

CHARLES D. BAKER Governor

KARYN E. POLITO Lt. Governor

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

# **Prevailing Wage Rates**

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

ROSALIN ACOSTA Secretary MICHAEL FLANAGAN Director

Awarding Authority:	City of Waltham
<b>Contract Number:</b>	City/Town: WALTHAM
Description of Work:	Abatement & Demolition of 3 Buildings: 655 Lexington St. (former North Branch Library), 89-91 Maple Street and Baldwin Cottage (former Fernald School)
Job Location:	610 Main Street

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

• This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.

• An Awarding Authority must request an updated wage schedule from the Department of Labor Standards ("DLS") if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.

• The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.

• All apprentices working on the project are required to be registered with the Massachusetts Department of Labor Standards, Division of Apprentice Standards (DLS/DAS). Apprentice must keep his/her apprentice identification card on his/her person during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. Any apprentice not registered with DLS/DAS regardless of whether or not they are registered with any other federal, state, local, or private agency must be paid the journeyworker's rate for the trade.

• The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F "rental of equipment" contracts.

• Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at http://www.mass.gov/dols/pw.

• Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.

• Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

• Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2021	\$37.05	\$13.41	\$16.01	\$0.00	\$66.47
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2021	\$37.12	\$13.41	\$16.01	\$0.00	\$66.54
(4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2021	\$37.24	\$13.41	\$16.01	\$0.00	\$66.66
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	12/01/2021	\$41.93	\$9.10	\$17.57	\$0.00	\$68.60
LABORERS - ZONE 1	06/01/2022	\$42.93	\$9.10	\$17.57	\$0.00	\$69.60
	12/01/2022	\$43.93	\$9.10	\$17.57	\$0.00	\$70.60
	06/01/2023	\$44.93	\$9.10	\$17.57	\$0.00	\$71.60
	12/01/2023	\$46.18	\$9.10	\$17.57	\$0.00	\$72.85
For apprentice rates see "Apprentice- LABORER"			*****			÷,
AIR TRACK OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2021	\$41.93	\$9.10	\$17.57	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	12/01/2020	\$38.10	\$12.80	\$9.45	\$0.00	\$60.35
ASPHALT RAKER	12/01/2021	\$41.43	\$9.10	\$17.57	\$0.00	\$68.10
LABORERS - ZONE I	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
	12/01/2023	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"	12/01/2025	φτ5.00	ψ9.10	ψ17.57	<i><b>40.00</b></i>	012.33
ASPHALT RAKER (HEAVY & HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2021	\$41.43	\$9.10	\$17.57	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4	12/01/2021	\$51.38	\$14.00	\$16.05	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATING ENGINEERS LOCAL 4	12/01/2021	\$51.38	\$14.00	\$16.05	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER	12/01/2021	\$41.43	\$9.10	\$17.57	\$0.00	\$68.10
LABORERS - ZONE I	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
	12/01/2023	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER	12/01/2021	\$41.93	\$9.10	\$17.57	\$0.00	\$68.60
LABORERS - ZONE I	06/01/2022	\$42.93	\$9.10	\$17.57	\$0.00	\$69.60
	12/01/2022	\$43.93	\$9.10	\$17.57	\$0.00	\$70.60
	06/01/2023	\$44.93	\$9.10	\$17.57	\$0.00	\$71.60
	12/01/2023	\$46.18	\$9.10	\$17.57	\$0.00	\$72.85
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY) For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2021	\$41.93	\$9.10	\$17.57	\$0.00	\$68.60
BOILER MAKER BOILERMAKERS LOCAL 29	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

Step	tive Date - 01/01/2020 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73	
2	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73	
3	70	\$32.27	\$7.07	\$12.59	\$0.00	\$51.93	
4	75	\$34.58	\$7.07	\$13.49	\$0.00	\$55.14	
5	80	\$36.88	\$7.07	\$14.38	\$0.00	\$58.33	
6	85	\$39.19	\$7.07	\$15.29	\$0.00	\$61.55	
7	90	\$41.49	\$7.07	\$16.18	\$0.00	\$64.74	
8	95	\$43.80	\$7.07	\$17.09	\$0.00	\$67.96	
Notes	 :					·	
Appr	entice to Journeyworker	Ratio:1:4					

Apprentice -	BRICK/PLASTER/CEMENT MASON - Local 3 Waltham
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	Effect	ive Date -	02/01/2022				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	te
	1	50		\$28.58	\$11.39	\$22.34	\$0.00	\$62.3	1
	2	60		\$34.29	\$11.39	\$22.34	\$0.00	\$68.0	2
	3	70		\$40.01	\$11.39	\$22.34	\$0.00	\$73.7	4
	4	80		\$45.72	\$11.39	\$22.34	\$0.00	\$79.4	-5
	5	90		\$51.44	\$11.39	\$22.34	\$0.00	\$85.1	7
	Notes:								
	Appre	ntice to Jou	urneyworker Ratio:1:5						
BULLDOZER/			ER	12/01/202	1 \$50.83	\$14.00	\$16.05	\$0.00	\$80.88
For apprentice	e rates see	'Apprentice- O	PERATING ENGINEERS"						
CAISSON & U LABORERS - FOU			OTTOM MAN	12/01/202	1 \$42.33	\$9.10	\$17.72	\$0.00	\$69.15
	e rates see	'Apprentice- L	ABORER"						
For apprentice			ABORER				\$17.72	\$0.00	\$68.00

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN LABORERS - FOUNDATION AND MARINE	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR	12/01/2021	\$41.43	\$9.10	\$17.57	\$0.00	\$68.10
LABORERS - ZONE 1	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	·····	\$0.00	\$71.10		
	12/01/2023	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"						
CARPENTER	09/01/2021	\$44.18	\$8.58	\$19.82	\$0.00	\$72.58
CARPENTERS -ZONE 2 (Eastern Massachusetts)	03/01/2022	\$44.78	\$8.58	\$19.82	\$0.00	\$73.18
	09/01/2022	\$45.43	\$8.58	\$19.82	\$0.00	\$73.83
	03/01/2023	\$46.03	\$8.58	\$19.82	\$0.00	\$74.43

## Apprentice - CARPENTER - Zone 2 Eastern MA

Effecti	ive Date -	09/01/2021				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$22.09	\$8.58	\$1.73	\$0.00	\$32.40
2	60		\$26.51	\$8.58	\$1.73	\$0.00	\$36.82
3	70		\$30.93	\$8.58	\$14.63	\$0.00	\$54.14
4	75		\$33.14	\$8.58	\$14.63	\$0.00	\$56.35
5	80		\$35.34	\$8.58	\$16.36	\$0.00	\$60.28
6	80		\$35.34	\$8.58	\$16.36	\$0.00	\$60.28
7	90		\$39.76	\$8.58	\$18.09	\$0.00	\$66.43
8	90		\$39.76	\$8.58	\$18.09	\$0.00	\$66.43

Eff	fective Date -	03/01/2022				Supplemental		
Ste	p percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$22.39	\$8.58	\$1.73	\$0.00	\$32.70	
2	60		\$26.87	\$8.58	\$1.73	\$0.00	\$37.18	
3	70		\$31.35	\$8.58	\$14.63	\$0.00	\$54.56	
4	75		\$33.59	\$8.58	\$14.63	\$0.00	\$56.80	
5	80		\$35.82	\$8.58	\$16.36	\$0.00	\$60.76	
6	80		\$35.82	\$8.58	\$16.36	\$0.00	\$60.76	
7	90		\$40.30	\$8.58	\$18.09	\$0.00	\$66.97	
8	90		\$40.30	\$8.58	\$18.09	\$0.00	\$66.97	
No	tes:		/55/70/70/80/80					
			55.87/ 7&8 \$62.01					
Ар	prentice to J	Apprentice Base Wage     Health     Pension     Unemployment     Total Rate       \$22.39     \$8.58     \$1.73     \$0.00     \$32.70       \$26.87     \$8.58     \$1.73     \$0.00     \$37.18       \$31.35     \$8.58     \$14.63     \$0.00     \$54.56       \$33.59     \$8.58     \$16.36     \$0.00     \$66.76       \$35.82     \$8.58     \$16.36     \$0.00     \$66.97       \$40.30     \$8.58     \$18.09     \$0.00     \$66.97       \$40.30     \$8.58     \$18.09     \$0.00     \$66.97       \$40.30     \$8.58     \$18.09     \$0.00     \$66.97       \$20.19/3&4 \$36.28/5&6 \$55.87/70/70/80/80     \$23.019/3&4 \$36.28/5&6 \$55.87/788 \$62.01     Journeyworker Ratio:1:5     Journeyworker Ratio:1:5						
CARPENTER WOO			04/01/2021	\$27.87	\$7.21	\$5.80	\$0.00	\$40.88
CARPENTERS -ZONE 2	(Wood Frame)		04/01/2022	\$28.62	\$7.21	\$5.80	\$0.00	\$41.63
			04/01/2023	\$\$28.97	\$7.21	\$5.80	\$0.00	\$41.98
All Aspects of New	Wood Frame Wo	rk						

Effectiv	ve Date - 04/01/2021				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$13.94	\$7.21	\$0.00	\$0.00	\$21.15
2	50	\$13.94	\$7.21	\$0.00	\$0.00	\$21.15
3	55	\$15.33	\$7.21	\$2.00	\$0.00	\$24.54
4	55	\$15.33	\$7.21	\$2.00	\$0.00	\$24.54
5	70	\$19.51	\$7.21	\$5.80	\$0.00	\$32.52
6	70	\$19.51	\$7.21	\$5.80	\$0.00	\$32.52
7	80	\$22.30	\$7.21	\$5.80	\$0.00	\$35.31
8	80	\$22.30	\$7.21	\$5.80	\$0.00	\$35.31

# **Apprentice -** CARPENTER (Wood Frame) - Zone 2

#### **Effective Date -** 04/01/2022

Effecti Step	ive Date - ( percent	04/01/2022 Apprentice	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
<u></u>	50		514.31	\$7.21	\$0.00	\$0.00	\$21.52	
2	50		514.31	\$7.21	\$0.00	\$0.00	\$21.52	
3	55		515.74	\$7.21	\$2.00	\$0.00	\$24.95	
4	55	\$	515.74	\$7.21	\$2.00	\$0.00	\$24.95	
5	70	\$	520.03	\$7.21	\$5.80	\$0.00	\$33.04	
6	70	\$	520.03	\$7.21	\$5.80	\$0.00	\$33.04	
7	80	\$	522.90	\$7.21	\$5.80	\$0.00	\$35.91	
8	80	\$	522.90	\$7.21	\$5.80	\$0.00	\$35.91	
Notes:								
	% Indenture	ed After 10/1/17; 45/45/55/55/70/70/80	)/80					
	Step 1&2 \$1	19.75/ 3&4 \$24.54/ 5&6 \$32.52/ 7&8 \$	\$35.31					
Appre	ntice to Jour	neyworker Ratio:1:5						
CEMENT MASONRY/ BRICKLAYERS LOCAL 3 (WA		G	01/01/2020	\$49.07	\$12.75	\$22.41	\$0.62	\$84.85

#### Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (Waltham) Effective Date 01/01/2020

Effect	ive Date -	01/01/2020				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$24.54	\$12.75	\$15.41	\$0.00	\$52.70	
2	60		\$29.44	\$12.75	\$17.41	\$0.62	\$60.22	
3	65		\$31.90	\$12.75	\$18.41	\$0.62	\$63.68	
4	70		\$34.35	\$12.75	\$19.41	\$0.62	\$67.13	
5	75		\$36.80	\$12.75	\$20.41	\$0.62	\$70.58	
6	80		\$39.26	\$12.75	\$21.41	\$0.62	\$74.04	
7	90		\$44.16	\$12.75	\$22.41	\$0.62	\$79.94	

#### Notes:

Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR	12/01/2021	\$41.43	\$9.10	\$17.57	\$0.00	\$68.10
LABORERS - ZONE 1	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
	12/01/2023	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES OPERATING ENGINEERS LOCAL 4	12/01/2021	\$52.38	\$14.00	\$16.05	\$0.00	\$82.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 4	12/01/2021	\$33.69	\$14.00	\$16.05	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE)	01/01/2022	\$53.66	\$8.65	\$23.05	\$0.00	\$85.36
PAINTERS LOCAL 35 - ZONE 2	07/01/2022	\$54.86	\$8.65	\$23.05	\$0.00	\$86.56
	01/01/2023	\$56.06	\$8.65	\$23.05	\$0.00	\$87.76
	07/01/2023	\$57.26	\$8.65	\$23.05	\$0.00	\$88.96
	01/01/2024	\$58.46	\$8.65	\$23.05	\$0.00	\$90.16
	07/01/2024	\$59.66	\$8.65	\$23.05	\$0.00	\$91.36
	01/01/2025	\$60.86	\$8.65	\$23.05	\$0.00	\$92.56

tep	ive Date - 01/01/2022 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
	50	\$26.83	\$8.65	\$0.00	\$0.00	\$35.48
2	55	\$29.51	\$8.65	\$6.27	\$0.00	\$44.43
3	60	\$32.20	\$8.65	\$6.84	\$0.00	\$47.69
ŀ	65	\$34.88	\$8.65	\$7.41	\$0.00	\$50.94
	70	\$37.56	\$8.65	\$19.63	\$0.00	\$65.84
)	75	\$40.25	\$8.65	\$20.20	\$0.00	\$69.10
7	80	\$42.93	\$8.65	\$20.77	\$0.00	\$72.35
3	90	\$48.29	\$8.65	\$21.91	\$0.00	\$78.85

#### PAINTER Local 35 - BRIDGES/TANKS Annrentice

	/	80	\$42.95	\$8.00	\$20.77	\$0.00	\$72.55	
	8	90	\$48.29	\$8.65	\$21.91	\$0.00	\$78.85	
	Effect	ive Date - 07/01/2022				\$0.00     \$78.85       Supplemental Unemployment     Total Rate       \$0.00     \$36.08       \$0.00     \$45.09       \$0.00     \$48.41       \$0.00     \$66.68       \$0.00     \$70.00       \$0.00     \$770.00       \$0.00     \$770.00       \$0.00     \$770.00       \$0.00     \$770.00       \$0.00     \$770.00       \$17.57     \$0.00     \$68.00       \$17.57     \$0.00     \$69.00       \$17.57     \$0.00     \$70.00       \$17.57     \$0.00     \$70.00       \$17.57     \$0.00     \$71.00       \$17.57     \$0.00     \$72.25       \$17.57     \$0.00     \$72.00       \$17.57     \$0.00     \$72.00       \$17.57     \$0.00     \$72.00       \$17.57     \$0.00     \$73.25       \$17.57     \$0.00     \$73.25       \$17.57     \$0.00     \$68.75       \$17.57     \$0.00     \$69.75		
	Step	percent	Apprentice Base Wage	Health	Pension	1.91\$0.00\$78.85IsionSupplemental UnemploymentTotal Rate $0.00$ \$0.00\$36.08 $6.27$ \$0.00\$45.09 $6.84$ \$0.00\$48.41 $7.41$ \$0.00\$51.72 $9.63$ \$0.00\$66.68 $0.20$ \$0.00\$70.00 $0.77$ \$0.00\$77.31 $1.91$ \$0.00\$79.93 $9.10$ \$17.57\$0.00\$9.10\$17.57\$0.00\$71.00		:
	1	50	\$27.43	\$8.65	\$0.00	\$0.00	\$36.08	
	2	55	\$30.17	\$8.65	\$6.27	\$0.00	\$45.09	
	3	60	\$32.92	\$8.65	\$6.84	\$0.00	\$48.41	
	4	65	\$35.66	\$8.65	\$7.41	\$0.00	\$51.72	
	5	70	\$38.40	\$8.65	\$19.63	\$0.00	\$66.68	
	6	75	\$41.15	\$8.65	\$20.20	\$0.00	\$70.00	
	7	80	\$43.89	\$8.65	\$20.77	\$0.00	\$73.31	
	8	90	\$49.37	\$8.65	\$21.91	\$0.00	\$79.93	
	Notes:	Steps are 750 hrs.						
	Appre	ntice to Journeyworker Ratio:1:1						
DEMO: ADZE			12/01/2021	\$41.33	¢0.10	¢17.57	\$0.00	¢(2,00
LABORERS - ZON			06/01/2022					
			12/01/2022					
			06/01/2023					
			12/01/2023					
For apprentice	rates see	'Apprentice- LABORER"		<i><i><i>ϕ</i></i></i>	\$7.10	• • • •	••••	¢, <u></u>
		DADER/HAMMER OPERATOR	12/01/2021	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
LABORERS - ZONI	E I		06/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
			12/01/2022	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
			06/01/2023	\$45.33	\$9.10	\$17.57	\$0.00	\$72.00
			12/01/2023	\$46.58	\$9.10	\$17.57	\$0.00	\$73.25
		'Apprentice- LABORER"						
DEMO: BURN LABORERS - ZONI			12/01/2021		\$9.10			
			06/01/2022		\$9.10			
			12/01/2022		\$9.10	\$17.57	\$0.00	\$70.75
			06/01/2023			\$17.57	\$0.00	\$71.75
For apprentice	rates see	'Apprentice- LABORER"	12/01/2023	\$46.33	\$9.10	\$17.57	\$0.00	\$73.00

				Unemployment	
12/01/2021	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
06/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
12/01/2022	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
06/01/2023	\$45.33	\$9.10	\$17.57	\$0.00	\$72.00
12/01/2023	\$46.58	\$9.10	\$17.57	\$0.00	\$73.25
12/01/2021	\$42.08	\$9.10	\$17.57	\$0.00	\$68.75
06/01/2022	\$43.08	\$9.10	\$17.57	\$0.00	\$69.75
12/01/2022	\$44.08	\$9.10	\$17.57	\$0.00	\$70.75
06/01/2023	\$45.08	\$9.10	\$17.57	\$0.00	\$71.75
12/01/2023	\$46.33	\$9.10	\$17.57	\$0.00	\$73.00
12/01/2021	\$41.33	\$9.10	\$17.57	\$0.00	\$68.00
06/01/2022	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
12/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
06/01/2023	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
12/01/2023	\$45.58		\$17.57	\$0.00	\$72.25
12/01/2021	\$50.83	\$14.00	\$16.05	\$0.00	\$80.88
08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
09/01/2021	\$56.36	\$13.00	\$20.54	\$0.00	\$89.90
03/01/2022	\$57.32	\$13.00	\$20.82	\$0.00	\$91.14
09/01/2022	\$58.76	\$13.00	\$20.86	\$0.00	\$92.62
	06/01/2022 12/01/2022 06/01/2023 12/01/2023 12/01/2021 06/01/2022 12/01/2023 12/01/2023 12/01/2023 12/01/2022 06/01/2023 12/01/2023 12/01/2023 12/01/2021 08/01/2020 08/01/2020 08/01/2020 08/01/2020	06/01/2022     \$43.33       12/01/2022     \$44.33       06/01/2023     \$45.33       12/01/2023     \$46.58       12/01/2021     \$42.08       06/01/2022     \$43.08       12/01/2022     \$44.08       06/01/2022     \$44.08       06/01/2022     \$44.08       06/01/2023     \$46.33       12/01/2021     \$41.33       06/01/2022     \$44.33       12/01/2021     \$41.33       06/01/2022     \$43.33       12/01/2021     \$44.33       12/01/2022     \$43.33       06/01/2023     \$44.33       12/01/2023     \$44.558       12/01/2021     \$50.83       08/01/2020     \$68.70       08/01/2020     \$49.07       08/01/2020     \$49.07       08/01/2020     \$103.05       07/01/2020     \$103.05       07/01/2020     \$26.77       09/01/2021     \$56.36	06/01/2022     \$43.33     \$9.10       12/01/2022     \$44.33     \$9.10       06/01/2023     \$45.33     \$9.10       12/01/2021     \$42.08     \$9.10       06/01/2022     \$44.33     \$9.10       12/01/2021     \$42.08     \$9.10       06/01/2022     \$43.08     \$9.10       12/01/2022     \$44.08     \$9.10       06/01/2023     \$45.33     \$9.10       12/01/2021     \$41.33     \$9.10       06/01/2022     \$43.33     \$9.10       12/01/2021     \$41.33     \$9.10       12/01/2022     \$43.33     \$9.10       06/01/2022     \$42.33     \$9.10       12/01/2021     \$45.58     \$9.10       12/01/2023     \$44.33     \$9.10       12/01/2021     \$50.83     \$14.00       08/01/2020     \$68.70     \$9.40       08/01/2020     \$49.07     \$9.40       08/01/2020     \$103.05     \$9.40       08/01/2020     \$103.05     \$9.40       07/01/2020     \$26.77	06/01/2022     \$43.33     \$9.10     \$17.57       12/01/2023     \$44.33     \$9.10     \$17.57       06/01/2023     \$45.33     \$9.10     \$17.57       12/01/2023     \$46.58     \$9.10     \$17.57       12/01/2021     \$42.08     \$9.10     \$17.57       06/01/2022     \$43.08     \$9.10     \$17.57       12/01/2021     \$42.08     \$9.10     \$17.57       12/01/2022     \$44.08     \$9.10     \$17.57       12/01/2023     \$46.33     \$9.10     \$17.57       12/01/2021     \$41.33     \$9.10     \$17.57       12/01/2022     \$43.33     \$9.10     \$17.57       12/01/2022     \$43.33     \$9.10     \$17.57       12/01/2021     \$41.33     \$9.10     \$17.57       12/01/2022     \$43.33     \$9.10     \$17.57       12/01/2023     \$44.33     \$9.10     \$17.57       12/01/2021     \$50.83     \$14.00     \$16.05       08/01/2020     \$68.70     \$9.40     \$23.12       08/01/2020	06/01/2022\$43.33\$9.10\$17.57\$0.00 $12/01/2022$ \$44.33\$9.10\$17.57\$0.00 $06/01/2023$ \$45.33\$9.10\$17.57\$0.00 $12/01/2023$ \$46.58\$9.10\$17.57\$0.00 $06/01/2022$ \$43.08\$9.10\$17.57\$0.00 $06/01/2022$ \$43.08\$9.10\$17.57\$0.00 $12/01/2021$ \$42.08\$9.10\$17.57\$0.00 $06/01/2022$ \$44.08\$9.10\$17.57\$0.00 $12/01/2023$ \$45.08\$9.10\$17.57\$0.00 $12/01/2023$ \$46.33\$9.10\$17.57\$0.00 $12/01/2021$ \$41.33\$9.10\$17.57\$0.00 $06/01/2022$ \$42.33\$9.10\$17.57\$0.00 $12/01/2021$ \$41.33\$9.10\$17.57\$0.00 $12/01/2022$ \$43.33\$9.10\$17.57\$0.00 $12/01/2023$ \$44.33\$9.10\$17.57\$0.00 $12/01/2023$ \$44.58\$9.10\$17.57\$0.00 $12/01/2021$ \$50.83\$14.00\$16.05\$0.00 $08/01/2020$ \$68.70\$9.40\$23.12\$0.00 $08/01/2020$ \$73.60\$9.40\$23.12\$0.00 $08/01/2020$ \$103.05\$9.40\$23.12\$0.00 $08/01/2020$ \$103.05\$9.40\$23.12\$0.00 $07/01/2020$ \$26.77\$6.67\$3.93\$0.16 $09/01/2021$ \$56.36\$13.00\$20.54\$0.00 </td

Effect	ive Date - 09/01/2021				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40	\$22.54	\$13.00	\$0.68	\$0.00	\$36.22
2	40	\$22.54	\$13.00	\$0.68	\$0.00	\$36.22
3	45	\$25.36	\$13.00	\$15.36	\$0.00	\$53.72
4	45	\$25.36	\$13.00	\$15.36	\$0.00	\$53.72
5	50	\$28.18	\$13.00	\$15.84	\$0.00	\$57.02
6	55	\$31.00	\$13.00	\$16.31	\$0.00	\$60.31
7	60	\$33.82	\$13.00	\$16.77	\$0.00	\$63.59
8	65	\$36.63	\$13.00	\$17.25	\$0.00	\$66.88
9	70	\$39.45	\$13.00	\$17.71	\$0.00	\$70.16
10	75	\$42.27	\$13.00	\$18.19	\$0.00	\$73.46

# Apprentice - ELECTRICIAN - Local 103

Effective Date -	03/01/2022
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Effecti Step	ve Date - 03/01/2022 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$22.93	\$13.00	\$0.69	\$0.00	\$36.62
2	40	\$22.93	\$13.00	\$0.69	\$0.00	\$36.62
3	45	\$25.79	\$13.00	\$15.62	\$0.00	\$54.41
4	45	\$25.79	\$13.00	\$15.62	\$0.00	\$54.41
5	50	\$28.66	\$13.00	\$16.10	\$0.00	\$57.76
6	55	\$31.53	\$13.00	\$16.58	\$0.00	\$61.11
7	60	\$34.39	\$13.00	\$17.04	\$0.00	\$64.43
8	65	\$37.26	\$13.00	\$17.52	\$0.00	\$67.78
9	70	\$40.12	\$13.00	\$17.98	\$0.00	\$71.10
10	75	\$42.99	\$13.00	\$18.46	\$0.00	\$74.45
Notes:						·,
	App Prior 1/1/03; 30/35/40	0/45/50/55/65/70/75/80				
Apprei	ntice to Journeyworker Ra	tio:2:3***				
ATOR CONSTRU		01/01/2022	2 \$65.	.62 \$16.03	\$20.21	\$0.00 \$101.8

Supplemental

Unemployment

Pension

**Total Rate** 

	Appre		CONSTRUCTOR - Loca	ıl 4						
		ive Date - 01/01/202					Supplemental			
	Step	percent	Appr	entice Base Wage	Health	Pension	Unemployment	Tota	al Rate	
	1	50		\$32.81	\$16.03	\$0.00	\$0.00	2	\$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 year						   	
	Appre	ntice to Journeywork	er Ratio:1:1							
ELEVATOR CO		JCTOR HELPER S LOCAL 4		01/01/202	2 \$45.93	\$16.03	\$20.21	\$0.00	ç	\$82.17
For apprentice	rates see '	'Apprentice - ELEVATOR C	ONSTRUCTOR"							
FENCE & GUA LABORERS - ZONI		IL ERECTOR (HEAV Y & <i>HIGHWAY)</i>	Y & HIGHWAY)	12/01/202	1 \$41.43	\$9.10	\$17.57	\$0.00	5	\$68.10
For apprentice	rates see '	'Apprentice- LABORER (He	eavy and Highway)							
		SON-BLDG,SITE,HV	/Y/HWY	11/01/202	1 \$46.53	\$13.75	\$15.80	\$0.00	S	\$76.08
OPERATING ENGI				05/01/202	2 \$47.86	\$13.75	\$15.80	\$0.00	9	\$77.41
		'Apprentice- OPERATING E								
OPERATING ENGL		HIEF-BLDG,SITE,HV <i>OCAL 4</i>	I/HWI	11/01/202			\$15.80	\$0.00		\$77.61
For apprentice	rates see '	'Apprentice- OPERATING E	ENGINEERS"	05/01/202	2 \$49.22	\$13.75	\$15.80	\$0.00		\$78.77
		SON-BLDG,SITE,HV		11/01/202	1 \$23.16	\$13.75	\$15.80	\$0.00		\$52.71
OPERATING ENG	INEERS LO	OCAL 4		05/01/202			\$15.80	\$0.00		\$53.38
For apprentice	rates see '	'Apprentice- OPERATING E	ENGINEERS"		- <i>\$</i> 20100	<i><i><i></i></i></i>	• • • •			200100
FIRE ALARM		LER		09/01/202	1 \$56.36	\$13.00	\$20.54	\$0.00	9	\$89.90
ELECTRICIANS LC	<i>JCAL 103</i>			03/01/202	2 \$57.32	\$13.00	\$20.82	\$0.00	9	\$91.14
				09/01/202	2 \$58.76	\$13.00	\$20.86	\$0.00	9	\$92.62
				03/01/202	3 \$60.43	\$13.00	\$20.91	\$0.00	9	\$94.34
		Apprentice- ELECTRICIAN	<b>\</b> "					** **		
FIKE ALAKM	KEPAIK	X / MAINTENANCE / COMMISSIONING	Gelectricians	09/01/202			\$18.37	\$0.00		\$74.77
LOCAL 103				03/01/202			\$18.74	\$0.00		\$76.45
				09/01/202			\$18.87	\$0.00		\$78.29
For apprentice	rates see '	'Apprentice- TELECOMMU	NICATIONS TECHNICIAN	03/01/202	3 \$48.34	\$13.00	\$19.01	\$0.00	<u>S</u>	\$80.35
FIREMAN (AS		,		12/01/202	1 \$41.76	\$14.00	\$16.05	\$0.00	S	\$71.81
For apprentice	rates see '	'Apprentice- OPERATING E	ENGINEERS"							
FLAGGER & S LABORERS - ZONI		ER (HEAVY & HIGH Y & <i>HIGHWAY)</i>	WAY)	12/01/202	1 \$24.50	\$9.10	\$17.57	\$0.00	5	\$51.17
For apprentice	rates see '	'Apprentice- LABORER (He	eavy and Highway)							
FLOORCOVE				09/01/202	1 \$49.38	\$8.58	\$20.12	\$0.00	9	\$78.08
FLOORCOVERERS	S LUCAL 2	2108 ZUNE I		03/01/202	2 \$50.18	\$8.58	\$20.12	\$0.00	S	\$78.88

pprentice -	ELEVATOR CONSTRUCTOR - Local 4
	01/01/2022

Effect	ive Date - 09/01/2021				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$24.69	\$8.58	\$1.79	\$0.00	\$35.06	
2	55	\$27.16	\$8.58	\$1.79	\$0.00	\$37.53	
3	60	\$29.63	\$8.58	\$14.75	\$0.00	\$52.96	
4	65	\$32.10	\$8.58	\$14.75	\$0.00	\$55.43	
5	70	\$34.57	\$8.58	\$16.54	\$0.00	\$59.69	
6	75	\$37.04	\$8.58	\$16.54	\$0.00	\$62.16	
7	80	\$39.50	\$8.58	\$18.33	\$0.00	\$66.41	
8	85	\$41.97	\$8.58	\$18.33	\$0.00	\$68.88	

# Apprentice - FLOORCOVERER - Local 2168 Zone I

#### 03/01/2022 Effective Date -

	Effect	ive Date - 03/01/2022				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	te
	1	50	\$25.09	\$8.58	\$1.79	\$0.00	\$35.4	46
	2	55	\$27.60	\$8.58	\$1.79	\$0.00	\$37.9	97
	3	60	\$30.11	\$8.58	\$14.75	\$0.00	\$53.4	14
	4	65	\$32.62	\$8.58	\$14.75	\$0.00	\$55.9	95
	5	70	\$35.13	\$8.58	\$16.54	\$0.00	\$60.2	25
	6	75	\$37.64	\$8.58	\$16.54	\$0.00	\$62.7	76
	7	80	\$40.14	\$8.58	\$18.33	\$0.00	\$67.0	)5
	8	85	\$42.65	\$8.58	\$18.33	\$0.00	\$69.5	56
	Appre	% After 10/1/17; 45/45/55/55/70 Step 1&2 \$32.59/ 3&4 \$39.26/ 5 ntice to Journeyworker Ratio:1:	&6 \$59.69/ 7&8 \$66.41					
FORK LIFT/C			12/01/2021	1 \$51.3	8 \$14.00	\$16.05	\$0.00	\$81.43
For apprentic	e rates see	'Apprentice- OPERATING ENGINEERS"						
GENERATOR OPERATING ENG		NG PLANT/HEATERS OCAL 4	12/01/2021	1 \$33.6	9 \$14.00	\$16.05	\$0.00	\$63.74
For apprentic	e rates see	'Apprentice- OPERATING ENGINEERS"						
	LASS PL	ANK/AIR BARRIER/INTERIOR	01/01/2022	2 \$43.1	6 \$8.65	\$23.05	\$0.00	\$74.86
SYSTEMS) GLAZIERS LOCAI	L 35 (ZONF	2)	07/01/2022	2 \$44.3	6 \$8.65	\$23.05	\$0.00	\$76.06
		-/	01/01/2023	3 \$45.5	6 \$8.65	\$23.05	\$0.00	\$77.26
			07/01/2023	3 \$46.7	6 \$8.65	\$23.05	\$0.00	\$78.46
			01/01/2024	4 \$47.9	6 \$8.65	\$23.05	\$0.00	\$79.66
			07/01/2024	4 \$49.1	6 \$8.65	\$23.05	\$0.00	\$80.86
			01/01/2025	5 \$50.3	6 \$8.65	\$23.05	\$0.00	\$82.06

Effecti	Effective Date - 01/01/2022 Supplemental									
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate			
1	50		\$21.58	\$8.65	\$0.00	\$0.00	\$30.23			
2	55		\$23.74	\$8.65	\$6.27	\$0.00	\$38.66			
3	60		\$25.90	\$8.65	\$6.84	\$0.00	\$41.39			
4	65		\$28.05	\$8.65	\$7.41	\$0.00	\$44.11			
5	70		\$30.21	\$8.65	\$19.63	\$0.00	\$58.49			
6	75		\$32.37	\$8.65	\$20.20	\$0.00	\$61.22			
7	80		\$34.53	\$8.65	\$20.77	\$0.00	\$63.95			
8	90		\$38.84	\$8.65	\$21.91	\$0.00	\$69.40			

Apprentice - G	LAZIER - Local 35 Zone 2
Effective Date -	01/01/2022

Effective Date - (	07/01/2022
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Effectiv Step	ve Date - 07/01/2022 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$22.18	\$8.65	\$0.00	\$0.00	\$30.83	_
2	55	\$24.40	\$8.65	\$6.27	\$0.00	\$39.32	
3	60	\$26.62	\$8.65	\$6.84	\$0.00	\$42.11	
4	65	\$28.83	\$8.65	\$7.41	\$0.00	\$44.89	
5	70	\$31.05	\$8.65	\$19.63	\$0.00	\$59.33	
6	75	\$33.27	\$8.65	\$20.20	\$0.00	\$62.12	
7	80	\$35.49	\$8.65	\$20.77	\$0.00	\$64.91	
8	90	\$39.92	\$8.65	\$21.91	\$0.00	\$70.48	
Notes:	Steps are 750 hrs.						
Apprei	ntice to Journeyworker Ratio:1:1					·'	
HOISTING ENGINEER OPERATING ENGINEERS LC	R/CRANES/GRADALLS	12/01/202	\$51.38	\$14.00	\$16.05	\$0.00 \$81.43	

		PERATING ENGINEERS - Local 4	1					
	ctive Date -	12/01/2021		TT 141-	Densien	Supplemental	T-4-1 D-4-	
Step	•	Appr	entice Base Wage		Pension	Unemployment	Total Rate	
1	55		\$28.26	\$14.00	\$0.00	\$0.00	\$42.26	
2	60		\$30.83	\$14.00	\$16.05	\$0.00	\$60.88	
3	65		\$33.40	\$14.00	\$16.05	\$0.00	\$63.45	
4	70		\$35.97	\$14.00	\$16.05	\$0.00	\$66.02	
5	75		\$38.54	\$14.00	\$16.05	\$0.00	\$68.59	
6	80		\$41.10	\$14.00	\$16.05	\$0.00	\$71.15	
7	85		\$43.67	\$14.00	\$16.05	\$0.00	\$73.72	
8	90		\$46.24	\$14.00	\$16.05	\$0.00	\$76.29	
Note	es:							
Арр	rentice to Jo	ourneyworker Ratio:1:6						
HVAC (DUCTWORK			02/01/2022	2 \$53.7	70 \$13.80	\$25.60	\$2.79	\$95.89
For apprentice rates se	e "Apprentice-	SHEET METAL WORKER"						
HVAC (ELECTRICA		LS)	09/01/202	\$56.3	\$6 \$13.00	\$20.54	\$0.00	\$89.90
ELECTRICIANS LOCAL 10	13		03/01/2022	2 \$57.3	\$13.00	\$20.82	\$0.00	\$91.14
			09/01/2022	2 \$58.7	\$13.00	\$20.86	\$0.00	\$92.62
			03/01/2023	3 \$60.4	\$13.00	\$20.91	\$0.00	\$94.34
For apprentice rates se			02/01/202	<b>0 0 5 2 7</b>	0 ¢12.00	\$25.60	\$2.79	¢05.90
SHEETMETAL WORKERS			02/01/2022	2 \$53.7	\$13.80	\$23.00	\$2.79	\$95.89
For apprentice rates se	e "Apprentice- S	SHEET METAL WORKER"						
HVAC (TESTING AN PIPEFITTERS LOCAL 537		CING -WATER)	03/01/202	\$57.9	\$11.70	\$20.24	\$0.00	\$89.88
For apprentice rates se	e "Apprentice- l	PIPEFITTER" or "PLUMBER/PIPEFITTER	"					
HVAC MECHANIC PIPEFITTERS LOCAL 537			03/01/202	1 \$57.9	94 \$11.70	\$20.24	\$0.00	\$89.88
For apprentice rates se	e "Apprentice- l	PIPEFITTER" or "PLUMBER/PIPEFITTER						
HYDRAULIC DRILI	LS		12/01/202	l \$41.9	93 \$9.10	\$17.57	\$0.00	\$68.60
LABORERS - ZONE 1			06/01/2022	2 \$42.9	\$9.10	\$17.57	\$0.00	\$69.60
			12/01/2022	2 \$43.9	\$9.10	\$17.57	\$0.00	\$70.60
			06/01/2023	3 \$44.9	\$9.10	\$17.57	\$0.00	\$71.60
			12/01/2023	3 \$46.1	8 \$9.10	\$17.57	\$0.00	\$72.85
For apprentice rates se								
HYDRAULIC DRILI LABORERS - ZONE 1 (HE.		·	12/01/202	l \$41.9	93 \$9.10	\$17.57	\$0.00	\$68.60
For apprentice rates se	e "Apprentice- ]	LABORER (Heavy and Highway)						
INSULATOR (PIPES			09/01/202	\$51.4	\$13.80	\$17.14	\$0.00	\$82.34
HEAT & FROST INSULAT	UKS LUCAL 6 (.	BUSTUN)	09/01/2022	2 \$53.8	\$13.80	\$17.14	\$0.00	\$84.79

#### **OPERATING ENGINEERS - Local 4** ...

Effect	ive Date -	09/01/2021				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$25.70	\$13.80	\$12.42	\$0.00	\$51.92
2	60		\$30.84	\$13.80	\$13.36	\$0.00	\$58.00
3	70		\$35.98	\$13.80	\$14.31	\$0.00	\$64.09
4	80		\$41.12	\$13.80	\$15.25	\$0.00	\$70.17

Apprentice -	ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Boston
	00/01/2001

Effectiv	e Date - 09/01/2022				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$26.93	\$13.80	\$12.42	\$0.00	\$53.15	
2	60	\$32.31	\$13.80	\$13.36	\$0.00	\$59.47	
3	70	\$37.70	\$13.80	\$14.31	\$0.00	\$65.81	
4	80	\$43.08	\$13.80	\$15.25	\$0.00	\$72.13	
Notes:							
 	tice to Journeyworker Ratio:1:4						
IRONWORKER/WELD		09/16/2020	) \$48.66	\$8.10	\$25.10	\$0.00	\$81.86

# Apprentice - IRONWORKER - Local 7 Boston

Effectiv	ve Date - 09/16/2020				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60	\$29.20	\$8.10	\$25.10	\$0.00	\$62.40	
2	70	\$34.06	\$8.10	\$25.10	\$0.00	\$67.26	
3	75	\$36.50	\$8.10	\$25.10	\$0.00	\$69.70	
4	80	\$38.93	\$8.10	\$25.10	\$0.00	\$72.13	
5	85	\$41.36	\$8.10	\$25.10	\$0.00	\$74.56	
6	90	\$43.79	\$8.10	\$25.10	\$0.00	\$76.99	
Notes:	** Structural 1:6; Ornamental 1:4						
Appren	ntice to Journeyworker Ratio:**						
	VING BREAKER OPERATOR	12/01/202	l \$41.43	\$9.10	\$17.57	\$0.00	\$68.10
LABORERS - ZONE 1		06/01/2022	2 \$42.43	\$9.10	\$17.57	\$0.00	\$69.10
		12/01/2022	2 \$43.43	\$9.10	\$17.57	\$0.00	\$70.10
		06/01/2023	3 \$44.43	\$9.10	\$17.57	\$0.00	\$71.10
		12/01/2023	3 \$45.68	\$9.10	\$17.57	\$0.00	\$72.35

For apprentice rates see "Apprentice- LABORER"

#### Classification

LABORER LABORERS - ZONE 1

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
12/01/2021	\$41.18	\$9.10	\$17.57	\$0.00	\$67.85
06/01/2022	\$42.18	\$9.10	\$17.57	\$0.00	\$68.85
12/01/2022	\$43.18	\$9.10	\$17.57	\$0.00	\$69.85
06/01/2023	\$44.18	\$9.10	\$17.57	\$0.00	\$70.85
12/01/2023	\$45.43	\$9.10	\$17.57	\$0.00	\$72.10

	ive Date -	12/01/2021				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	60		\$24.71	\$9.10	\$17.57	\$0.00	\$51.38
2	70		\$28.83	\$9.10	\$17.57	\$0.00	\$55.50
3	80		\$32.94	\$9.10	\$17.57	\$0.00	\$59.61
4	90		\$37.06	\$9.10	\$17.57	\$0.00	\$63.73
Effect	ive Date -	06/01/2022				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	60		\$25.31	\$9.10	\$17.57	\$0.00	\$51.98
2	70		\$29.53	\$9.10	\$17.57	\$0.00	\$56.20
3	80		\$33.74	\$9.10	\$17.57	\$0.00	\$60.41
4	90		\$37.96	\$9.10	\$17.57	\$0.00	\$64.63
Notes	:						
							i
	ntias to Io	urneyworker Ratio:1:5					

	e Date - 12/01/2021 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	<b>`</b>
$\frac{\operatorname{step}}{1}$	60	\$24.71	\$9.10	\$17.57	\$0.00	\$51.38	
2	70	\$28.83	\$9.10	\$17.57	\$0.00	\$55.50	
3	80	\$32.94	\$9.10	\$17.57	\$0.00	\$59.61	l
4	90	\$37.06	\$9.10	\$17.57	\$0.00	\$63.73	3
Notes:							
Appren	tice to Journeyworker Ratio:1:		¢41 10	¢0.10	\$17.57	\$0.00	¢(7.95
ORERS - ZONE 1		12/01/2021 06/01/2022			\$17.57	\$0.00 \$0.00	\$67.85 \$68.85
		12/01/2022			\$17.57	\$0.00	\$69.85
		06/01/2023			\$17.57	\$0.00	\$70.85
		12/01/2023	\$45.43	\$9.10	\$17.57	\$0.00	\$72.10
For apprentice rates see "A	pprentice- LABORER"						

# Apprentice - LABORER (Heavy & Highway) - Zone 1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CEMENT FINISHER TENDER	12/01/2021	\$41.18	\$9.10	\$17.57	\$0.00	\$67.85
LABORERS - ZONE I	06/01/2022	\$42.18	\$9.10	\$17.57	\$0.00	\$68.85
	12/01/2022	\$43.18	\$9.10	\$17.57	\$0.00	\$69.85
	06/01/2023	\$44.18	\$9.10	\$17.57	\$0.00	\$70.85
	12/01/2023	\$45.43	\$9.10	\$17.57	\$0.00	\$72.10
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS - ZONE 1	12/01/2021	\$41.33	\$9.10	\$17.57	\$0.00	\$68.00
LADOKERS - ZONE I	06/01/2022	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
	12/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	12/01/2023	\$45.58	\$9.10	\$17.57	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER Laborers - zone i	12/01/2021	\$41.43	\$9.10	\$17.57	\$0.00	\$68.10
	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
	06/01/2024	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2021	\$41.43	\$9.10	\$17.57	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
LABORER: MULTI-TRADE TENDER	12/01/2021	\$41.18	\$9.10	\$17.57	\$0.00	\$67.85
LABORERS - ZONE 1	06/01/2022	\$42.18	\$9.10	\$17.57	\$0.00	\$68.85
	12/01/2022	\$43.18	\$9.10	\$17.57	\$0.00	\$69.85
	06/01/2023	\$44.18	\$9.10	\$17.57	\$0.00	\$70.85
	12/01/2023	\$45.43	\$9.10	\$17.57	\$0.00	\$72.10
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER	12/01/2021	\$41.18	\$9.10	\$17.57	\$0.00	\$67.85
LABORERS - ZONE 1	06/01/2022	\$42.18	\$9.10	\$17.57	\$0.00	\$68.85
	12/01/2022	\$43.18	\$9.10	\$17.57	\$0.00	\$69.85
	06/01/2023	\$44.18	\$9.10	\$17.57	\$0.00	\$70.85
	12/01/2023	\$45.43	\$9.10	\$17.57	\$0.00	\$72.10
This classification applies to the removal of standing trees, and the trimming and rem clearance incidental to construction . For apprentice rates see "Apprentice- LABORE		bs when related t	o public work	s construction	or site	
LASER BEAM OPERATOR	12/01/2021	\$41.43	\$9.10	\$17.57	\$0.00	\$68.10
LABORERS - ZONE 1	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
	12/01/2023	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2021	\$41.43	\$9.10	\$17.57	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						

Effe	ective Date -	02/01/2022				Supplemental		
Step	p percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$21.85	\$11.39	\$20.37	\$0.00	\$53.61	
2	60		\$26.21	\$11.39	\$20.37	\$0.00	\$57.97	
3	70		\$30.58	\$11.39	\$20.37	\$0.00	\$62.34	
4	80		\$34.95	\$11.39	\$20.37	\$0.00	\$66.71	
5	90		\$39.32	\$11.39	\$20.37	\$0.00	\$71.08	
Not	tes:							
Арј	prentice to Jour	neyworker Ratio:1:3						
MARBLE MASONS BRICKLAYERS LOCAL 3	·	& TERRAZZO MECH	02/01/2022	2 \$57.	.17 \$11.39	\$22.31	\$0.00	\$90.87

Apprentice -	MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile
	02/01/2022

Effect	ive Date - 02/01/2022				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$28.59	\$11.39	\$22.31	\$0.00	\$62.29	
2	60	\$34.30	\$11.39	\$22.31	\$0.00	\$68.00	
3	70	\$40.02	\$11.39	\$22.31	\$0.00	\$73.72	
4	80	\$45.74	\$11.39	\$22.31	\$0.00	\$79.44	
5	90	\$51.45	\$11.39	\$22.31	\$0.00	\$85.15	
Notes:							
Appre	ntice to Journeyworker R	ntio:1:5					
MECH. SWEEPER OP	ERATOR (ON CONST. SI' OCAL 4	TES) 12/01/2021	\$50.83	\$14.00	\$16.05	\$0.00	\$80.88
For apprentice rates see	Apprentice- OPERATING ENGIN	EERS"					
MECHANICS MAINT		12/01/2021	\$50.83	\$14.00	\$16.05	\$0.00	\$80.88
OPERATING ENGINEERS L							
For apprentice rates see	Apprentice- OPERATING ENGIN	EERS"					
MILLWRIGHT (Zone 1) MILLWRIGHTS LOCAL 1121	·	01/03/2022	\$45.52	\$8.58	\$21.57	\$0.00	\$75.67
WILLW RIGHTS LOCAL 1121	- Zone 1	01/02/2023	\$47.27	\$8.58	\$21.57	\$0.00	\$77.42

	Effecti	ive Date -	01/03/2022				<b>a i i i</b>		
	Step	percent	51.00/2022	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	55		\$25.04	\$8.58	\$5.72	\$0.00	\$39.34	
	2	65		\$29.59	\$8.58	\$17.93	\$0.00	\$56.10	
	3	75		\$34.14	\$8.58	\$18.98	\$0.00	\$61.70	
	4	85		\$38.69	\$8.58	\$20.01	\$0.00	\$67.28	
	Effecti	ive Date -	01/02/2023				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	55		\$26.00	\$8.58	\$5.72	\$0.00	\$40.30	
	2	65		\$30.73	\$8.58	\$17.93	\$0.00	\$57.24	
	3	75		\$35.45	\$8.58	\$18.98	\$0.00	\$63.01	
	4	85		\$40.18	\$8.58	\$20.01	\$0.00	\$68.77	
		but do rec Steps are	Appr. indentured after 1/6/2 eeive annuity. (Step 1 \$5.72, 2,000 hours urneyworker Ratio:1:4						
IORTAR MIX	ER			12/01/2021	\$41.43	\$9.10	\$17.57	\$0.00	\$68.10
ABORERS - ZONE				06/01/2022			\$17.57	\$0.00	\$69.10
				12/01/2022			\$17.57	\$0.00	\$70.10
				06/01/2023			\$17.57	\$0.00	\$71.10
				12/01/2023			\$17.57	\$0.00	\$72.35
For apprentice	rates see '	"Apprentice- L	ABORER"			42120			+ /
DILER (OTHEI PERATING ENGL			CRANES,GRADALLS)	12/01/2021	\$23.48	\$14.00	\$16.05	\$0.00	\$53.53
For apprentice	rates see '	"Apprentice- C	PERATING ENGINEERS"						
DILER (TRUCI			DALLS)	12/01/2021	\$28.44	\$14.00	\$16.05	\$0.00	\$58.49
For apprentice	rates see '	"Apprentice- C	PPERATING ENGINEERS"						
THER POWE		· ·	PMENT - CLASS II	12/01/2021	\$50.83	\$14.00	\$16.05	\$0.00	\$80.88
For apprentice	rates see '	"Apprentice- C	PPERATING ENGINEERS"						
AINTER (BRI				01/01/2022	\$53.66	\$8.65	\$23.05	\$0.00	\$85.36
AINTERS LOCAL .	oj - ZONE	52		07/01/2022	\$54.86	\$8.65	\$23.05	\$0.00	\$86.56
				01/01/2023	\$56.06	\$8.65	\$23.05	\$0.00	\$87.76
				07/01/2023	\$57.26	\$8.65	\$23.05	\$0.00	\$88.96
				01/01/2024	\$58.46	\$8.65	\$23.05	\$0.00	\$90.16
						+	¢22.05	¢0.00	<b>001 0</b>
				07/01/2024	\$59.66	\$8.65	\$23.05	\$0.00	\$91.36

# Apprentice - MILLWRIGHT - Local 1121 Zone 1

Effective Date - 01/01/2022 Supplemental							
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$26.83	\$8.65	\$0.00	\$0.00	\$35.48
2	55		\$29.51	\$8.65	\$6.27	\$0.00	\$44.43
3	60		\$32.20	\$8.65	\$6.84	\$0.00	\$47.69
4	65		\$34.88	\$8.65	\$7.41	\$0.00	\$50.94
5	70		\$37.56	\$8.65	\$19.63	\$0.00	\$65.84
6	75		\$40.25	\$8.65	\$20.20	\$0.00	\$69.10
7	80		\$42.93	\$8.65	\$20.77	\$0.00	\$72.35
8	90		\$48.29	\$8.65	\$21.91	\$0.00	\$78.85

# Apprentice - PAINTER Local 35 - BRIDGES/TANKS

/2022	
/2	022

<b>Effective Date -</b> 07/01/2022				Supplemental		
Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1 50	\$27.43	\$8.65	\$0.00	\$0.00	\$36.08	
2 55	\$30.17	\$8.65	\$6.27	\$0.00	\$45.09	
3 60	\$32.92	\$8.65	\$6.84	\$0.00	\$48.41	
4 65	\$35.66	\$8.65	\$7.41	\$0.00	\$51.72	
5 70	\$38.40	\$8.65	\$19.63	\$0.00	\$66.68	
6 75	\$41.15	\$8.65	\$20.20	\$0.00	\$70.00	
7 80	\$43.89	\$8.65	\$20.77	\$0.00	\$73.31	
8 90	\$49.37	\$8.65	\$21.91	\$0.00	\$79.93	
Notes: Steps are 750 hrs.					 	
Apprentice to Journeyworker Ratio:1:1						
PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2022	2 \$44.56	\$8.65	\$23.05	\$0.00	\$76.26
* If 30% or more of surfaces to be painted are new constructio NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 2</i>	on, 07/01/2022	\$45.76	\$8.65	\$23.05	\$0.00	\$77.46
NEW paint rate shall be used. <i>FAINTERS LOCAL 55 - ZONE 2</i>	01/01/2023	\$46.96	\$8.65	\$23.05	\$0.00	\$78.66
	07/01/2023	\$48.16	\$8.65	\$23.05	\$0.00	\$79.86
	01/01/2024	\$49.36	\$8.65	\$23.05	\$0.00	\$81.06
	07/01/2024	\$50.56	\$8.65	\$23.05	\$0.00	\$82.26
	01/01/2025	\$51.76	\$8.65	\$23.05	\$0.00	\$83.46

Effect	ive Date -	01/01/2022				Supplemental	
Step	percent		Apprentice Base Wage	e Health	Pension	Unemployment	Total Rate
1	50		\$22.28	\$8.65	\$0.00	\$0.00	\$30.93
2	55		\$24.51	\$8.65	\$6.27	\$0.00	\$39.43
3	60		\$26.74	\$8.65	\$6.84	\$0.00	\$42.23
4	65		\$28.96	\$8.65	\$7.41	\$0.00	\$45.02
5	70		\$31.19	\$8.65	\$19.63	\$0.00	\$59.47
6	75		\$33.42	\$8.65	\$20.20	\$0.00	\$62.27
7	80		\$35.65	\$8.65	\$20.77	\$0.00	\$65.07
8	90		\$40.10	\$8.65	\$21.91	\$0.00	\$70.66

Apprentice -	PAINTER Local 35 Zone 2 - Spray/Sandblast - New
Effortivo Data	01/01/2022

#### 07/01/2022 Effective Date -

Effecti	ive Date - 07/01/2022				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	:
1	50	\$22.88	\$8.65	\$0.00	\$0.00	\$31.53	
2	55	\$25.17	\$8.65	\$6.27	\$0.00	\$40.09	
3	60	\$27.46	\$8.65	\$6.84	\$0.00	\$42.95	
4	65	\$29.74	\$8.65	\$7.41	\$0.00	\$45.80	
5	70	\$32.03	\$8.65	\$19.63	\$0.00	\$60.31	
6	75	\$34.32	\$8.65	\$20.20	\$0.00	\$63.17	
7	80	\$36.61	\$8.65	\$20.77	\$0.00	\$66.03	
8	90	\$41.18	\$8.65	\$21.91	\$0.00	\$71.74	
Notes:							
	Steps are 750 hrs.						
Appre	ntice to Journeyworker Ratio:1:1						
	SANDBLAST, REPAINT)	01/01/2022	2 \$42.62	\$8.65	\$23.05	\$0.00	\$74.32
PAINTERS LOCAL 35 - ZONE	3.2	07/01/2022	2 \$43.82	\$8.65	\$23.05	\$0.00	\$75.52
		01/01/2023	\$45.02	\$8.65	\$23.05	\$0.00	\$76.72
		07/01/2023	\$46.22	\$8.65	\$23.05	\$0.00	\$77.92
		01/01/2024	\$47.42	\$8.65	\$23.05	\$0.00	\$79.12

07/01/2024

01/01/2025

\$48.62

\$49.82

\$8.65

\$8.65

\$23.05

\$23.05

\$0.00

\$0.00

\$80.32

\$81.52

Effect	ive Date -	01/01/2022				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$21.31	\$8.65	\$0.00	\$0.00	\$29.96
2	55		\$23.44	\$8.65	\$6.27	\$0.00	\$38.36
3	60		\$25.57	\$8.65	\$6.84	\$0.00	\$41.06
4	65		\$27.70	\$8.65	\$7.41	\$0.00	\$43.76
5	70		\$29.83	\$8.65	\$19.63	\$0.00	\$58.11
6	75		\$31.97	\$8.65	\$20.20	\$0.00	\$60.82
7	80		\$34.10	\$8.65	\$20.77	\$0.00	\$63.52
8	90		\$38.36	\$8.65	\$21.91	\$0.00	\$68.92

Apprentice -	PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint
Effective Date	- 01/01/2022

07/01/2022 Effective Date -

	Effect	ive Date - 07/01/2022				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	•
	1	50	\$21.91	\$8.65	\$0.00	\$0.00	\$30.56	5
	2	55	\$24.10	\$8.65	\$6.27	\$0.00	\$39.02	2
	3	60	\$26.29	\$8.65	\$6.84	\$0.00	\$41.78	3
	4	65	\$28.48	\$8.65	\$7.41	\$0.00	\$44.54	ł
	5	70	\$30.67	\$8.65	\$19.63	\$0.00	\$58.95	5
	6	75	\$32.87	\$8.65	\$20.20	\$0.00	\$61.72	2
	7	80	\$35.06	\$8.65	\$20.77	\$0.00	\$64.48	\$
	8	90	\$39.44	\$8.65	\$21.91	\$0.00	\$70.00	)
	Notes:							
	i	Steps are 750 hrs.						
	Appre	ntice to Journeyworker Ratio:1:1						
		RUSH, NEW) *	01/01/2022	2 \$43.16	\$8.65	\$23.05	\$0.00	\$74.86
		faces to be painted are new construction e used. PAINTERS LOCAL 35 - ZONE 2	on, 07/01/2022	2 \$44.36	\$8.65	\$23.05	\$0.00	\$76.06
INE W Paliti Tau		, used.PAINTERS LOCAL 55 - ZONE 2	01/01/2023	3 \$45.56	\$8.65	\$23.05	\$0.00	\$77.26
			07/01/2023	3 \$46.76	\$8.65	\$23.05	\$0.00	\$78.46
			01/01/2024	4 \$47.96	\$8.65	\$23.05	\$0.00	\$79.66
			07/01/2024	4 \$49.16	\$8.65	\$23.05	\$0.00	\$80.86

01/01/2025

\$50.36

\$8.65

\$23.05

\$0.00

\$82.06

Effect	ive Date -	01/01/2022				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$21.58	\$8.65	\$0.00	\$0.00	\$30.23
2	55		\$23.74	\$8.65	\$6.27	\$0.00	\$38.66
3	60		\$25.90	\$8.65	\$6.84	\$0.00	\$41.39
4	65		\$28.05	\$8.65	\$7.41	\$0.00	\$44.11
5	70		\$30.21	\$8.65	\$19.63	\$0.00	\$58.49
6	75		\$32.37	\$8.65	\$20.20	\$0.00	\$61.22
7	80		\$34.53	\$8.65	\$20.77	\$0.00	\$63.95
8	90		\$38.84	\$8.65	\$21.91	\$0.00	\$69.40

# Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

#### Effective Date - 07/01/2022

<b>Effective Date -</b> 07/01/2022				Supplemental		
Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1 50	\$22.18	\$8.65	\$0.00	\$0.00	\$30.83	
2 55	\$24.40	\$8.65	\$6.27	\$0.00	\$39.32	
3 60	\$26.62	\$8.65	\$6.84	\$0.00	\$42.11	
4 65	\$28.83	\$8.65	\$7.41	\$0.00	\$44.89	
5 70	\$31.05	\$8.65	\$19.63	\$0.00	\$59.33	
6 75	\$33.27	\$8.65	\$20.20	\$0.00	\$62.12	
7 80	\$35.49	\$8.65	\$20.77	\$0.00	\$64.91	
8 90	\$39.92	\$8.65	\$21.91	\$0.00	\$70.48	
Notes:						
Steps are 750 hrs.						
Apprentice to Journeyworker Ratio:1:1					'	
PAINTER / TAPER (BRUSH, REPAINT)	01/01/2022	\$41.22	\$8.65	\$23.05	\$0.00	\$72.92
PAINTERS LOCAL 35 - ZONE 2	07/01/2022	\$42.42	\$8.65	\$23.05	\$0.00	\$74.12
	01/01/2023	\$43.62	\$8.65	\$23.05	\$0.00	\$75.32
	07/01/2023	\$44.82	\$8.65	\$23.05	\$0.00	\$76.52
	01/01/2024	\$46.02	\$8.65	\$23.05	\$0.00	\$77.72

07/01/2024

01/01/2025

\$47.22

\$48.42

\$8.65

\$8.65

\$23.05

\$23.05

\$0.00

\$0.00

\$78.92

\$80.12

Effect	ive Date -	01/01/2022				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$20.61	\$8.65	\$0.00	\$0.00	\$29.26
2	55		\$22.67	\$8.65	\$6.27	\$0.00	\$37.59
3	60		\$24.73	\$8.65	\$6.84	\$0.00	\$40.22
4	65		\$26.79	\$8.65	\$7.41	\$0.00	\$42.85
5	70		\$28.85	\$8.65	\$19.63	\$0.00	\$57.13
6	75		\$30.92	\$8.65	\$20.20	\$0.00	\$59.77
7	80		\$32.98	\$8.65	\$20.77	\$0.00	\$62.40
8	90		\$37.10	\$8.65	\$21.91	\$0.00	\$67.66

# Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

	8	90	\$37.10	\$8.65	\$21.91	\$0.00	\$	\$67.66
	Effecti Step	ive Date - 07/01/2022 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Tota	ıl Rate
	1	50	\$21.21	\$8.65	\$0.00	\$0.00	S	\$29.86
	2	55	\$23.33	\$8.65	\$6.27	\$0.00	\$	\$38.25
	3	60	\$25.45	\$8.65	\$6.84	\$0.00	\$	\$40.94
	4	65	\$27.57	\$8.65	\$7.41	\$0.00	\$	\$43.63
	5	70	\$29.69	\$8.65	\$19.63	\$0.00	\$	\$57.97
	6	75	\$31.82	\$8.65	\$20.20	\$0.00	\$	\$60.67
	7	80	\$33.94	\$8.65	\$20.77	\$0.00	\$	\$63.36
	8	90	\$38.18	\$8.65	\$21.91	\$0.00	\$	\$68.74
	Notes:	Steps are 750 hrs.						
	Appre	ntice to Journeyworker Ratio:1:1						
PAINTER TRAI		ARKINGS (HEAVY/HIGHWAY) Y & <i>HIGHWAY)</i>	12/01/202	l \$41.18	\$9.10	\$17.57	\$0.00	\$67.85
For apprentice	rates see '	Apprentice- LABORER (Heavy and Highway)						
PANEL & PICK TEAMSTERS JOINT		UCKS DRIVER IL NO. 10 ZONE A	12/01/202	\$36.88	\$13.41	\$16.01	\$0.00	\$66.30
DECK) <i>PILE DRIVER LOCA</i>	4L 56 (ZC	NSTRUCTOR (UNDERPINNING AN DNE 1) 'Apprentice- PILE DRIVER''	ID 08/01/2020	) \$49.07	\$9.40	\$23.12	\$0.00	\$81.59
PILE DRIVER PILE DRIVER LOC.	4L 56 (ZC	DNE 1)	08/01/2020	) \$49.07	\$9.40	\$23.12	\$0.00	\$81.59

Efi	fective Date - 08/01/20	20			Supplemental	
Ste	ep percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$24.54	\$9.40	\$23.12	\$0.00	\$57.06
2	60	\$29.44	\$9.40	\$23.12	\$0.00	\$61.96
3	70	\$34.35	\$9.40	\$23.12	\$0.00	\$66.87
4	75	\$36.80	\$9.40	\$23.12	\$0.00	\$69.32
5	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78
6	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78
7	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68
8	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68
No	otes:					
	% Indentured After	10/1/17; 45/45/55/55/70/70/80/80				
	Step 1&2 \$34.01/ 3	&4 \$41.46/ 5&6 \$62.80/ 7&8 \$69.25				
Ap	prentice to Journeyworl	cer Ratio:1:5				
PIPEFITTER & ST PIPEFITTERS LOCAL 5		03/01/2021	\$57.9	4 \$11.70	\$20.24	\$0.00 \$89.88

### Apprentice - *PILE DRIVER - Local 56 Zone 1* Effective Date - 08/01/2020

E	ffectiv	e Date - 0	3/01/2021				Supplemental		
St	tep	percent		Apprentice Base Wage	Health	Pension	Unemployment	Tota	al Rate
1		40		\$23.18	\$11.70	\$8.25	\$0.00	5	\$43.13
2		45		\$26.07	\$11.70	\$20.24	\$0.00	5	\$58.01
3		60		\$34.76	\$11.70	\$20.24	\$0.00	S	\$66.70
4		70		\$40.56	\$11.70	\$20.24	\$0.00	5	\$72.50
5		80		\$46.35	\$11.70	\$20.24	\$0.00	S	\$78.29
			; 1:10 thereafter / Steps ar //echanic **1:1;1:2;2:4;3:	•	7;9:20;10:23	B(Max)			
Α	ppren	tice to Jouri	neyworker Ratio:**						
PIPELAYER				12/01/202	l \$41.4	\$9.10	\$17.57	\$0.00	\$68.10
LABORERS - ZONE 1				06/01/2022	2 \$42.4	\$9.10	\$17.57	\$0.00	\$69.10
				12/01/2022	2 \$43.4	\$9.10	\$17.57	\$0.00	\$70.10
				06/01/2023	3 \$44.4	\$9.10	\$17.57	\$0.00	\$71.10
For apprentice rate	s see "A	pprentice- LAB	SORER"	12/01/2023	3 \$45.6	58 \$9.10	\$17.57	\$0.00	\$72.35
PIPELAYER (HEA LABORERS - ZONE 1 (A			<b>(</b> )	12/01/2021	l \$41.4	\$9.10	\$17.57	\$0.00	\$68.10

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

					~	
Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	<b>Total Rate</b>
PLUMBERS & GASFITTERS	09/01/2021	\$61.79	\$13.57	\$17.26	\$0.00	\$92.62
PLUMBERS & GASFITTERS LOCAL 12	02/27/2022	\$63.39	\$13.57	\$17.26	\$0.00	\$94.22
	09/04/2022	\$65.09	\$13.57	\$17.26	\$0.00	\$95.92
	02/26/2023	\$66.79	\$13.57	\$17.26	\$0.00	\$97.62
	09/03/2023	\$68.54	\$13.57	\$17.26	\$0.00	\$99.37
	03/03/2024	\$70.34	\$13.57	\$17.26	\$0.00	\$101.17
	09/01/2024	\$72.14	\$13.57	\$17.26	\$0.00	\$102.97
	03/02/2025	\$73.94	\$13.57	\$17.26	\$0.00	\$104.77

Apprentice - P	LUMBER/GASFITTER - Local 12
Effective Date -	09/01/2021

Effect	ve Date - 09/01/2021				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	35	\$21.63	\$13.57	\$6.24	\$0.00	\$41.44	
2	40	\$24.72	\$13.57	\$7.08	\$0.00	\$45.37	
3	55	\$33.98	\$13.57	\$9.63	\$0.00	\$57.18	
4	65	\$40.16	\$13.57	\$11.33	\$0.00	\$65.06	
5	75	\$46.34	\$13.57	\$13.03	\$0.00	\$72.94	

Effecti	ve Date - 02/27/2022				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total R	ate
1	35	\$22.19	\$13.57	\$6.24	\$0.00	\$42	.00
2	40	\$25.36	\$13.57	\$7.08	\$0.00	\$46	.01
3	55	\$34.86	\$13.57	\$9.63	\$0.00	\$58	.06
4	65	\$41.20	\$13.57	\$11.33	\$0.00	\$66	.10
5	75	\$47.54	\$13.57	\$13.03	\$0.00	\$74	.14
Notes:	** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are Step4 with lic\$69.00, Step5 with lic\$7	-					
Apprei	ntice to Journeyworker Ratio:**						
PNEUMATIC CONTRO PIPEFITTERS LOCAL 537	DLS (TEMP.)	03/01/2021	l \$57.94	\$11.70	\$20.24	\$0.00	\$89.88
For apprentice rates see "	Apprentice- PIPEFITTER" or "PLUMBER/PIPE	FITTER"					
NEUMATIC DRILL/T	OOL OPERATOR	12/01/2021	\$41.43	\$9.10	\$17.57	\$0.00	\$68.10
ABORERS - ZONE 1		06/01/2022	2 \$42.43	\$9.10	\$17.57	\$0.00	\$69.10
		12/01/2022	2 \$43.43	\$9.10	\$17.57	\$0.00	\$70.10
		06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
		12/01/2023	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35
For apprentice rates see "	Apprentice- LABORER"						
PNEUMATIC DRILL/T	OOL OPERATOR (HEAVY &	12/01/2021	\$41.43	\$9.10	\$17.57	\$0.00	\$68.10

### PNEUMATIC DRILL/TOOL OPERATOR (HEAVY &

### HIGHWAY)

LABORERS - ZONE 1 (HEAVY & HIGHWAY)

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER	12/01/2021	\$42.18	\$9.10	\$17.57	\$0.00	\$68.85
LABORERS - ZONE I	06/01/2022	\$43.18	\$9.10	\$17.57	\$0.00	\$69.85
	12/01/2022	\$44.18	\$9.10	\$17.57	\$0.00	\$70.85
	06/01/2023	\$45.18	\$9.10	\$17.57	\$0.00	\$71.85
	12/01/2023	\$46.43	\$9.10	\$17.57	\$0.00	\$73.10
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2021	\$42.18	\$9.10	\$17.57	\$0.00	\$68.85
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
POWER SHOVEL/DERRICK/TRENCHING MACHINE OPERATING ENGINEERS LOCAL 4	12/01/2021	\$51.38	\$14.00	\$16.05	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 4	12/01/2021	\$51.38	\$14.00	\$16.05	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 4	12/01/2021	\$33.69	\$14.00	\$16.05	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY MIX CONCRETE DRIVERS after 4/30/12	08/01/2021	\$29.15	\$11.41	\$15.25	\$0.00	\$55.81
(Drivers Hired After 4/30/2012) TEAMSTERS 25 (Suburban) - Aggregate	05/01/2022	\$30.40	\$11.41	\$15.25	\$0.00	\$57.06
	08/01/2022	\$30.40	\$11.91	\$15.25	\$0.00	\$57.56
READY-MIX CONCRETE DRIVER	08/01/2021	\$29.75	\$11.41	\$15.25	\$0.00	\$56.41
TEAMSTERS 25 (Suburban) - Aggregate	05/01/2022	\$30.50	\$11.41	\$15.25	\$0.00	\$57.16
	08/01/2022	\$30.50	\$11.91	\$15.25	\$0.00	\$57.66
RECLAIMERS OPERATING ENGINEERS LOCAL 4	12/01/2021	\$50.83	\$14.00	\$16.05	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR	12/01/2021	\$41.43	\$9.10	\$17.57	\$0.00	\$68.10
LABORERS - ZONE I	06/01/2022	\$42.43	\$9.10	\$17.57	\$0.00	\$69.10
	12/01/2022	\$43.43	\$9.10	\$17.57	\$0.00	\$70.10
	06/01/2023	\$44.43	\$9.10	\$17.57	\$0.00	\$71.10
	12/01/2023	\$45.68	\$9.10	\$17.57	\$0.00	\$72.35
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE OPERATING ENGINEERS LOCAL 4	12/01/2021	\$50.83	\$14.00	\$16.05	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg) ROOFERS LOCAL 33	02/01/2022	\$47.03	\$12.28	\$19.45	\$0.00	\$78.76

Step	tive Date - 02/01/2022 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra	te
1	50	\$23.52	\$12.28	\$5.21	\$0.00	\$41.0	)1
2	60	\$28.22	\$12.28	\$19.45	\$0.00	\$59.9	)5
3	65	\$30.57	\$12.28	\$19.45	\$0.00	\$62.3	0
4	75	\$35.27	\$12.28	\$19.45	\$0.00	\$67.0	00
5	85	\$39.98	\$12.28	\$19.45	\$0.00	\$71.7	'1
Notes	s: ** 1:5, 2:6-10, the 1:10; Re Step 1 is 2000 hrs.; Steps 2 (Hot Pitch Mechanics' reco	•					
Appr	entice to Journeyworker Ra	tio:**					
OOFER SLATE / TI DOFERS LOCAL 33	LE / PRECAST CONCRETE	02/01/2022	\$47.28	\$12.28	\$19.45	\$0.00	\$79.01
For apprentice rates see	"Apprentice- ROOFER"						
HEETMETAL WOR	VED	02/01/2022	\$53.70	\$13.80	\$25.60	\$2.79	\$95.89

Effect	ive Date - 02/01/2022				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Tota	al Rate
1	42	\$22.55	\$13.80	\$6.01	\$0.00	:	\$42.36
2	42	\$22.55	\$13.80	\$6.01	\$0.00	:	\$42.36
3	47	\$25.24	\$13.80	\$11.26	\$1.51	:	\$51.81
4	47	\$25.24	\$13.80	\$11.26	\$1.51	:	\$51.81
5	52	\$27.92	\$13.80	\$12.23	\$1.62	:	\$55.57
6	52	\$27.92	\$13.80	\$12.48	\$1.63	:	\$55.83
7	60	\$32.22	\$13.80	\$13.87	\$1.80	:	\$61.69
8	65	\$34.91	\$13.80	\$14.84	\$1.91	:	\$65.46
9	75	\$40.28	\$13.80	\$16.77	\$2.13	:	\$72.98
10	85	\$45.65	\$13.80	\$18.20	\$2.33	:	\$79.98
Notes:							
	Steps are 6 mos.						
Appre	ntice to Journeyworker Ratio:1:4						
SPECIALIZED EARTH TEAMSTERS JOINT COUNC	H MOVING EQUIP < 35 TONS IIL NO. 10 ZONE A	12/01/202	1 \$37.34	\$13.41	\$16.01	\$0.00	\$66.76
SPECIALIZED EARTH TEAMSTERS JOINT COUNC	H MOVING EQUIP > 35 TONS I'L NO. 10 ZONE A	12/01/202	1 \$37.63	\$13.41	\$16.01	\$0.00	\$67.05
SPRINKLER FITTER	L 550 - (Section A) Zone 1	03/01/202	1 \$62.45	\$10.00	\$21.25	\$0.00	\$93.70

## Apprentice - SHEET METAL WORKER - Local 17-A

Effec	tive Date - 03/01/2021				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	te
1	35	\$21.86	\$10.00	\$11.99	\$0.00	\$43.8	5
2	40	\$24.98	\$10.00	\$12.70	\$0.00	\$47.6	58
3	45	\$28.10	\$10.00	\$13.41	\$0.00	\$51.5	51
4	50	\$31.23	\$10.00	\$14.13	\$0.00	\$55.3	6
5	55	\$34.35	\$10.00	\$14.84	\$0.00	\$59.1	9
6	60	\$37.47	\$10.00	\$15.55	\$0.00	\$63.0	2
7	65	\$40.59	\$10.00	\$16.26	\$0.00	\$66.8	5
8	70	\$43.72	\$10.00	\$16.98	\$0.00	\$70.7	0
9	75	\$46.84	\$10.00	\$17.69	\$0.00	\$74.5	3
10	80	\$49.96	\$10.00	\$18.40	\$0.00	\$78.3	6
Note	s: Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 Steps are 850 hours						
Арр	rentice to Journeyworker Ratio:1:3						
STEAM BOILER OP OPERATING ENGINEERS		12/01/202	\$50.83	\$14.00	\$16.05	\$0.00	\$80.88
For apprentice rates se	e "Apprentice- OPERATING ENGINEERS"						
CAMPERS, SELF-PR	OPELLED OR TRACTOR DRAWN LOCAL 4	J 12/01/202	\$50.83	\$14.00	\$16.05	\$0.00	\$80.88
For apprentice rates se	e "Apprentice- OPERATING ENGINEERS"						
	TION TECHNICIAN	09/01/202	\$43.40	\$13.00	\$18.37	\$0.00	\$74.77
ELECTRICIANS LOCAL 10	3	03/01/2022	2 \$44.71	\$13.00	\$18.74	\$0.00	\$76.45
		09/01/2022	2 \$46.42	\$13.00	\$18.87	\$0.00	\$78.29
		03/01/2023	3 \$48.34	\$13.00	\$19.01	\$0.00	\$80.35

Apprentice - S	SPRINKLER FITTER - Local 550 (Section A) Zone 1
Effortivo Doto	03/01/2021

Effect	ive Date -	09/01/2021				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	45		\$19.53	\$13.00	\$0.59	\$0.00	\$33.12	
2	45		\$19.53	\$13.00	\$0.59	\$0.00	\$33.12	
3	50		\$21.70	\$13.00	\$14.75	\$0.00	\$49.45	
4	50		\$21.70	\$13.00	\$14.75	\$0.00	\$49.45	
5	55		\$23.87	\$13.00	\$15.12	\$0.00	\$51.99	
6	60		\$26.04	\$13.00	\$15.47	\$0.00	\$54.51	
7	65		\$28.21	\$13.00	\$15.84	\$0.00	\$57.05	
8	70		\$30.38	\$13.00	\$16.20	\$0.00	\$59.58	
9	75		\$32.55	\$13.00	\$16.57	\$0.00	\$62.12	
10	80		\$34.72	\$13.00	\$16.92	\$0.00	\$64.64	

Apprentice -	TELECOMMUNICATION TECHNICIAN - Local 103
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		ф <b>52</b> .55	φ15.00	φ10.0 <i>γ</i>	φ0:00	φ0 <b>2</b> :12	
10	80	\$34.72	\$13.00	\$16.92	\$0.00	\$64.64	
Effecti	ive Date - 03/01/2022				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	45	\$20.12	\$13.00	\$0.60	\$0.00	\$33.72	
2	45	\$20.12	\$13.00	\$0.60	\$0.00	\$33.72	
3	50	\$22.36	\$13.00	\$15.02	\$0.00	\$50.38	
4	50	\$22.36	\$13.00	\$15.02	\$0.00	\$50.38	
5	55	\$24.59	\$13.00	\$15.39	\$0.00	\$52.98	
6	60	\$26.83	\$13.00	\$15.74	\$0.00	\$55.57	
7	65	\$29.06	\$13.00	\$16.11	\$0.00	\$58.17	
8	70	\$31.30	\$13.00	\$16.48	\$0.00	\$60.78	
9	75	\$33.53	\$13.00	\$16.85	\$0.00	\$63.38	
10	80	\$35.77	\$13.00	\$17.20	\$0.00	\$65.97	
Notes:							
Appre	ntice to Journeyworker Ratio:	1:1					
NISHEI CAL 3 - M	RS ARBLE & TILE	02/01/2022	2 \$56.0	9 \$11.39	\$22.34	\$0.00 \$8	9.82

TERRAZZO FINISHERS BRICKLAYERS LOCAL 3 - MARBLE & TILE

Step     percent     Apprentice Base Wage     Health     Pension     toampropues     Total Rate       1     50     \$28,05     \$11,39     \$22,34     \$0,00     \$867,38       2     60     \$33,65     \$11,39     \$22,34     \$0,00     \$87,38       3     70     \$39,26     \$11,39     \$22,34     \$0,00     \$87,86       5     90     \$60,48     \$11,39     \$22,34     \$0,00     \$84,82       Notes:       Notes:     \$22,01/2021     \$42,58     \$9,10     \$17,72     \$0,00     \$69,4       LabORES, FOUNDATION MADRING       For apportation rates or "Apprentize LabORER"       TEST BORING DRILLER INTER       LabORES, FOUNDATION MADRING       Stapportation rates or "Apprentize LabORER"       TEST BORING DRILLER INTER       LabORES, FOUNDATION MADRING       LabORES, FOUNDATION MADRING       LabORES, FOUNDATION MADRING       TEST BORING DRILLER INTERPER       LabORES, FOUNDATION MADRING		Effectiv	ve Date - 02/01/2022				Supplemental		
Location     Status     Statu				Apprentice Base Wage	Health	Pension		Total	Rate
3     70     \$39.26     \$11.39     \$22.34     \$0.00     \$72.99       4     80     \$44.87     \$11.39     \$22.34     \$0.00     \$78.60       5     90     \$50.48     \$11.39     \$22.34     \$0.00     \$84.21       Notes:		1	50	\$28.05	\$11.39	\$22.34	\$0.00	\$6	1.78
4     80     51.39     52.23     80.00     57.80       5     90     \$50.48     \$11.39     \$22.34     \$0.00     \$78.60       Apprentice to Journeyworker Ratio:1:3     7     80.00     \$84.21       Apprentice to Journeyworker Ratio:1:3     7     80.00     \$84.21       EEST BORING DRILLER     12/01/2021     \$42.58     \$9.10     \$17.72     \$0.00     \$69.4       Designmite rates are "Apprentice LABORER"     12/01/2021     \$41.30     \$9.10     \$17.72     \$0.00     \$68.1       Designmite rates are "Apprentice LABORER"     12/01/2021     \$41.38     \$9.10     \$17.72     \$0.00     \$68.0       Designmite rates are "Apprentice LABORER"     12/01/2021     \$41.18     \$9.10     \$17.72     \$0.00     \$68.0       Designmite rates are "Apprentice CHRATING ENGNPERS"     12/01/2021     \$50.83     \$14.00     \$16.05     \$0.00     \$67.3       Dirabititititititititititititititititititit		2	60	\$33.65	\$11.39	\$22.34	\$0.00	\$6	7.38
5     90     50.00     51.00     50.00     569.4       LGRORES - FOUNDATION MO MARINE     12/01/2021     \$41.30     \$9.10     \$17.72     \$0.00     \$68.0       LGRORES - FOUNDATION MO MARINE     12/01/2021     \$41.18     \$9.10     \$17.72     \$0.00     \$68.0       LGRORES - FOUNDATION MO MARINE     12/01/2021     \$50.83     \$14.00     \$16.05     \$0.00     \$68.0       LGRORES - COLONATION MO MARINE     12/01/2021     \$50.43     \$14.00     \$16.05     \$0.00     \$68.0       LGRORES - COLONATION MO MARINE     12/01/2021     \$50.43     \$14.00     \$16.05     \$0.00     \$67.3		3	70	\$39.26	\$11.39	\$22.34	\$0.00	\$7	2.99
Notes:     Desire     Desire     Desire     Desire     Desire       Apprentice to Journeyworker Ratio: 1:3       TEST BORING DRLLER     12/01/2021     \$42.58     \$9.10     \$17.72     \$0.00     \$69.4       CHORRES: FOUNDATION MAD MERKE     12/01/2021     \$41.30     \$9.10     \$17.72     \$0.00     \$68.4       For appendice rules we "apprentice-LABORER"     12/01/2021     \$41.30     \$9.10     \$17.72     \$0.00     \$68.8.1       For appendice rules we "apprentice-LABORER"     12/01/2021     \$41.18     \$9.10     \$17.72     \$0.00     \$68.8.1       For appendice rules we "apprentice-LABORER"     12/01/2021     \$41.18     \$9.10     \$17.72     \$0.00     \$68.8.1       FOR ORDER DADORER     12/01/2021     \$50.83     \$14.00     \$16.05     \$0.00     \$67.3       FUNNERSEND MIN     12/01/2021     \$37.92     \$13.41     \$16.01     \$0.00     \$67.3       TUNNEL WORK - COMPRESED AIR     12/01/2021     \$55.41     \$9.10     \$18.17     \$0.00     \$82.6       GADORERS COMPRESED AIR     12/01/2021     \$54.48		4	80	\$44.87	\$11.39	\$22.34	\$0.00	\$7	8.60
Apprentice to Journeyworker Ratio:1:3       TEST BORING DRILLER LABORES - FOONDATION AND MAINE For apprentice uses ex "Apprentice-LABORER"     12/01/2021     \$42.58     \$9.10     \$17.72     \$0.00     \$69.4       TEST BORING DRILLER LABORES - FOONDATION AND MAINE For apprentice uses ex "Apprentice-LABORER"     12/01/2021     \$41.30     \$9.10     \$17.72     \$0.00     \$68.1       TEST BORING DRILLER HELPER LABORES - FOONDATION AND MAINE For apprentice news ex "Apprentice-LABORER"     12/01/2021     \$41.18     \$9.10     \$17.72     \$0.00     \$68.0       HORDERS - FOONDATION AND MAINE For apprentice news ex "Apprentice-LABORER"     12/01/2021     \$50.83     \$14.00     \$16.05     \$0.00     \$68.0       TRACTORS/PORTABLE STEAM GENERATIORS OPERATING ENGINEERS LOAGUER*     12/01/2021     \$50.83     \$14.00     \$16.05     \$0.00     \$67.3       TRACTORS/PORTABLE STEAM GENERATIORS OPERATING ENGINEERS LOAGUER*     12/01/2021     \$37.92     \$13.41     \$16.01     \$0.00     \$67.3       TRACTORS/PORTABLE STEAM GENERATIONE INCIDENCIMEERS*     12/01/2021     \$35.41     \$9.10     \$18.17     \$0.00     \$67.3       TRALLERS FOR EARTH MOVING EQUIPMENT TELMATERS JOINT COLVEL NO 10 20NE A     12/01/2021     \$55.41		5	90	\$50.48	\$11.39	\$22.34	\$0.00	\$8	4.21
TEST BORING DRILLER   12/01/2021   \$42.58   \$9.10   \$17.72   \$0.00   \$69.4     For apprentice-LABORER*   12/01/2021   \$41.30   \$9.10   \$17.72   \$0.00   \$66.1     LABORES - FOUNDATION AND MAINE   12/01/2021   \$41.30   \$9.10   \$17.72   \$0.00   \$66.1     LABORES - FOUNDATION AND MAINE   12/01/2021   \$41.30   \$9.10   \$17.72   \$0.00   \$66.0     LABORES - FOUNDATION AND MAINE   12/01/2021   \$41.18   \$9.10   \$17.72   \$0.00   \$66.0     LABORER - FOUNDATION AND MAINE   12/01/2021   \$41.18   \$9.10   \$17.72   \$0.00   \$66.0     LABORER - FOUNDATION AND MAINE   12/01/2021   \$41.48   \$9.10   \$17.72   \$0.00   \$66.0     LABORER - FOUNDATION AND MAINE   12/01/2021   \$50.83   \$14.00   \$16.05   \$0.00   \$66.0     LABORER - FOUNDATION AND MAINE   12/01/2021   \$50.83   \$14.00   \$16.05   \$0.00   \$67.3     TRACTORS/PORTABLE STELAM GENERATORS   12/01/2021   \$37.34   \$13.41   \$16.01   \$0.00   \$67.3     TUNNEL WORK - COMPRESSED AIR   1		Notes:							_
TEST BORING DRILLER   12/01/2021   \$42.58   \$9.10   \$17.72   \$0.00   \$69.4     ABORES. FOUNDATION AND MAINE   12/01/2021   \$41.30   \$9.10   \$17.72   \$0.00   \$66.4     For apprentice rates are "Apprentice-LABORER"   12/01/2021   \$41.30   \$9.10   \$17.72   \$0.00   \$66.1     ABORES. FOUNDATION AND MAINE   12/01/2021   \$41.18   \$9.10   \$17.72   \$0.00   \$668.0     TEST BORING DRILLER HELPER   12/01/2021   \$41.18   \$9.10   \$17.72   \$0.00   \$668.0     ABORES. FOUNDATION AND MARINE   12/01/2021   \$41.18   \$9.10   \$17.72   \$0.00   \$668.0     TEST BORING LABORER   12/01/2021   \$50.83   \$14.00   \$16.05   \$0.00   \$68.0     TRACTORS/PORTABLE STEAM GENERATORS   12/01/2021   \$53.81   \$16.01   \$0.00   \$67.3     TUNNEL WORK - COMPRESSED AIR   12/01/2021   \$37.92   \$13.41   \$16.01   \$0.00   \$67.3     ABORES (COMPRESSED AIR   12/01/2021   \$55.41   \$9.10   \$18.17   \$0.00   \$82.6     MOREK (COMPRESSED AIR   12/01/2021   \$55.41 <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>									
Laborers - FOUNDATION AND MAINE     FOUNDATION     Solid		Apprei	ntice to Journeyworker Ratio:1:3						
TEST BORING DRILLER HELPER ABORES - FOUNDATION AND MARKE     12/01/2021     \$41.30     \$9.10     \$17.72     \$0.00     \$68.1       For apprentice rates see "Apprentice- LABORER"     12/01/2021     \$41.18     \$9.10     \$17.72     \$0.00     \$68.1       CHORDER - FOUNDATION AND MARINE CHORDER - FOUNDATION AND MARINE     12/01/2021     \$41.18     \$9.10     \$17.72     \$0.00     \$68.0       CHORDER - FOUNDATION AND MARINE For apprentice IABORER *     12/01/2021     \$50.83     \$14.00     \$16.05     \$0.00     \$68.0       CHORSPORTABLE STEAM GENERATORS PREATING ENGINEER LOCAL 4     12/01/2021     \$50.83     \$14.00     \$16.05     \$0.00     \$67.3       TRAILERS FOR EARTH MOVING EQUIPMENT For apprentice- NO. IN ZONE 4     12/01/2021     \$53.41     \$9.10     \$18.17     \$0.00     \$67.3       TUNNEL WORK - COMPRESSED AIR ABORERS (COMPRESSED AIR)     12/01/2021     \$55.41     \$9.10     \$18.17     \$0.00     \$62.6       ABORERS (COMPRESSED AIR)     12/01/2021     \$55.41     \$9.10     \$18.17     \$0.00     \$72.7       ABORERS (REE AIR UNNEL)     12/01/2021     \$47.48     \$9.10     \$18.17     \$0.00<				12/01/202	1 \$42.58	\$9.10	\$17.72	\$0.00	\$69.40
ABORERS - FOUNDATION AND MARINE   12/01/2021   \$41.30   \$37.10   \$37.11   \$30.30   \$30.81     For appendice rates see "Appendice- LABORER"   12/01/2021   \$41.18   \$9.10   \$17.72   \$0.00   \$68.0     BOR appendice rates see "Appendice- LABORER"   12/01/2021   \$50.83   \$14.00   \$16.05   \$0.00   \$68.0     Por appendice rates see "Appendice- LABORER"   12/01/2021   \$50.83   \$14.00   \$16.05   \$0.00   \$67.3     FRACTORS/PORTABLE STEAM GENERATING ENGINEERS"   12/01/2021   \$37.92   \$13.41   \$16.01   \$0.00   \$67.3     FRAINER COMPRESSED AIR   12/01/2021   \$55.41   \$9.10   \$18.17   \$0.00   \$68.0     ABORERS (COMPRESSED AIR)   12/01/2021   \$55.41   \$9.10   \$18.17   \$0.00   \$82.6     ABORERS (FORK - FREE AIR   12/01/2021   \$45.48   \$9.10   \$18.17   \$0.00   \$72.7     For appendice rates see "Appendice- LABORER"   12/01/2021   \$45.48   \$9.10   \$18.17   \$0.00   \$72.7     FOR appendice rates see "Appendice- LABORER"   12/01/2021   \$47.48   \$9.10   \$18.17   \$0.00   \$66	For apprentice	rates see ".	Apprentice- LABORER"						
TEST BORING LABORER   12/01/2021   \$41.18   \$9.10   \$17.72   \$0.00   \$68.0     LABORERS - FOUNDATION AND MAININE   12/01/2021   \$50.83   \$14.00   \$16.05   \$0.00   \$68.0     For apprentice rates see "Apprentice- CABORER"   12/01/2021   \$50.83   \$14.00   \$16.05   \$0.00   \$68.0     For apprentice rates see "Apprentice- OPERATING ENGINEERS"   12/01/2021   \$37.92   \$13.41   \$16.01   \$0.00   \$67.3     TRALLERS FOR EARTH MOVING EQUIPMENT   12/01/2021   \$53.41   \$9.10   \$18.17   \$0.00   \$67.3     TUNNEL WORK - COMPRESSED AIR   12/01/2021   \$55.41   \$9.10   \$18.17   \$0.00   \$68.0     ABORERS (COMPRESSED AIR   12/01/2021   \$55.41   \$9.10   \$18.17   \$0.00   \$82.6     For apprentice rates see "Apprentice- LABORER"   12/01/2021   \$45.48   \$9.10   \$18.17   \$0.00   \$72.7     LABORERS (FORE AIR TUNNEL)   12/01/2021   \$45.48   \$9.10   \$18.17   \$0.00   \$72.7     LABORERS (FREE AIR TUNNEL)   12/01/2021   \$45.48   \$9.10   \$18.17   \$0.00   \$74.7				12/01/202	1 \$41.30	\$9.10	\$17.72	\$0.00	\$68.12
LABORERS - FOUNDATION AND MARINE   12/01/2021   \$17.16   \$17.17   \$0.00   \$00.00     For apprentice rates see "Apprentice- DERATING ENGINEERS"   12/01/2021   \$50.83   \$14.00   \$16.05   \$0.00   \$80.8     PERATING ENGINEERS LOCAL 4   50.00   \$16.05   \$0.00   \$67.3     For apprentice rates see "Apprentice- OPERATING ENGINEERS"   12/01/2021   \$37.92   \$13.41   \$16.01   \$0.00   \$67.3     TUNNEL WORK - COMPRESSED AIR   12/01/2021   \$53.41   \$9.10   \$18.17   \$0.00   \$80.6     HORDRERS (COMPRESSED AIR)   12/01/2021   \$55.41   \$9.10   \$18.17   \$0.00   \$82.6     LABORERS (COMPRESSED AIR)   12/01/2021   \$55.41   \$9.10   \$18.17   \$0.00   \$82.6     LABORERS (CREE AIR UNREL)   12/01/2021   \$45.48   \$9.10   \$18.17   \$0.00   \$72.7     ABORERS (FREE AIR UNREL)   12/01/2021   \$45.48   \$9.10   \$18.17   \$0.00   \$74.7     LABORERS (FREE AIR UNNEL)   12/01/2021   \$47.48   \$9.10   \$18.17   \$0.00   \$66.7     VACHAUL   ExaMSTERS JOINT COUNCLI NO. 10 ZONE A	For apprentice	rates see ".	Apprentice- LABORER"						
TRACTORS/PORTABLE STEAM GENERATORS   12/01/2021   \$50.83   \$14.00   \$16.05   \$0.00   \$80.8     OPERATING ENGINEERS LOCAL 4   12/01/2021   \$50.83   \$14.00   \$16.05   \$0.00   \$80.8     For apprentice rates see "Apprentice- OPERATING ENGINEERS"   12/01/2021   \$37.92   \$13.41   \$16.01   \$0.00   \$67.3     TRAILERS FOR EARTH MOVING EQUIPMENT   12/01/2021   \$53.41   \$9.10   \$18.17   \$0.00   \$67.3     TUNNEL WORK - COMPRESSED AIR   12/01/2021   \$55.41   \$9.10   \$18.17   \$0.00   \$82.6     ABORERS (COMPRESSED AIR)   12/01/2021   \$55.41   \$9.10   \$18.17   \$0.00   \$82.6     INNEL WORK - COMPRESSED AIR   12/01/2021   \$45.48   \$9.10   \$18.17   \$0.00   \$82.6     ABORERS (COMPRESSED AIR)   12/01/2021   \$45.48   \$9.10   \$18.17   \$0.00   \$72.7     IUNNEL WORK - COMPRESSED AIR   12/01/2021   \$47.48   \$9.10   \$18.17   \$0.00   \$72.7     ABORERS (FREE AIR TUNNEL)   12/01/2021   \$47.48   \$9.10   \$18.17   \$0.00   \$66.7     VACHAUL <td< td=""><td></td><td></td><td></td><td>12/01/202</td><td>1 \$41.18</td><td>\$9.10</td><td>\$17.72</td><td>\$0.00</td><td>\$68.00</td></td<>				12/01/202	1 \$41.18	\$9.10	\$17.72	\$0.00	\$68.00
PPERATING ENGINEERS LOCAL 4   12/01/2021   \$37.92   \$11.00   \$10.00   \$67.37     For apprentice rates see "Apprentice- OPERATING ENGINEERS"   12/01/2021   \$37.92   \$13.41   \$16.01   \$0.00   \$67.37     TUNNEL WORK - COMPRESSED AIR BOORDS (COMPRESSED AIR)   12/01/2021   \$53.41   \$9.10   \$18.17   \$0.00   \$82.65     For apprentice rates see "Apprentice- LABORER"   12/01/2021   \$55.41   \$9.10   \$18.17   \$0.00   \$82.65     FOR apprentice rates see "Apprentice- LABORER"   12/01/2021   \$55.41   \$9.10   \$18.17   \$0.00   \$82.65     POR apprentice rates see "Apprentice- LABORER"   12/01/2021   \$45.48   \$9.10   \$18.17   \$0.00   \$82.65     POR apprentice rates see "Apprentice- LABORER"   12/01/2021   \$45.48   \$9.10   \$18.17   \$0.00   \$72.7     POR apprentice rates see "Apprentice- LABORER"   12/01/2021   \$47.48   \$9.10   \$18.17   \$0.00   \$74.7     Por apprentice rates see "Apprentice- LABORER"   12/01/2021   \$47.48   \$9.10   \$18.17   \$0.00   \$66.7     VACHAUL   FEE AIR (HAZ. WASTE)   12/01/2021   \$37.34	For apprentice	rates see ".	Apprentice- LABORER"						
TRAILERS FOR EARTH MOVING EQUIPMENT   12/01/2021   \$37.92   \$13.41   \$16.01   \$0.00   \$67.3     TEAMSTERS JOINT COUNCIL NO. 10 ZONE A   12/01/2021   \$53.41   \$9.10   \$18.17   \$0.00   \$66.7     TUNNEL WORK - COMPRESSED AIR ABORERS (COMPRESSED AIR) For apprentice rates see "Apprentice- LABORER"   12/01/2021   \$55.41   \$9.10   \$18.17   \$0.00   \$82.6     TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) ABORERS (CMPRESSED AIR)   12/01/2021   \$55.41   \$9.10   \$18.17   \$0.00   \$82.6     TUNNEL WORK - FREE AIR ABORERS (FREE AIR TUNNEL) For apprentice rates see "Apprentice- LABORER"   12/01/2021   \$45.48   \$9.10   \$18.17   \$0.00   \$72.7     TUNNEL WORK - FREE AIR (HAZ. WASTE) ABORERS (FREE AIR TUNNEL) For apprentice rates see "Apprentice- LABORER"   12/01/2021   \$47.48   \$9.10   \$18.17   \$0.00   \$74.7     AC-HAUL TEAMSTERS JOINT COUNCIL NO. 10 ZONE A   12/01/2021   \$47.48   \$9.10   \$18.17   \$0.00   \$66.7     VAGON DRILL OPERATOR ABORERS - ZONE 1   12/01/2021   \$41.43   \$9.10   \$17.57   \$0.00   \$66.1     12/01/2022   \$43.43   \$9.10   \$17.57   \$0.00   \$66.7				12/01/202	1 \$50.83	\$14.00	\$16.05	\$0.00	\$80.88
TEAMSTERS JOINT COUNCIL NO. 10 ZONE 4   12/01/2021   \$51,92   \$13,41   \$10,61   \$0,60   \$0,63     TUNNEL WORK - COMPRESSED AIR ABORERS (COMPRESSED AIR) For apprentice Tates see "Apprentice- LABORER"   12/01/2021   \$53,41   \$9,10   \$18,17   \$0,00   \$80,6     TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) ABORERS (COMPRESSED AIR)   12/01/2021   \$55,41   \$9,10   \$18,17   \$0,00   \$82,6     For apprentice rates see "Apprentice- LABORER"   12/01/2021   \$45,48   \$9,10   \$18,17   \$0,00   \$82,6     For apprentice rates see "Apprentice- LABORER"   12/01/2021   \$45,48   \$9,10   \$18,17   \$0,00   \$72,7     ABORERS (FREE AIR TUNNEL)   12/01/2021   \$45,48   \$9,10   \$18,17   \$0,00   \$74,7     For apprentice rates see "Apprentice- LABORER"   12/01/2021   \$47,48   \$9,10   \$18,17   \$0,00   \$74,7     ABORERS (FREE AIR TUNNEL) For apprentice rates see "Apprentice- LABORER"   12/01/2021   \$47,48   \$9,10   \$18,17   \$0,00   \$66,7     ABORERS (FREE AIR TUNNEL) For apprentice rates see "Apprentice- LABORER"   12/01/2021   \$37,34   \$13,41   \$16,01   \$0,00   \$66,7	For apprentice	rates see "	Apprentice- OPERATING ENGINEERS"						
ABORERS (COMPRESSED AIR)   12/01/2021   \$35,41   \$37,10   \$11,11   \$00,00   \$30,00     For apprentice- LABORER"   12/01/2021   \$55,41   \$9,10   \$18,17   \$0,00   \$82,6     ABORERS (COMPRESSED AIR)   12/01/2021   \$55,41   \$9,10   \$18,17   \$0,00   \$82,6     ABORERS (COMPRESSED AIR)   12/01/2021   \$45,48   \$9,10   \$18,17   \$0,00   \$72,7     For apprentice- LABORER"   12/01/2021   \$45,48   \$9,10   \$18,17   \$0,00   \$72,7     For apprentice- LABORER"   12/01/2021   \$47,48   \$9,10   \$18,17   \$0,00   \$74,7     For apprentice- LABORER"   12/01/2021   \$47,48   \$9,10   \$18,17   \$0,00   \$74,7     IABORERS (FREE AIR TUNNEL)   12/01/2021   \$47,48   \$9,10   \$18,17   \$0,00   \$66,7     IABORERS JOINT COUNCIL NO. 10 ZONE A   12/01/2021   \$41,43   \$9,10   \$17,57   \$0,00   \$66,1     ABORERS - ZONE I   06/01/2022   \$42,43   \$9,10   \$17,57   \$0,00   \$69,1     12/01/2022   \$43,43   \$9,10   \$17,57			<b>`</b>	12/01/202	1 \$37.92	\$13.41	\$16.01	\$0.00	\$67.34
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)   12/01/2021   \$55.41   \$9.10   \$18.17   \$0.00   \$82.6     ABORERS (COMPRESSED AIR)   12/01/2021   \$45.48   \$9.10   \$18.17   \$0.00   \$72.7     For apprentice rates see "Apprentice- LABORER"   12/01/2021   \$45.48   \$9.10   \$18.17   \$0.00   \$72.7     For apprentice rates see "Apprentice- LABORER"   12/01/2021   \$47.48   \$9.10   \$18.17   \$0.00   \$74.7     For apprentice rates see "Apprentice- LABORER"   12/01/2021   \$47.48   \$9.10   \$18.17   \$0.00   \$74.7     ABORERS (FREE AIR TUNNEL)   12/01/2021   \$47.48   \$9.10   \$18.17   \$0.00   \$74.7     For apprentice rates see "Apprentice- LABORER"   12/01/2021   \$47.48   \$9.10   \$18.17   \$0.00   \$66.7     VAC-HAUL   TeAMSTERS JOINT COUNCIL NO. 10 ZONE A   12/01/2021   \$41.43   \$9.10   \$17.57   \$0.00   \$66.1     WAGON DRILL OPERATOR   12/01/2022   \$43.43   \$9.10   \$17.57   \$0.00   \$66.1    aboreers - ZONE 1   06/01/2022   \$42.43   \$9.10   \$17.57   \$0.00				12/01/202	1 \$53.41	\$9.10	\$18.17	\$0.00	\$80.68
ABORERS (COMPRESSED AIR)   12/01/2021   \$45.48   \$9.10   \$18.17   \$0.00   \$72.7     For apprentice rates see "Apprentice- LABORER"   12/01/2021   \$45.48   \$9.10   \$18.17   \$0.00   \$72.7     For apprentice rates see "Apprentice- LABORER"   12/01/2021   \$47.48   \$9.10   \$18.17   \$0.00   \$74.7     ABORERS (FREE AIR TUNNEL)   12/01/2021   \$47.48   \$9.10   \$18.17   \$0.00   \$74.7     ABORERS (FREE AIR TUNNEL)   12/01/2021   \$47.48   \$9.10   \$18.17   \$0.00   \$74.7     ABORERS (FREE AIR TUNNEL)   12/01/2021   \$47.48   \$9.10   \$18.17   \$0.00   \$74.7     For apprentice rates see "Apprentice- LABORER"   12/01/2021   \$47.48   \$9.10   \$18.17   \$0.00   \$66.7     VAC-HAUL   reamsters Joint COUNCIL NO. 10 ZONE A   12/01/2021   \$41.43   \$9.10   \$17.57   \$0.00   \$66.1     ABORERS - ZONE I   06/01/2022   \$42.43   \$9.10   \$17.57   \$0.00   \$69.1     12/01/2022   \$43.43   \$9.10   \$17.57   \$0.00   \$70.1     06/01/2022   \$44.43	For apprentice	rates see "	Apprentice- LABORER"						
TUNNEL WORK - FREE AIR ABORERS (FREE AIR TUNNEL)   12/01/2021   \$45.48   \$9.10   \$18.17   \$0.00   \$72.7     For apprentice rates see "Apprentice- LABORER"   12/01/2021   \$47.48   \$9.10   \$18.17   \$0.00   \$74.7     For apprentice rates see "Apprentice- LABORER"   12/01/2021   \$47.48   \$9.10   \$18.17   \$0.00   \$74.7     ABORERS (FREE AIR TUNNEL)   12/01/2021   \$47.48   \$9.10   \$18.17   \$0.00   \$74.7     For apprentice rates see "Apprentice- LABORER"   12/01/2021   \$47.48   \$9.10   \$18.17   \$0.00   \$66.7     VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10 ZONE A   12/01/2021   \$41.43   \$9.10   \$17.57   \$0.00   \$66.1     ABORERS - ZONE 1   06/01/2022   \$42.43   \$9.10   \$17.57   \$0.00   \$69.1     12/01/2022   \$43.43   \$9.10   \$17.57   \$0.00   \$70.1     12/01/2023   \$44.43   \$9.10   \$17.57   \$0.00   \$71.1     12/01/2023   \$44.43   \$9.10   \$17.57   \$0.00   \$71.1     12/01/2023   \$44.43   \$9.10   \$17.57   \$0.00				12/01/202	1 \$55.41	\$9.10	\$18.17	\$0.00	\$82.68
ABORERS (FREE AIR TUNNEL)   For apprentice- LABORER"     For apprentice rates see "Apprentice- LABORER"     FOUNDEL WORK - FREE AIR (HAZ. WASTE)     ABORERS (FREE AIR TUNNEL)     For apprentice rates see "Apprentice- LABORER"     VAC-HAUL     YAC-HAUL     TEADINEL OPERATOR     ABORERS - ZONE 1     06/01/2022     \$41.43     \$9.10     \$17.57     \$0.00     \$66.7     ABORERS - ZONE 1     06/01/2022     \$42.43     \$9.10     \$17.57     \$0.00     \$66.7     12/01/2021     \$41.43     \$9.10     \$17.57     \$0.00     \$66.7     06/01/2022     \$42.43     \$9.10     \$17.57     \$0.00     \$66.1     12/01/2022     \$43.43     \$9.10     \$17.57     \$0.00     \$17.57     \$0.00     \$12/01/2023     \$44.43     \$9.10 <td>For apprentice</td> <td>rates see ".</td> <td>Apprentice- LABORER"</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	For apprentice	rates see ".	Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE)   12/01/2021   \$47.48   \$9.10   \$18.17   \$0.00   \$74.7     LABORERS (FREE AIR TUNNEL)   For apprentice- LABORER"   12/01/2021   \$37.34   \$13.41   \$16.01   \$0.00   \$66.7     VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10 ZONE A   12/01/2021   \$37.34   \$13.41   \$16.01   \$0.00   \$66.7     WAGON DRILL OPERATOR LABORERS - ZONE 1   12/01/2021   \$41.43   \$9.10   \$17.57   \$0.00   \$66.1     12/01/2022   \$42.43   \$9.10   \$17.57   \$0.00   \$69.1     12/01/2023   \$44.43   \$9.10   \$17.57   \$0.00   \$71.1     12/01/2023   \$44.43   \$9.10   \$17.57   \$0.00   \$71.1     12/01/2023   \$44.68   \$9.10   \$17.57   \$0.00   \$71.1     12/01/2023   \$44.68   \$9.10   \$17.57   \$0.00   \$72.3				12/01/202	1 \$45.48	\$9.10	\$18.17	\$0.00	\$72.75
ABORERS (FREE AIR TUNNEL)   For apprentice rates see "Apprentice- LABORER"     VAC-HAUL   12/01/2021   \$37.34   \$13.41   \$16.01   \$0.00   \$66.7     VAC-HAUL   12/01/2021   \$37.34   \$13.41   \$16.01   \$0.00   \$66.7     VAGON DRILL OPERATOR   12/01/2021   \$41.43   \$9.10   \$17.57   \$0.00   \$68.1     ABORERS - ZONE 1   06/01/2022   \$42.43   \$9.10   \$17.57   \$0.00   \$69.1     12/01/2022   \$43.43   \$9.10   \$17.57   \$0.00   \$70.1     06/01/2023   \$44.43   \$9.10   \$17.57   \$0.00   \$71.1     12/01/2023   \$45.68   \$9.10   \$17.57   \$0.00   \$72.3	For apprentice	rates see ".	Apprentice- LABORER"						
VAC-HAUL   12/01/2021   \$37.34   \$13.41   \$16.01   \$0.00   \$66.7     VAGON DRILL OPERATOR   12/01/2021   \$41.43   \$9.10   \$17.57   \$0.00   \$68.1     ABORERS - ZONE 1   06/01/2022   \$42.43   \$9.10   \$17.57   \$0.00   \$69.1     12/01/2022   \$43.43   \$9.10   \$17.57   \$0.00   \$69.1     12/01/2022   \$44.43   \$9.10   \$17.57   \$0.00   \$70.1     06/01/2023   \$44.43   \$9.10   \$17.57   \$0.00   \$71.1     12/01/2023   \$45.68   \$9.10   \$17.57   \$0.00   \$72.3			(	12/01/202	1 \$47.48	\$9.10	\$18.17	\$0.00	\$74.75
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A   12/01/2021   \$37.54   \$15.41   \$10.01   \$0.00   \$00.7     WAGON DRILL OPERATOR   12/01/2021   \$41.43   \$9.10   \$17.57   \$0.00   \$68.1     UABORERS - ZONE 1   06/01/2022   \$42.43   \$9.10   \$17.57   \$0.00   \$69.1     12/01/2022   \$43.43   \$9.10   \$17.57   \$0.00   \$69.1     12/01/2022   \$43.43   \$9.10   \$17.57   \$0.00   \$70.1     06/01/2023   \$44.43   \$9.10   \$17.57   \$0.00   \$71.1     12/01/2023   \$45.68   \$9.10   \$17.57   \$0.00   \$72.3	For apprentice	rates see ".	Apprentice- LABORER"						
LABORERS - ZONE 1   112/01/2022   \$42.43   \$9.10   \$17.57   \$0.00   \$69.1     12/01/2022   \$43.43   \$9.10   \$17.57   \$0.00   \$69.1     12/01/2022   \$43.43   \$9.10   \$17.57   \$0.00   \$70.1     06/01/2023   \$44.43   \$9.10   \$17.57   \$0.00   \$71.1     12/01/2023   \$45.68   \$9.10   \$17.57   \$0.00   \$72.3		" COUNCI	L NO. 10 ZONE A	12/01/202	1 \$37.34	\$13.41	\$16.01	\$0.00	\$66.76
06/01/2022   \$42.43   \$9.10   \$17.57   \$0.00   \$69.1     12/01/2022   \$43.43   \$9.10   \$17.57   \$0.00   \$70.1     06/01/2023   \$44.43   \$9.10   \$17.57   \$0.00   \$71.1     12/01/2023   \$45.68   \$9.10   \$17.57   \$0.00   \$72.3			ATOR	12/01/202	1 \$41.43	\$9.10	\$17.57	\$0.00	\$68.10
06/01/2023\$44.43\$9.10\$17.57\$0.00\$71.112/01/2023\$45.68\$9.10\$17.57\$0.00\$72.3	ABORERS - ZONE	1		06/01/2022	2 \$42.43	\$9.10	\$17.57	\$0.00	\$69.10
12/01/2023 \$45.68 \$9.10 \$17.57 \$0.00 \$72.3				12/01/2022	2 \$43.43	\$9.10	\$17.57	\$0.00	\$70.10
				06/01/2023	3 \$44.43	\$9.10	\$17.57	\$0.00	\$71.10
							\$17.57	\$0.00	\$72.35
	For apprentice	rates see ".	Apprentice- LABORER"						

Apprentice -	TERRAZZO FINISHER - Local 3 Marble & Tile
	02/01/2022

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2021	\$41.43	\$9.10	\$17.57	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
WASTE WATER PUMP OPERATOR OPERATING ENGINEERS LOCAL 4	12/01/2021	\$51.38	\$14.00	\$16.05	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER	09/01/2021	\$61.79	\$13.57	\$17.26	\$0.00	\$92.62
PLUMBERS & GASFITTERS LOCAL 12	02/27/2022	\$63.39	\$13.57	\$17.26	\$0.00	\$94.22
	09/04/2022	\$65.09	\$13.57	\$17.26	\$0.00	\$95.92
	02/26/2023	\$66.79	\$13.57	\$17.26	\$0.00	\$97.62
	09/03/2023	\$68.54	\$13.57	\$17.26	\$0.00	\$99.37
	03/03/2024	\$70.34	\$13.57	\$17.26	\$0.00	\$101.17
	09/01/2024	\$72.14	\$13.57	\$17.26	\$0.00	\$102.97
	03/02/2025	\$73.94	\$13.57	\$17.26	\$0.00	\$104.77
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASF	FITTER"					
Outside Electrical - East						
CABLE TECHNICIAN (Power Zone) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$29.67	\$9.25	\$1.89	\$0.00	\$40.81
For apprentice rates see "Apprentice- LINEMAN"						
CABLEMAN (Underground Ducts & Cables) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$42.03	\$9.25	\$10.27	\$0.00	\$61.55
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN CDL OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$34.62	\$9.25	\$10.07	\$0.00	\$53.94
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class A CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$42.03	\$9.25	\$14.35	\$0.00	\$65.63
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class B CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$37.09	\$9.25	\$10.87	\$0.00	\$57.21
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN -Inexperienced (<2000 Hrs.) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$22.25	\$9.25	\$1.82	\$0.00	\$33.32
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$49.45	\$9.25	\$17.48	\$0.00	\$76.18

Effecti	ive Date - 08/30/2020				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
1	60	\$29.67	\$9.25	\$3.39	\$0.00	\$42.31	
2	65	\$32.14	\$9.25	\$3.46	\$0.00	\$44.85	
3	70	\$34.62	\$9.25	\$3.54	\$0.00	\$47.41	
4	75	\$37.09	\$9.25	\$5.11	\$0.00	\$51.45	
5	80	\$39.56	\$9.25	\$5.19	\$0.00	\$54.00	
6	85	\$42.03	\$9.25	\$5.26	\$0.00	\$56.54	
7	90	\$44.51	\$9.25	\$7.34	\$0.00	\$61.10	
Notes:							
Appre	ntice to Journeyworker Ratio:1:2						
TELEDATA CABLE SPLICER OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104		02/04/2019	\$30.73	\$4.70	\$3.17	\$0.00	\$38.60
TELEDATA LINEMAN/EQUIPMENT OPERATOR OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104		02/04/2019	9 \$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TELEDATA WIREMAN/INSTALLER/TECHNICIAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104		02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77

Apprentice -	LINEMAN (Outside Electrical) - East Local 104
Fff	08/20/2020

Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

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

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

\*\* Multiple ratios are listed in the comment field.

\*\*\* APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

\*\*\*\* APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.