

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

Prevailing Wage Rates

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

LAUREN JONES Secretary

MICHAEL FLANAGAN
Director

Lt. Governor

Awarding Authority: City of Waltham

Contract Number: City/Town: WALTHAM

Description of Work: Cedarwood Water Storage Tank Rehabilitation Project

Job Location: 610 Main Street

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Issue Date: 01/10/2024 **Wage Request Number:** 20240110-014

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2023	\$40.05	\$14.41	\$18.67	\$0.00	\$73.13
	06/01/2024	\$41.05	\$14.41	\$18.67	\$0.00	\$74.13
	08/01/2024	\$41.05	\$14.91	\$18.67	\$0.00	\$74.63
	12/01/2024	\$41.05	\$14.91	\$20.17	\$0.00	\$76.13
	06/01/2025	\$42.05	\$14.91	\$20.17	\$0.00	\$77.13
	08/01/2025	\$42.05	\$15.41	\$20.17	\$0.00	\$77.63
	12/01/2025	\$42.05	\$15.41	\$21.78	\$0.00	\$79.24
	06/01/2026	\$43.05	\$15.41	\$21.78	\$0.00	\$80.24
	08/01/2026	\$43.05	\$15.91	\$21.78	\$0.00	\$80.74
	12/01/2026	\$43.05	\$15.91	\$23.52	\$0.00	\$82.48
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2023	\$40.12	\$14.41	\$18.67	\$0.00	\$73.20
TEAMSTERS JOINT COONCIL NO. 10 ZONE II	06/01/2024	\$40.88	\$14.41	\$18.67	\$0.00	\$73.96
	08/01/2024	\$40.88	\$14.91	\$18.67	\$0.00	\$74.46
	12/01/2024	\$40.88	\$14.91	\$20.17	\$0.00	\$75.96
	06/01/2025	\$41.12	\$14.91	\$20.17	\$0.00	\$76.20
	08/01/2025	\$41.12	\$15.41	\$20.17	\$0.00	\$76.70
	12/01/2025	\$41.12	\$15.41	\$21.78	\$0.00	\$78.31
	06/01/2026	\$43.12	\$15.41	\$21.78	\$0.00	\$80.31
	08/01/2026	\$43.12	\$15.91	\$21.78	\$0.00	\$80.81
	12/01/2026	\$43.12	\$15.91	\$23.52	\$0.00	\$82.55
(4 & 5 AXLE) DRIVER - EQUIPMENT	12/01/2023	\$40.24	\$14.41	\$18.67	\$0.00	\$73.32
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2024	\$41.24	\$14.41	\$18.67	\$0.00	\$74.32
	08/01/2024	\$41.24	\$14.91	\$18.67	\$0.00	\$74.82
	12/01/2024	\$41.24	\$14.91	\$20.17	\$0.00	\$76.32
	06/01/2025	\$42.24	\$14.91	\$20.17	\$0.00	\$77.32
	08/01/2025	\$42.24	\$15.41	\$20.17	\$0.00	\$77.82
	12/01/2025	\$42.24	\$15.41	\$21.78	\$0.00	\$79.43
	06/01/2026	\$43.24	\$15.41	\$21.78	\$0.00	\$80.43
	08/01/2026	\$43.24	\$15.91	\$21.78	\$0.00	\$80.93
	12/01/2026	\$43.24	\$15.91	\$23.52	\$0.00	\$82.67
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR LABORERS - ZONE 1	12/01/2023	\$45.08	\$9.65	\$18.07	\$0.00	\$72.80
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY)	12/01/2023	\$45.08	\$9.65	\$18.07	\$0.00	\$72.80
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2024	\$46.56	\$9.65	\$18.07	\$0.00	\$74.28
	12/01/2024	\$48.03	\$9.65	\$18.07	\$0.00	\$75.75
	06/01/2025	\$49.53	\$9.65	\$18.07	\$0.00	\$77.25
	12/01/2025	\$51.03	\$9.65	\$18.07	\$0.00	\$78.75
	06/01/2026	\$52.58	\$9.65	\$18.07	\$0.00	\$80.30
	12/01/2026	\$54.08	\$9.65	\$18.07	\$0.00	\$81.80
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						

Issue Date: 01/10/2024 **Wage Request Number:** 20240110-014 **Page 2 of 41**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	12/01/2023	\$40.80	\$14.50	\$11.05	\$0.00	\$66.35
IEAT & PROST INSULATORS LOCAL 6 (BOSTON)	06/01/2024	\$41.80	\$14.50	\$11.05	\$0.00	\$67.35
	12/01/2024	\$42.80	\$14.50	\$11.05	\$0.00	\$68.35
	06/01/2025	\$43.80	\$14.50	\$11.05	\$0.00	\$69.35
	12/01/2025	\$44.80	\$14.50	\$11.05	\$0.00	\$70.35
ASPHALT RAKER ABORERS - ZONE 1	12/01/2023	\$44.58	\$9.65	\$18.07	\$0.00	\$72.30
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY)	12/01/2023	\$44.58	\$9.65	\$18.07	\$0.00	\$72.30
ABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2024	\$46.06	\$9.65	\$18.07	\$0.00	\$73.78
	12/01/2024	\$47.53	\$9.65	\$18.07	\$0.00	\$75.25
	06/01/2025	\$49.03	\$9.65	\$18.07	\$0.00	\$76.75
	12/01/2025	\$50.53	\$9.65	\$18.07	\$0.00	\$78.25
	06/01/2026	\$52.08	\$9.65	\$18.07	\$0.00	\$79.80
	12/01/2026	\$53.58	\$9.65	\$18.07	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4	12/01/2023	\$55.03	\$15.00	\$16.40	\$0.00	\$86.43
I EKATING ENGINEEKS LOCAL 7	06/01/2024	\$56.33	\$15.00	\$16.40	\$0.00	\$87.73
	12/01/2024	\$57.78	\$15.00	\$16.40	\$0.00	\$89.18
	06/01/2025	\$59.08	\$15.00	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.53	\$15.00	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.83	\$15.00	\$16.40	\$0.00	\$93.23
	12/01/2026	\$63.28	\$15.00	\$16.40	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATING ENGINEERS LOCAL 4	12/01/2023	\$55.03	\$15.00	\$16.40	\$0.00	\$86.43
I EKATINO ENGINEEKS LOCAL 4	06/01/2024	\$56.33	\$15.00	\$16.40	\$0.00	\$87.73
	12/01/2024	\$57.78	\$15.00	\$16.40	\$0.00	\$89.18
	06/01/2025	\$59.08	\$15.00	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.53	\$15.00	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.83	\$15.00	\$16.40	\$0.00	\$93.23
	12/01/2026	\$63.28	\$15.00	\$16.40	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER ABORERS - ZONE 1	12/01/2023	\$44.58	\$9.65	\$18.07	\$0.00	\$72.30
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER ABORERS - ZONE 1	12/01/2023	\$45.08	\$9.65	\$18.07	\$0.00	\$72.80
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY)	12/01/2023	\$45.08	\$9.65	\$18.07	\$0.00	\$72.80
ABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2024	\$46.56	\$9.65	\$18.07	\$0.00	\$74.28
	12/01/2024	\$48.03	\$9.65	\$18.07	\$0.00	\$75.75
	06/01/2025	\$49.53	\$9.65	\$18.07	\$0.00	\$77.25
	12/01/2025	\$51.03	\$9.65	\$18.07	\$0.00	\$78.75
	06/01/2026	\$52.58	\$9.65	\$18.07	\$0.00	\$80.30
	12/01/2026	\$54.08	\$9.65	\$18.07	\$0.00	\$81.80
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
BOILER MAKER FOILERMAKERS LOCAL 29	01/01/2024	\$48.12	\$7.07	\$20.60	\$0.00	\$75.79

 Issue Date:
 01/10/2024
 Wage Request Number:
 20240110-014
 Page 3 of 41

Appren	tice - BOILERMAKER - Local 29						
Effectiv Step	ve Date - 01/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	65	\$31.28	\$7.07	\$13.22	\$0.00	\$51.57	
2	65	\$31.28	\$7.07	\$13.22	\$0.00	\$51.57	
3	70	\$33.68	\$7.07	\$14.23	\$0.00	\$54.98	
4	75	\$36.09	\$7.07	\$15.24	\$0.00	\$58.40	
5	80	\$38.50	\$7.07	\$16.25	\$0.00	\$61.82	
6	85	\$40.90	\$7.07	\$17.28	\$0.00	\$65.25	
7	90	\$43.31	\$7.07	\$18.28	\$0.00	\$68.66	
8	95	\$45.71	\$7.07	\$19.32	\$0.00	\$72.10	
Notes:							
Appren	tice to Journeyworker Ratio:1:4					'	
	CIAL MASONRY (INCL. MASONF	RY 08/01/2023	3 \$62.40	\$11.49	\$22.34	\$0.00	\$96.23
WATERPROOFING) BRICKLAYERS LOCAL 3 (WAI	LTHAM)	02/01/2024	\$63.65	\$11.49	\$22.34	\$0.00	\$97.48
		08/01/2024	4 \$65.75	\$11.49	\$22.34	\$0.00	\$99.58
		02/01/2025	\$67.05	\$11.49	\$22.34	\$0.00	\$100.88
		08/01/2023	\$69.20	\$11.49	\$22.34	\$0.00	\$103.03
		02/01/2020	5 \$70.55	\$11.49	\$22.34	\$0.00	\$104.38
		08/01/2020	5 \$72.75	\$11.49	\$22.34	\$0.00	\$106.58
		02/01/2027	7 \$74.15	\$11.49	\$22.34	\$0.00	\$107.98

Issue Date: 01/10/2024 Wage Request Number: 20240110-014 Page 4 of 41 **Apprentice -** BRICK/PLASTER/CEMENT MASON - Local 3 Waltham

Effectiv		iniison bout 5 muunun			Supplemental		
	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$31.20	\$11.49	\$22.34	\$0.00	\$65.03	
2	60	\$37.44	\$11.49	\$22.34	\$0.00	\$71.27	
3	70	\$43.68	\$11.49	\$22.34	\$0.00	\$77.51	
4	80	\$49.92	\$11.49	\$22.34	\$0.00	\$83.75	
5	90	\$56.16	\$11.49	\$22.34	\$0.00	\$89.99	
Effectiv Step	e Date - 02/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$31.83	\$11.49	\$22.34	\$0.00		
2	60					\$65.66 \$72.03	
3	70	\$38.19	\$11.49	\$22.34	\$0.00	\$72.02 \$78.20	
4	80	\$44.56	\$11.49	\$22.34	\$0.00	\$78.39	
5	90	\$50.92	\$11.49	\$22.34	\$0.00	\$84.75	
3	90	\$57.29	\$11.49	\$22.34	\$0.00	\$91.12	
Notes:							
Appren	tice to Journeyworker Ratio:1:5						
BULLDOZER/GRADER OPERATING ENGINEERS LOG		12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
OI ERATING ENGINEERS LOC	AL 4	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
		12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
		06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
		12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
		06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
T	· OPERATING ENGRAPERS	12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99
	pprentice- OPERATING ENGINEERS"				***		
CAISSON & UNDERPIP LABORERS - FOUNDATION A		12/01/2023			\$18.22	\$0.00	\$73.35
		06/01/2024			\$18.22	\$0.00	\$74.83
		12/01/2024			\$18.22	\$0.00	\$76.30
		06/01/2025			\$18.22	\$0.00	\$77.80
		12/01/2025			\$18.22	\$0.00	\$79.30
		06/01/2026			\$18.22	\$0.00	\$80.85
For apprentice rates see "A	pprentice- LABORER"	12/01/2026	5 \$54.48	\$9.65	\$18.22	\$0.00	\$82.35
CAISSON & UNDERPI	* *	12/01/2023	3 \$44.33	\$9.65	\$18.22	\$0.00	\$72.20
LABORERS - FOUNDATION A		06/01/2024		\$9.65	\$18.22	\$0.00	\$73.68
		12/01/2024			\$18.22	\$0.00	\$75.15
		06/01/2025			\$18.22	\$0.00	\$76.65
		12/01/2025			\$18.22	\$0.00	\$78.15
		06/01/2020			\$18.22	\$0.00	\$79.70
		12/01/2020			\$18.22	\$0.00	\$81.20
For apprentice rates see "A	pprentice- LABORER"	12/01/2020	, ψυυ.υυ	Ψ2.03	Q10.22	20.00	ψ01.20

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING TOP MAN	12/01/2023	\$44.33	\$9.65	\$18.22	\$0.00	\$72.20
LABORERS - FOUNDATION AND MARINE	06/01/2024	\$45.81	\$9.65	\$18.22	\$0.00	\$73.68
	12/01/2024	\$47.28	\$9.65	\$18.22	\$0.00	\$75.15
	06/01/2025	\$48.78	\$9.65	\$18.22	\$0.00	\$76.65
	12/01/2025	\$50.28	\$9.65	\$18.22	\$0.00	\$78.15
	06/01/2026	\$51.83	\$9.65	\$18.22	\$0.00	\$79.70
	12/01/2026	\$53.33	\$9.65	\$18.22	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR LABORERS - ZONE 1	12/01/2023	\$44.58	\$9.65	\$18.07	\$0.00	\$72.30
For apprentice rates see "Apprentice- LABORER"						
CARPENTER CARPENTERS - ZONE 2 (Eastern Massachusetts)	03/01/2023	\$45.12	\$9.33	\$19.97	\$0.00	\$74.42

Apprentice - CARPENTER - Zone 2 Eastern MA

Effect	ive Date -	03/01/2023				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$22.56	\$9.33	\$1.73	\$0.00	\$33.62	
2	60		\$27.07	\$9.33	\$1.73	\$0.00	\$38.13	
3	70		\$31.58	\$9.33	\$14.78	\$0.00	\$55.69	
4	75		\$33.84	\$9.33	\$14.78	\$0.00	\$57.95	
5	80		\$36.10	\$9.33	\$16.51	\$0.00	\$61.94	
6	80		\$36.10	\$9.33	\$16.51	\$0.00	\$61.94	
7	90		\$40.61	\$9.33	\$18.24	\$0.00	\$68.18	
8	90		\$40.61	\$9.33	\$18.24	\$0.00	\$68.18	
Notes:	% Indentu	ared After 10/1/17; 45/45/5 \$30.71/ 3&4 \$36.93/ 5&6						

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME 04/01/2023 \$28.84 \$6.69 \$6.47 \$0.00 \$42.00 \$

All Aspects of New Wood Frame Work

 Issue Date:
 01/10/2024
 Wage Request Number:
 20240110-014
 Page 6 of 41

Pension Unemployment

2 50 \$14.42 \$6.69 \$0.00 \$0.00 \$21.1 3 55 \$15.86 \$6.69 \$2.00 \$0.00 \$24.5 4 55 \$15.86 \$6.69 \$2.00 \$0.00 \$24.5 5 70 \$20.19 \$6.69 \$6.47 \$0.00 \$33.3 6 70 \$20.19 \$6.69 \$6.47 \$0.00 \$33.3 7 80 \$23.07 \$6.69 \$6.47 \$0.00 \$36.2	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rat
3 55 \$15.86 \$6.69 \$2.00 \$0.00 \$24.53 4 55 \$15.86 \$6.69 \$2.00 \$0.00 \$24.53 5 70 \$20.19 \$6.69 \$6.47 \$0.00 \$33.33 6 70 \$20.19 \$6.69 \$6.47 \$0.00 \$33.33 7 80 \$23.07 \$6.69 \$6.47 \$0.00 \$36.23	1	50	\$14.42	\$6.69	\$0.00	\$0.00	\$21.1
4 55 \$15.86 \$6.69 \$2.00 \$0.00 \$24.53 5 70 \$20.19 \$6.69 \$6.47 \$0.00 \$33.33 6 70 \$20.19 \$6.69 \$6.47 \$0.00 \$33.33 7 80 \$23.07 \$6.69 \$6.47 \$0.00 \$36.23	2	50	\$14.42	\$6.69	\$0.00	\$0.00	\$21.1
5 70 \$20.19 \$6.69 \$6.47 \$0.00 \$33.33 6 70 \$20.19 \$6.69 \$6.47 \$0.00 \$33.33 7 80 \$23.07 \$6.69 \$6.47 \$0.00 \$36.23	3	55	\$15.86	\$6.69	\$2.00	\$0.00	\$24.55
6 70 \$20.19 \$6.69 \$6.47 \$0.00 \$33.33 7 80 \$23.07 \$6.69 \$6.47 \$0.00 \$36.23	4	55	\$15.86	\$6.69	\$2.00	\$0.00	\$24.55
7 80 \$23.07 \$6.69 \$6.47 \$0.00 \$36.23	5	70	\$20.19	\$6.69	\$6.47	\$0.00	\$33.35
\$25.07 \$0.07 \$0.47 \$0.00 \$50.2.	6	70	\$20.19	\$6.69	\$6.47	\$0.00	\$33.35
8 80 \$23.07 \$6.69 \$6.47 \$0.00 \$36.23	7	80	\$23.07	\$6.69	\$6.47	\$0.00	\$36.23
	8	80	\$23.07	\$6.69	\$6.47	\$0.00	\$36.23

Apprentice to Journeyworker Ratio:1:5						
CEMENT MASONRY/PLASTERING	01/01/2024	\$49.33	\$13.00	\$23.57	\$1.30	\$87.20
BRICKLAYERS LOCAL 3 (WALTHAM)		4 17 12 2	4-0-10-0			40

Apprer	ntice - CEMENT MASONRY/PLASTE ve Date - 01/01/2024	ERING - Eastern Mass (N	Valtham)				
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$24.67	\$13.00	\$15.93	\$0.00	\$53.60	
2	60	\$29.60	\$13.00	\$18.57	\$1.30	\$62.47	
3	65	\$32.06	\$13.00	\$19.57	\$1.30	\$65.93	
4	70	\$34.53	\$13.00	\$20.57	\$1.30	\$69.40	
5	75	\$37.00	\$13.00	\$21.57	\$1.30	\$72.87	
6	80	\$39.46	\$13.00	\$22.57	\$1.30	\$76.33	
7	90	\$44.40	\$13.00	\$23.57	\$1.30	\$82.27	
Notes:	Steps 3,4 are 500 hrs. All other steps	are 1,000 hrs.				 	
Appre	ntice to Journeyworker Ratio:1:3						

12/01/2023	\$44.58	\$9.65	\$18.07	\$0.00	\$72.30
12/01/2023	\$56.13	\$15.00	\$16.40	\$0.00	\$87.53
06/01/2024	\$57.45	\$15.00	\$16.40	\$0.00	\$88.85
12/01/2024	\$58.93	\$15.00	\$16.40	\$0.00	\$90.33
06/01/2025	\$60.26	\$15.00	\$16.40	\$0.00	\$91.66
12/01/2025	\$61.73	\$15.00	\$16.40	\$0.00	\$93.13
06/01/2026	\$63.06	\$15.00	\$16.40	\$0.00	\$94.46
12/01/2026	\$64.54	\$15.00	\$16.40	\$0.00	\$95.94
	12/01/2023 06/01/2024 12/01/2024 06/01/2025 12/01/2025 06/01/2026	12/01/2023 \$56.13 06/01/2024 \$57.45 12/01/2024 \$58.93 06/01/2025 \$60.26 12/01/2025 \$61.73 06/01/2026 \$63.06	12/01/2023 \$56.13 \$15.00 06/01/2024 \$57.45 \$15.00 12/01/2024 \$58.93 \$15.00 06/01/2025 \$60.26 \$15.00 12/01/2025 \$61.73 \$15.00 06/01/2026 \$63.06 \$15.00	12/01/2023 \$56.13 \$15.00 \$16.40 06/01/2024 \$57.45 \$15.00 \$16.40 12/01/2024 \$58.93 \$15.00 \$16.40 06/01/2025 \$60.26 \$15.00 \$16.40 12/01/2025 \$61.73 \$15.00 \$16.40 06/01/2026 \$63.06 \$15.00 \$16.40	12/01/2023 \$56.13 \$15.00 \$16.40 \$0.00 06/01/2024 \$57.45 \$15.00 \$16.40 \$0.00 12/01/2024 \$58.93 \$15.00 \$16.40 \$0.00 06/01/2025 \$60.26 \$15.00 \$16.40 \$0.00 12/01/2025 \$61.73 \$15.00 \$16.40 \$0.00 06/01/2026 \$63.06 \$15.00 \$16.40 \$0.00

							Onemployment	
COMPRESSOR			12/01/2023	\$35.62	\$15.00	\$16.40	\$0.00	\$67.02
PERATING ENGI	NEERS LC	OCAL 4	06/01/2024	\$36.47	\$15.00	\$16.40	\$0.00	\$67.87
			12/01/2024	\$37.42	\$15.00	\$16.40	\$0.00	\$68.82
			06/01/2025	\$38.27	\$15.00	\$16.40	\$0.00	\$69.67
			12/01/2025	\$39.22	\$15.00	\$16.40	\$0.00	\$70.62
			06/01/2026	\$40.08	\$15.00	\$16.40	\$0.00	\$71.48
			12/01/2026	\$41.03	\$15.00	\$16.40	\$0.00	\$72.43
For apprentice	rates see "	Apprentice- OPERATING ENGINEERS"						
ELEADER (E			01/01/2024	\$56.06	\$9.95	\$23.95	\$0.00	\$89.96
INTERS LOCAL	33 - ZONE	2	07/01/2024	\$57.26	\$9.95	\$23.95	\$0.00	\$91.16
			01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36
	Apprer	ntice - PAINTER Local 35 - BRIDG	GES/TANKS					
		ve Date - 01/01/2024				Supplemental		
	Step	percent	Apprentice Base Wage		Pension	Unemployment	Total Rate	
	1	50	\$28.03	\$9.95	\$0.00	\$0.00	\$37.98	
	2	55	\$30.83	\$9.95	\$6.66	\$0.00	\$47.44	
	3	60	\$33.64	\$9.95	\$7.26	\$0.00	\$50.85	
	4	65	\$36.44	\$9.95	\$7.87	\$0.00	\$54.26	
	5	70	\$39.24	\$9.95	\$20.32	\$0.00	\$69.51	
	6	75	\$42.05	\$9.95	\$20.93	\$0.00	\$72.93	
	7	80	\$44.85	\$9.95	\$21.53	\$0.00	\$76.33	
	8	90	\$50.45	\$9.95	\$22.74	\$0.00	\$83.14	
	Effecti	ve Date - 07/01/2024				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$28.63	\$9.95	\$0.00	\$0.00	\$38.58	
	2	55	\$31.49	\$9.95	\$6.66	\$0.00	\$48.10	
	3	60	\$34.36	\$9.95	\$7.26	\$0.00	\$51.57	
	4	65	\$37.22	\$9.95	\$7.87	\$0.00	\$55.04	
	5	70	\$40.08	\$9.95	\$20.32	\$0.00	\$70.35	
	6	75	\$42.95	\$9.95	\$20.93	\$0.00	\$73.83	
	7	80	\$45.81	\$9.95	\$21.53	\$0.00	\$77.29	
	8	90	\$51.53	\$9.95	\$22.74	\$0.00	\$84.22	
	Notes:	Steps are 750 hrs.						
		steps are 100 IIIs.						
	Apprei	ntice to Journeyworker Ratio:1:1						
EMO: ADZEI			12/01/2023	\$44.48	\$9.65	\$18.07	\$0.00	\$72.20
For apprentice	rates see "	Apprentice- LABORER"						
EMO: BACK		OADER/HAMMER OPERATOR	12/01/2023	\$45.48	\$9.65	\$18.07	\$0.00	\$73.20
Eas assessing	rates see "	Apprentice- LABORER"						
ror apprentice								

Wage Request Number:

20240110-014

Effective Date Base Wage Health

Classification

Issue Date: 01/10/2024

Supplemental

Unemployment

Pension

Total Rate

Page 8 of 41

DEMO: CONCRETE CUTTER/SAWYER 12/01/2023 \$45.48 \$9.65 \$18.07 \$0.00 \$73.20	Classification For apprentice rates see "Apprentice- LABORER"	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Post apprentice nates see "Apprentice-LABORER" 12/01/2023 \$45.23 \$9.65 \$18.07 \$0.00 \$72.95	DEMO: CONCRETE CUTTER/SAWYER LABORERS - ZONE 1	12/01/2023	\$45.48	\$9.65	\$18.07	\$0.00	\$73.20
Example Exam							
DEMO: WRECKING LABORER 12/01/2023 \$44.48 \$9.65 \$18.07 \$0.00 \$72.20	DEMO: JACKHAMMER OPERATOR LABORERS - ZONE 1	12/01/2023	\$45.23	\$9.65	\$18.07	\$0.00	\$72.95
DIVER TENDER (COLL 56 (COME 1)	For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR	DEMO: WRECKING LABORER LABORERS - ZONE 1	12/01/2023	\$44.48	\$9.65	\$18.07	\$0.00	\$72.20
	For apprentice rates see "Apprentice- LABORER"						
06/01/2024 \$55.71 \$15.00 \$16.40 \$0.00 \$87.11 12/01/2024 \$57.15 \$15.00 \$16.40 \$0.00 \$88.55 12/01/2025 \$58.43 \$15.00 \$16.40 \$0.00 \$89.83 12/01/2025 \$58.43 \$15.00 \$16.40 \$0.00 \$89.83 12/01/2025 \$58.87 \$15.00 \$16.40 \$0.00 \$91.27 16/01/2025 \$59.87 \$15.00 \$16.40 \$0.00 \$92.55 12/01/2026 \$62.59 \$15.00 \$16.40 \$0.00 \$93.99 For apprentice rates see "Apprentice-OPERATINO ENGINEERS" DIVER PLACAL 56 (ZONE 1)	DIRECTIONAL DRILL MACHINE OPERATOR	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
	OPERATING ENGINEERS LOCAL 4	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
12/01/2025 \$59.87 \$15.00 \$16.40 \$0.00 \$91.27		12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
DIVER TENDER (EFFLUENT) O8/01/2020 S103.05 S14.00 S23.12 S0.00 S106.12		06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
12/01/2026 S62.59 S15.00 S16.40 S0.00 S93.99		12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
DIVER		06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
DIVER PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice- PILE DRIVER" DIVER TENDER (EFFLUENT) For apprentice rates see "Apprentice- PILE DRIVER" DIVER TENDER (EFFLUENT) For apprentice rates see "Apprentice- PILE DRIVER" DIVER/SLUCRY (EFFLUENT) For apprentice rates see "Apprentice- PILE DRIVER" DIVER/SLUCRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice- PILE DRIVER" DIVER/SLUCRY (EFFLUENT) For apprentice rates see "Apprentice- PILE DRIVER" DIVER/SLUCRY (EFFLUENT) For apprentice rates see "Apprentice- PILE DRIVER" DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE - SEU LOCAL 888 ELECTRICIAN 109/01/2024 \$61.86 \$13.00 \$22.12 \$0.00 \$99.04 203/01/2024 \$63.78 \$13.00 \$22.21 \$0.00 \$99.04 203/01/2025 \$66.89 \$13.00 \$22.21 \$0.00 \$99.04 203/01/2025 \$66.89 \$13.00 \$22.21 \$0.00 \$99.04 203/01/2026 \$68.09 \$13.00 \$22.23 \$0.00 \$100.28 209/01/2026 \$68.09 \$13.00 \$22.24 \$0.00 \$100.28 209/01/2027 \$73.11 \$13.00 \$22.49 \$0.00 \$106.68 209/01/2027 \$73.11 \$13.00 \$22.49 \$0.00 \$106.68 209/01/2027 \$73.11 \$13.00 \$22.54 \$0.00 \$106.68		12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99
### DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice-PILE DRIVER" DIVER TENDER PILE DRIVER (EFFLUENT) For apprentice rates see "Apprentice-PILE DRIVER" DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice-PILE DRIVER" DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice-PILE DRIVER" DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice-PILE DRIVER" DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice-PILE DRIVER" DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE SEIU LOCAL 888 ELECTRICIAN 90/01/2023 \$61.39 \$13.00 \$21.69 \$0.00 \$96.08 \$103.01 \$100.00 \$1	For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice-PILE DRIVER" DIVER TENDER (EFFLUENT) Por apprentice rates see "Apprentice-PILE DRIVER" DIVER JURIER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice-PILE DRIVER" DIVER SALURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice-PILE DRIVER" DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice-PILE DRIVER" DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE - SEIU LOCAL 888 ELECTRICIAN 109/01/2022 103/01/2024 103/01/2024 103/01/2024 103/01/2025 103/01/2025 103/01/2025 103/01/2025 103/01/2025 103/01/2026 103/01/2026 103/01/2026 103/01/2026 103/01/2026 103/01/2026 103/01/2027 103/01/2026 103/01/2027 103/01/2026 103/01/2027 103/01/2		08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
### DIVER TENDER (EFFLUENT) For apprentice rates see "Apprentice- PILE DRIVER" DIVER TENDER (EFFLUENT) For apprentice rates see "Apprentice- PILE DRIVER" DIVER/SLURRY (EFFLUENT) For apprentice rates see "Apprentice- PILE DRIVER" DIVER/SLURRY (EFFLUENT) For apprentice rates see "Apprentice- PILE DRIVER" DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE - SEIU LOCAL 888 ELECTRICIAN 09/01/2024 \$61.39 \$13.00 \$21.69 \$0.00 \$96.08	For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE I) For apprentice rates see "Apprentice-PILE DRIVER" DIVER/SLURRY (EFFLUENT) For apprentice rates see "Apprentice-PILE DRIVER" DIVER/SLURRY (EFFLUENT) For apprentice rates see "Apprentice-PILE DRIVER" DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE - SEIU LOCAL 888 ELECTRICIAN O9/01/2023 S61.39 S0.16 S37.53 03/01/2024 S61.86 S13.00 S22.11 S0.00 S96.08 S97.07 O9/01/2024 S61.86 S13.00 S22.21 S0.00 S97.07 O9/01/2024 S63.78 S13.00 S22.21 S0.00 S99.04 O3/01/2025 S66.89 S13.00 S22.26 S0.00 S99.04 O3/01/2025 S66.89 S13.00 S22.30 S0.00 S100.28 O9/01/2025 S66.89 S13.00 S22.30 S0.00 S103.48 O9/01/2026 S70.00 S13.00 S22.45 S0.00 S103.48 O9/01/2026 S70.00 S13.00 S22.45 S0.00 S105.45 O3/01/2027 S71.19 S13.00 S22.54 S0.00 S106.68 O9/01/2027 S73.11 S13.00 S22.54 S0.00 S108.65	DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
### DIVER/SLURRY (EFFLUENT) For apprentice rates see "Apprentice-PILE DRIVER" DIVER/SLURRY (EFFLUENT) 08/01/2020 \$103.05 \$9.40 \$23.12 \$0.00 \$135.57 For apprentice rates see "Apprentice-PILE DRIVER" DRAWBRIDGE OPERATOR (Construction) 07/01/2020 \$26.77 \$6.67 \$3.93 \$0.16 \$37.53 DRAWBRIDGE - SEIU LOCAL 888 \$13.00 \$21.69 \$0.00 \$96.08 ELECTRICIAN 09/01/2023 \$61.39 \$13.00 \$21.69 \$0.00 \$97.07 09/01/2024 \$63.78 \$13.00 \$22.21 \$0.00 \$97.07 09/01/2025 \$64.98 \$13.00 \$22.26 \$0.00 \$99.04 03/01/2025 \$66.89 \$13.00 \$22.30 \$0.00 \$100.28 09/01/2026 \$68.09 \$13.00 \$22.39 \$0.00 \$103.48 09/01/2026 \$70.00 \$13.00 \$22.45 \$0.00 \$105.45 03/01/2027 \$71.19 \$13.00 \$22.49 \$0.00 \$106.68 09/01/2027 \$73.11 \$13.00 \$22.54 \$0.00 \$108.65	For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) 08/01/2020 \$103.05 \$9.40 \$23.12 \$0.00 \$135.57	,	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
### PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice- PILE DRIVER" DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE - SEIU LOCAL 888 ELECTRICIAN #### Op/01/2023 \$61.39	For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE - SEIU LOCAL 888 ELECTRICIAN ELECTRICIANS LOCAL 103 07/01/2020 07/01/2020 09/01/2023 03/01/2024 03/01/2024 03/01/2024 03/01/2025 03/01/2025 03/01/2025 03/01/2025 03/01/2026 03/01/2026 03/01/2026 03/01/2026 03/01/2026 03/01/2026 03/01/2027 03	DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
DRAWBRIDGE - SEIU LOCAL 888 09/01/2023 \$61.39 \$13.00 \$21.69 \$0.00 \$96.08	For apprentice rates see "Apprentice- PILE DRIVER"						
03/01/2024 \$61.86 \$13.00 \$22.21 \$0.00 \$97.07 09/01/2024 \$63.78 \$13.00 \$22.26 \$0.00 \$99.04 03/01/2025 \$64.98 \$13.00 \$22.30 \$0.00 \$100.28 09/01/2025 \$66.89 \$13.00 \$22.36 \$0.00 \$102.25 03/01/2026 \$68.09 \$13.00 \$22.39 \$0.00 \$103.48 09/01/2026 \$70.00 \$13.00 \$22.45 \$0.00 \$105.45 03/01/2027 \$71.19 \$13.00 \$22.49 \$0.00 \$106.68 09/01/2027 \$73.11 \$13.00 \$22.54 \$0.00 \$108.65	,	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
03/01/2024 \$61.86 \$13.00 \$22.21 \$0.00 \$97.07 09/01/2024 \$63.78 \$13.00 \$22.26 \$0.00 \$99.04 03/01/2025 \$64.98 \$13.00 \$22.30 \$0.00 \$100.28 09/01/2025 \$66.89 \$13.00 \$22.36 \$0.00 \$102.25 03/01/2026 \$68.09 \$13.00 \$22.39 \$0.00 \$103.48 09/01/2026 \$70.00 \$13.00 \$22.45 \$0.00 \$105.45 03/01/2027 \$71.19 \$13.00 \$22.49 \$0.00 \$106.68 09/01/2027 \$73.11 \$13.00 \$22.54 \$0.00 \$108.65		09/01/2023	\$61.39	\$13.00	\$21.69	\$0.00	\$96.08
09/01/2024 \$63.78 \$13.00 \$22.26 \$0.00 \$99.04 03/01/2025 \$64.98 \$13.00 \$22.30 \$0.00 \$100.28 09/01/2025 \$66.89 \$13.00 \$22.36 \$0.00 \$102.25 03/01/2026 \$68.09 \$13.00 \$22.39 \$0.00 \$103.48 09/01/2026 \$70.00 \$13.00 \$22.45 \$0.00 \$105.45 03/01/2027 \$71.19 \$13.00 \$22.49 \$0.00 \$106.68 09/01/2027 \$73.11 \$13.00 \$22.54 \$0.00 \$108.65	ELECTRICIANS LOCAL 103	03/01/2024	\$61.86	\$13.00	\$22.21	\$0.00	\$97.07
09/01/2025 \$66.89 \$13.00 \$22.36 \$0.00 \$102.25 03/01/2026 \$68.09 \$13.00 \$22.39 \$0.00 \$103.48 09/01/2026 \$70.00 \$13.00 \$22.45 \$0.00 \$105.45 03/01/2027 \$71.19 \$13.00 \$22.49 \$0.00 \$106.68 09/01/2027 \$73.11 \$13.00 \$22.54 \$0.00 \$108.65		09/01/2024	\$63.78	\$13.00	\$22.26	\$0.00	\$99.04
09/01/2025 \$66.89 \$13.00 \$22.36 \$0.00 \$102.25 03/01/2026 \$68.09 \$13.00 \$22.39 \$0.00 \$103.48 09/01/2026 \$70.00 \$13.00 \$22.45 \$0.00 \$105.45 03/01/2027 \$71.19 \$13.00 \$22.49 \$0.00 \$106.68 09/01/2027 \$73.11 \$13.00 \$22.54 \$0.00 \$108.65				\$13.00			
03/01/2026 \$68.09 \$13.00 \$22.39 \$0.00 \$103.48 09/01/2026 \$70.00 \$13.00 \$22.45 \$0.00 \$105.45 03/01/2027 \$71.19 \$13.00 \$22.49 \$0.00 \$106.68 09/01/2027 \$73.11 \$13.00 \$22.54 \$0.00 \$108.65						\$0.00	
09/01/2026 \$70.00 \$13.00 \$22.45 \$0.00 \$105.45 03/01/2027 \$71.19 \$13.00 \$22.49 \$0.00 \$106.68 09/01/2027 \$73.11 \$13.00 \$22.54 \$0.00 \$108.65				\$13.00			
03/01/2027 \$71.19 \$13.00 \$22.49 \$0.00 \$106.68 09/01/2027 \$73.11 \$13.00 \$22.54 \$0.00 \$108.65							
09/01/2027 \$73.11 \$13.00 \$22.54 \$0.00 \$108.65							
		03/01/2028	\$74.31	\$13.00	\$22.58	\$0.00	\$109.89

 Issue Date:
 01/10/2024
 Wage Request Number:
 20240110-014
 Page 9 of 41

ELEVATOR CONSTRUCTORS LOCAL 4

Pension

Apprentice -	ELECTRICIAN - Local 103
Effective Date	00/01/2023

Step	ive Date - percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$24.56	\$13.00	\$0.74	\$0.00	\$38.30
2	40	\$24.56	\$13.00	\$0.74	\$0.00	\$38.30
3	45	\$27.63	\$13.00	\$16.16	\$0.00	\$56.79
4	45	\$27.63	\$13.00	\$16.16	\$0.00	\$56.79
5	50	\$30.70	\$13.00	\$16.66	\$0.00	\$60.36
6	55	\$33.76	\$13.00	\$17.16	\$0.00	\$63.92
7	60	\$36.83	\$13.00	\$17.67	\$0.00	\$67.50
8	65	\$39.90	\$13.00	\$18.17	\$0.00	\$71.07
9	70	\$42.97	\$13.00	\$18.67	\$0.00	\$74.64
10	75	\$46.04	\$13.00	\$19.18	\$0.00	\$78.22
Effect	ive Date -	03/01/2024			Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40	\$24.74	\$13.00	\$0.74	\$0.00	\$38.48
2	40	\$24.74	\$13.00	\$0.74	\$0.00	\$38.48
3	45	\$27.84	\$13.00	\$16.67	\$0.00	\$57.51
4	45	\$27.84	\$13.00	\$16.67	\$0.00	\$57.51
5	50	\$30.93	\$13.00	\$17.17	\$0.00	\$61.10
6	55	\$34.02	\$13.00	\$17.67	\$0.00	\$64.69
7	60	\$37.12	\$13.00	\$18.17	\$0.00	\$68.29
8	65	\$40.21	\$13.00	\$18.68	\$0.00	\$71.89
9	70	\$43.30	\$13.00	\$19.18	\$0.00	\$75.48
10	75	\$46.40	\$13.00	\$19.69	\$0.00	\$79.09
Notes:	- — — · ::					
İ	App Prior	1/1/03; 30/35/40/45/50/55/65/70/75/80				
		ırneyworker Ratio:2:3***				

Issue Date: 01/10/2024

Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Pension

	Effect	ive Date - 01/01/2022				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total	l Rate
	1	50	\$32.81	\$16.03	\$0.00	\$0.00	\$	48.84
	2	55	\$36.09	\$16.03	\$20.21	\$0.00	\$	72.33
	3	65	\$42.65	\$16.03	\$20.21	\$0.00	\$	78.89
	4	70	\$45.93	\$16.03	\$20.21	\$0.00	\$	82.17
	5	80	\$52.50	\$16.03	\$20.21	\$0.00	\$	88.74
	Notes	Steps 1-2 are 6 mos.; Steps 3-5 are 1						
	Appro	entice to Journeyworker Ratio:1:1						_'
		UCTOR HELPER	01/01/2022	2 \$45.93	\$16.03	\$20.21	\$0.00	\$82.17
ELEVATOR CONS								
		"Apprentice - ELEVATOR CONSTRUCTOR" AIL ERECTOR (HEAVY & HIGHWAY	(1) 12/01/202	3 \$44.58	\$0.65	\$18.07	\$0.00	\$72.30
		YY & HIGHWAY)	06/01/202			\$18.07	\$0.00	\$72.30 \$73.78
			12/01/2024			\$18.07	\$0.00	\$75.78 \$75.25
			06/01/202			\$18.07	\$0.00	\$75.25 \$76.75
			12/01/202			\$18.07	\$0.00	\$78.25
			06/01/2020			\$18.07	\$0.00	\$79.80
			12/01/2020			\$18.07	\$0.00	\$81.30
For apprentic	ce rates see	"Apprentice- LABORER (Heavy and Highway)		****	**			
		RSON-BLDG,SITE,HVY/HWY	11/01/2023	3 \$50.30	\$14.50	\$16.15	\$0.00	\$80.95
PERATING ENC	JINEEKS L	OCAL 4	05/01/2024	4 \$51.54	\$14.50	\$16.15	\$0.00	\$82.19
			11/01/2024	\$52.83	\$14.50	\$16.15	\$0.00	\$83.48
			05/01/202	5 \$54.27	\$14.50	\$16.15	\$0.00	\$84.92
			11/01/2023	\$55.56	\$14.50	\$16.15	\$0.00	\$86.21
			05/01/2020	5 \$57.00	\$14.50	\$16.15	\$0.00	\$87.65
			11/01/2020	5 \$58.29	\$14.50	\$16.15	\$0.00	\$88.94
For apprentic	e rates see	"Apprentice- OPERATING ENGINEERS"	05/01/202	7 \$59.72	\$14.50	\$16.15	\$0.00	\$90.37
		HIEF-BLDG,SITE,HVY/HWY	11/01/2023	3 \$51.87	\$14.50	\$16.15	\$0.00	\$82.52
PERATING ENC	GINEERS L	OCAL 4	05/01/2024			\$16.15	\$0.00	\$83.77
			11/01/2024			\$16.15	\$0.00	\$85.07
			05/01/202	5 \$55.87		\$16.15	\$0.00	\$86.52
			11/01/2025	5 \$57.17	\$14.50	\$16.15	\$0.00	\$87.82
			05/01/2020	5 \$58.62	\$14.50	\$16.15	\$0.00	\$89.27
			11/01/2020	5 \$59.92	\$14.50	\$16.15	\$0.00	\$90.57
			05/01/202	7 \$61.37	\$14.50	\$16.15	\$0.00	\$92.02
For apprentic	e rates see	"Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	11/01/2023	\$24.93	\$14.50	\$16.15	\$0.00	\$55.58
OPERATING ENGINEERS LOCAL 4	05/01/2024	\$25.66	\$14.50	\$16.15	\$0.00	\$56.31
	11/01/2024	\$26.42	\$14.50	\$16.15	\$0.00	\$57.07
	05/01/2025	\$27.27	\$14.50	\$16.15	\$0.00	\$57.92
	11/01/2025	\$28.03	\$14.50	\$16.15	\$0.00	\$58.68
	05/01/2026	\$28.88	\$14.50	\$16.15	\$0.00	\$59.53
	11/01/2026	\$29.64	\$14.50	\$16.15	\$0.00	\$60.29
For any order on the second of ODED ATRIC ENGINEERS.	05/01/2027	\$30.49	\$14.50	\$16.15	\$0.00	\$61.14
For apprentice rates see "Apprentice- OPERATING ENGINEERS" FIRE ALARM INSTALLER	09/01/2023	\$61.39	\$13.00	\$21.69	\$0.00	\$96.08
ELECTRICIANS LOCAL 103				\$22.21	\$0.00	\$90.08
	03/01/2024 09/01/2024	\$61.86	\$13.00	\$22.21	\$0.00	\$97.07 \$99.04
	03/01/2024	\$63.78	\$13.00	\$22.20	\$0.00	\$99.04 \$100.28
	09/01/2025	\$64.98	\$13.00	\$22.36	\$0.00	
		\$66.89	\$13.00	\$22.39	\$0.00	\$102.25
	03/01/2026	\$68.09 \$70.00	\$13.00	\$22.39	\$0.00	\$103.48 \$105.45
	09/01/2026 03/01/2027		\$13.00	\$22.49	\$0.00	
		\$71.19	\$13.00	\$22.49	\$0.00	\$106.68
	09/01/2027	\$73.11	\$13.00		\$0.00	\$108.65
For apprentice rates see "Apprentice- ELECTRICIAN"	03/01/2028	\$74.31	\$13.00	\$22.58	\$0.00	\$109.89
FIRE ALARM REPAIR / MAINTENANCE	09/01/2023	\$49.11	\$13.00	\$19.68	\$0.00	\$81.79
/ COMMISSIONINGELECTRICIANS	03/01/2024	\$49.49	\$13.00	\$20.19	\$0.00	\$82.68
LOCAL 103	09/01/2024	\$51.02	\$13.00	\$20.24	\$0.00	\$84.26
	03/01/2025	\$51.98	\$13.00	\$20.27	\$0.00	\$85.25
	09/01/2025	\$53.51	\$13.00	\$20.32	\$0.00	\$86.83
	03/01/2026	\$54.47	\$13.00	\$20.34	\$0.00	\$87.81
	09/01/2026	\$56.00	\$13.00	\$20.39	\$0.00	\$89.39
	03/01/2027	\$56.95	\$13.00	\$20.42	\$0.00	\$90.37
	09/01/2027	\$58.49	\$13.00	\$20.46	\$0.00	\$91.95
	03/01/2028	\$59.45	\$13.00	\$20.49	\$0.00	\$92.94
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER)	12/01/2023	\$44.47	\$15.00	\$16.40	\$0.00	\$75.87
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$45.53	\$15.00	\$16.40	\$0.00	\$76.93
	12/01/2024	\$46.71	\$15.00	\$16.40	\$0.00	\$78.11
	06/01/2025	\$47.77	\$15.00	\$16.40	\$0.00	\$79.17
	12/01/2025	\$48.94	\$15.00	\$16.40	\$0.00	\$80.34
	06/01/2026	\$50.00	\$15.00	\$16.40	\$0.00	\$81.40
	12/01/2026	\$51.18	\$15.00	\$16.40	\$0.00	\$82.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"				<u> </u>		
FLAGGER & SIGNALER (HEAVY & HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2023	\$25.48	\$9.65	\$18.07	\$0.00	\$53.20
	06/01/2024	\$26.51	\$9.65	\$18.07	\$0.00	\$54.23
	12/01/2024	\$26.51	\$9.65	\$18.07	\$0.00	\$54.23
	06/01/2025	\$27.59	\$9.65	\$18.07	\$0.00	\$55.31
	12/01/2025	\$27.59	\$9.65	\$18.07	\$0.00	\$55.31
	06/01/2026	\$28.71	\$9.65	\$18.07	\$0.00	\$56.43
	12/01/2026	\$28.71	\$9.65	\$18.07	\$0.00	\$56.43

Issue Date: 01/10/2024 **Wage Request Number:** 20240110-014 **Page 12 of 41**

			e Buse muge		Į.	Jnemployment			
	OORCOVERER DORCOVERERS LOCAL 2168 ZONE I			09/01/2023	\$53.48	\$8.83	\$20.27	\$0.00	\$82.58
LOOKCOVEKEI	to LUCAL 2108 Z	ONE I		03/01/2024	\$54.73	\$8.83	\$20.27	\$0.00	\$83.83
				09/01/2024	\$56.23	\$8.83	\$20.27	\$0.00	\$85.33
				03/01/2025	\$57.73	\$8.83	\$20.27	\$0.00	\$86.83
				09/01/2025	\$59.23	\$8.83	\$20.27	\$0.00	\$88.33
				03/01/2026	\$60.73	\$8.83	\$20.27	\$0.00	\$89.83
				09/01/2026	\$62.23	\$8.83	\$20.27	\$0.00	\$91.33
				03/01/2027	\$63.73	\$8.83	\$20.27	\$0.00	\$92.83
	Apprentice	- FL	OORCOVERER - Local 216	8 Zone I					
	Effective D	ate -	09/01/2023				Supplemental		
	Step per	rcent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1 50)		\$26.74	\$8.83	\$1.76	\$0.00	\$37.33	
	2 55	i		\$29.41	\$8.83	\$1.76	\$0.00	\$40.00	
	3 60)		\$32.09	\$8.83	\$3.52	\$0.00	\$44.44	
	4 65	;		\$34.76	\$8.83	\$3.52	\$0.00	\$47.11	
	5 70)		\$37.44	\$8.83	\$16.75	\$0.00	\$63.02	
	6 75	i		\$40.11	\$8.83	\$16.75	\$0.00	\$65.69	
	7 80)		\$42.78	\$8.83	\$18.51	\$0.00	\$70.12	
	8 85	i		\$45.46	\$8.83	\$18.51	\$0.00	\$72.80	
	Effective D Step per	ate -	03/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1 50)		\$27.37	\$8.83	\$1.76	\$0.00	\$37.96	
	2 55	į		\$30.10	\$8.83	\$1.76	\$0.00	\$40.69	
	3 60)		\$32.84	\$8.83	\$3.52	\$0.00	\$45.19	
	4 65	į		\$35.57	\$8.83	\$3.52	\$0.00	\$47.92	
	5 70)		\$38.31	\$8.83	\$16.75	\$0.00	\$63.89	
	6 75			\$41.05	\$8.83	\$16.75	\$0.00	\$66.63	
	7 80)		\$43.78	\$8.83	\$18.51	\$0.00	\$71.12	
	8 85			\$46.52	\$8.83	\$18.51	\$0.00	\$73.86	
		After 10		• •					
	Apprentice	to Jou	rneyworker Ratio:1:1						
	CHERRY PICE			12/01/2023	\$55.03	\$15.00	\$16.40	\$0.00	\$86.43
PERATING ENC	GINEERS LOCAL	4		06/01/2024	\$56.33	\$15.00	\$16.40	\$0.00	\$87.73
				12/01/2024	\$57.78	\$15.00	\$16.40	\$0.00	\$89.18
				06/01/2025	\$59.08	\$15.00	\$16.40	\$0.00	\$90.48
				12/01/2025		\$15.00	\$16.40	\$0.00	\$91.93
				06/01/2026	\$61.83	\$15.00	\$16.40	\$0.00	\$93.23
				12/01/2026	\$63.28	\$15.00	\$16.40	\$0.00	\$94.68

Effective Date Base Wage Health

Classification

Supplemental

Unemployment

Pension

Total Rate

Issue Date: 01/10/2024 **Wage Request Number:** 20240110-014 **Page 13 of 41**

Classification			Effective Da	te Base Wag	e Health	Pension	Supplemental Unemployment	Total Rate
		NG PLANT/HEATERS	12/01/2023	\$35.62	\$15.00	\$16.40	\$0.00	\$67.02
OPERATING ENG	INEERS LO	JCAL 4	06/01/2024	\$36.47	\$15.00	\$16.40	\$0.00	\$67.87
			12/01/2024	\$37.42	\$15.00	\$16.40	\$0.00	\$68.82
			06/01/2025	\$38.27	\$15.00	\$16.40	\$0.00	\$69.67
			12/01/2025	\$39.22	\$15.00	\$16.40	\$0.00	\$70.62
			06/01/2026	\$40.08	\$15.00	\$16.40	\$0.00	\$71.48
	_		12/01/2026	\$41.03	\$15.00	\$16.40	\$0.00	\$72.43
		Apprentice- OPERATING ENGINEERS"						
SYSTEMS)	LASS PLA	ANK/AIR BARRIER/INTERIOR	01/01/2024		\$9.95	\$23.95	\$0.00	\$79.46
GLAZIERS LOCAL	L 35 (ZONE	2)	07/01/2024		\$9.95	\$23.95	\$0.00	\$80.66
			01/01/2025	\$47.96	\$9.95	\$23.95	\$0.00	\$81.86
	Appren							
		ve Date - 01/01/2024				Supplementa		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemploymen	t Total Rate	
	1	50	\$22.78	\$9.95	\$0.00	\$0.00		
	2	55	\$25.06	\$9.95	\$6.66	\$0.00		
	3	60	\$27.34	\$9.95	\$7.26	\$0.00	\$44.55	
	4	65	\$29.61	\$9.95	\$7.87	\$0.00		
	5	70	\$31.89	\$9.95	\$20.32	\$0.00	\$62.16	
	6	75	\$34.17	\$9.95	\$20.93	\$0.00		
	7	80	\$36.45	\$9.95	\$21.53	\$0.00	\$67.93	
	8	90	\$41.00	\$9.95	\$22.74	\$0.00	\$73.69	
	Effectiv	ve Date - 07/01/2024				Supplementa		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemploymen		
	1	50	\$23.38	\$9.95	\$0.00	\$0.00	\$33.33	
	2	55	\$25.72	\$9.95	\$6.66	\$0.00	\$42.33	
	3	60	\$28.06	\$9.95	\$7.26	\$0.00	\$45.27	
	4	65	\$30.39	\$9.95	\$7.87	\$0.00	\$48.21	
	5	70	\$32.73	\$9.95	\$20.32	\$0.00	\$63.00	
	6	75	\$35.07	\$9.95	\$20.93	\$0.00	\$65.95	
	7	80	\$37.41	\$9.95	\$21.53	\$0.00		
	8	90	\$42.08	\$9.95	\$22.74	\$0.00	\$74.77	
	Notes:	Steps are 750 hrs.						
	Anner	ntice to Journeyworker Ratio:1:1						
HOISTING FN		R/CRANES/GRADALLS	12/01/2022	0.00	015.00	¢1.6.40	\$0.00	¢07.42
OPERATING ENG			12/01/2023		\$15.00	\$16.40 \$16.40	\$0.00	\$86.43
			06/01/2024		\$15.00 \$15.00	\$16.40 \$16.40	\$0.00 \$0.00	\$87.73
			12/01/2024 06/01/2025		\$15.00 \$15.00	\$16.40 \$16.40	\$0.00	\$89.18 \$90.48
					\$15.00 \$15.00	\$16.40	\$0.00	
			12/01/2025		\$15.00 \$15.00	\$16.40 \$16.40	\$0.00	\$91.93 \$93.23
			06/01/2026 12/01/2026		\$15.00 \$15.00		\$0.00	\$93.23 \$94.68
			12/01/2020	, \$03.28	\$15.00	φ10.40	φυ.υυ	φ 74. 0δ

Issue Date: 01/10/2024 Wage Request Number: 20240110-014 Page 14 of 41

	Step	ive Date - 12/01/2023 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	55	\$30.27	\$15.00	\$0.00	\$0.00	\$45.27	
	2	60	\$33.02	\$15.00	\$16.40	\$0.00	\$64.42	
	3	65	\$35.77	\$15.00	\$16.40	\$0.00	\$67.17	
	4	70	\$38.52	\$15.00	\$16.40	\$0.00	\$69.92	
	5	75	\$41.27	\$15.00	\$16.40	\$0.00	\$72.67	
	6	80	\$44.02	\$15.00	\$16.40	\$0.00	\$75.42	
	7	85	\$46.78	\$15.00	\$16.40	\$0.00	\$78.18	
	8	90	\$49.53	\$15.00	\$16.40	\$0.00	\$80.93	
		ive Date - 06/01/2024				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	55	\$30.98	\$15.00	\$0.00	\$0.00	\$45.98	
	2	60	\$33.80	\$15.00	\$16.40	\$0.00	\$65.20	
	3	65	\$36.61	\$15.00	\$16.40	\$0.00	\$68.01	
	4	70	\$39.43	\$15.00	\$16.40	\$0.00	\$70.83	
	5	75	\$42.25	\$15.00	\$16.40	\$0.00	\$73.65	
	6	80	\$45.06	\$15.00	\$16.40	\$0.00	\$76.46	
	7	85	\$47.88	\$15.00	\$16.40	\$0.00	\$79.28	
	8	90	\$50.70	\$15.00	\$16.40	\$0.00	\$82.10	
	Notes:							
	Appre	ntice to Journeyworker Ratio:1:6						
AC (DUCT			08/01/2023	3 \$56.10	6 \$14.43	\$27.07	\$2.93	\$100.59
EETMETAL WO	RKERS LO	OCAL 17 - A	02/01/2024	1 \$57.80	6 \$14.43	\$27.07	\$2.93	\$102.29
			08/01/2024	\$59.6	1 \$14.43	\$27.07	\$2.93	\$104.04
			02/01/2025	5 \$61.3	6 \$14.43	\$27.07	\$2.93	\$105.79
			08/01/2025	\$63.2	1 \$14.43	\$27.07	\$2.93	\$107.64
			02/01/2026	5 \$65.10	6 \$14.43	\$27.07	\$2.93	\$109.59
		'Apprentice- SHEET METAL WORKER"						
AC (ELECT CTRICIANS LO		CONTROLS)	09/01/2023	\$61.39	9 \$13.00	\$21.69	\$0.00	\$96.08
CTRCEINS LC	C21E 105		03/01/2024	\$61.80	6 \$13.00	\$22.21	\$0.00	\$97.07
			09/01/2024	\$63.7	8 \$13.00	\$22.26	\$0.00	\$99.04
			03/01/2025	\$64.9	8 \$13.00	\$22.30	\$0.00	\$100.28
			09/01/2025	\$66.89	9 \$13.00	\$22.36	\$0.00	\$102.25
			03/01/2026	\$68.09	9 \$13.00	\$22.39	\$0.00	\$103.48
			09/01/2026	\$70.0	0 \$13.00	\$22.45	\$0.00	\$105.45
			03/01/2027	7 \$71.19	9 \$13.00	\$22.49	\$0.00	\$106.68
			09/01/2027	7 \$73.1	1 \$13.00	\$22.54	\$0.00	\$108.65
			03/01/2028	8 \$74.3	1 \$13.00	\$22.58	\$0.00	\$109.89

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING - AIR)	08/01/2023	\$56.16	\$14.43	\$27.07	\$2.93	\$100.59
SHEETMETAL WORKERS LOCAL 17 - A	02/01/2024	\$57.86	\$14.43	\$27.07	\$2.93	\$102.29
	08/01/2024	\$59.61	\$14.43	\$27.07	\$2.93	\$104.04
	02/01/2025	\$61.36	\$14.43	\$27.07	\$2.93	\$105.79
	08/01/2025	\$63.21	\$14.43	\$27.07	\$2.93	\$107.64
	02/01/2026	\$65.16	\$14.43	\$27.07	\$2.93	\$109.59
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER)	09/01/2023	\$63.48	\$12.70	\$21.50	\$0.00	\$97.68
PIPEFITTERS LOCAL 537	03/01/2024	\$65.28	\$12.70	\$21.50	\$0.00	\$99.48
	09/01/2024	\$67.08	\$12.70	\$21.50	\$0.00	\$101.28
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"	03/01/2025	\$68.88	\$12.70	\$21.50	\$0.00	\$103.08
HVAC MECHANIC	09/01/2023	\$63.48	\$12.70	\$21.50	\$0.00	\$97.68
PIPEFITTERS LOCAL 537	03/01/2024	\$65.28	\$12.70	\$21.50	\$0.00	\$99.48
	09/01/2024	\$67.08	\$12.70	\$21.50	\$0.00	\$101.28
	03/01/2025	\$68.88	\$12.70	\$21.50	\$0.00	\$103.08
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"		400.00	4			*******
HYDRAULIC DRILLS LABORERS - ZONE I	12/01/2023	\$45.08	\$9.65	\$18.07	\$0.00	\$72.80
For apprentice rates see "Apprentice- LABORER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	12/01/2023	\$45.08	\$9.65	\$18.07	\$0.00	\$72.80
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2024	\$46.56	\$9.65	\$18.07	\$0.00	\$74.28
	12/01/2024	\$48.03	\$9.65	\$18.07	\$0.00	\$75.75
	06/01/2025	\$49.53	\$9.65	\$18.07	\$0.00	\$77.25
	12/01/2025	\$51.03	\$9.65	\$18.07	\$0.00	\$78.75
	06/01/2026	\$52.58	\$9.65	\$18.07	\$0.00	\$80.30
	12/01/2026	\$54.08	\$9.65	\$18.07	\$0.00	\$81.80
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
INSULATOR (PIPES & TANKS)	09/01/2023	\$53.50	\$14.75	\$19.61	\$0.00	\$87.86
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2024	\$56.92	\$14.75	\$19.61	\$0.00	\$91.28
	09/01/2025	\$60.34	\$14.75	\$19.61	\$0.00	\$94.70
	09/01/2026	\$63.76	\$14.75	\$19.61	\$0.00	\$98.12

ue Date: 01/10/2024 Wage Request Number: 20240110-014 Page 16 of 4 Page 16 of 41 **Issue Date:** 01/10/2024

	Effect	ive Date -	09/01/2023				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	50		\$26.75	\$14.75	\$14.32	\$0.00	\$55.82	,
	2	60		\$32.10	\$14.75	\$15.37	\$0.00	\$62.22	
	3	70		\$37.45	\$14.75	\$16.43	\$0.00	\$68.63	
	4	80		\$42.80	\$14.75	\$17.49	\$0.00	\$75.04	
		ive Date -	09/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	50		\$28.46	\$14.75	\$14.32	\$0.00	\$57.53	
	2	60		\$34.15	\$14.75	\$15.37	\$0.00	\$64.27	,
	3	70		\$39.84	\$14.75	\$16.43	\$0.00	\$71.02	
	4	80		\$45.54	\$14.75	\$17.49	\$0.00	\$77.78	}
	Notes:								
	İ	Steps are 1	year						
	Appre	ntice to Jou	rneyworker Ratio:1:4						
NWORK				03/16/2023	\$52.7	2 \$8.35	\$26.70	\$0.00	\$87.77
WORKERS.	LOCAL 7 (E	BOSTON AREA)		03/16/2024	\$53.9	97 \$8.35	\$26.70	\$0.00	\$89.02

Step	ive Date - percent	03/16/2023	Apprentice Base Wag	e Health	Pension	Supplemental Unemployment	Total Rate
1	60		\$31.63	\$8.35	\$26.70	\$0.00	\$66.68
2	70		\$36.90	\$8.35	\$26.70	\$0.00	\$71.95
3	75		\$39.54	\$8.35	\$26.70	\$0.00	\$74.59
4	80		\$42.18	\$8.35	\$26.70	\$0.00	\$77.23
5	85		\$44.81	\$8.35	\$26.70	\$0.00	\$79.86
6	90		\$47.45	\$8.35	\$26.70	\$0.00	\$82.50
Effect	ive Date -	03/16/2024				Supplemental	
Step	percent		Apprentice Base Wag	e Health	Pension	Unemployment	Total Rate
1	60		\$32.38	\$8.35	\$26.70	\$0.00	\$67.43
2	70		\$37.78	\$8.35	\$26.70	\$0.00	\$72.83
3	75		\$40.48	\$8.35	\$26.70	\$0.00	\$75.53
-	80		\$43.18	\$8.35	\$26.70	\$0.00	\$78.23
	80			*			
4 5	85		\$45.87	\$8.35	\$26.70	\$0.00	\$80.92

Apprentice to Journeyworker Ratio:1:4

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 1	12/01/2023	\$44.58	\$9.65	\$18.07	\$0.00	\$72.30
For apprentice rates see "Apprentice- LABORER"						
LABORER LABORERS - ZONE I	12/01/2023	\$44.33	\$9.65	\$18.07	\$0.00	\$72.05

LABORERS - ZONE	1							
		ntice - LABORER - Zone 1 ve Date - 12/01/2023 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60	\$26.60	\$9.40	\$17.82	\$0.00	\$53.82	
	2	70	\$31.03	\$9.40	\$17.82	\$0.00	\$58.25	
	3	80	\$35.46	\$9.40	\$17.82	\$0.00	\$62.68	
	4	90	\$39.90	\$9.40	\$17.82	\$0.00	\$67.12	
	Notes:	. — — — — — — —						
	Appre	ntice to Journeyworker Ratio:1:5					'	
LABORER (HE			12/01/2023	\$44.33	\$9.65	\$18.07	\$0.00	\$72.05
LABORERS - ZONE	I (HEAV)	Y & HIGHWAY)	06/01/2024	\$45.81	\$9.65	\$18.07	\$0.00	\$73.53
			12/01/2024	\$47.28	\$9.65	\$18.07	\$0.00	\$75.00
			06/01/2025	\$48.78	\$9.65	\$18.07	\$0.00	\$76.50
			12/01/2025	\$50.28	\$9.65	\$18.07	\$0.00	\$78.00
			06/01/2026	\$51.83	\$9.65	\$18.07	\$0.00	\$79.55
			12/01/2026	\$53.33	\$9.65	\$18.07	\$0.00	\$81.05
		ntice - LABORER (Heavy & Highway ve Date - 12/01/2023 percent	e) - Zone I Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60						
	2	70	\$26.60	\$9.65	\$18.07	\$0.00	\$54.32 \$58.75	
	3	80	\$31.03	\$9.65	\$18.07	\$0.00	\$58.75	
	4	90	\$35.46	\$9.65	\$18.07	\$0.00	\$63.18	
	7	90	\$39.90	\$9.65	\$18.07	\$0.00	\$67.62	

Effect	ive Date - 12/01/2023				Supplemental	
Step	percent	Apprentice Base Wag	e Health	Pension	Unemployment	Total Rate
1	60	\$26.60	\$9.65	\$18.07	\$0.00	\$54.32
2	70	\$31.03	\$9.65	\$18.07	\$0.00	\$58.75
3	80	\$35.46	\$9.65	\$18.07	\$0.00	\$63.18
4	90	\$39.90	\$9.65	\$18.07	\$0.00	\$67.62
Effect	ive Date - 06/01/2024				Supplemental	
Step	percent	Apprentice Base Wag	e Health	Pension	Unemployment	Total Rate
1	60	\$27.49	\$9.65	\$18.07	\$0.00	\$55.21
2	70	\$32.07	\$9.65	\$18.07	\$0.00	\$59.79
2	70 80	\$32.07 \$36.65	\$9.65 \$9.65	\$18.07 \$18.07	\$0.00 \$0.00	\$59.79 \$64.37
2 3 4						
3	80 90 	\$36.65	\$9.65	\$18.07	\$0.00	\$64.37

Apprentice to Journeyworker Ratio:1:5

Issue Date: 01/10/2024 **Wage Request Number:** 20240110-014 **Page 18 of 41**

	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CEMENT FINISHER TENDER 1201/2023 \$44.33 \$9.65 \$18.07 \$0.00 \$72.05	LABORER: CARPENTER TENDER LABORERS - ZONE 1	12/01/2023	\$44.33	\$9.65	\$18.07	\$0.00	\$72.05
LABORER JONE No. ST. S	For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTIFASBESTOS REMOVER 12/01/2023 \$44.48 \$9.65 \$18.07 \$0.00 \$72.20	LABORER: CEMENT FINISHER TENDER LABORERS - ZONE 1	12/01/2023	\$44.33	\$9.65	\$18.07	\$0.00	\$72.05
LaBORERS - ZONE For appromise cutss see "Appromise - LaBORER"	For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER	LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS - ZONE 1	12/01/2023	\$44.48	\$9.65	\$18.07	\$0.00	\$72.20
Paragrenatice rates see "Apprenatice- LABORER" 12/01/2023 344.58 59.65 18.07 \$0.00 \$72.30 LABORERS - ZONE 1 (HEAVY & HIGHWAY) 12/01/2024 344.58 59.65 18.07 \$0.00 \$73.30 LABORERS - ZONE 1 (HEAVY & HIGHWAY) 12/01/2024 445.58 59.65 18.07 \$0.00 \$73.37 12/01/2024 447.53 59.65 18.07 \$0.00 \$75.25 12/01/2025 549.03 59.65 18.07 \$0.00 \$75.25 12/01/2025 55.03 59.65 18.07 \$0.00 \$75.25 12/01/2026 552.08 59.65 18.07 \$0.00 \$79.85 12/01/2026 552.08 59.65 18.07 \$0.00 \$79.85 12/01/2026 553.58 59.65 18.07 \$0.00 \$79.85 12/01/2026 553.58 59.65 18.07 \$0.00 \$79.85 12/01/2026 553.58 59.65 518.07 \$0.00 \$79.85 12/01/2026 553.58 59.65 518.07 \$0.00 \$79.85 12/01/2028 544.33 \$9.65 \$18.07 \$0.00 \$72.05 12/01/2028 544.33 \$9.65 \$18.07 \$0.00 \$72.05 12/01/2028 544.33 \$9.65 \$18.07 \$0.00 \$72.05 12/01/2028 544.33 \$9.65 \$18.07 \$0.00 \$72.05 12/01/2028 544.33 \$9.65 \$18.07 \$0.00 \$72.05 12/01/2028 544.38 \$9.65 \$18.07 \$0.00 \$72.05 12/01/2028 544.38 \$9.65 \$18.07 \$0.00 \$72.05 12/01/2028 544.58 \$9.65 \$18.07 \$0.00 \$72.05 12/01/2028 544.58 \$9.65 \$18.07 \$0.00 \$72.05 12/01/2028 544.58 \$9.65 \$18.07 \$0.00 \$72.05 12/01/2028 544.58 \$9.65 \$18.07 \$0.00 \$72.30 12/01/2028 544.58 \$9.65 \$18.07 \$0.00 \$72.30 12/01/2028 544.58 \$9.65 \$18.07 \$0.00 \$72.30 12/01/2028 544.58 \$9.65 \$18.07 \$0.00 \$72.30 12/01/2028 544.58 \$9.65 \$18.07 \$0.00 \$72.30 12/01/2028 544.58 \$9.65 \$18.07 \$0.00 \$72.30 12/01/2028 544.58 \$9.65 \$18.07 \$0.00 \$72.30 12/01/2028 544.58 \$9.65 \$18.07 \$0.00 \$72.30 12/01/2028 544.58 \$9.65 \$18.07 \$0.00 \$72.30 12/01/2028 544.58 \$9.65 \$18.07 \$0.00 \$72.30 12/01/2028 544.58 \$9.65 \$18.07 \$0.00 \$72.30 12/01/2029 544	For apprentice rates see "Apprentice- LABORER"						
No. 06/01/2024 S44.58 S9.65 S18.07 S0.00 S72.30	LABORER: MASON TENDER	06/01/2023	\$43.83	\$9.40	\$17.82	\$0.00	\$71.05
LABORER: MASON TENDER (HEAVY & HIGHWAY) 12/01/2023 \$44.58 \$9.65 \$18.07 \$0.00 \$73.78 12/01/2024 \$46.06 \$9.65 \$18.07 \$0.00 \$75.25 12/01/2025 \$49.03 \$9.65 \$18.07 \$0.00 \$75.25 12/01/2025 \$49.03 \$9.65 \$18.07 \$0.00 \$75.25 12/01/2025 \$49.03 \$9.65 \$18.07 \$0.00 \$75.25 12/01/2025 \$50.53 \$9.65 \$18.07 \$0.00 \$75.25 12/01/2026 \$52.08 \$9.65 \$18.07 \$0.00 \$78.25 12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$79.80 12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$79.80 12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$79.80 12/01/2028 \$44.33 \$9.65 \$18.07 \$0.00 \$72.05 12/01/2028 \$44.33 \$9.65 \$18.07 \$0.00 \$72.05 12/01/2028 \$44.33 \$9.65 \$18.07 \$0.00 \$72.05 12/01/2028 \$44.33 \$9.65 \$18.07 \$0.00 \$72.05 12/01/2028 \$44.33 \$9.65 \$18.07 \$0.00 \$72.05 12/01/2028 \$44.33 \$9.65 \$18.07 \$0.00 \$72.05 12/01/2028 \$44.33 \$9.65 \$18.07 \$0.00 \$72.05 12/01/2028 \$44.33 \$9.65 \$18.07 \$0.00 \$72.05 12/01/2028 \$44.58 \$9.65 \$18.07 \$0.00 \$72.30 12/01/2028 \$44.58 \$9.65 \$18.07 \$0.00 \$72.30 12/01/2028 \$44.58 \$9.65 \$18.07 \$0.00 \$72.30 12/01/2028 \$44.58 \$9.65 \$18.07 \$0.00 \$72.30 12/01/2028 \$44.58 \$9.65 \$18.07 \$0.00 \$72.30 12/01/2028 \$44.58 \$9.65 \$18.07 \$0.00 \$72.30 12/01/2028 \$44.58 \$9.65 \$18.07 \$0.00 \$72.30 12/01/2028 \$44.58 \$9.65 \$18.07 \$0.00 \$72.30 12/01/2028 \$44.58 \$9.65 \$18.07 \$0.00 \$72.50 12/01/2029 \$44.58 \$9.65 \$18.07 \$0.00 \$72.50 12/01/2029 \$44.58 \$9.65 \$18.07 \$0.00 \$72.50 12/01/2029 \$44.58 \$9.65 \$18.07 \$0.00 \$72.50 12/01/2029 \$44.58 \$9.65 \$18.07 \$0.00 \$72.50 12/01/2020 \$9.60 \$18.07 \$0.00 \$79.50 12/01/2020 \$9.60 \$18.07 \$0.00 \$79.50 12/01/2020 \$9.50 \$18.07 \$0.00 \$79.50 12/01/2020 \$9.50 \$18.07 \$0.00 \$79.50 12/01/20		06/01/2024	\$44.58	\$9.65	\$18.07	\$0.00	\$72.30
12/01/2024 \$47.53 \$9.65 \$18.07 \$0.00 \$73.78 12/01/2024 \$47.53 \$9.65 \$18.07 \$0.00 \$75.25 12/01/2025 \$49.03 \$9.65 \$18.07 \$0.00 \$76.75 12/01/2025 \$50.53 \$9.65 \$18.07 \$0.00 \$76.75 12/01/2025 \$50.53 \$9.65 \$18.07 \$0.00 \$78.25 12/01/2026 \$52.08 \$9.65 \$18.07 \$0.00 \$78.25 12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$78.25 12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$78.25 12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$81.30 12/01/2028 \$44.33 \$9.65 \$18.07 \$0.00 \$81.30 12/01/2028 \$44.33 \$9.65 \$18.07 \$0.00 \$81.30 12/01/2028 \$44.33 \$9.65 \$18.07 \$0.00 \$81.30 12/01/2028 \$44.33 \$9.65 \$18.07 \$0.00 \$81.30 12/01/2028 \$44.33 \$9.65 \$18.07 \$0.00 \$72.05 12/01/2028 \$44.33 \$9.65 \$18.07 \$0.00 \$72.05 12/01/2028 \$44.33 \$9.65 \$18.07 \$0.00 \$72.05 12/01/2028 \$44.33 \$9.65 \$18.07 \$0.00 \$72.05 12/01/2028 \$44.33 \$9.65 \$18.07 \$0.00 \$72.05 12/01/2028 \$44.58 \$9.65 \$18.07 \$0.00 \$72.30 12/01/2028 \$44.58 \$9.65 \$18.07 \$0.00 \$72.30 12/01/2028 \$44.58 \$9.65 \$18.07 \$0.00 \$72.30 12/01/2028 \$44.58 \$9.65 \$18.07 \$0.00 \$72.30 12/01/2028 \$44.58 \$9.65 \$18.07 \$0.00 \$72.30 12/01/2029 \$44.58 \$9.65 \$18.07 \$0.00 \$73.78 12/01/2024 \$46.06 \$9.65 \$18.07 \$0.00 \$73.78 12/01/2025 \$49.03 \$9.65 \$18.07 \$0.00 \$73.78 12/01/2025 \$49.03 \$9.65 \$18.07 \$0.00 \$73.78 12/01/2026 \$52.08 \$9.65 \$18.07 \$0.00 \$73.78 12/01/2025 \$49.03 \$9.65 \$18.07 \$0.00 \$73.78 12/01/2025 \$49.03 \$9.65 \$18.07 \$0.00 \$79.75 12/01/2025 \$49.03 \$9.65 \$18.07 \$0.00 \$79.75 12/01/2025 \$49.03 \$9.65 \$18.07 \$0.00 \$79.75 12/01/2025 \$49.03 \$9.65 \$18.07 \$0.00 \$79.75 12/01/2025 \$49.03 \$9.65 \$18.07 \$0.00 \$79.75 12/01/2025 \$49.03 \$9.65 \$18.07 \$0.00 \$79.75 12/01/2025 \$							
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	EIBORERS - ZOVE I (IIEIV I & IIIOIIVII)	06/01/2024	\$46.06	\$9.65	\$18.07	\$0.00	\$73.78
12/01/2025 \$50.53 \$9.65 \$18.07 \$0.00 \$78.25 60/01/2026 \$52.08 \$9.65 \$18.07 \$0.00 \$79.80 12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$81.30 For apprentice rates see "Apprentice-LABORER (Heavy and Highway) LABORER: MULTI-TRADE TENDER 12/01/2023 \$44.33 \$9.65 \$18.07 \$0.00 \$72.05 LABORER: TREE REMOVER 12/01/2023 \$44.33 \$9.65 \$18.07 \$0.00 \$72.05 LABORER: TREE REMOVER 12/01/2023 \$44.33 \$9.65 \$18.07 \$0.00 \$72.05 LABORER: TREE REMOVER 12/01/2023 \$44.33 \$9.65 \$18.07 \$0.00 \$72.05 LABORER: TREE REMOVER 12/01/2023 \$44.33 \$9.65 \$18.07 \$0.00 \$72.05 LABORER: TREE REMOVER 12/01/2023 \$44.58 \$9.65 \$18.07 \$0.00 \$72.05 LABORER: TREE REMOVER 12/01/2023 \$44.58 \$9.65 \$18.07 \$0.00 \$72.30 LABORER: ADME 12/01/2024 \$44.58 \$9.65 \$18.07 \$0.00 \$72.30 LABORER: ADME 14/04/2044 \$46.06 \$9.65 \$18.07 \$0.00 \$73.30 LABORER: ADME 14/04/2044 \$44.58 \$9.65 \$18.07 \$0.00 \$73.78 LABORER: ADME 14/04/2044 \$44.58 \$9.65 \$18.07 \$0.00 \$73.78 LABORER: ADME 14/04/2044 \$44.58 \$9.65 \$18.07 \$0.00 \$73.78 LABORER: ADME 14/04/2044 \$44.58 \$9.65 \$18.07 \$0.00 \$75.25 LABORER: ADME 14/04/2045 \$53.58 \$9.65 \$18.07 \$0.00 \$75.25 LABORER: ADME 14/04/2044 \$44.58		12/01/2024	\$47.53	\$9.65	\$18.07	\$0.00	\$75.25
Por apprentice rates see "Apprentice- LABORER" 12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$81.30		06/01/2025	\$49.03	\$9.65	\$18.07	\$0.00	\$76.75
For apprentice rates see "Apprentice- LABORER (Heavy and Highway) S44.33 S9.65 S18.07 S0.00 S72.05		12/01/2025	\$50.53	\$9.65	\$18.07	\$0.00	\$78.25
Por apprentice rates see "Apprentice-LABORER (Heavy and Highway) S44.33 S9.65 S18.07 S0.00 S72.05		06/01/2026	\$52.08	\$9.65	\$18.07	\$0.00	\$79.80
For apprentice rates see "Apprentice- LABORER" 12/01/2023 \$44.33 \$9.65 \$18.07 \$0.00 \$72.05	For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$53.58	\$9.65	\$18.07	\$0.00	\$81.30
LABORER: TREE REMOVER LABORERS - ZONE 1 This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction. For apprentice rates see "Apprentice-LABORER" LASER BEAM OPERATOR LABORERS - ZONE 1 For apprentice rates see "Apprentice-LABORER" LASER BEAM OPERATOR (HEAVY & HIGHWAY) LASER BEAM OPERATOR (HEAVY & HIGHWAY) 12/01/2023 \$44.58 \$9.65 \$18.07 \$0.00 \$72.30 LABORERS - ZONE 1 (HEAVY & HIGHWAY) 06/01/2024 \$46.06 \$9.65 \$18.07 \$0.00 \$73.78 12/01/2024 \$47.53 \$9.65 \$18.07 \$0.00 \$75.25 06/01/2025 \$49.03 \$9.65 \$18.07 \$0.00 \$75.25 06/01/2025 \$50.53 \$9.65 \$18.07 \$0.00 \$778.25 12/01/2026 \$55.08 \$9.65 \$18.07 \$0.00 \$778.25 Por apprentice rates see "Apprentice-LABORER (Heavy and Highway) MARBLE & TILE FINISHERS 08/01/2023 \$47.89 \$11.49 \$20.37 \$0.00 \$79.75 880.75 \$80.75 \$10.70 \$20.75 \$10.70 \$20.75 \$10.70 \$83.47 08/01/2025 \$55.33 \$11.49 \$20.37 \$0.00 \$83.47 08/01/2025 \$55.33 \$11.49 \$20.37 \$0.00 \$83.47 08/01/2026 \$54.41 \$11.49 \$20.37 \$0.00 \$83.47 08/01/2026 \$54.41 \$11.49 \$20.37 \$0.00 \$83.47 08/01/2026 \$54.41 \$11.49 \$20.37 \$0.00 \$83.47 08/01/2026 \$54.41 \$11.49 \$20.37 \$0.00 \$83.47 08/01/2026 \$54.41 \$11.49 \$20.37 \$0.00 \$83.47		12/01/2023	\$44.33	\$9.65	\$18.07	\$0.00	\$72.05
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction. For apprentice rates see "Apprentice-LABORER" LASER BEAM OPERATOR LABORERS - ZONE 1 For apprentice rates see "Apprentice-LABORER" LABORERS - ZONE 1 (HEAVY & HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY) D6/01/2024 \$44.58 \$9.65 \$18.07 \$0.00 \$72.30 \$73.78 \$12/01/2024 \$46.06 \$9.65 \$18.07 \$0.00 \$73.78 \$12/01/2024 \$47.53 \$9.65 \$18.07 \$0.00 \$73.78 \$12/01/2024 \$47.53 \$9.65 \$18.07 \$0.00 \$75.25 \$06/01/2024 \$47.53 \$9.65 \$18.07 \$0.00 \$75.25 \$06/01/2025 \$49.03 \$9.65 \$18.07 \$0.00 \$76.75 \$12/01/2025 \$50.53 \$9.65 \$18.07 \$0.00 \$76.75 \$12/01/2026 \$52.08 \$9.65 \$18.07 \$0.00 \$78.25 \$06/01/2026 \$52.08 \$9.65 \$18.07 \$0.00 \$79.80 \$12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$79.80 \$12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$79.80 \$12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$79.80 \$12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$79.80 \$12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$79.80 \$12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$81.30 \$12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$81.30 \$12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$81.30 \$12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$81.30 \$12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$81.30 \$12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$81.30 \$12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$81.30 \$12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$82.43 \$0.00 \$80.75 \$0.00 \$82.43 \$0.00 \$80.75 \$0.00 \$82.43 \$0.0	For apprentice rates see "Apprentice- LABORER"						
Clearance incidental to construction . For apprentice rates see "Apprentice-LABORER" 12/01/2023 \$44.58 \$9.65 \$18.07 \$0.00 \$72.30	LABORER: TREE REMOVER LABORERS - ZONE 1	12/01/2023	\$44.33	\$9.65	\$18.07	\$0.00	\$72.05
LABORERS - ZONE S72.50 S			bs when related	to public work	ks construction	or site	
LASER BEAM OPERATOR (HEAVY & HIGHWAY) 12/01/2023 \$44.58 \$9.65 \$18.07 \$0.00 \$72.30 06/01/2024 \$46.06 \$9.65 \$18.07 \$0.00 \$73.78 12/01/2024 \$47.53 \$9.65 \$18.07 \$0.00 \$73.78 12/01/2025 \$49.03 \$9.65 \$18.07 \$0.00 \$75.25 06/01/2025 \$49.03 \$9.65 \$18.07 \$0.00 \$76.75 12/01/2025 \$50.53 \$9.65 \$18.07 \$0.00 \$76.75 12/01/2026 \$52.08 \$9.65 \$18.07 \$0.00 \$78.25 06/01/2026 \$52.08 \$9.65 \$18.07 \$0.00 \$79.80 12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$79.80 12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$79.80 12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$79.80 12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$79.80 12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$79.80 12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$81.30 881.30 MARBLE & TILE FINISHERS \$0.00 \$10.00 \$	LASER BEAM OPERATOR LABORERS - ZONE 1	12/01/2023	\$44.58	\$9.65	\$18.07	\$0.00	\$72.30
LABORERS - ZONE 1 (HEAVY & HIGHWAY) 06/01/2024 \$46.06 \$9.65 \$18.07 \$0.00 \$73.78 12/01/2024 \$47.53 \$9.65 \$18.07 \$0.00 \$75.25 06/01/2025 \$49.03 \$9.65 \$18.07 \$0.00 \$76.75 12/01/2025 \$50.53 \$9.65 \$18.07 \$0.00 \$78.25 06/01/2026 \$52.08 \$9.65 \$18.07 \$0.00 \$79.80 12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$79.80 12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$79.80 12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$79.80 12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$79.80 12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$79.80 12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$79.80 12/01/2024 \$48.89 \$11.49 \$20.37 \$0.00 \$81.30 80/01/2024 \$48.89 \$11.49 \$20.37 \$0.00 \$80.75 08/01/2024 \$50.57 \$11.49 \$20.37 \$0.00 \$82.43 02/01/2025 \$51.61 \$11.49 \$20.37 \$0.00 \$83.47 08/01/2025 \$53.33 \$11.49 \$20.37 \$0.00 \$83.47 08/01/2026 \$54.41 \$11.49 \$20.37 \$0.00 \$85.19 02/01/2026 \$54.41 \$11.49 \$20.37 \$0.00 \$88.03	For apprentice rates see "Apprentice- LABORER"						
06/01/2024 \$46.06 \$9.65 \$18.07 \$0.00 \$73.78 \$12/01/2024 \$47.53 \$9.65 \$18.07 \$0.00 \$75.25 \$06/01/2025 \$49.03 \$9.65 \$18.07 \$0.00 \$76.75 \$12/01/2025 \$50.53 \$9.65 \$18.07 \$0.00 \$78.25 \$06/01/2026 \$52.08 \$9.65 \$18.07 \$0.00 \$78.25 \$06/01/2026 \$52.08 \$9.65 \$18.07 \$0.00 \$79.80 \$12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$79.80 \$12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$81.30 \$12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$81.30 \$12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$81.30 \$12/01/2024 \$48.89 \$11.49 \$20.37 \$0.00 \$80.75 \$18.07 \$0.00 \$80.75 \$18.07 \$0.00 \$80.75 \$18.07 \$0.00 \$80.75 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.	LASER BEAM OPERATOR (HEAVY & HIGHWAY)	12/01/2023	\$44.58	\$9.65	\$18.07	\$0.00	\$72.30
06/01/2025 \$49.03 \$9.65 \$18.07 \$0.00 \$76.75 12/01/2025 \$50.53 \$9.65 \$18.07 \$0.00 \$78.25 06/01/2026 \$52.08 \$9.65 \$18.07 \$0.00 \$79.80 12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$79.80 12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$81.30 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) MARBLE & TILE FINISHERS 08/01/2023 \$47.89 \$11.49 \$20.37 \$0.00 \$79.75 BRICKLAYERS LOCAL 3 - MARBLE & TILE 02/01/2024 \$48.89 \$11.49 \$20.37 \$0.00 \$80.75 08/01/2024 \$50.57 \$11.49 \$20.37 \$0.00 \$82.43 02/01/2025 \$51.61 \$11.49 \$20.37 \$0.00 \$83.47 08/01/2025 \$53.33 \$11.49 \$20.37 \$0.00 \$85.19 02/01/2026 \$54.41 \$11.49 \$20.37 \$0.00 \$86.27 08/01/2026 \$54.41 \$11.49 \$20.37 \$0.00 \$86.27 08/01/2026 \$56.17 \$11.49 \$20.37 \$0.00 \$88.03 08/01/2026 \$56.17 \$11.49	LABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2024	\$46.06	\$9.65	\$18.07	\$0.00	\$73.78
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06/01/2026 \$52.08 \$9.65 \$18.07 \$0.00 \$79.80 12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$81.30 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) MARBLE & TILE FINISHERS 08/01/2023 \$47.89 \$11.49 \$20.37 \$0.00 \$79.75 BRICKLAYERS LOCAL 3 - MARBLE & TILE 02/01/2024 \$48.89 \$11.49 \$20.37 \$0.00 \$80.75 08/01/2024 \$50.57 \$11.49 \$20.37 \$0.00 \$82.43 02/01/2025 \$51.61 \$11.49 \$20.37 \$0.00 \$83.47 08/01/2026 \$54.41 \$11.49 \$20.37 \$0.00 \$85.19 02/01/2026 \$54.41 \$11.49 \$20.37 \$0.00 \$86.27 08/01/2026 \$56.17 \$11.49 \$20.37 \$0.00 \$88.03 08/01/2026 \$56.17 \$11.49 \$20.37 \$0.00 \$88.03 08/01/2026 \$56.17 \$11.49 \$20.37 \$0.00 \$88.03 08/01/2026 \$56.17 \$11.49 \$20.37 \$0.00 \$88.03 08/01/2026 \$56.17 \$11.49 \$20.37 \$0.00 \$88.03 08/01/2026 \$56.17 \$11.49 \$20.37 \$0.00 \$88.03 08/01/2026 \$56.17 \$11.49 \$20.37 \$0.00 \$88.03 08/01/2026 \$56.17 \$11.49 \$20.37 \$0.00 \$88.03 08/01/2026 \$56.17 \$11.49 \$20.37 \$0.00 \$88.03 08/01/2026 \$56.17 \$11.49 \$20.37 \$0.00 \$88.03 08/01/2026 \$56.17 \$11.49 \$20.37 \$0.00 \$88.03 08/01/2026 \$56.17 \$11.49 \$20.37 \$0.00 \$88.03 08/01/2026 \$56.17 \$11.49 \$20.37 \$0.00 \$88.03 08/01/2026 \$56.17 \$11.49 \$20.37 \$0.00 \$88.03 08/01/2026 \$56.17 \$11.49 \$20.37 \$0.00 \$88.03 08/01/2026 \$56.17 \$11.49 \$20.37 \$0.00 \$88.03 08/01/2026 \$56.17 \$11.49 \$20.37 \$0.00 \$88.03 08/01/2026 \$56.17 \$11.49 \$20.37 \$0.00 \$88.03 08/01/2026 \$56.17 \$11.49 \$20.37 \$0.00 \$88.03 08/01/2026 \$56.17 \$11.49 \$20.37 \$0.00 \$80.00 08/01/2026 \$56.17 \$11.49 \$20.37 \$0.00 \$80.00 08/01/2026 \$56.17 \$11.49 \$20.37 \$0.00 \$80.00 08/01/2026 \$56.17 \$11.49 \$20.37 \$0.00 \$80.00 08/01/2026 \$56.17 \$11.49 \$20.37 \$0.00 \$80.00 08/01/2026 \$56.17 \$11					\$18.07	\$0.00	
12/01/2026 \$53.58 \$9.65 \$18.07 \$0.00 \$81.30							
For apprentice rates see "Apprentice- LABORER (Heavy and Highway) MARBLE & TILE FINISHERS BRICKLAYERS LOCAL 3 - MARBLE & TILE 02/01/2024 \$48.89 \$11.49 \$20.37 \$0.00 \$80.75 08/01/2024 \$50.57 \$11.49 \$20.37 \$0.00 \$82.43 02/01/2025 \$51.61 \$11.49 \$20.37 \$0.00 \$83.47 08/01/2025 \$53.33 \$11.49 \$20.37 \$0.00 \$85.19 02/01/2026 \$54.41 \$11.49 \$20.37 \$0.00 \$86.27 08/01/2026 \$56.17 \$11.49 \$20.37 \$0.00 \$88.03							
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02/01/2024 \$48.89 \$11.49 \$20.37 \$0.00 \$80.75 08/01/2024 \$50.57 \$11.49 \$20.37 \$0.00 \$82.43 02/01/2025 \$51.61 \$11.49 \$20.37 \$0.00 \$83.47 08/01/2025 \$53.33 \$11.49 \$20.37 \$0.00 \$85.19 02/01/2026 \$54.41 \$11.49 \$20.37 \$0.00 \$86.27 08/01/2026 \$56.17 \$11.49 \$20.37 \$0.00 \$88.03		08/01/2023	\$47.89	\$11.49	\$20.37	\$0.00	\$79.75
08/01/2024 \$50.57 \$11.49 \$20.37 \$0.00 \$82.43 02/01/2025 \$51.61 \$11.49 \$20.37 \$0.00 \$83.47 08/01/2025 \$53.33 \$11.49 \$20.37 \$0.00 \$85.19 02/01/2026 \$54.41 \$11.49 \$20.37 \$0.00 \$86.27 08/01/2026 \$56.17 \$11.49 \$20.37 \$0.00 \$88.03	BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2024			\$20.37	\$0.00	
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08/01/2025 \$53.33 \$11.49 \$20.37 \$0.00 \$85.19 02/01/2026 \$54.41 \$11.49 \$20.37 \$0.00 \$86.27 08/01/2026 \$56.17 \$11.49 \$20.37 \$0.00 \$88.03							
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08/01/2026 \$56.17 \$11.49 \$20.37 \$0.00 \$88.03							
		02/01/2027	\$57.29	\$11.49	\$20.37	\$0.00	\$89.15

Issue Date: 01/10/2024 **Wage Request Number:** 20240110-014 **Page 19 of 41**

Pension

Total Rate

	Step	ive Date - percent	08/01/2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$23.95	\$11.49	\$20.37	\$0.00	\$55.81	
	2	60		\$28.73	\$11.49	\$20.37	\$0.00	\$60.59	
	3	70		\$33.52	\$11.49	\$20.37	\$0.00	\$65.38	
	4	80		\$38.31	\$11.49	\$20.37	\$0.00	\$70.17	
	5	90		\$43.10	\$11.49	\$20.37	\$0.00	\$74.96	
	Effect Step	ive Date -	02/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$24.45	\$11.49	\$20.37	\$0.00	\$56.31	
	2	60		\$29.33	\$11.49	\$20.37	\$0.00	\$61.19	
	3	70		\$34.22	\$11.49	\$20.37	\$0.00	\$66.08	
	4	80		\$39.11	\$11.49	\$20.37	\$0.00	\$70.97	
	5	90		\$44.00	\$11.49	\$20.37	\$0.00	\$75.86	
	Notes								
			urneyworker Ratio:1:3						
		ILELAYEF Arble & til	RS & TERRAZZO MECH	08/01/2023	\$62.42	\$11.49	\$22.31	\$0.00	\$96.22
JATEKS I	OCAL 3 - M	ARDLE & TIL	L	02/01/2024	\$63.67	7 \$11.49	\$22.31	\$0.00	\$97.47
				08/01/2024	\$65.77	7 \$11.49	\$22.31	\$0.00	\$99.57
				02/01/2025	\$67.07	7 \$11.49	\$22.31	\$0.00	\$100.8
				08/01/2025	\$69.22	\$11.49	\$22.31	\$0.00	\$103.0
				02/01/2020	5 \$70.57	7 \$11.49	\$22.31	\$0.00	\$104.3
				08/01/2020	\$72.77	7 \$11.49	\$22.31	\$0.00	\$106.5
				02/01/2027	7 \$74.17	7 \$11.49	\$22.31	\$0.00	\$107.9

Issue Date: 01/10/2024 Wage Request Number: 20240110-014 Page 20 of 41

Pension

Total Rate

	Step	ve Date - percent	08/01/2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$31.21	\$11.49	\$22.31	\$0.00	\$65.01	
	2	60		\$37.45	\$11.49	\$22.31	\$0.00	\$71.25	
	3	70		\$43.69	\$11.49	\$22.31	\$0.00	\$77.49	
	4	80		\$49.94	\$11.49	\$22.31	\$0.00	\$83.74	
	5	90		\$56.18	\$11.49	\$22.31	\$0.00	\$89.98	
	Effecti	ive Date -	02/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$31.84	\$11.49	\$22.31	\$0.00	\$65.64	
	2	60		\$38.20	\$11.49	\$22.31	\$0.00	\$72.00	
	3	70		\$44.57	\$11.49	\$22.31	\$0.00	\$78.37	
	4	80		\$50.94	\$11.49	\$22.31	\$0.00	\$84.74	
	5	90		\$57.30	\$11.49	\$22.31	\$0.00	\$91.10	
	Notes:								
								i	
			urneyworker Ratio:1:5						
ECH. SWEE PERATING ENG			(ON CONST. SITES)	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
LICITING LIVE	IVEERS E	JCAL 4		06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
				12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
				06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
				12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
				06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
For apprentice	rates see '	'Apprentice- (OPERATING ENGINEERS"	12/01/2026	5 \$62.59	\$15.00	\$16.40	\$0.00	\$93.99
ECHANICS	MAINT	ENANCE		12/01/2023	3 \$54.43	\$15.00	\$16.40	\$0.00	\$85.83
PERATING ENG	INEERS LO	OCAL 4		06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
				12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
				06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
				12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
				06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
For apprentice	rates see '	'Apprentice- (OPERATING ENGINEERS"	12/01/2026	5 \$62.59	\$15.00	\$16.40	\$0.00	\$93.99
ILLWRIGHT				01/02/2023	3 \$47.27	\$8.58	\$21.57	\$0.00	\$77.42

Issue Date: 01/10/2024 Wage Request Number: 20240110-014 Page 21 of 41

Health

Pension

\$23.95

\$0.00

\$92.36

Apprentice - MILLWRIGHT - Local 1121 Zone 1 **Effective Date -**01/02/2023 Supplemental Apprentice Base Wage Health Pension Unemployment Total Rate Step percent 1 55 \$40.30 \$26.00 \$8.58 \$5.72 \$0.00 2 65 \$30.73 \$8.58 \$17.93 \$0.00 \$57.24 3 75 \$35.45 \$18.98 \$0.00 \$8.58 \$63.01 4 85 \$40.18 \$8.58 \$20.01 \$0.00 \$68.77 |Notes: Step 1&2 Appr. indentured after 1/6/2020 receive no pension, but do receive annuity. (Step 1 \$5.72, Step 2 \$6.66) Steps are 2,000 hours Apprentice to Journeyworker Ratio:1:4 MORTAR MIXER 12/01/2023 \$9.65 \$18.07 \$0.00 \$72.30 \$44.58 LABORERS - ZONE 1 For apprentice rates see "Apprentice- LABORER" OILER (OTHER THAN TRUCK CRANES, GRADALLS) 12/01/2023 \$16.40 \$0.00 \$24.41 \$15.00 \$55.81 OPERATING ENGINEERS LOCAL 4 \$16.40 \$0.00 06/01/2024 \$25.01 \$15.00 \$56.41 12/01/2024 \$25.67 \$15.00 \$16.40 \$0.00 \$57.07 06/01/2025 \$26.27 \$15.00 \$16.40 \$0.00 \$57.67 12/01/2025 \$26.93 \$15.00 \$16.40 \$0.00 \$58.33 \$0.00 \$16.40 06/01/2026 \$27.52 \$15.00 \$58.92 \$16.40 \$0.00 12/01/2026 \$28.19 \$15.00 \$59.59 For apprentice rates see "Apprentice- OPERATING ENGINEERS" OILER (TRUCK CRANES, GRADALLS) \$16.40 \$0.00 12/01/2023 \$29.86 \$15.00 \$61.26 OPERATING ENGINEERS LOCAL 4 06/01/2024 \$30.58 \$15.00 \$16.40 \$0.00 \$61.98 12/01/2024 \$31.38 \$15.00 \$16.40 \$0.00 \$62.78 \$16.40 06/01/2025 \$32.10 \$15.00 \$0.00 \$63.50 \$16.40 \$0.00 12/01/2025 \$32.90 \$15.00 \$64.30 \$16.40 06/01/2026 \$33.62 \$15.00 \$0.00 \$65.02 \$0.00 12/01/2026 \$16.40 \$34.42 \$15.00 \$65.82 For apprentice rates see "Apprentice- OPERATING ENGINEERS" OTHER POWER DRIVEN EQUIPMENT - CLASS II \$16.40 \$0.00 12/01/2023 \$54.43 \$15.00 \$85.83 OPERATING ENGINEERS LOCAL 4 06/01/2024 \$16.40 \$0.00 \$55.71 \$15.00 \$87.11 12/01/2024 \$57.15 \$15.00 \$16.40 \$0.00 \$88.55 06/01/2025 \$0.00 \$58.43 \$15.00 \$16.40 \$89.83 \$59.87 \$16.40 \$0.00 12/01/2025 \$15.00 \$91.27 06/01/2026 \$61.15 \$15.00 \$16.40 \$0.00 \$92.55 12/01/2026 \$62.59 \$16.40 \$0.00 \$93.99 \$15.00 For apprentice rates see "Apprentice- OPERATING ENGINEERS" PAINTER (BRIDGES/TANKS) 01/01/2024 \$23.95 \$0.00 \$56.06 \$9.95 \$89.96 PAINTERS LOCAL 35 - ZONE 2 07/01/2024 \$57.26 \$9.95 \$23.95 \$0.00 \$91.16

01/01/2025

\$58.46

\$9.95

Pension

Total Rate

Step	ive Date - 01/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$28.03	\$9.95	\$0.00	\$0.00	\$37.98	
2	55	\$30.83	\$9.95	\$6.66	\$0.00	\$47.44	
3	60	\$33.64	\$9.95	\$7.26	\$0.00	\$50.85	
4	65	\$36.44	\$9.95	\$7.87	\$0.00	\$54.26	
5	70	\$39.24	\$9.95	\$20.32	\$0.00	\$69.51	
6	75	\$42.05	\$9.95	\$20.93	\$0.00	\$72.93	
7	80	\$44.85	\$9.95	\$21.53	\$0.00	\$76.33	
8	90	\$50.45	\$9.95	\$22.74	\$0.00	\$83.14	
Effect	ive Date - 07/01/2024				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	:
1	50	\$28.63	\$9.95	\$0.00	\$0.00	\$38.58	
2	55	\$31.49	\$9.95	\$6.66	\$0.00	\$48.10	
3	60	\$34.36	\$9.95	\$7.26	\$0.00	\$51.57	
4	65	\$37.22	\$9.95	\$7.87	\$0.00	\$55.04	
5	70	\$40.08	\$9.95	\$20.32	\$0.00	\$70.35	
6	75	\$42.95	\$9.95	\$20.93	\$0.00	\$73.83	
7	80	\$45.81	\$9.95	\$21.53	\$0.00	\$77.29	
8	90	\$51.53	\$9.95	\$22.74	\$0.00	\$84.22	
Notes:							
	Steps are 750 hrs.						
Appre	entice to Journeyworker Ratio:1:1						
	SANDBLAST, NEW) *	01/01/2024	\$46.96	\$9.95	\$23.95	\$0.00	\$8
	rfaces to be painted are new construct e used.PAINTERS LOCAL 35 - ZONE 2	tion, 07/01/2024	\$48.16	\$9.95	\$23.95	\$0.00	\$8
snan o	useu. PAINTERS LOCAL 33 - ZONE 2	01/01/2025	\$49.36	\$9.95	\$23.95	\$0.00	\$8

Issue Date: 01/10/2024 Wage Request Number: 20240110-014 Page 23 of 41

Pension

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New 01/01/2024 **Effective Date -**Supplemental Apprentice Base Wage Health Unemployment Total Rate Step percent Pension 1 50 \$23.48 \$9.95 \$0.00 \$0.00 \$33.43 2 55 \$25.83 \$9.95 \$6.66 \$0.00 \$42.44 3 60 \$28.18 \$9.95 \$7.26 \$0.00 \$45.39 4 65 \$30.52 \$9.95 \$7.87 \$0.00 \$48.34 5 70 \$32.87 \$9.95 \$20.32 \$0.00 \$63.14 6 75 \$35.22 \$9.95 \$20.93 \$0.00 \$66.10 7 80 \$37.57 \$9.95 \$0.00 \$69.05 \$21.53 8 90 \$42.26 \$9.95 \$22.74 \$0.00 \$74.95 **Effective Date -**07/01/2024 Supplemental Apprentice Base Wage Health Pension Unemployment Total Rate Step percent 1 50 \$24.08 \$9.95 \$0.00 \$0.00 \$34.03 2 55 \$26.49 \$9.95 \$6.66 \$0.00 \$43.10 3 60 \$28.90 \$9.95 \$7.26 \$0.00 \$46.11 4 65 \$31.30 \$9.95 \$7.87 \$0.00 \$49.12 5 70 \$33.71 \$9.95 \$20.32 \$0.00 \$63.98 6 75 \$36.12 \$9.95 \$20.93 \$0.00 \$67.00 7 80 \$38.53 \$9.95 \$0.00 \$70.01 \$21.53 8 90 \$43.34 \$9.95 \$22.74 \$0.00 \$76.03 Notes: Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1						_
PAINTER (SPRAY OR SANDBLAST, REPAINT)	01/01/2024	\$45.02	\$9.95	\$23.95	\$0.00	\$78.92
PAINTERS LOCAL 35 - ZONE 2	07/01/2024	\$46.22	\$9.95	\$23.95	\$0.00	\$80.12
	01/01/2025	\$47.42	\$9.95	\$23.95	\$0.00	\$81.32

Issue Date: 01/10/2024 Wage Request Number: 20240110-014 Page 24 of 41

Pension

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint 01/01/2024 **Effective Date -**Supplemental Apprentice Base Wage Health Unemployment Total Rate Step percent Pension 1 50 \$22.51 \$9.95 \$0.00 \$0.00 \$32.46 2 55 \$24.76 \$9.95 \$6.66 \$0.00 \$41.37 3 60 \$27.01 \$9.95 \$7.26 \$0.00 \$44.22 4 65 \$29.26 \$9.95 \$7.87 \$0.00 \$47.08 5 70 \$31.51 \$9.95 \$20.32 \$0.00 \$61.78 6 75 \$33.77 \$9.95 \$20.93 \$0.00 \$64.65 7 80 \$36.02 \$9.95 \$0.00 \$21.53 \$67.50 8 90 \$40.52 \$9.95 \$22.74 \$0.00\$73.21 **Effective Date -**07/01/2024 Supplemental Apprentice Base Wage Health Pension Unemployment Total Rate Step percent 1 50 \$23.11 \$9.95 \$0.00 \$0.00 \$33.06 2 55 \$25.42 \$9.95 \$6.66 \$0.00 \$42.03 3 60 \$27.73 \$9.95 \$7.26 \$0.00 \$44.94 4 65 \$30.04 \$9.95 \$7.87 \$0.00 \$47.86 5 70 \$32.35 \$9.95 \$20.32 \$0.00 \$62.62 6 75 \$34.67 \$9.95 \$20.93 \$0.00 \$65.55 7 80 \$36.98 \$9.95 \$0.00 \$68.46 \$21.53 8 90 \$41.60 \$9.95 \$22.74 \$0.00 \$74.29

Notes:				
	Steps are 750 hrs.			
	Steps are 750 ms.			

••						
PAINTER / TAPER (BRUSH, NEW) *	01/01/2024	\$45.56	\$9.95	\$23.95	\$0.00	\$79.46
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	07/01/2024	\$46.76	\$9.95	\$23.95	\$0.00	\$80.66
NE w paint rate shall be used. PAINTERS LOCAL 33 - ZONE 2	01/01/2025	\$47.96	\$9.95	\$23.95	\$0.00	\$81.86

Unemployment

Pension

Total Rate

Apprentice -	PAINTER - Local 35 Zone 2 - BRUSH NEW
Effective Date	01/01/2024

	Effecti	ve Date -	01/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$22.78	\$9.95	\$0.00	\$0.00	\$32.73	
	2	55		\$25.06	\$9.95	\$6.66	\$0.00	\$41.67	
	3	60		\$27.34	\$9.95	\$7.26	\$0.00	\$44.55	
	4	65		\$29.61	\$9.95	\$7.87	\$0.00	\$47.43	
	5	70		\$31.89	\$9.95	\$20.32	\$0.00	\$62.16	
	6	75		\$34.17	\$9.95	\$20.93	\$0.00	\$65.05	
	7	80		\$36.45	\$9.95	\$21.53	\$0.00	\$67.93	
	8	90		\$41.00	\$9.95	\$22.74	\$0.00	\$73.69	
	Effecti Step	ve Date -	07/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
-	1	50		\$23.38	\$9.95	\$0.00	\$0.00	\$33.33	
	2	55		\$25.72	\$9.95	\$6.66	\$0.00	\$42.33	
	3	60		\$28.06	\$9.95	\$7.26	\$0.00	\$45.27	
	4	65		\$30.39	\$9.95	\$7.87	\$0.00	\$48.21	
	5	70		\$32.73	\$9.95	\$20.32	\$0.00	\$63.00	
	6	75		\$35.07	\$9.95	\$20.93	\$0.00	\$65.95	
	7	80		\$37.41	\$9.95	\$21.53	\$0.00	\$68.89	
	8	90		\$42.08	\$9.95	\$22.74	\$0.00	\$74.77	
-	Notes:								
i		Steps are	750 hrs.					i	
	Appre	ntice to Jou	ırneyworker Ratio:1:1						
INTER / TAPI			PAINT)	01/01/2024	\$43.62	2 \$9.95	\$23.95	\$0.00	\$77.52
INTERS LOCAL 35	- ZONE	2		07/01/2024	\$44.82	\$9.95	\$23.95	\$0.00	\$78.72
				01/01/2025	\$46.02	\$9.95	\$23.95	\$0.00	\$79.92

Issue Date: 01/10/2024

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

		ive Date - 01/01/2024 percent	Apprentice	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	e
	1	50		21.81	\$9.95	\$0.00	\$0.00	\$31.76	
	2	55		23.99	\$9.95	\$6.66	\$0.00	\$40.60	
	3	60		26.17	\$9.95	\$7.26	\$0.00	\$43.38	
	4	65		28.35	\$9.95	\$7.87	\$0.00	\$46.17	
	5	70		30.53	\$9.95	\$20.32	\$0.00	\$60.80	
	6	75		32.72	\$9.95	\$20.93	\$0.00	\$63.60	
	7	80		34.90	\$9.95	\$21.53	\$0.00	\$66.38	
	8	90		39.26	\$9.95	\$22.74	\$0.00	\$71.95	
	Effecti	ive Date - 07/01/2024					Supplemental		
	Step	percent	Apprentice	Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	50	\$	22.41	\$9.95	\$0.00	\$0.00	\$32.36	·)
	2	55	\$	24.65	\$9.95	\$6.66	\$0.00	\$41.26)
	3	60	\$	26.89	\$9.95	\$7.26	\$0.00	\$44.10)
	4	65	\$	29.13	\$9.95	\$7.87	\$0.00	\$46.95	j
	5	70	\$	31.37	\$9.95	\$20.32	\$0.00	\$61.64	ŀ
	6	75	\$	33.62	\$9.95	\$20.93	\$0.00	\$64.50)
	7	80	\$	35.86	\$9.95	\$21.53	\$0.00	\$67.34	ŀ
	8	90	\$	40.34	\$9.95	\$22.74	\$0.00	\$73.03	i
	Notes:	Steps are 750 hrs.							
	Appre	ntice to Journeyworker	Ratio:1:1					'	
PAINTER TRA		IARKINGS (HEAVY/HI	GHWAY)	12/01/2023	\$44.33	\$9.65	\$18.07	\$0.00	\$72.05
LIBORERS - ZOIV	LI (IILII)	i a monwan		06/01/2024	\$45.81	\$9.65	\$18.07	\$0.00	\$73.53
				12/01/2024	\$47.28	\$9.65	\$18.07	\$0.00	\$75.00
				06/01/2025	\$48.78	\$9.65	\$18.07	\$0.00	\$76.50
				12/01/2025	\$50.28	\$9.65	\$18.07	\$0.00	\$78.00
				06/01/2026	\$51.83	\$9.65	\$18.07	\$0.00	\$79.55
For apprentice	e rates see '	"Apprentice- LABORER (Heav	y and Highway)	12/01/2026	\$53.33	\$9.65	\$18.07	\$0.00	\$81.05
		UCKS DRIVER		12/01/2023	\$39.88	\$14.41	\$18.67	\$0.00	\$72.96
TEAMSTERS JOIN	T COUNC	IL NO. 10 ZONE A		06/01/2024			\$18.67	\$0.00	\$73.96
				08/01/2024	\$40.88	\$14.91	\$18.67	\$0.00	\$74.46
				12/01/2024	\$40.88	\$14.91	\$20.17	\$0.00	\$75.96
				06/01/2025	\$41.88	\$14.91	\$20.17	\$0.00	\$76.96
				08/01/2025			\$20.17	\$0.00	\$77.46
				12/01/2025	\$41.88	\$15.41	\$21.78	\$0.00	\$79.07
				06/01/2026	\$42.88	\$15.41	\$21.78	\$0.00	\$80.07
				08/01/2026	\$42.88	\$15.91	\$21.78	\$0.00	\$80.57
				12/01/2026	\$42.88	\$15.91	\$23.52	\$0.00	\$82.31
Issue Date: (01/10/20		Wage Request Number:	2024011	10-014			I	Page 27 of 41

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
DECK)		*	*-			*
PILE DRIVER LOCAL 56 (ZONE 1)						
For apprentice rates see "Apprentice- PILE DRIVER"						
PILE DRIVER	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
PILE DRIVER LOCAL 56 (ZONE 1)	00.01/2020	ψ.σ.σ.	Ψ>.10			401.09

Step	ective Date - 08/01/2020 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	e
1	50	\$24.54	\$9.40	\$23.12	\$0.00	\$57.06	j
2	60	\$29.44	\$9.40	\$23.12	\$0.00	\$61.96	ó
3	70	\$34.35	\$9.40	\$23.12	\$0.00	\$66.87	7
4	75	\$36.80	\$9.40	\$23.12	\$0.00	\$69.32	2
5	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78	3
6	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78	3
7	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68	3
8	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68	3
Not	% Indentured After 10	/1/17; 45/45/55/55/70/70/80/80 \$41.46/ 5&6 \$62.80/ 7&8 \$69.25					
Арг	orentice to Journeyworker	Ratio:1:5					
EFITTER & STE		09/01/2023	\$63.48	\$12.70	\$21.50	\$0.00	\$97.68
EFITTERS LOCAL 53	7	03/01/2024	\$65.28	\$12.70	\$21.50	\$0.00	\$99.48
		09/01/2024	\$67.08	\$12.70	\$21.50	\$0.00	\$101.28
		03/01/2025	\$68.88	\$12.70	\$21.50	\$0.00	\$103.08

Issue Date: 01/10/2024 Wage Request Number: 20240110-014 Page 28 of 41

Pension

Total Rate

	Step	ve Date - percent	09/01/2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	40		\$25.39	\$12.70	\$9.05	\$0.00	\$47.14	
	2	45		\$28.57	\$12.70	\$21.50	\$0.00	\$62.77	
	3	60		\$38.09	\$12.70	\$21.50	\$0.00	\$72.29	
	4	70		\$44.44	\$12.70	\$21.50	\$0.00	\$78.64	
	5	80		\$50.78	\$12.70	\$21.50	\$0.00	\$84.98	
	Effectiv	e Date -	03/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	40		\$26.11	\$12.70	\$9.05	\$0.00	\$47.86	
	2	45		\$29.38	\$12.70	\$21.50	\$0.00	\$63.58	
	3	60		\$39.17	\$12.70	\$21.50	\$0.00	\$73.37	
	4	70		\$45.70	\$12.70	\$21.50	\$0.00	\$79.90	
	5	80		\$52.22	\$12.70	\$21.50	\$0.00	\$86.42	
		Refrig/AC	5; 1:10 thereafter / Steps ar Mechanic **1:1;1:2;2:4;3: rneyworker Ratio:**		7;9:20;10:23(Max)			
PELAYER BORERS - ZONE	Appren	Refrig/AC					\$18.07	\$0.00	\$72.30
	Appren	Refrig/AC tice to Jour	Mechanic **1:1;1:2;2:4;3: rneyworker Ratio:**	6;4:8;5:10;6:12;7:14;8:1			\$18.07	\$0.00	\$72.30
For apprentice	Appren E 1 e rates see "A	Refrig/AC Apprentice- LA	Mechanic **1:1;1:2;2:4;3: rneyworker Ratio:** BORER" Y)	6;4:8;5:10;6:12;7:14;8:1	8 \$44.58	\$9.65	\$18.07 \$18.07	\$0.00	\$72.30 \$72.30
ORERS - ZONE For apprentice ELAYER (F	Appren E 1 e rates see "A	Refrig/AC Apprentice- LA	Mechanic **1:1;1:2;2:4;3: rneyworker Ratio:** BORER" Y)	12/01/2023	3 \$44.58 3 \$44.58	\$9.65			
ORERS - ZONE For apprentice ELAYER (H	Appren E 1 e rates see "A	Refrig/AC Apprentice- LA	Mechanic **1:1;1:2;2:4;3: rneyworker Ratio:** BORER" Y)	12/01/2023	3 \$44.58 3 \$44.58 4 \$46.06	\$9.65 \$9.65 \$9.65	\$18.07	\$0.00	\$72.30
ORERS - ZONE For apprentice ELAYER (F	Appren E 1 e rates see "A	Refrig/AC Apprentice- LA	Mechanic **1:1;1:2;2:4;3: rneyworker Ratio:** BORER" Y)	12/01/2023 06/01/2024	3 \$44.58 3 \$44.58 4 \$46.06 4 \$47.53	\$9.65 \$9.65	\$18.07 \$18.07	\$0.00 \$0.00	\$72.30 \$73.78
ORERS - ZONE For apprentice	Appren E 1 e rates see "A	Refrig/AC Apprentice- LA	Mechanic **1:1;1:2;2:4;3: rneyworker Ratio:** BORER" Y)	12/01/2023 12/01/2023 12/01/2023 12/01/2024 12/01/2024	3 \$44.58 3 \$44.58 4 \$46.06 4 \$47.53 5 \$49.03	\$9.65 \$9.65 \$9.65 \$9.65	\$18.07 \$18.07 \$18.07	\$0.00 \$0.00 \$0.00	\$72.30 \$73.78 \$75.25
ORERS - ZONE For apprentice ELAYER (H	Appren E 1 e rates see "A	Refrig/AC Apprentice- LA	Mechanic **1:1;1:2;2:4;3: rneyworker Ratio:** BORER" Y)	12/01/2023 12/01/2023 12/01/2023 06/01/2024 06/01/2023	3 \$44.58 3 \$44.58 4 \$46.06 4 \$47.53 5 \$49.03 5 \$50.53	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.07 \$18.07 \$18.07 \$18.07	\$0.00 \$0.00 \$0.00 \$0.00	\$72.30 \$73.78 \$75.25 \$76.75
ORERS - ZONE For apprentice ELAYER (FORERS - ZONE	Appren E 1 Prates see "A HEAVY & E 1 (HEAVY)	Apprentice- LA thick HIGHWAY	Mechanic **1:1;1:2;2:4;3: rneyworker Ratio:** BORER" Y)	12/01/2023 12/01/2023 12/01/2023 06/01/2024 12/01/2024 12/01/2025	3 \$44.58 3 \$44.58 4 \$46.06 4 \$47.53 5 \$49.03 5 \$50.53 6 \$52.08	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.07 \$18.07 \$18.07 \$18.07 \$18.07	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$72.30 \$73.78 \$75.25 \$76.75 \$78.25
ORERS - ZONE For apprentice ELAYER (FORERS - ZONE	Appren E 1 e rates see "A HEAVY & E 1 (HEAVY)	Refrig/AC Apprentice- LA CHIGHWA AHIGHWAY)	Mechanic **1:1;1:2;2:4;3: rneyworker Ratio:** BORER" Y)	12/01/2023 12/01/2023 12/01/2023 06/01/2024 12/01/2024 06/01/2025 12/01/2025 06/01/2026 12/01/2026	3 \$44.58 3 \$44.58 4 \$46.06 4 \$47.53 5 \$49.03 5 \$50.53 6 \$52.08 5 \$53.58	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.07 \$18.07 \$18.07 \$18.07 \$18.07 \$18.07 \$18.07	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$72.30 \$73.78 \$75.25 \$76.75 \$78.25 \$79.80 \$81.30
For apprentice For apprentice For apprentice For apprentice JMBERS &	Appren E 1 e rates see "A HEAVY & E 1 (HEAVY) e rates see "A c GASFIT	Refrig/AC Apprentice- LA C HIGHWAY APPRENTICE- LA CAPPRENTICE- LA CTERS	Mechanic **1:1;1:2;2:4;3: rneyworker Ratio:** BORER" Y)	12/01/2023 12/01/2023 12/01/2023 06/01/2024 12/01/2024 06/01/2025 12/01/2026 12/01/2026 09/03/2023	3 \$44.58 3 \$44.58 4 \$46.06 4 \$47.53 5 \$49.03 5 \$50.53 5 \$52.08 \$53.58 8 \$66.44	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.07 \$18.07 \$18.07 \$18.07 \$18.07 \$18.07 \$18.07	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$72.30 \$73.78 \$75.25 \$76.75 \$78.25 \$79.80 \$81.30
ORERS - ZONE For apprentice ELAYER (FORERS - ZONE For apprentice	Appren E 1 e rates see "A HEAVY & E 1 (HEAVY) e rates see "A c GASFIT	Refrig/AC Apprentice- LA C HIGHWAY APPRENTICE- LA CAPPRENTICE- LA CTERS	Mechanic **1:1;1:2;2:4;3: rneyworker Ratio:** BORER" Y)	12/01/2023 12/01/2023 12/01/2023 06/01/2024 12/01/2024 06/01/2025 12/01/2025 06/01/2026 12/01/2026	3 \$44.58 3 \$44.58 4 \$46.06 4 \$47.53 5 \$49.03 5 \$50.53 6 \$52.08 8 \$53.58 8 \$66.44 4 \$68.24	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$14.07	\$18.07 \$18.07 \$18.07 \$18.07 \$18.07 \$18.07 \$18.07	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$72.30 \$73.78 \$75.25 \$76.75 \$78.25 \$79.80 \$81.30

	Appren	tice - PI	LUMBER/GASFITTER - Local	12					
	Effective Step	ve Date - percent	09/03/2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	35		\$23.25	\$14.07	\$6.80	\$0.00	\$44.12	
	2	40		\$26.58	\$14.07	\$7.72	\$0.00	\$48.37	
	3	55		\$36.54	\$14.07	\$10.51	\$0.00	\$61.12	
	4	65		\$43.19	\$14.07	\$12.36	\$0.00	\$69.62	
	5	75		\$49.83	\$14.07	\$14.22	\$0.00	\$78.12	
	Effectiv	ve Date -	03/03/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	35		\$23.88	\$14.07	\$6.80	\$0.00	\$44.75	
	2	40		\$27.30	\$14.07	\$7.72	\$0.00	\$49.09	
	3	55		\$37.53	\$14.07	\$10.51	\$0.00	\$62.11	
	4	65		\$44.36	\$14.07	\$12.36	\$0.00	\$70.79	
	5	75		\$51.18	\$14.07	\$14.22	\$0.00	\$79.47	
	Notes:		6; 3:10; 4:14; 5:19/Steps are 1 h lic\$69.00, Step5 with lic\$76	•					
	Apprei	tice to Jo	urneyworker Ratio:**						
PNEUMATIO		DLS (TEM	P.)	09/01/2023	\$63.48	\$12.70	\$21.50	\$0.00	\$97.68
PIPEFITTERS L	OCAL 537			03/01/2024	\$65.28	\$12.70	\$21.50	\$0.00	\$99.48
				09/01/2024	\$67.08	\$12.70	\$21.50	\$0.00	\$101.28
				03/01/2025	\$68.88	\$12.70	\$21.50	\$0.00	\$103.08
For apprent	ice rates see ".	Apprentice- P	PIPEFITTER" or "PLUMBER/PIPEFI	ΓTER"					

	03/01/2024	\$03.28	\$12.70	\$21.50	\$0.00	\$99.48
	09/01/2024	\$67.08	\$12.70	\$21.50	\$0.00	\$101.28
	03/01/2025	\$68.88	\$12.70	\$21.50	\$0.00	\$103.08
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL OPERATOR LABORERS - ZONE 1	12/01/2023	\$44.58	\$9.65	\$18.07	\$0.00	\$72.30
For apprentice rates see "Apprentice- LABORER"						
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY &	12/01/2023	\$44.58	\$9.65	\$18.07	\$0.00	\$72.30
HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2024	\$46.06	\$9.65	\$18.07	\$0.00	\$73.78
	12/01/2024	\$47.53	\$9.65	\$18.07	\$0.00	\$75.25
	06/01/2025	\$49.03	\$9.65	\$18.07	\$0.00	\$76.75
	12/01/2025	\$50.53	\$9.65	\$18.07	\$0.00	\$78.25
	06/01/2026	\$52.08	\$9.65	\$18.07	\$0.00	\$79.80
	12/01/2026	\$53.58	\$9.65	\$18.07	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
POWDERMAN & BLASTER LABORERS - ZONE 1	12/01/2023	\$45.33	\$9.65	\$18.07	\$0.00	\$73.05

For apprentice rates see "Apprentice- LABORER"

 Issue Date:
 01/10/2024
 Wage Request Number:
 20240110-014
 Page 30 of 41

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER (HEAVY & HIGHWAY)	12/01/2023	\$45.33	\$9.65	\$18.07	\$0.00	\$73.05
ABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2024	\$46.81	\$9.65	\$18.07	\$0.00	\$74.53
	12/01/2024	\$48.28	\$9.65	\$18.07	\$0.00	\$76.00
	06/01/2025	\$49.78	\$9.65	\$18.07	\$0.00	\$77.50
	12/01/2025	\$51.28	\$9.65	\$18.07	\$0.00	\$79.00
	06/01/2026	\$52.83	\$9.65	\$18.07	\$0.00	\$80.55
	12/01/2026	\$54.33	\$9.65	\$18.07	\$0.00	\$82.05
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
OWER SHOVEL/DERRICK/TRENCHING MACHINE OPERATING ENGINEERS LOCAL 4	12/01/2023	\$55.03	\$15.00	\$16.40	\$0.00	\$86.43
. 5.0.1.1.0 2.00.1.25.0 20 0.12	06/01/2024	\$56.33	\$15.00	\$16.40	\$0.00	\$87.73
	12/01/2024	\$57.78	\$15.00	\$16.40	\$0.00	\$89.18
	06/01/2025	\$59.08	\$15.00	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.53	\$15.00	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.83	\$15.00	\$16.40	\$0.00	\$93.23
	12/01/2026	\$63.28	\$15.00	\$16.40	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
UMP OPERATOR (CONCRETE) PERATING ENGINEERS LOCAL 4	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
	12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
	06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
Constitution of the state of th	12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS" UMP OPERATOR (DEWATERING, OTHER)	12/01/2022	#25.62	#15.00	¢1.6.40	¢0.00	ф.с т .оо
PERATING ENGINEERS LOCAL 4	12/01/2023	\$35.62	\$15.00	\$16.40	\$0.00	\$67.02
	06/01/2024	\$36.47	\$15.00	\$16.40	\$0.00	\$67.87
	12/01/2024	\$37.42	\$15.00	\$16.40	\$0.00	\$68.82
	06/01/2025	\$38.27	\$15.00	\$16.40	\$0.00	\$69.67
	12/01/2025	\$39.22	\$15.00	\$16.40	\$0.00	\$70.62
	06/01/2026	\$40.08	\$15.00	\$16.40	\$0.00	\$71.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$41.03	\$15.00	\$16.40	\$0.00	\$72.43
EEADY MIX CONCRETE DRIVERS after 4/30/12 Drivers Hired After 4/30/2012)TEAMSTERS 25 (Suburban) - Aggregate	08/01/2022	\$30.40	\$11.91	\$15.25	\$0.00	\$57.56
LEADY-MIX CONCRETE DRIVER EAMSTERS 25 (Suburban) - Aggregate	08/01/2022	\$30.50	\$11.91	\$15.25	\$0.00	\$57.66
ECLAIMERS	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
PERATING ENGINEERS LOCAL 4	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
	12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
	06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12, 01, 2020	ψ0 2. 07	ψ15.00	J-01.0	* - 1 * *	4,5.,,
IDE-ON MOTORIZED BUGGY OPERATOR 4BORERS - ZONE 1	12/01/2023	\$44.58	\$9.65	\$18.07	\$0.00	\$72.30

Issue Date: 01/10/2024 Wage Request Number: 20240110-014 Page 31 of 41

lassification OLLER/SPREADER/MULCHING MACHINE		Effective Da	te Base Wa	ge Health	Pension	Supplemental Unemployment	Total Rate		
			NG MACHINE	12/01/2023	3 \$54.43	\$15.00	\$16.40	\$0.00	\$85.83
PERATING ENG	INEERS LO	OCAL 4		06/01/2024	4 \$55.7	\$15.00	\$16.40	\$0.00	\$87.11
				12/01/2024	4 \$57.15	\$15.00	\$16.40	\$0.00	\$88.55
				06/01/2023	5 \$58.43	\$15.00	\$16.40	\$0.00	\$89.83
				12/01/2023	5 \$59.87	\$15.00	\$16.40	\$0.00	\$91.27
				06/01/2020	5 \$61.15	\$15.00	\$16.40	\$0.00	\$92.55
				12/01/2020	5 \$62.59	\$15.00	\$16.40	\$0.00	\$93.99
			DPERATING ENGINEERS"						
OOFER (Inc. OOFERS LOCAL		Waterproofr	ng &Roofer Damproofg)	08/01/2023	3 \$50.03	\$12.78	\$20.20	\$0.00	\$83.01
OOI EKS LOCAL	. 33			02/01/2024	4 \$51.28	\$12.78	\$20.20	\$0.00	\$84.26
				08/01/2024	4 \$52.78	\$12.78	\$20.20	\$0.00	\$85.76
				02/01/2023	5 \$54.03	\$12.78	\$20.20	\$0.00	\$87.01
				08/01/2023	5 \$55.53	\$12.78	\$20.20	\$0.00	\$88.51
				02/01/2020	5 \$56.78	\$12.78	\$20.20	\$0.00	\$89.76
	Appre	ntice - Ro	OOFER - Local 33						
	Effecti Step	ive Date -	08/01/2023	Apprentice Base Wage	Health	Pension	Supplementa Unemploymen		
	1	50		\$25.02	\$12.78	\$5.59	\$0.00		
	2	60		\$30.02	\$12.78	\$20.20	\$0.00		
	3	65		\$32.52	\$12.78	\$20.20	\$0.00		
	4	75		\$37.52	\$12.78	\$20.20	\$0.00		
	5	85		\$42.53	\$12.78	\$20.20	\$0.00		
	Effecti	ive Date -	02/01/2024				Supplementa	1	
	Step	percent		Apprentice Base Wage	Health	Pension	Unemploymen		
	1	50		\$25.64	\$12.78	\$5.59	\$0.00	\$44.01	
	2	60		\$30.77	\$12.78	\$20.20	\$0.00	\$63.75	
	3	65		\$33.33	\$12.78	\$20.20	\$0.00	\$66.31	
	4	75		\$38.46	\$12.78	\$20.20	\$0.00	\$71.44	
	5	85		\$43.59	\$12.78	\$20.20	\$0.00	\$76.57	
	Notes:	Step 1 is 2	5-10, the 1:10; Reroofing: 1 2000 hrs.; Steps 2-5 are 100 Mechanics' receive \$1.00	00 hrs.					
	Appre	· <u> </u>	urneyworker Ratio:**					'	
OOFER SLA			AST CONCRETE	08/01/2023	3 \$50.28	8 \$12.78	\$20.20	\$0.00	\$83.26
OOFERS LOCAL	2.33			02/01/2024			\$20.20	\$0.00	\$84.51
				08/01/2024			\$20.20	\$0.00	\$86.01
				02/01/202			\$20.20	\$0.00	\$87.26
				08/01/2023			\$20.20	\$0.00	\$88.76
				02/01/2020			\$20.20	\$0.00	\$90.01
For apprentice	e rates see '	"Apprentice- F	ROOFER"	02/01/2020	υ φυ / . O .	φ12.76	Ψ20.20	Ψοιοο	φ20.01

Issue Date: 01/10/2024 Wage Request Number: 20240110-014 Page 32 of 41

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SHEETMETAL WORKER	08/01/2023	\$56.16	\$14.43	\$27.07	\$2.93	\$100.59
SHEETMETAL WORKERS LOCAL 17 - A	02/01/2024	\$57.86	\$14.43	\$27.07	\$2.93	\$102.29
	08/01/2024	\$59.61	\$14.43	\$27.07	\$2.93	\$104.04
	02/01/2025	\$61.36	\$14.43	\$27.07	\$2.93	\$105.79
	08/01/2025	\$63.21	\$14.43	\$27.07	\$2.93	\$107.64
	02/01/2026	\$65.16	\$14.43	\$27.07	\$2.93	\$109.59

Apprentice - SHEET METAL WORKER - Local 17-A

	ive Date -	08/01/2023				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	42		\$23.59	\$14.43	\$6.13	\$0.00	\$44.15
2	42		\$23.59	\$14.43	\$6.13	\$0.00	\$44.15
3	47		\$26.40	\$14.43	\$12.11	\$1.59	\$54.53
4	47		\$26.40	\$14.43	\$12.11	\$1.59	\$54.53
5	52		\$29.20	\$14.43	\$13.09	\$1.70	\$58.42
6	52		\$29.20	\$14.43	\$13.34	\$1.70	\$58.67
7	60		\$33.70	\$14.43	\$14.75	\$1.89	\$64.77
8	65		\$36.50	\$14.43	\$15.73	\$2.00	\$68.66
9	75		\$42.12	\$14.43	\$17.69	\$2.23	\$76.47
10	85		\$47.74	\$14.43	\$19.15	\$2.44	\$83.76
Effecti	ive Date -	02/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	42		\$24.30	\$14.43	\$6.13	\$0.00	\$44.86
2	42		\$24.30	\$14.43	\$6.13	\$0.00	\$44.86
3	47		\$27.19	\$14.43	\$12.11	\$1.61	\$55.34
4	47		\$27.19	\$14.43	\$12.11	\$1.61	\$55.34
5	52		\$30.09	\$14.43	\$13.09	\$1.73	\$59.34
			***	¢1442	¢12.24	¢1.72	\$59.59
6	52		\$30.09	\$14.43	\$13.34	\$1.73	Ψ37.37
	52 60		\$30.09 \$34.72	\$14.43 \$14.43	\$13.34 \$14.75	\$1./3 \$1.92	\$65.82
6							
6 7	60		\$34.72	\$14.43	\$14.75	\$1.92	\$65.82

Apprentice to Journeyworker Ratio:1:4

Issue Date: 01/10/2024 **Wage Request Number:** 20240110-014 **Page 33 of 41**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP < 35 TONS	12/01/2023	\$40.34	\$14.41	\$18.67	\$0.00	\$73.42
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2024	\$41.34	\$14.41	\$18.67	\$0.00	\$74.42
	08/01/2024	\$41.34	\$14.91	\$18.67	\$0.00	\$74.92
	12/01/2024	\$41.34	\$14.91	\$20.17	\$0.00	\$76.42
	06/01/2025	\$42.34	\$14.91	\$20.17	\$0.00	\$77.42
	08/01/2025	\$42.34	\$15.41	\$20.17	\$0.00	\$77.92
	12/01/2025	\$42.34	\$15.41	\$21.78	\$0.00	\$79.53
	06/01/2026	\$43.34	\$15.41	\$21.78	\$0.00	\$80.53
	08/01/2026	\$43.34	\$15.91	\$21.78	\$0.00	\$81.03
	12/01/2026	\$43.34	\$15.91	\$23.52	\$0.00	\$82.77
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	12/01/2023	\$40.63	\$14.41	\$18.67	\$0.00	\$73.71
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2024	\$41.63	\$14.41	\$18.67	\$0.00	\$74.71
	08/01/2024	\$41.63	\$14.91	\$18.67	\$0.00	\$75.21
	12/01/2024	\$41.63	\$14.91	\$20.17	\$0.00	\$76.71
	06/01/2025	\$42.63	\$14.91	\$20.17	\$0.00	\$77.71
	08/01/2025	\$42.63	\$15.41	\$20.17	\$0.00	\$78.21
	12/01/2025	\$42.63	\$15.41	\$21.78	\$0.00	\$79.82
	06/01/2026	\$43.63	\$15.41	\$21.78	\$0.00	\$80.82
	08/01/2026	\$43.63	\$15.91	\$21.78	\$0.00	\$81.32
	12/01/2026	\$43.63	\$15.91	\$23.52	\$0.00	\$83.06
SPRINKLER FITTER	10/01/2023	\$67.95	\$10.90	\$23.20	\$0.00	\$102.05
SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1	03/01/2024	\$69.75	\$10.90	\$23.20	\$0.00	\$103.85
	10/01/2024	\$71.55	\$10.90	\$23.20	\$0.00	\$105.65
	03/01/2025	\$73.35	\$10.90	\$23.20	\$0.00	\$107.45

 Issue Date:
 01/10/2024
 Wage Request Number:
 20240110-014
 Page 34 of 41

Pension

Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1 10/01/2023 **Effective Date -**Supplemental Unemployment percent Apprentice Base Wage Health Pension Total Rate Step 1 35 \$23.78 \$10.90 \$12.80 \$47.48 \$0.00 2 40 \$27.18 \$10.90 \$0.00 \$13.60 \$51.68 3 45 \$30.58 \$10.90 \$14.40 \$0.00 \$55.88 4 50 \$33.98 \$10.90 \$15.20 \$0.00 \$60.08 5 55 \$0.00 \$37.37 \$10.90 \$16.00 \$64.27 6 60 \$40.77 \$10.90 \$16.80 \$0.00 \$68.47 7 65 \$44.17 \$10.90 \$17.60 \$0.00 \$72.67 8 70 \$47.57 \$10.90 \$18.40 \$0.00 \$76.87 9 75 \$50.96 \$10.90 \$19.20 \$0.00 \$81.06 10 80 \$54.36 \$10.90 \$20.00 \$0.00 \$85.26 03/01/2024 **Effective Date -**Supplemental Step percent Apprentice Base Wage Health Pension Unemployment Total Rate 1 35 \$10.90 \$12.80 \$48.11 \$24.41 \$0.00 2 40 \$27.90 \$10.90 \$0.00 \$13.60 \$52.40 3 45 \$31.39 \$10.90 \$14.40 \$0.00 \$56.69 4 50 \$34.88 \$10.90 \$0.00 \$15.20 \$60.98 5 55 \$38.36 \$10.90 \$16.00 \$0.00 \$65.26 6 60 \$41.85 \$10.90 \$16.80 \$0.00 \$69.55 7 65 \$45.34 \$10.90 \$17.60 \$0.00 \$73.84 8 70 \$48.83 \$10.90 \$18.40 \$0.00 \$78.13 9 75 \$52.31 \$10.90 \$19.20 \$0.00 \$82.41 10 80 \$55.80 \$10.90 \$20.00 \$0.00 \$86.70 |**Notes:** Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 Steps are 850 hours Apprentice to Journeyworker Ratio:1:3 STEAM BOILER OPERATOR 12/01/2023 \$54.43 \$15.00 \$16.40 \$0.00 \$85.83 OPERATING ENGINEERS LOCAL 4 \$0.00 06/01/2024 \$16.40 \$55.71 \$15.00 \$87.11 \$16.40 \$0.00 12/01/2024 \$57.15 \$15.00 \$88.55 \$0.00 06/01/2025 \$58.43 \$15.00 \$16.40 \$89.83 12/01/2025 \$59.87 \$15.00 \$16.40 \$0.00 \$91.27 06/01/2026 \$15.00 \$16.40 \$0.00 \$92.55 \$61.15

12/01/2026

\$62.59

\$15.00

\$16.40

\$0.00

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Issue Date: 01/10/2024

\$93.99

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
	12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
	06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN LECTRICIANS LOCAL 103	09/01/2023	\$49.11	\$13.00	\$19.68	\$0.00	\$81.79
	03/01/2024	\$49.49	\$13.00	\$20.19	\$0.00	\$82.68
	09/01/2024	\$51.02	\$13.00	\$20.24	\$0.00	\$84.26
	03/01/2025	\$51.98	\$13.00	\$20.27	\$0.00	\$85.25
	09/01/2025	\$53.51	\$13.00	\$20.32	\$0.00	\$86.83
	03/01/2026	\$54.47	\$13.00	\$20.34	\$0.00	\$87.81
	09/01/2026	\$56.00	\$13.00	\$20.39	\$0.00	\$89.39
	03/01/2027	\$56.95	\$13.00	\$20.42	\$0.00	\$90.37
	09/01/2027	\$58.49	\$13.00	\$20.46	\$0.00	\$91.95
	03/01/2028	\$59.45	\$13.00	\$20.49	\$0.00	\$92.94

Issue Date: 01/10/2024 **Wage Request Number:** 20240110-014 **Page 36 of 41**

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Pension

	Effecti	ive Date -	09/01/2023				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	ite
	1	45		\$22.10	\$13.00	\$0.66	\$0.00	\$35.7	76
	2	45		\$22.10	\$13.00	\$0.66	\$0.00	\$35.7	76
	3	50		\$24.56	\$13.00	\$15.66	\$0.00	\$53.2	22
	4	50		\$24.56	\$13.00	\$15.66	\$0.00	\$53.2	22
	5	55		\$27.01	\$13.00	\$16.06	\$0.00	\$56.0	07
	6	60		\$29.47	\$13.00	\$16.46	\$0.00	\$58.9	93
	7	65		\$31.92	\$13.00	\$16.87	\$0.00	\$61.7	79
	8	70		\$34.38	\$13.00	\$17.27	\$0.00	\$64.0	65
	9	75		\$36.83	\$13.00	\$17.67	\$0.00	\$67.5	50
	10	80		\$39.29	\$13.00	\$18.07	\$0.00	\$70.3	36
	Effect	ive Date -	03/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	ite
	1	45		\$22.27	\$13.00	\$0.67	\$0.00	\$35.9	94
	2	45		\$22.27	\$13.00	\$0.67	\$0.00	\$35.9	94
	3	50		\$24.75	\$13.00	\$16.16	\$0.00	\$53.9	91
	4	50		\$24.75	\$13.00	\$16.16	\$0.00	\$53.9	91
	5	55		\$27.22	\$13.00	\$16.57	\$0.00	\$56.7	79
	6	60		\$29.69	\$13.00	\$16.97	\$0.00	\$59.0	66
	7	65		\$32.17	\$13.00	\$17.38	\$0.00	\$62.5	55
	8	70		\$34.64	\$13.00	\$17.78	\$0.00	\$65.4	42
	9	75		\$37.12	\$13.00	\$18.18	\$0.00	\$68.3	30
	10	80		\$39.59	\$13.00	\$18.58	\$0.00	\$71.	17
	Notes:	- — — - :							-
									_
	Appre	entice to Jou	ırneyworker Ratio:1:1						
TERRAZZO Bricklayers i			Г	08/01/2023	\$61.34	\$11.49	\$22.34	\$0.00	\$95.17
KICKLAIEKS I	OCAL 3 - M	ARBLE & IILI	E	02/01/2024	\$62.59	\$11.49	\$22.34	\$0.00	\$96.42
				08/01/2024	\$64.69	\$11.49	\$22.34	\$0.00	\$98.52
				02/01/2025	\$65.99	\$11.49	\$22.34	\$0.00	\$99.82
				08/01/2025	\$68.14	\$11.49	\$22.34	\$0.00	\$101.97
				02/01/2026	5 \$69.49	\$11.49	\$22.34	\$0.00	\$103.32
				08/01/2026	5 \$71.69	\$11.49	\$22.34	\$0.00	\$105.52
				02/01/2027	7 \$73.09	\$11.49	\$22.34	\$0.00	\$106.92

	prentice - <i>TE</i> ective Date -	ERRAZZO FINISHER - Loc 08/01/2023	eal 3 Marble & Tile					
Ste		00/01/2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat	e
1	50		\$30.67	\$11.49	\$22.34	\$0.00	\$64.50	
2	60		\$36.80	\$11.49	\$22.34	\$0.00	\$70.63	
3	70		\$42.94	\$11.49	\$22.34	\$0.00	\$76.7	
4	80		\$49.07	\$11.49	\$22.34	\$0.00	\$82.90	
5	90		\$55.21	\$11.49	\$22.34	\$0.00	\$89.04	
	, ,		ψ33.21	Ψ11.19	Ψ22.3 I	ψ0.00	ψ0.0	•
Eff	ective Date -	02/01/2024				Supplemental		
Ste	p percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	e
1	50		\$31.30	\$11.49	\$22.34	\$0.00	\$65.13	3
2	60		\$37.55	\$11.49	\$22.34	\$0.00	\$71.33	8
3	70		\$43.81	\$11.49	\$22.34	\$0.00	\$77.64	4
4	80		\$50.07	\$11.49	\$22.34	\$0.00	\$83.90	0
5	90		\$56.33	\$11.49	\$22.34	\$0.00	\$90.10	6
Not	tes:							
_								
		urneyworker Ratio:1:3						
EST BORING DRI BORERS - FOUNDATA		\mathcal{F}_{i}	12/01/2023	3 \$48.33	\$9.65	\$18.22	\$0.00	\$76.20
			06/01/2024	4 \$49.81	\$9.65	\$18.22	\$0.00	\$77.68
			12/01/2024		\$9.65	\$18.22	\$0.00	\$79.15
			06/01/2025	5 \$52.78	\$9.65	\$18.22	\$0.00	\$80.65
			12/01/2025	5 \$54.28	\$9.65	\$18.22	\$0.00	\$82.15
			06/01/2026	5 \$55.83	\$9.65	\$18.22	\$0.00	\$83.70
For apprentice rates	see "Apprentice- I	ABORER"	12/01/2020	5 \$57.33	\$9.65	\$18.22	\$0.00	\$85.20
EST BORING DR	ILLER HELPI	ER	12/01/2023	3 \$44.45	\$9.65	\$18.22	\$0.00	\$72.32
BORERS - FOUNDATI	ION AND MARIN	E	06/01/2024			\$18.22	\$0.00	\$73.80
			12/01/2024			\$18.22	\$0.00	\$75.27
			06/01/2025			\$18.22	\$0.00	\$76.77
			12/01/2025			\$18.22	\$0.00	\$78.27
			06/01/2026	5 \$51.95	\$9.65	\$18.22	\$0.00	\$79.82
			12/01/2026			\$18.22	\$0.00	\$81.32
For apprentice rates	see "Apprentice- I	ABORER"						
EST BORING LAI BORERS - FOUNDATA		F	12/01/2023	3 \$44.33	\$9.65	\$18.22	\$0.00	\$72.20
SOREKO - POUNDAII	ION AND MAKIN		06/01/2024	\$45.81	\$9.65	\$18.22	\$0.00	\$73.68
			12/01/2024	\$47.28	\$9.65	\$18.22	\$0.00	\$75.15
			06/01/2025	\$48.78	\$9.65	\$18.22	\$0.00	\$76.65
			12/01/2025	\$50.28	\$9.65	\$18.22	\$0.00	\$78.15
			06/01/2026	5 \$51.83	\$9.65	\$18.22	\$0.00	\$79.70
			12/01/2026	5 \$53.33	\$9.65	\$18.22	\$0.00	\$81.20

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRACTORS/PORTABLE STEAM GENERATORS OPERATING ENGINEERS LOCAL 4	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
	12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
	06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2023	\$40.92	\$14.41	\$18.67	\$0.00	\$74.00
	06/01/2024	\$41.92	\$14.41	\$18.67	\$0.00	\$75.00
	08/01/2024	\$41.92	\$14.91	\$18.67	\$0.00	\$75.50
	12/01/2024	\$41.92	\$14.91	\$20.17	\$0.00	\$77.00
	06/01/2025	\$42.92	\$14.91	\$20.17	\$0.00	\$78.00
	08/01/2025	\$42.92	\$15.41	\$20.17	\$0.00	\$78.50
	12/01/2025	\$42.92	\$15.41	\$21.78	\$0.00	\$80.11
	06/01/2026	\$43.92	\$15.41	\$21.78	\$0.00	\$81.11
	08/01/2026	\$43.92	\$15.91	\$21.78	\$0.00	\$81.61
	12/01/2026	\$43.92	\$15.91	\$23.52	\$0.00	\$83.35
TUNNEL WORK - COMPRESSED AIR LABORERS (COMPRESSED AIR)	12/01/2023	\$56.56	\$9.65	\$18.67	\$0.00	\$84.88
	06/01/2024	\$58.04	\$9.65	\$18.67	\$0.00	\$86.36
	12/01/2024	\$59.51	\$9.65	\$18.67	\$0.00	\$87.83
	06/01/2025	\$61.01	\$9.65	\$18.67	\$0.00	\$89.33
	12/01/2025	\$62.51	\$9.65	\$18.67	\$0.00	\$90.83
	06/01/2026	\$64.06	\$9.65	\$18.67	\$0.00	\$92.38
	12/01/2026	\$65.56	\$9.65	\$18.67	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) LABORERS (COMPRESSED AIR)	12/01/2023	\$58.56	\$9.65	\$18.67	\$0.00	\$86.88
	06/01/2024	\$60.04	\$9.65	\$18.67	\$0.00	\$88.36
	12/01/2024	\$61.51	\$9.65	\$18.67	\$0.00	\$89.83
	06/01/2025	\$63.01	\$9.65	\$18.67	\$0.00	\$91.33
	12/01/2025	\$64.51	\$9.65	\$18.67	\$0.00	\$92.83
	06/01/2026	\$66.06	\$9.65	\$18.67	\$0.00	\$94.38
	12/01/2026	\$67.56	\$9.65	\$18.67	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR LABORERS (FREE AIR TUNNEL)	12/01/2023	\$48.63	\$9.65	\$18.67	\$0.00	\$76.95
	06/01/2024	\$50.11	\$9.65	\$18.67	\$0.00	\$78.43
	12/01/2024	\$51.58	\$9.65	\$18.67	\$0.00	\$79.90
	06/01/2025	\$53.08	\$9.65	\$18.67	\$0.00	\$81.40
	12/01/2025	\$54.58	\$9.65	\$18.67	\$0.00	\$82.90
	06/01/2026	\$56.13	\$9.65	\$18.67	\$0.00	\$84.45
	12/01/2026	\$57.63	\$9.65	\$18.67	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"						

Page 39 of 41

Wage Request Number: 20240110-014

Issue Date: 01/10/2024

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL)	12/01/2023	\$50.63	\$9.65	\$18.67	\$0.00	\$78.95
	06/01/2024	\$52.11	\$9.65	\$18.67	\$0.00	\$80.43
	12/01/2024	\$53.58	\$9.65	\$18.67	\$0.00	\$81.90
	06/01/2025	\$55.08	\$9.65	\$18.67	\$0.00	\$83.40
	12/01/2025	\$56.58	\$9.65	\$18.67	\$0.00	\$84.90
	06/01/2026	\$58.13	\$9.65	\$18.67	\$0.00	\$86.45
	12/01/2026	\$59.63	\$9.65	\$18.67	\$0.00	\$87.95
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2023	\$40.34	\$14.41	\$18.67	\$0.00	\$73.42
	06/01/2024	\$41.34	\$14.41	\$18.67	\$0.00	\$74.42
	08/01/2024	\$41.34	\$14.91	\$18.67	\$0.00	\$74.92
	12/01/2024	\$41.34	\$14.91	\$20.17	\$0.00	\$76.42
	06/01/2025	\$42.34	\$14.91	\$20.17	\$0.00	\$77.42
	08/01/2025	\$42.34	\$15.41	\$20.17	\$0.00	\$77.92
	12/01/2025	\$42.34	\$15.41	\$21.78	\$0.00	\$79.53
	06/01/2026	\$43.34	\$15.41	\$21.78	\$0.00	\$80.53
	08/01/2026	\$43.34	\$15.91	\$21.78	\$0.00	\$81.03
	12/01/2026	\$43.34	\$15.91	\$23.52	\$0.00	\$82.77
VAGON DRILL OPERATOR ABORERS - ZONE 1	12/01/2023	\$44.58	\$9.65	\$18.07	\$0.00	\$72.30
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2023	\$44.58	\$9.65	\$18.07	\$0.00	\$72.30
	06/01/2024	\$46.06	\$9.65	\$18.07	\$0.00	\$73.78
	12/01/2024	\$47.53	\$9.65	\$18.07	\$0.00	\$75.25
	06/01/2025	\$49.03	\$9.65	\$18.07	\$0.00	\$76.75
	12/01/2025	\$50.53	\$9.65	\$18.07	\$0.00	\$78.25
	06/01/2026	\$52.08	\$9.65	\$18.07	\$0.00	\$79.80
	12/01/2026	\$53.58	\$9.65	\$18.07	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
WASTE WATER PUMP OPERATOR OPERATING ENGINEERS LOCAL 4	12/01/2023	\$55.03	\$15.00	\$16.40	\$0.00	\$86.43
	06/01/2024	\$56.33	\$15.00	\$16.40	\$0.00	\$87.73
	12/01/2024	\$57.78	\$15.00	\$16.40	\$0.00	\$89.18
	06/01/2025	\$59.08	\$15.00	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.53	\$15.00	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.83	\$15.00	\$16.40	\$0.00	\$93.23
	12/01/2026	\$63.28	\$15.00	\$16.40	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER PLUMBERS & GASFITTERS LOCAL 12	09/03/2023	\$66.44	\$14.07	\$18.86	\$0.00	\$99.37
	03/03/2024	\$68.24	\$14.07	\$18.86	\$0.00	\$101.17
	09/01/2024	\$70.04	\$14.07	\$18.86	\$0.00	\$102.97
	03/02/2025	\$71.34	\$14.32	\$19.11	\$0.00	\$104.77

Issue Date: 01/10/2024 Wage Request Number: 20240110-014 Page 40 of 41

Supplemental **Total Rate** Classification Pension Effective Date Base Wage Health Unemployment

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.

 $All \ apprentices \ must be \ registered \ with \ the \ Division \ of \ Apprentices hip \ Training \ in \ accordance \ with \ M.G.L. \ c. \ 23, \ ss. \ 11E-11L.$

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.

Issue Date: 01/10/2024 Page 41 of 41

Wage Request Number: 20240110-014