$54.19	
	5	55	\$31.78	\$9.12	\$8.90	\$0.00	\$49.80	
	4	50	\$28.89	\$9.12	\$8.90	\$0.00	\$46.91	
	3	45	\$26.00	\$9.12	\$8.90	\$0.00	\$44.02	
	2	40	\$23.11	\$9.12	\$8.90	\$0.00	\$41.13	
	1	35	\$20.22	\$9.12	\$8.90	\$0.00	\$38.24	
5	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
		tice - SPRINKLER FITTER - Local ve Date - 03/01/2018	550 (Section A) Zone 1			Supplemental		
			03/01/2021		\$9.47	\$18.35	\$0.00	\$94.60
			10/01/2020		\$9.47	\$18.35	\$0.00	\$93.10
			03/01/2020		\$9.47	\$18.35	\$0.00	\$91.60
			10/01/2019		\$9.47 \$9.47	\$18.35	\$0.00	\$90.10
			01/01/2019 03/01/2019		\$9.47 \$9.47	\$18.35	\$0.00	\$88.60
			10/01/2018		\$9.12 \$9.47	\$18.15 \$18.35	\$0.00 \$0.00	\$86.55 \$87.10
	S LOCAL	550 - (Section A) Zone 1	10/01/2016	ф50. 2 0	ΦΟ 10	¢10.15	¢0.00	Φ0.C. 5.5

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Effective Date

03/01/2018

Base Wage

\$57.78

Health

\$9.12

Classification

SPRINKLER FITTER

Issue Date: 07/03/2018

Supplemental

\$0.00

Unemployment

Pension

\$18.15

Total Rate

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\$85.05

Classification			Effective Da	ite Base Wa	nge Health		Supplemental Unemployment	Total Rate
		ON TECHNICIAN	03/01/201	8 \$37.6	1 \$13.00	\$15.93	\$0.00	\$66.54
ECTRICIANS LO)CAL 103		09/01/201	8 \$38.5	1 \$13.00	\$15.96	\$0.00	\$67.47
			03/01/2019	9 \$39.4	0 \$13.00	\$15.98	\$0.00	\$68.38
	Apprei	ntice - TELECOMMUNIO ve Date - 03/01/2018	CATION TECHNICIAN - Local 103					
	Step	percent	Apprentice Base Wage	Health	Pension	Supplementa Unemploymen		
	1	40	\$15.04	\$13.00	\$0.45	\$0.00		
	2	40	\$15.04	\$13.00	\$0.45	\$0.00		
	3	45	\$16.92	\$13.00	\$12.74	\$0.00		
	4	45	\$16.92	\$13.00	\$12.74	\$0.00		
	5	50	\$18.81	\$13.00	\$13.03	\$0.00		
	6	55	\$20.69	\$13.00	\$13.32	\$0.00		
	7	60	\$22.57	\$13.00	\$13.61	\$0.00		
	8	65	\$24.45	\$13.00	\$13.90	\$0.00		
	9	70	\$26.33	\$13.00	\$14.19	\$0.00		
	10	75	\$28.21	\$13.00	\$14.48	\$0.00		
	Effecti Step	ve Date - 09/01/2018 percent	Apprentice Base Wage	Health	Pension	Supplementa Unemploymen		
	$\frac{3 \mathbf{CP}}{1}$	40	\$15.40	\$13.00	\$0.46	\$0.00		
	2	40	\$15.40	\$13.00	\$0.46	\$0.00		
	3	45	\$17.33	\$13.00	\$12.75	\$0.00		
	4	45	\$17.33	\$13.00	\$12.75	\$0.00		
	5	50	\$19.26	\$13.00	\$13.05	\$0.00		
	6	55	\$21.18	\$13.00	\$13.34	\$0.00		
	7	60	\$23.11	\$13.00	\$13.62	\$0.00		
	8	65	\$25.03	\$13.00	\$13.92	\$0.00		
	9	70	\$26.96	\$13.00	\$14.21	\$0.00		
	10	75	\$28.88	\$13.00	\$14.50	\$0.00		
	Notes:							
	Appre	ntice to Journeyworker R	atio:1:1					
ERRAZZO FI			02/01/201	8 \$51.0	0 \$10.75	\$20.03	\$0.00	\$81.78
ICKLAYERS LO	CAL 3 - M.	ARBLE & TILE	08/01/201			\$20.66	\$0.00	\$83.26
			02/01/201	9 \$52.4	9 \$10.75	\$20.66	\$0.00	\$83.90
			08/01/201	9 \$53.8	4 \$10.75	\$20.80	\$0.00	\$85.39
			02/01/202	0 \$54.4	8 \$10.75	\$20.80	\$0.00	\$86.03
			08/01/202	0 \$55.8	3 \$10.75	\$20.95	\$0.00	\$87.53
			02/01/202	1 \$56.4	7 \$10.75	\$20.95	\$0.00	\$88.17
			08/01/202	1 \$57.8	7 \$10.75	\$21.11	\$0.00	\$89.73
			02/01/202	2 \$58.4	6 \$10.75	\$21.11	\$0.00	\$90.32

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90

\$45.90

Step	percent	Apprentice Base Wag	e 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

\$10.75

\$20.03

\$0.00

\$76.68

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER	06/01/2018	\$39.35	\$7.70	\$15.40	\$0.00	\$62.45
LABORERS - FOUNDATION AND MARINE	12/01/2018	\$40.30	\$7.70	\$15.40	\$0.00	\$63.40
	06/01/2019	\$41.30	\$7.70	\$15.40	\$0.00	\$64.40
	12/01/2019	\$42.30	\$7.70	\$15.40	\$0.00	\$65.40
	06/01/2020	\$43.29	\$7.70	\$15.40	\$0.00	\$66.39
	12/01/2020	\$44.27	\$7.70	\$15.40	\$0.00	\$67.37
	06/01/2021	\$45.29	\$7.70	\$15.40	\$0.00	\$68.39
	12/01/2021	\$46.30	\$7.70	\$15.40	\$0.00	\$69.40
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER	06/01/2018	\$38.07	\$7.70	\$15.40	\$0.00	\$61.17
LABORERS - FOUNDATION AND MARINE	12/01/2018	\$39.02	\$7.70	\$15.40	\$0.00	\$62.12
	06/01/2019	\$40.02	\$7.70	\$15.40	\$0.00	\$63.12
	12/01/2019	\$41.02	\$7.70	\$15.40	\$0.00	\$64.12
	06/01/2020	\$42.01	\$7.70	\$15.40	\$0.00	\$65.11
	12/01/2020	\$42.99	\$7.70	\$15.40	\$0.00	\$66.09
	06/01/2021	\$44.01	\$7.70	\$15.40	\$0.00	\$67.11
	12/01/2021	\$45.02	\$7.70	\$15.40	\$0.00	\$68.12

For apprentice rates see "Apprentice- LABORER"

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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"						
TRACTORS/PORTABLE STEAM GENERATORS OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT TEAMSTERS 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
LABORERS (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"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) LABORERS (COMPRESSED AIR)	06/01/2018	\$52.23	\$7.70	\$15.80	\$0.00	\$75.73
ABORERS (COMI RESSED AIR)	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
LABORERS (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	\$48.24	\$7.70	\$15.80	\$0.00	\$71.74
	12/01/2021	\$49.25	\$7.70	\$15.80	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						

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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
ABORERS (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
For appropriate value and "Appropriate LADODED"	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	0.6/01/0010	#20.25	Φ7.70	¢15.20	#0.00	061.15
LABORERS - ZONE I	06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
	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
VASTE WATER PUMP OPERATOR OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
VATER METER INSTALLER	03/01/2018	\$54.69	\$11.57	\$15.76	\$0.00	\$82.02
PLUMBERS & GASFITTERS LOCAL 12	09/01/2018	\$56.19	\$11.57	\$15.76	\$0.00	\$83.52
	03/01/2019	\$57.69	\$11.57	\$15.76	\$0.00	\$85.02
	09/01/2019	\$59.19	\$11.57	\$15.76	\$0.00	\$86.52
	03/01/2020	\$60.69	\$11.57	\$15.76	\$0.00	\$88.02
	09/01/2020	\$62.19	\$11.57	\$15.76	\$0.00	\$89.52
	03/01/2021	\$63.69	\$11.57	\$15.76	\$0.00	\$91.02
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GAS"	SFITTER"					
Outside Electrical - East						
CABLE TECHNICIAN (Power Zone) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$27.14	\$7.75	\$1.81	\$0.00	\$36.70
For apprentice rates see "Apprentice- LINEMAN"						
CABLEMAN (Underground Ducts & Cables) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$38.45	\$7.75	\$9.53	\$0.00	\$55.73
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN CDL DUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$31.66	\$7.75	\$9.44	\$0.00	\$48.85
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) DUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$24.88	\$7.75	\$1.75	\$0.00	\$34.38
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class A CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$38.45	\$7.75	\$13.61	\$0.00	\$59.81
For apprentice rates see "Apprentice- LINEMAN"						

 Issue Date:
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Classification For apprentice rates see "Apprentice- LINEMAN"	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
GROUNDMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$24.88	\$7.75	\$1.75	\$0.00	\$34.38
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN -Inexperienced (<2000 Hrs.) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$20.35	\$7.75	\$1.61	\$0.00	\$29.71
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$45.23	\$7.75	\$16.61	\$0.00	\$69.59

Step	percent 09/03/2017	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	60	\$27.14	\$7.75	\$3.31	\$0.00	\$38.20	
2	65	\$29.40	\$7.75	\$3.38	\$0.00	\$40.53	
3	70	\$31.66	\$7.75	\$3.45	\$0.00	\$42.86	
4	75	\$33.92	\$7.75	\$5.02	\$0.00	\$46.69	
5	80	\$36.18	\$7.75	\$5.09	\$0.00	\$49.02	
6	85	\$38.45	\$7.75	\$5.15	\$0.00	\$51.35	
7	90	\$40.71	\$7.75	\$7.22	\$0.00	\$55.68	
Notes	:						
Appr	entice to Journeyworker R	ntio:1:2					
LEDATA CABLE		02/05/2018	\$29.98	\$4.70	\$3.15	\$0.00	\$37.83
SIDE ELECTRICAL WO	ORKERS - EAST LOCAL 104	02/04/2019	\$30.73	\$4.70	\$3.17	\$0.00	\$38.60
	N/EQUIPMENT OPERAT	OR 05/05/2018	\$28.22	\$4.70	\$3.10	\$0.00	\$36.02
SIDE ELECTRICAL WO	ORKERS - EAST LOCAL 104	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
	AN/INSTALLER/TECHNIC	PIAN 02/05/2018	\$28.22	\$4.70	\$3.10	\$0.00	\$36.02
SIDE ELECTRICAL WO	ORKERS - EAST LOCAL 104	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
EE TRIMMER		01/31/2016	\$18.51	\$3.55	\$0.00	\$0.00	\$22.06
SIDE ELECTRICAL WO	ORKERS - EAST LOCAL 104						

This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal.

OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104

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Classification Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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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