

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 WILLIAM D MCKINNEY Director

Awarding Authority:	City of Waltham					
Contract Number:		City/Town:	WALTHAM			
Description of Work:	Redirection of 2 illegal sump pumps (includes disconnection) in Area 5A					
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Job Location:	City of Waltham, 119 School St					

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

Classification Construction	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
2 AXLE) DRIVER - EQUIPMENT	12/01/2016	\$33.25	\$10.91	\$10.89	\$0.00	\$55.05
FEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2010	\$55.25	\$10.91	\$10.89	\$0.00	\$33.03
3 AXLE) DRIVER - EQUIPMENT	12/01/2016	\$33.32	\$10.91	\$10.89	\$0.00	\$55.12
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A						
4 & 5 AXLE) DRIVER - EQUIPMENT FEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2016	\$33.44	\$10.91	\$10.89	\$0.00	\$55.24
ADS/SUBMERSIBLE PILOT	08/01/2018	\$97.80	\$9.90	\$21.15	\$0.00	\$128.85
ILE DRIVER LOCAL 56 (ZONE 1)	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR	06/01/2018	\$38.75	\$7.70	\$15.20	\$0.00	\$61.65
ABORERS - ZONE 1	12/01/2018	\$39.70	\$7.70	\$15.20	\$0.00	\$62.60
	06/01/2019	\$40.70	\$7.70	\$15.20	\$0.00	\$63.60
	12/01/2019	\$41.70	\$7.70	\$15.20	\$0.00	\$64.60
	06/01/2020	\$42.69	\$7.70	\$15.20	\$0.00	\$65.59
	12/01/2020	\$43.67	\$7.70	\$15.20	\$0.00	\$66.57
	06/01/2021	\$44.69	\$7.70	\$15.20	\$0.00	\$67.59
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$45.70	\$7.70	\$15.20	\$0.00	\$68.60
SBESTOS REMOVER - PIPE / MECH. EQUIPT.	06/01/2018	\$36.90	\$11.50	\$7.10	\$0.00	\$55.50
IEAT & FROST INSULATORS LOCAL 6 (BOSTON)	12/01/2018	\$37.90	\$11.50	\$7.10	\$0.00	\$56.50
	06/01/2019	\$38.90	\$11.50	\$7.10	\$0.00	\$57.50
	12/01/2019	\$39.90	\$11.50	\$7.10	\$0.00	\$58.50
	06/01/2020	\$40.90	\$11.50	\$7.10	\$0.00	\$59.50
	12/01/2020	\$41.90	\$11.50	\$7.10	\$0.00	\$60.50
ASPHALT RAKER	06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
ABORERS - ZONE 1	12/01/2018	\$39.20	\$7.70	\$15.20	\$0.00	\$62.10
	06/01/2019	\$40.20	\$7.70	\$15.20	\$0.00	\$63.10
	12/01/2019	\$41.20	\$7.70	\$15.20	\$0.00	\$64.10
	06/01/2020	\$42.19	\$7.70	\$15.20	\$0.00	\$65.09
	12/01/2020	\$43.17	\$7.70	\$15.20	\$0.00	\$66.07
	06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
	12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
SPHALT/CONCRETE/CRUSHER PLANT-ON SITE	06/01/2018	\$47.08	\$11.00	\$15.50	\$0.00	\$73.58
PPERATING ENGINEERS LOCAL 4	12/01/2018	\$48.23	\$11.00	\$15.50	\$0.00	\$74.73
	06/01/2019	\$49.33	\$11.00	\$15.50	\$0.00	\$75.83
	12/01/2019	\$50.48	\$11.00	\$15.50	\$0.00	\$76.98
	06/01/2020	\$51.58	\$11.00	\$15.50	\$0.00	\$78.08
	12/01/2020	\$52.73	\$11.00	\$15.50	\$0.00	\$79.23
	06/01/2021	\$53.83	\$11.00	\$15.50	\$0.00	\$80.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$54.98	\$11.00	\$15.50	\$0.00	\$81.48

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

\$20.80

\$20.95

\$20.95

\$21.11

\$21.11

\$10.75

\$10.75

\$10.75

\$10.75

\$10.75

\$0.00

\$0.00

\$0.00

\$0.00

\$0.00

Effect	ive Date -	03/01/2018				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	65		\$28.32	\$7.07	\$11.37	\$0.00	\$46.76	
2	65		\$28.32	\$7.07	\$11.37	\$0.00	\$46.76	
3	70		\$30.50	\$7.07	\$12.23	\$0.00	\$49.80	
4	75		\$32.68	\$7.07	\$13.11	\$0.00	\$52.86	
5	80		\$34.86	\$7.07	\$13.97	\$0.00	\$55.90	
6	85		\$37.03	\$7.07	\$14.86	\$0.00	\$58.96	
7	90		\$39.21	\$7.07	\$15.72	\$0.00	\$62.00	
8	95		\$41.39	\$7.07	\$16.61	\$0.00	\$65.07	

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2019

Effective Date	- 01/01/2019				Supplemental		
Step percen	t	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	:
1 65		\$29.06	\$7.07	\$11.52	\$0.00	\$47.65	
2 65		\$29.06	\$7.07	\$11.52	\$0.00	\$47.65	
3 70		\$31.30	\$7.07	\$12.40	\$0.00	\$50.77	
4 75		\$33.53	\$7.07	\$13.30	\$0.00	\$53.90	
5 80		\$35.77	\$7.07	\$14.18	\$0.00	\$57.02	
6 85		\$38.00	\$7.07	\$15.07	\$0.00	\$60.14	
7 90		\$40.24	\$7.07	\$15.95	\$0.00	\$63.26	
8 95		\$42.47	\$7.07	\$16.84	\$0.00	\$66.38	
Notes:							
Apprentice to	Journeyworker Ratio:1:4	·					
BRICK/STONE/ARTIFICIAL	MASONRY (INCL. MASONR)	Y 08/01/2018	\$52.91	\$10.75	\$20.66	\$0.00	\$84.32
WATERPROOFING) BRICKLAYERS LOCAL 3 (WALTHAM)		02/01/2019	\$53.55	\$10.75	\$20.66	\$0.00	\$84.96
		08/01/2019	\$54.90	\$10.75	\$20.80	\$0.00	\$86.45

02/01/2020

08/01/2020

02/01/2021

08/01/2021

02/01/2022

\$55.54

\$56.89

\$57.53

\$58.93

\$59.52

\$87.09

\$88.59

\$89.23

\$90.79

\$91.38

	Effecti	ve Date - 08/01/2018				Summ]		
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$26.46	\$10.75	\$20.66	\$0.00	\$57.87	
	2	60	\$31.75	\$10.75	\$20.66	\$0.00	\$63.16	
	3	70	\$37.04	\$10.75	\$20.66	\$0.00	\$68.45	
	4	80	\$42.33	\$10.75	\$20.66	\$0.00	\$73.74	
	5	90	\$47.62	\$10.75	\$20.66	\$0.00	\$79.03	
	Effecti Step	ve Date - 02/01/2019 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	$\frac{1}{1}$	50	\$26.78	\$10.75	\$20.66	\$0.00	\$58.19	
	2	60	\$32.13	\$10.75	\$20.66	\$0.00	\$63.54	
	3	70	\$37.49	\$10.75	\$20.66	\$0.00	\$68.90	
	4	80	\$42.84	\$10.75	\$20.66	\$0.00	\$74.25	
	5	90	\$48.20	\$10.75	\$20.66	\$0.00	\$79.61	
	Notes:	ntice to Journeyworker Ratio:						
BULLDOZER/						¢15.50		*-2 1 1
OPERATING ENGL			06/01/2018		\$11.00	\$15.50 \$15.50		\$73.11
			12/01/2018 06/01/2019		\$11.00 \$11.00	\$15.50 \$15.50		\$74.25 \$75.34
			12/01/2019		\$11.00	\$15.50		\$75.34 \$76.48
			06/01/2020		\$11.00	\$15.50		\$77.56
			12/01/2020		\$11.00	\$15.50		\$78.70
			06/01/202		\$11.00	\$15.50		\$79.79
			12/01/202		\$11.00	\$15.50		\$80.93
For apprentice	e rates see "	Apprentice- OPERATING ENGINEER						·
CAISSON & U LABORERS - FOU		INNING BOTTOM MAN	06/01/2018	\$39.10	\$7.70	\$15.40	\$0.00	\$62.20
LADORERS - FOU	IIDATION		12/01/2018	\$40.05	\$7.70	\$15.40	\$0.00	\$63.15
			06/01/2019	9 \$41.05	\$7.70	\$15.40	\$0.00	\$64.15
			12/01/2019	\$42.05	\$7.70	\$15.40	\$0.00	\$65.15
			06/01/2020	\$43.04	\$7.70	\$15.40	\$0.00	\$66.14
			12/01/2020	\$44.02	\$7.70	\$15.40	\$0.00	\$67.12
			06/01/202	\$45.04	\$7.70	\$15.40	\$0.00	\$68.14
			12/01/202	\$46.05	\$7.70	\$15.40	\$0.00	\$69.15
For apprentice	- rates see "	Apprentice- LABORER"						

Apprentice -	BRICK/PLASTER/CEMENT MASON - Local 3 Waltham
Effective Date	- 08/01/2018

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING LABORER	06/01/2018	\$37.95	\$7.70	\$15.40	\$0.00	\$61.05
LABORERS - FOUNDATION AND MARINE	12/01/2018	\$38.90	\$7.70	\$15.40	\$0.00	\$62.00
	06/01/2019	\$39.90	\$7.70	\$15.40	\$0.00	\$63.00
	12/01/2019	\$40.90	\$7.70	\$15.40	\$0.00	\$64.00
	06/01/2020	\$41.89	\$7.70	\$15.40	\$0.00	\$64.99
	12/01/2020	\$42.87	\$7.70	\$15.40	\$0.00	\$65.97
	06/01/2021	\$43.89	\$7.70	\$15.40	\$0.00	\$66.99
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$44.90	\$7.70	\$15.40	\$0.00	\$68.00
CAISSON & UNDERPINNING TOP MAN	06/01/2018	\$37.95	\$7.70	\$15.40	\$0.00	\$61.05
LABORERS - FOUNDATION AND MARINE	12/01/2018	\$38.90	\$7.70	\$15.40	\$0.00	\$62.00
	06/01/2019	\$39.90	\$7.70	\$15.40	\$0.00	\$63.00
	12/01/2019	\$40.90	\$7.70	\$15.40	\$0.00	\$64.00
	06/01/2020	\$41.89	\$7.70	\$15.40	\$0.00	\$64.99
	12/01/2020	\$42.87	\$7.70	\$15.40	\$0.00	\$65.97
	06/01/2021	\$43.89	\$7.70	\$15.40	\$0.00	\$66.99
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$44.90	\$7.70	\$15.40	\$0.00	\$68.00
CARBIDE CORE DRILL OPERATOR	06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
LABORERS - ZONE I	12/01/2018	\$39.20	\$7.70	\$15.20	\$0.00	\$62.10
	06/01/2019	\$40.20	\$7.70	\$15.20	\$0.00	\$63.10
	12/01/2019	\$41.20	\$7.70	\$15.20	\$0.00	\$64.10
	06/01/2020	\$42.19	\$7.70	\$15.20	\$0.00	\$65.09
	12/01/2020	\$43.17	\$7.70	\$15.20	\$0.00	\$66.07
	06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10
CARPENTER	03/01/2018	\$40.28	\$9.90	\$17.50	\$0.00	\$67.68
CARPENTERS -ZONE 2 (Eastern Massachusetts)	09/01/2018	\$41.32	\$9.90	\$17.50	\$0.00	\$68.72
	03/01/2019	\$42.35	\$9.90	\$17.50	\$0.00	\$69.75

Effect	ive Date -	03/01/2018				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$20.14	\$9.90	\$1.73	\$0.00	\$31.77	
2	60		\$24.17	\$9.90	\$1.73	\$0.00	\$35.80	
3	70		\$28.20	\$9.90	\$12.31	\$0.00	\$50.41	
4	75		\$30.21	\$9.90	\$12.31	\$0.00	\$52.42	
5	80		\$32.22	\$9.90	\$14.04	\$0.00	\$56.16	
6	80		\$32.22	\$9.90	\$14.04	\$0.00	\$56.16	
7	90		\$36.25	\$9.90	\$15.77	\$0.00	\$61.92	
8	90		\$36.25	\$9.90	\$15.77	\$0.00	\$61.92	

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 09/01/2018

F	Effectiv	ve Date -	09/01/2018			Supplemental		
S	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total R	late
	1	50	\$20.66	\$9.90	\$1.73	\$0.00	\$32	.29
2	2	60	\$24.79	\$9.90	\$1.73	\$0.00	\$36	.42
	3	70	\$28.92	\$9.90	\$12.31	\$0.00	\$51	.13
	4	75	\$30.99	\$9.90	\$12.31	\$0.00	\$53	.20
:	5	80	\$33.06	\$9.90	\$14.04	\$0.00	\$57	.00
	6	80	\$33.06	\$9.90	\$14.04	\$0.00	\$57	.00
,	7	90	\$37.19	\$9.90	\$15.77	\$0.00	\$62	.86
:	8	90	\$37.19	\$9.90	\$15.77	\$0.00	\$62	.86
1	Notes:							
			ed After 10/1/17; 45/45/55/55/70/70/80/80 29.76/ 3&4 \$35.45/ 5&6 \$52.14/ 7&8 \$57.89					
Ā	Apprei	ntice to Jour	neyworker Ratio:1:5					
CARPENTER W			04/01/2018	8 \$26.6	7 \$7.07	\$7.86	\$0.00	\$41.60
CARPENTERS -ZONE	ARPENTERS -ZONE 2 (Wood Frame)		10/01/2018	8 \$27.0	9 \$7.07	\$7.86	\$0.00	\$42.02
			04/01/2019	9 \$27.52	2 \$7.07	\$7.86	\$0.00	\$42.45
			10/01/2019	9 \$27.9	5 \$7.07	\$7.86	\$0.00	\$42.88

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

Effecti	tive Date - 04/01/2018		Supplemental				
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	60		\$16.00	\$7.07	\$0.00	\$0.00	\$23.07
2	60		\$16.00	\$7.07	\$0.00	\$0.00	\$23.07
3	65		\$17.34	\$7.07	\$7.86	\$0.00	\$32.27
4	70		\$18.67	\$7.07	\$7.86	\$0.00	\$33.60
5	75		\$20.00	\$7.07	\$7.86	\$0.00	\$34.93
6	80		\$21.34	\$7.07	\$7.86	\$0.00	\$36.27
7	85		\$22.67	\$7.07	\$7.86	\$0.00	\$37.60
8	90		\$24.00	\$7.07	\$7.86	\$0.00	\$38.93

Apprentice - CARPENTER (Wood Frame) - Zone 2

10/01/2018 Effective Date -

Effec	ctive Date - 10/01/2018						
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	e
1	60	\$16.25	\$7.07	\$0.00	\$0.00	\$23.32	2
2	60	\$16.25	\$7.07	\$0.00	\$0.00	\$23.32	2
3	65	\$17.61	\$7.07	\$7.86	\$0.00	\$32.54	4
4	70	\$18.96	\$7.07	\$7.86	\$0.00	\$33.89)
5	75	\$20.32	\$7.07	\$7.86	\$0.00	\$35.25	5
6	80	\$21.67	\$7.07	\$7.86	\$0.00	\$36.60)
7	85	\$23.03	\$7.07	\$7.86	\$0.00	\$37.96	6
8	90	\$24.38	\$7.07	\$7.86	\$0.00	\$39.31	1
Note	s:						
		'1/17; 45/45/55/55/70/70/80/80 \$26.49/ 5&6 \$33.60/ 7&8 \$36.27					
Арри	rentice to Journeyworker	Ratio:1:5					
CARPENTER WOOD CARPENTERS -ZONE 2 (W	D FRAME (All Other Wor <i>Yood Frame</i>)	k) 06/01/201	6 \$25.32	\$9.80	\$16.82	\$0.00	\$51.94
CEMENT MASONRY		07/01/201	8 \$46.20	\$12.42	\$22.41	\$0.30	\$81.33
BRICKLAYERS LOCAL 3 ()	WALTHAM)	01/01/201	9 \$47.58	\$12.42	\$22.41	\$0.30	\$82.71
		07/01/201	9 \$48.32	\$12.42	\$22.41	\$0.30	\$83.45
		01/01/202	\$49.72	\$12.42	\$22.41	\$0.30	\$84.85

Effective Date - 07/01		07/01/2018				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$23.10	\$12.42	\$15.41	\$0.00	\$50.93
2	60		\$27.72	\$12.42	\$17.41	\$0.30	\$57.85
3	65		\$30.03	\$12.42	\$18.41	\$0.30	\$61.16
4	70		\$32.34	\$12.42	\$19.41	\$0.30	\$64.47
5	75		\$34.65	\$12.42	\$20.41	\$0.30	\$67.78
6	80		\$36.96	\$12.42	\$21.41	\$0.30	\$71.09
7	90		\$41.58	\$12.42	\$22.41	\$0.30	\$76.71

Apprentice -	CEMENT MASONRY/PLASTERING - Eastern Mass (Waltham)
Effective Date	- 07/01/2018

Effective Date - 01/01/2019

Effect	ive Date - 01/01/2	019			Supplemental		
Step	percent	Apprentice Base Wage	e Health	Pension	Unemployment	Total Rate	
1	50	\$23.79	\$12.42	\$15.41	\$0.00	\$51.62	
2	60	\$28.55	\$12.42	\$17.41	\$0.30	\$58.68	
3	65	\$30.93	\$12.42	\$18.41	\$0.30	\$62.06	
4	70	\$33.31	\$12.42	\$19.41	\$0.30	\$65.44	
5	75	\$35.69	\$12.42	\$20.41	\$0.30	\$68.82	
6	80	\$38.06	\$12.42	\$21.41	\$0.30	\$72.19	
7	90	\$42.82	\$12.42	\$22.41	\$0.30	\$77.95	

Notes:

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

Apprentice to Journeyworker Ratio:1:3

Apprentice to Journeyworker Ratio.1.5						
CHAIN SAW OPERATOR	06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
LABORERS - ZONE I	12/01/2018	\$39.20	\$7.70	\$15.20	\$0.00	\$62.10
	06/01/2019	\$40.20	\$7.70	\$15.20	\$0.00	\$63.10
	12/01/2019	\$41.20	\$7.70	\$15.20	\$0.00	\$64.10
	06/01/2020	\$42.19	\$7.70	\$15.20	\$0.00	\$65.09
	12/01/2020	\$43.17	\$7.70	\$15.20	\$0.00	\$66.07
	06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
	12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES OPERATING ENGINEERS LOCAL 4	12/01/2017	\$47.63	\$10.50	\$15.50	\$0.00	\$73.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR	06/01/2018	\$31.90	\$11.00	\$15.50	\$0.00	\$58.40
OPERATING ENGINEERS LOCAL 4	12/01/2018	\$32.68	\$11.00	\$15.50	\$0.00	\$59.18
	06/01/2019	\$33.43	\$11.00	\$15.50	\$0.00	\$59.93
	12/01/2019	\$34.22	\$11.00	\$15.50	\$0.00	\$60.72
	06/01/2020	\$34.97	\$11.00	\$15.50	\$0.00	\$61.47
	12/01/2020	\$35.75	\$11.00	\$15.50	\$0.00	\$62.25
	06/01/2021	\$36.50	\$11.00	\$15.50	\$0.00	\$63.00
	12/01/2021	\$37.29	\$11.00	\$15.50	\$0.00	\$63.79

Classification For apprentice rates see "Apprentice- OPERATING ENGINEERS"	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DELEADER (BRIDGE)	07/01/2018	\$50.01	\$8.15	\$20.15	\$0.00	\$78.31
PAINTERS LOCAL 35 - ZONE 2	01/01/2019	\$50.36	\$8.15	\$20.85	\$0.00	\$79.36
	07/01/2019	\$51.46	\$8.15	\$20.85	\$0.00	\$80.46
	01/01/2020	\$52.56	\$8.15	\$20.85	\$0.00	\$81.56
	07/01/2020	\$53.66	\$8.15	\$20.85	\$0.00	\$82.66
	01/01/2021	\$54.76	\$8.15	\$20.85	\$0.00	\$83.76

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date -		07/01/2018				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$25.01	\$8.15	\$0.00	\$0.00	\$33.16	
2	55		\$27.51	\$8.15	\$5.34	\$0.00	\$41.00	
3	60		\$30.01	\$8.15	\$5.82	\$0.00	\$43.98	
4	65		\$32.51	\$8.15	\$6.31	\$0.00	\$46.97	
5	70		\$35.01	\$8.15	\$17.24	\$0.00	\$60.40	
6	75		\$37.51	\$8.15	\$17.73	\$0.00	\$63.39	
7	80		\$40.01	\$8.15	\$18.21	\$0.00	\$66.37	
8	90		\$45.01	\$8.15	\$19.18	\$0.00	\$72.34	

Effective Date - 01/01/2019

Effective Date - 01/0		1/2019				Supplemental		
Step	percent	Aj	oprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$25.18	\$8.15	\$0.00	\$0.00	\$33.33	
2	55		\$27.70	\$8.15	\$5.64	\$0.00	\$41.49	
3	60		\$30.22	\$8.15	\$6.15	\$0.00	\$44.52	
4	65		\$32.73	\$8.15	\$6.66	\$0.00	\$47.54	
5	70		\$35.25	\$8.15	\$17.78	\$0.00	\$61.18	
6	75		\$37.77	\$8.15	\$18.29	\$0.00	\$64.21	
7	80		\$40.29	\$8.15	\$18.80	\$0.00	\$67.24	
8	90		\$45.32	\$8.15	\$19.83	\$0.00	\$73.30	

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

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DEMO: ADZEMAN	06/01/2018	\$38.15	\$7.70	\$15.20	\$0.00	\$61.05
LABORERS - ZONE 1	12/01/2018	\$39.10	\$7.70	\$15.20	\$0.00	\$62.00
	06/01/2019	\$40.10	\$7.70	\$15.20	\$0.00	\$63.00
	12/01/2019	\$41.10	\$7.70	\$15.20	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR	06/01/2018	\$39.15	\$7.70	\$15.20	\$0.00	\$62.05
LABORERS - ZONE 1	12/01/2018	\$40.10	\$7.70	\$15.20	\$0.00	\$63.00
	06/01/2019	\$41.10	\$7.70	\$15.20	\$0.00	\$64.00
	12/01/2019	\$42.10	\$7.70	\$15.20	\$0.00	\$65.00

For apprentice rates see "Apprentice- LABORER"

Issue Date: 08/17/2018

Laboretes - Laboretes - Laboretes - Laboretes - Laboretes - Construct of the set "Apprentice rules set "Apprentice rules set "Apprentice - LABORER" 12/01/2018 \$39.85 \$7.70 \$15.20 \$0.00 \$62.7 Laboretes - CONCRETE CULTTRENAMY F.R. 06/01/2018 \$39.15 \$7.70 \$15.20 \$0.00 \$62.0 Laboretes - ZONE J 12/01/2018 \$39.15 \$7.70 \$15.20 \$0.00 \$66.0 Laboretes - ZONE J 12/01/2018 \$39.15 \$7.70 \$15.20 \$0.00 \$66.0 Laboretes - ZONE J 12/01/2018 \$39.15 \$7.70 \$15.20 \$0.00 \$66.0 Laboretes - ZONE J 57.70 \$15.20 \$0.00 \$66.1 \$100.10 \$7.70 \$15.20 \$0.00 \$66.1 Laboretes - ZONE J 52.01 \$40.00 \$7.70 \$15.20 \$0.00 \$66.1 Laboretes - ZONE J 12/01/2018 \$38.15 \$7.70 \$15.20 \$0.00 \$66.1 DEMO: MACHINE OPERATOR 06/01/2018 \$38.15 \$7.70 \$15.20 \$0.00 \$66.1 DEMO: MACH	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
120102018 \$39.85 \$7.70 \$15.20 \$0.00 \$56.7 060102019 \$40.85 \$7.70 \$15.20 \$0.00 \$56.7 DEMO: CONCRETE CUTTERSAWYER 06.01/2018 \$39.15 \$7.70 \$15.20 \$0.00 \$66.7 DEMO: CONCRETE CUTTERSAWYER 06.01/2018 \$39.15 \$7.70 \$15.20 \$0.00 \$66.01 LABOMES: ZONG J 12.01/2018 \$40.10 \$7.70 \$15.20 \$0.00 \$66.01 For approtice rates we "Appressive-LABORER" 06.01/2018 \$38.90 \$7.70 \$15.20 \$0.00 \$66.1 DEMO: LACKHAMMER OPERATOR 06.01/2018 \$38.90 \$7.70 \$15.20 \$0.00 \$66.7 DEMO: MORSE: ZONG J 12.01/2018 \$38.15 \$7.70 \$15.20 \$0.00 \$66.7 DEMO: WEICKING LABORER 06.01/2018 \$38.15 \$7.70 \$15.20 \$0.00 \$66.1 DEMO: WEICKING LABORER 06.01/2018 \$38.15 \$7.70 \$15.20 \$0.00 \$62.0 DEMO: WEICKING LABORER <td< td=""><td></td><td>06/01/2018</td><td>\$38.90</td><td>\$7.70</td><td>\$15.20</td><td>\$0.00</td><td>\$61.80</td></td<>		06/01/2018	\$38.90	\$7.70	\$15.20	\$0.00	\$61.80
12/01/2019 \$41.85 \$7.70 \$15.20 \$0.00 \$64.7 Pre apprentice rules see "Apprentice- LABORER" 06/01/2018 \$59.15 \$7.70 \$15.20 \$0.00 \$66.00 DEMO: CONCRETE CUTTER/SAWYER 06/01/2018 \$59.15 \$7.70 \$15.20 \$0.00 \$66.00 Pre apprentice rules see "Apprentice- LABORER" 12/01/2019 \$42.10 \$7.70 \$15.20 \$0.00 \$66.12 DEMO: CONCRETE CUTTER/SAWYER 06/01/2018 \$38.90 \$7.70 \$15.20 \$0.00 \$66.12 DEMO: JACKHAMMER OPERATOR 06/01/2018 \$38.90 \$7.70 \$15.20 \$0.00 \$66.12 DEMO: WERKEN TABORER" 06/01/2018 \$38.15 \$7.70 \$15.20 \$0.00 \$66.12 DEMO: WERKEN TABORER" 06/01/2018 \$38.15 \$7.70 \$15.20 \$0.00 \$66.12 DEMO: WERKEN TABORER" 06/01/2018 \$38.15 \$7.70 \$15.20 \$0.00 \$66.20 DEMO: WERKEN TABORER" 06/01/2018 \$46.61 \$11.00 \$15.50 \$0.00 <	LADOREKS - ZONE I	12/01/2018	\$39.85	\$7.70	\$15.20	\$0.00	\$62.75
International Control of Contrel of Control of Control of Control of Contrel of Contro		06/01/2019	\$40.85	\$7.70	\$15.20	\$0.00	\$63.75
DEMO: CONCRETE CUTTER/SAWYER 06/01/2018 \$39.15 \$7.70 \$15.20 \$0.00 \$62.0 LABORERS - ZOVE I 12/01/2018 \$40.10 \$7.70 \$15.20 \$0.00 \$63.0 For apportative rates see "Apportative-LABORER" 12/01/2018 \$38.90 \$7.70 \$15.20 \$0.00 \$66.10 DEMO: JACKHAMMER OPERATOR 06/01/2018 \$38.90 \$7.70 \$15.20 \$0.00 \$66.1 LABORERS - ZOVE I 12/01/2018 \$39.85 \$7.70 \$15.20 \$0.00 \$66.7 DEMO: JACKHAMMER OPERATOR 06/01/2018 \$38.85 \$7.70 \$15.20 \$0.00 \$66.7 LABORERS - ZOVE I 12/01/2018 \$39.910 \$7.70 \$15.20 \$0.00 \$66.1 LABORERS - ZOVE I 12/01/2018 \$39.10 \$7.70 \$15.20 \$0.00 \$66.1 LABORERS - ZOVE I 12/01/2018 \$39.10 \$7.70 \$15.20 \$0.00 \$66.1 LABORERS - ZOVE I 12/01/2018 \$46.61 \$11.00 \$15.50 \$0.00 \$77.4		12/01/2019	\$41.85	\$7.70	\$15.20	\$0.00	\$64.75
L460RERS - 200E 1 1201/2018 540.10 577.0 515.20 50.00 563.0 Per appendice rules see "Appendice-LABORER" 1201/2019 541.10 577.0 515.20 50.00 \$66.0 DEMO: JACKEHAMMER OPERATOR 0601/2018 \$38.90 \$77.0 \$15.20 \$0.00 \$66.0 LatoREXE: ZONE 1 1201/2019 \$41.85 \$77.0 \$15.20 \$0.00 \$66.7 DEMO: JACKEHAMMER OPERATOR 0601/2018 \$38.95 \$77.0 \$15.20 \$0.00 \$66.7 LatoREXE: ZONE 1 1201/2019 \$41.85 \$77.0 \$15.20 \$0.00 \$66.7 LatoREXE: ZONE 1 1201/2019 \$41.85 \$77.0 \$15.20 \$0.00 \$66.0 LaboRES: ZONE 1 1201/2019 \$41.85 \$77.0 \$15.20 \$0.00 \$66.0 LaboRES: ZONE 1 1201/2019 \$41.10 \$77.0 \$15.20 \$0.00 \$66.0 LaboRES: ZONE 1 1201/2018 \$46.61 \$11.00 \$15.50 \$0.00 \$77.4 DIVER </td <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>							
12:01/2018 \$41.10 \$7:70 \$15.20 \$0:00 \$6:30 06:01/2019 \$41.10 \$7:70 \$15.20 \$0:00 \$6:40 12:01/2019 \$42.10 \$7:70 \$15.20 \$0:00 \$6:50 For apprentice taits see "Approntice-LABORER" 06:01/2018 \$38.90 \$7:70 \$15.20 \$0:00 \$6:50 For apprentice raits see "Approntice-LABORER" 06:01/2018 \$38.90 \$7:70 \$15.20 \$0:00 \$6:70 For apprentice raits see "Approntice-LABORER" 06:01/2018 \$38.15 \$7:70 \$15.20 \$0:00 \$6:10 DEMO: MARCKING LABORER 06:01/2018 \$38.15 \$7:70 \$15.20 \$0:00 \$6:10 LABORERS - 20NE I 12:01/2018 \$39.10 \$7:70 \$15.20 \$0:00 \$6:20 DEMO: MARCHNG DERATOR 06:01/2018 \$38.15 \$7:70 \$15.20 \$0:00 \$6:20 DEMO: MARCHNE OPERATOR 06:01/2019 \$41.10 \$7:70 \$15.50 \$0:00 \$7:21 DERCTIONAL STULLIL MACHINE OPERATOR		06/01/2018	\$39.15	\$7.70	\$15.20	\$0.00	\$62.05
Inclusion 12/01/2019 \$42.10 \$7.70 \$15.20 \$0.00 \$65.0 Demo: JACKHAMMER OPERATOR 06/01/2018 \$38.90 \$7.70 \$15.20 \$0.00 \$61.8 Latoness - 20NE J 06/01/2018 \$39.90 \$7.70 \$15.20 \$0.00 \$66.7 For appentice rates see "Apprentice-LABORER" 12/01/2018 \$38.95 \$7.70 \$15.20 \$0.00 \$66.7 DEMO: WRECKING LABORER 06/01/2018 \$38.15 \$7.70 \$15.20 \$0.00 \$66.0 L400RERS - 20NE J 12/01/2018 \$39.10 \$7.70 \$15.20 \$0.00 \$66.0 DEMO: WRECKING LABORER 06/01/2018 \$34.01 \$7.70 \$15.20 \$0.00 \$66.0 L201/2019 \$41.10 \$7.70 \$15.20 \$0.00 \$75.3 DRECTIONAL DRILL MACHINE OPERATOR 06/01/2018 \$46.61 \$11.00 \$15.50 \$0.00 \$77.4 DIVER TIONAL DRILL MACHINE OPERATOR 06/01/2020 \$51.06 \$11.00 \$15.50 \$0.00 \$77.5		12/01/2018	\$40.10	\$7.70	\$15.20	\$0.00	\$63.00
For apprentice LABORER" DEMO: JACKHAMMER OPERATOR 06/01/2018 \$38,90 \$7,70 \$15.20 \$0.00 \$661.2019 LABORES - ONE 1 12/01/2018 \$39,85 \$7,70 \$15.20 \$0.00 \$663.7 For apprentice rates see "Apprentice-LABORER" 12/01/2019 \$41.85 \$7,70 \$15.20 \$0.00 \$661.0 DEMO: WRECKING LABORER 06/01/2018 \$38.15 \$7,70 \$15.20 \$0.00 \$662.0 DEMO: WRECKING LABORER 06/01/2018 \$38.15 \$7,70 \$15.20 \$0.00 \$662.0 L400RERS - ZONE 1 12/01/2018 \$39.10 \$7,70 \$15.20 \$0.00 \$663.0 LABORER 06/01/2019 \$44.01 \$7,70 \$15.20 \$0.00 \$673.1 DIRECTIONAL DRILL MACHINE OPERATOR 06/01/2018 \$46.61 \$11.00 \$15.50 \$0.00 \$742.3 06/01/2020 \$51.06 \$11.00 \$15.50 \$0.00 \$742.3 06/01/2020 \$51.06 \$11.00 \$15.50 \$0.00 \$757.5<		06/01/2019	\$41.10	\$7.70	\$15.20	\$0.00	\$64.00
DEMO: JACKHAMMER OPERATOR 06/01/2018 \$38.90 \$7.70 \$15.20 \$0.00 \$61.8 LBORERS - ZONE I 12/01/2018 \$39.85 \$7.70 \$15.20 \$0.00 \$61.8 LBORERS - ZONE I 12/01/2018 \$39.85 \$7.70 \$15.20 \$0.00 \$66.77 For apprentice - LABORER* 12/01/2018 \$38.15 \$7.70 \$15.20 \$0.00 \$66.10 LBORGERS - ZONE I 12/01/2018 \$38.15 \$7.70 \$15.20 \$0.00 \$66.10 LBORGERS - ZONE I 06/01/2018 \$38.15 \$7.70 \$15.20 \$0.00 \$66.20 DEMO: WRECKING LABORER 06/01/2019 \$44.10 \$7.70 \$15.20 \$0.00 \$66.40 For apprentice rates see "Apprentice- LABORER" 12/01/2019 \$44.10 \$7.70 \$15.50 \$0.00 \$77.3 DIRECTIONAL DRILL MACHINE OPERATOR 06/01/2018 \$46.61 \$11.00 \$15.50 \$0.00 \$77.4 12/01/2018 \$47.75 \$15.20 \$0.00 \$77.5 \$12/01/2018 \$47.55 <td>For apprentice rates see "Apprentice- LABORER"</td> <td>12/01/2019</td> <td>\$42.10</td> <td>\$7.70</td> <td>\$15.20</td> <td>\$0.00</td> <td>\$65.00</td>	For apprentice rates see "Apprentice- LABORER"	12/01/2019	\$42.10	\$7.70	\$15.20	\$0.00	\$65.00
I2/01/2018 \$39.85 \$7.70 \$15.20 \$0.00 \$62.7 For apprentice rates see "Apprentice- LABORER" 06/01/2019 \$41.85 \$7.70 \$15.20 \$0.00 \$66.7 DEMO: WRECKING LABORER 06/01/2018 \$38.15 \$7.70 \$15.20 \$0.00 \$66.10 LdBORERS - ZONE 1 06/01/2018 \$38.15 \$7.70 \$15.20 \$0.00 \$66.10 LdBORERS - ZONE 1 06/01/2018 \$39.10 \$7.70 \$15.20 \$0.00 \$66.10 LdBORERS - ZONE 1 06/01/2019 \$40.10 \$7.70 \$15.20 \$0.00 \$66.40 DIRECTIONAL DRILL MACHINE OPERATOR 06/01/2018 \$46.61 \$11.00 \$15.50 \$0.00 \$77.3 06/01/2019 \$49.98 \$11.00 \$15.50 \$0.00 \$77.5 06/01/2019 \$49.99 \$11.00 \$15.50 \$0.00 \$77.5 06/01/2019 \$49.99 \$11.00 \$15.50 \$0.00 \$77.5 12/01/2019 \$49.98 \$11.00 \$15.50 \$0.00	DEMO: JACKHAMMER OPERATOR	06/01/2018	\$38.90	\$7.70	\$15.20	\$0.00	\$61.80
Increprentice rates see "Apprentice-LABORER" 12/01/2019 \$41.85 \$7.70 \$15.20 \$0.00 \$64.7 DEMO: WRECKING LABORER 06/01/2018 \$38.15 \$7.70 \$15.20 \$0.00 \$661.0 LADORERS - 20NE 1 06/01/2018 \$39.10 \$7.70 \$15.20 \$0.00 \$661.0 LADORERS - 20NE 1 06/01/2018 \$39.10 \$7.70 \$15.20 \$0.00 \$661.0 For apprentice rates see "Apprentice- LABORER" 06/01/2018 \$46.61 \$11.00 \$15.50 \$0.00 \$73.1 DIRECTIONAL DRILL MACHINE OPERATOR 06/01/2018 \$46.61 \$11.00 \$15.50 \$0.00 \$73.1 0/07LRATING ENGINEERS LOCAL 4 06/01/2018 \$46.61 \$11.00 \$15.50 \$0.00 \$77.5 12/01/2019 \$48.84 \$11.00 \$15.50 \$0.00 \$77.5 06/01/2012 \$53.29 \$11.00 \$15.50 \$0.00 \$78.7 12/01/2021 \$54.43 \$11.00 \$15.50 \$0.00 \$78.7 0F apprentice rates see "Apprentice- OP	LABORERS - ZONE 1	12/01/2018	\$39.85	\$7.70	\$15.20	\$0.00	\$62.75
For apprentice rates see "Apprentice- LABORER" 06(01/2018 \$38.15 \$7.70 \$15.20 \$0.00 \$61.0 LABORERS - ZONE 1 12/01/2018 \$39.10 \$7.70 \$15.20 \$0.00 \$62.0 06/01/2019 \$40.10 \$7.70 \$15.20 \$0.00 \$663.0 12/01/2019 \$41.10 \$7.70 \$15.20 \$0.00 \$664.0 DIRECTIONAL DRILL MACHINE OPERATOR 06/01/2018 \$46.61 \$11.00 \$15.50 \$0.00 \$73.1 0/07L2019 \$48.84 \$11.00 \$15.50 \$0.00 \$73.1 12/01/2019 \$49.98 \$11.00 \$15.50 \$0.00 \$77.5 12/01/2020 \$51.06 \$11.00 \$15.50 \$0.00 \$77.5 12/01/2020 \$51.06 \$11.00 \$15.50 \$0.00 \$77.5 12/01/2020 \$52.20 \$11.00 \$15.50 \$0.00 \$78.7 06/01/2021 \$53.29 \$11.00 \$15.50 \$0.00 \$99.5 For apprentice rates see "Apprentice- PILE DRIVER"		06/01/2019	\$40.85	\$7.70	\$15.20	\$0.00	\$63.75
DEMO: WRECKING LABORER 06/01/2018 \$38.15 \$7.70 \$15.20 \$0.00 \$61.0 LABORERS-ZONE I 12/01/2018 \$39.10 \$7.70 \$15.20 \$0.00 \$62.0 Def apprentice rates see "Apprentice- LABORER" 12/01/2019 \$40.10 \$7.70 \$15.20 \$0.00 \$63.0 DIRECTIONAL DRILL MACHINE OPERATOR 06/01/2018 \$46.61 \$11.00 \$15.50 \$0.00 \$77.4 OPERATING ENGINEERS LOCAL 4 12/01/2018 \$47.75 \$11.00 \$15.50 \$0.00 \$77.4 DIRECTIONAL DRILL MACHINE OPERATOR 06/01/2018 \$46.61 \$11.00 \$15.50 \$0.00 \$77.5 06/01/2019 \$48.84 \$11.00 \$15.50 \$0.00 \$77.5 12/01/2019 \$49.98 \$11.00 \$15.50 \$0.00 \$77.5 12/01/2020 \$52.20 \$11.00 \$15.50 \$0.00 \$77.5 12/01/2021 \$54.43 \$11.00 \$15.50 \$0.00 \$78.7 DIVER \$11.00 \$15.50 \$0		12/01/2019	\$41.85	\$7.70	\$15.20	\$0.00	\$64.75
LABORERS - ZONE I 12/01/2018 S39.10 S7.70 S15.20 \$0.00 \$62.01 Por apprentice rates see "Apprentice- LABORER" 12/01/2018 \$44.10 \$7.70 \$15.20 \$0.00 \$63.01 DIRECTIONAL DRILL MACHINE OPERATOR 06/01/2019 \$44.10 \$7.70 \$15.50 \$0.00 \$73.1 OPERATING ENGINEERS LOCAL 4 12/01/2018 \$46.61 \$11.00 \$15.50 \$0.00 \$73.1 12/01/2018 \$47.75 \$11.00 \$15.50 \$0.00 \$74.1 0/02EATING ENGINEERS LOCAL 4 12/01/2018 \$47.75 \$11.00 \$15.50 \$0.00 \$77.5 12/01/2019 \$48.84 \$11.00 \$15.50 \$0.00 \$77.5 \$12/01/2020 \$52.20 \$11.00 \$15.50 \$0.00 \$78.7 12/01/2020 \$52.20 \$11.00 \$15.50 \$0.00 \$78.7 12/01/2020 \$52.20 \$11.00 \$15.50 \$0.00 \$78.7 12/01/2020 \$52.20 \$11.00 \$15.50 \$0.00 \$77.6 <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>							
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Instrumentation Instrumentation Status	LABURERS - ZUNE I	12/01/2018	\$39.10	\$7.70	\$15.20	\$0.00	\$62.00
For apprentice rates see "Apprentice-LABORER" 06/01/2018 \$46.61 \$11.00 \$15.50 \$0.00 \$73.1 OPERATING ENGINEERS LOCAL 4 12/01/2018 \$47.75 \$11.00 \$15.50 \$0.00 \$77.4 06/01/2019 \$48.84 \$11.00 \$15.50 \$0.00 \$77.4 06/01/2019 \$48.84 \$11.00 \$15.50 \$0.00 \$77.5 12/01/2019 \$49.98 \$11.00 \$15.50 \$0.00 \$77.5 12/01/2020 \$52.20 \$11.00 \$15.50 \$0.00 \$78.7 06/01/2021 \$53.43 \$11.00 \$15.50 \$0.00 \$78.7 12/01/2021 \$54.43 \$11.00 \$15.50 \$0.00 \$79.7 12/01/2021 \$54.43 \$11.00 \$15.50 \$0.00 \$80.9 DIVER DIVER 08/01/2018 \$65.52 \$9.90 \$21.15 \$0.00 \$99.5 For apprentice rates see "Apprentice-PILE DRIVER" 08/01/2018 \$46.57 \$9.90 \$21.15 \$0.00 \$77.6		06/01/2019	\$40.10	\$7.70	\$15.20	\$0.00	\$63.00
DIRECTIONAL DRILL MACHINE OPERATOR 06/01/2018 \$46.61 \$11.00 \$15.50 \$0.00 \$73.1 OPERATING ENGINEERS LOCAL 4 12/01/2018 \$44.75 \$11.00 \$15.50 \$0.00 \$74.2 06/01/2019 \$48.84 \$11.00 \$15.50 \$0.00 \$74.2 06/01/2019 \$48.84 \$11.00 \$15.50 \$0.00 \$77.5 12/01/2019 \$49.98 \$11.00 \$15.50 \$0.00 \$77.5 12/01/2020 \$52.20 \$11.00 \$15.50 \$0.00 \$78.7 06/01/2021 \$53.29 \$11.00 \$15.50 \$0.00 \$78.7 12/01/2021 \$54.43 \$11.00 \$15.50 \$0.00 \$78.7 12/01/2021 \$54.43 \$11.00 \$15.50 \$0.00 \$79.7 12/01/2021 \$54.43 \$11.00 \$15.50 \$0.00 \$79.7 12/01/2021 \$54.43 \$11.00 \$15.50 \$0.00 \$99.5 For apprentice rates see "Apprentice- PILE DRIVER" 08/01/2018 \$46.57	Esternation and a set "Association I ADODED"	12/01/2019	\$41.10	\$7.70	\$15.20	\$0.00	\$64.00
OPERATING ENGINEERS LOCAL 4 0.000 FLOID 0.0100 FLOID 0.01000 FLOID 0.000 FLOID <th< td=""><td></td><td>06/01/2018</td><td>\$46.61</td><td>\$11.00</td><td>\$15.50</td><td>\$0.00</td><td>\$72.11</td></th<>		06/01/2018	\$46.61	\$11.00	\$15.50	\$0.00	\$72.11
06/01/2019 \$48.84 \$11.00 \$15.50 \$0.00 \$75.3 12/01/2019 \$49.98 \$11.00 \$15.50 \$0.00 \$76.4 06/01/2020 \$51.06 \$11.00 \$15.50 \$0.00 \$77.5 12/01/2020 \$52.20 \$11.00 \$15.50 \$0.00 \$77.5 12/01/2021 \$53.29 \$11.00 \$15.50 \$0.00 \$78.7 06/01/2021 \$53.29 \$11.00 \$15.50 \$0.00 \$78.7 12/01/2021 \$54.43 \$11.00 \$15.50 \$0.00 \$79.7 12/01/2021 \$54.43 \$11.00 \$15.50 \$0.00 \$80.9 PILE DRIVER LOCAL 56 (ZONE I) 08/01/2018 \$65.20 \$9.90 \$21.15 \$0.00 \$77.6 PILE DRIVER TENDER 08/01/2018 \$46.57 \$9.90 \$21.15 \$0.00 \$77.6 PILE DRIVER TENDER (EFFLUENT) 08/01/2018 \$69.86 \$9.90 \$21.15 \$0.00 \$100.0 PILE DRIVER LOCAL 56 (ZONE I) 08/01/2019 \$73.4							
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PILE DRIVER LOCAL 56 (ZONE 1) 00/01/2018 \$0.50	For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$54.43	\$11.00	\$15.50	\$0.00	\$80.93
For apprentice rates see "Apprentice- PILE DRIVER" 08/01/2019 \$68.52 \$9.90 \$21.15 \$0.00 \$99.5 DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 1) 08/01/2018 \$46.57 \$9.90 \$21.15 \$0.00 \$77.6 For apprentice rates see "Apprentice- PILE DRIVER" 08/01/2019 \$48.94 \$9.90 \$21.15 \$0.00 \$77.6 DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1) 08/01/2018 \$69.86 \$9.90 \$21.15 \$0.00 \$100.0 For apprentice rates see "Apprentice- PILE DRIVER" 08/01/2018 \$69.86 \$9.90 \$21.15 \$0.00 \$100.0 For apprentice rates see "Apprentice- PILE DRIVER" 08/01/2018 \$69.86 \$9.90 \$21.15 \$0.00 \$104.5 For apprentice rates see "Apprentice- PILE DRIVER" 08/01/2018 \$97.80 \$9.90 \$21.15 \$0.00 \$128.5 DIVER/SLURRY (EFFLUENT) 08/01/2018 \$97.80 \$9.90 \$21.15 \$0.00 \$128.5 For apprentice rates see "Apprentice- PILE DRIVER" 08/01/2019 \$102.78 \$9.90 \$21.15 \$0.00 \$13		08/01/2018	\$65.20	\$9.90	\$21.15	\$0.00	\$96.25
Diver Tender 08/01/2018 \$46.57 \$9.90 \$21.15 \$0.00 \$77.6 PILE DRIVER LOCAL 56 (ZONE I) 08/01/2019 \$48.94 \$9.90 \$21.15 \$0.00 \$79.9 For apprentice rates see "Apprentice- PILE DRIVER" 08/01/2018 \$69.86 \$9.90 \$21.15 \$0.00 \$100.9 PILE DRIVER LOCAL 56 (ZONE I) 08/01/2018 \$69.86 \$9.90 \$21.15 \$0.00 \$100.9 For apprentice rates see "Apprentice- PILE DRIVER" 08/01/2018 \$69.86 \$9.90 \$21.15 \$0.00 \$100.9 For apprentice rates see "Apprentice- PILE DRIVER" 08/01/2019 \$73.41 \$9.90 \$21.15 \$0.00 \$104.9 DIVER/SLURRY (EFFLUENT) 08/01/2018 \$97.80 \$9.90 \$21.15 \$0.00 \$128.9 PILE DRIVER LOCAL 56 (ZONE I) 08/01/2018 \$97.80 \$9.90 \$21.15 \$0.00 \$133.9 For apprentice rates see "Apprentice- PILE DRIVER" 03/01/2018 \$50.15 \$13.00 \$17.85 \$0.00 \$81.00 DRAWBRIDGE OPERATOR (Construction) 03/	PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2019	\$68.52	\$9.90	\$21.15	\$0.00	\$99.57
PILE DRIVER LOCAL 56 (ZONE I) 00/01/2010 \$40.57 \$9.90 \$21.15 \$0.00 \$79.9 For apprentice rates see "Apprentice- PILE DRIVER" 08/01/2019 \$48.94 \$9.90 \$21.15 \$0.00 \$79.9 DIVER TENDER (EFFLUENT) 08/01/2018 \$69.86 \$9.90 \$21.15 \$0.00 \$100. PILE DRIVER LOCAL 56 (ZONE I) 08/01/2018 \$69.86 \$9.90 \$21.15 \$0.00 \$100. For apprentice rates see "Apprentice- PILE DRIVER" 08/01/2019 \$73.41 \$9.90 \$21.15 \$0.00 \$104. PILE DRIVER LOCAL 56 (ZONE I) 08/01/2018 \$97.80 \$9.90 \$21.15 \$0.00 \$104. PILE DRIVER LOCAL 56 (ZONE I) 08/01/2018 \$97.80 \$9.90 \$21.15 \$0.00 \$128. PILE DRIVER LOCAL 56 (ZONE I) 08/01/2019 \$102.78 \$9.90 \$21.15 \$0.00 \$133. For apprentice rates see "Apprentice- PILE DRIVER" 03/01/2018 \$50.15 \$13.00 \$17.85 \$0.00 \$81.0 DRAWBRIDGE OPERATOR (Construction) 03/01/2018 \$50.15 \$13.4 \$13.00 \$17.89 \$0.00 <td< td=""><td>For apprentice rates see "Apprentice- PILE DRIVER"</td><td></td><td></td><td></td><td></td><td></td><td></td></td<>	For apprentice rates see "Apprentice- PILE DRIVER"						
For apprentice rates see "Apprentice- PILE DRIVER" 08/01/2019 \$48.94 \$9.90 \$21.15 \$0.00 \$79.9 DIVER TENDER (EFFLUENT) 08/01/2018 \$69.86 \$9.90 \$21.15 \$0.00 \$100. PILE DRIVER LOCAL 56 (ZONE 1) 08/01/2019 \$73.41 \$9.90 \$21.15 \$0.00 \$104. For apprentice rates see "Apprentice- PILE DRIVER" 08/01/2018 \$97.80 \$9.90 \$21.15 \$0.00 \$104. DIVER/SLURRY (EFFLUENT) 08/01/2018 \$97.80 \$9.90 \$21.15 \$0.00 \$128. PILE DRIVER LOCAL 56 (ZONE 1) 08/01/2019 \$102.78 \$9.90 \$21.15 \$0.00 \$133. For apprentice rates see "Apprentice- PILE DRIVER" 03/01/2018 \$50.15 \$13.00 \$17.85 \$0.00 \$81.00 DRAWBRIDGE OPERATOR (Construction) 03/01/2018 \$50.15 \$13.00 \$17.85 \$0.00 \$82.2 09/01/2018 \$51.34 \$13.00 \$17.89 \$0.00 \$82.2		08/01/2018	\$46.57	\$9.90	\$21.15	\$0.00	\$77.62
DIVER TENDER (EFFLUENT) 08/01/2018 \$69.86 \$9.90 \$21.15 \$0.00 \$100. PILE DRIVER LOCAL 56 (ZONE 1) 08/01/2019 \$73.41 \$9.90 \$21.15 \$0.00 \$104. For apprentice rates see "Apprentice- PILE DRIVER" 08/01/2018 \$97.80 \$9.90 \$21.15 \$0.00 \$104. DIVER/SLURRY (EFFLUENT) 08/01/2018 \$97.80 \$9.90 \$21.15 \$0.00 \$128. PILE DRIVER LOCAL 56 (ZONE 1) 08/01/2019 \$102.78 \$9.90 \$21.15 \$0.00 \$133. For apprentice rates see "Apprentice- PILE DRIVER" 08/01/2018 \$50.15 \$13.00 \$17.85 \$0.00 \$81.0 DRAWBRIDGE OPERATOR (Construction) 03/01/2018 \$50.15 \$13.00 \$17.85 \$0.00 \$82.2 DIVER/SLOCAL 103 09/01/2018 \$51.34 \$13.00 \$17.89 \$0.00 \$82.2		08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
PILE DRIVER LOCAL 56 (ZONE 1) 00/01/2018 \$00/01/2018 \$00/01/2018 \$00/00 \$00/01/2018 \$00/00 \$00/01/2018 \$00/00 <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>							
For apprentice rates see "Apprentice- PILE DRIVER" 08/01/2019 \$73.41 \$9.90 \$21.15 \$0.00 \$104. DIVER/SLURRY (EFFLUENT) 08/01/2018 \$97.80 \$9.90 \$21.15 \$0.00 \$128. PILE DRIVER LOCAL 56 (ZONE I) 08/01/2019 \$102.78 \$9.90 \$21.15 \$0.00 \$133. For apprentice rates see "Apprentice- PILE DRIVER" 03/01/2018 \$50.15 \$13.00 \$17.85 \$0.00 \$81.00 DRAWBRIDGE OPERATOR (Construction) 03/01/2018 \$50.15 \$13.00 \$17.85 \$0.00 \$82.2 09/01/2018 \$51.34 \$13.00 \$17.89 \$0.00 \$82.2		08/01/2018	\$69.86	\$9.90	\$21.15	\$0.00	\$100.91
DIVER/SLURRY (EFFLUENT) 08/01/2018 \$97.80 \$9.90 \$21.15 \$0.00 \$128. PILE DRIVER LOCAL 56 (ZONE 1) 08/01/2019 \$102.78 \$9.90 \$21.15 \$0.00 \$133. For apprentice rates see "Apprentice- PILE DRIVER" 03/01/2018 \$50.15 \$13.00 \$17.85 \$0.00 \$81.00 DRAWBRIDGE OPERATOR (Construction) 03/01/2018 \$50.15 \$13.00 \$17.85 \$0.00 \$82.2 09/01/2018 \$51.34 \$13.00 \$17.89 \$0.00 \$82.2		08/01/2019	\$73.41	\$9.90	\$21.15	\$0.00	\$104.46
PILE DRIVER LOCAL 56 (ZONE I) 00/01/2010 \$97,60 \$97,60 \$97,60 \$97,60 \$97,60 \$97,60 \$91,60 </td <td></td> <td>08/01/2019</td> <td>\$07.80</td> <td>00 02</td> <td>\$21.15</td> <td>\$0.00</td> <td>\$128.85</td>		08/01/2019	\$07.80	00 02	\$21.15	\$0.00	\$128.85
Broapprentice rates see "Apprentice- PILE DRIVER" DRAWBRIDGE OPERATOR (Construction) 03/01/2018 \$50.15 \$13.00 \$17.85 \$0.00 \$81.00 <i>ELECTRICIANS LOCAL 103</i> 09/01/2018 \$51.34 \$13.00 \$17.89 \$0.00 \$82.2							
ELECTRICIANS LOCAL 103 05/01/2018 \$50.15 \$10.00 \$17.89 \$0.00 \$82.2	For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2019	\$102.78	\$9.90	\$21.15	\$U.UU	\$133.83
09/01/2018 \$51.34 \$13.00 \$17.89 \$0.00 \$82.2		03/01/2018	\$50.15	\$13.00	\$17.85	\$0.00	\$81.00
03/01/2019 \$52.53 \$13.00 \$17.93 \$0.00 \$83.4	ELECTRICIANS LOCAL 105	09/01/2018	\$51.34	\$13.00	\$17.89	\$0.00	\$82.23
$05/01/2017 \psi 52.55 \psi 15.00 \psi 17.75 \psi 05.00 \psi 05.7$		03/01/2019	\$52.53	\$13.00	\$17.93	\$0.00	\$83.46

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ELECTRICIAN	03/01/2018	\$50.15	\$13.00	\$17.85	\$0.00	\$81.00
ELECTRICIANS LOCAL 103	09/01/2018	\$51.34	\$13.00	\$17.89	\$0.00	\$82.23
	03/01/2019	\$52.53	\$13.00	\$17.93	\$0.00	\$83.46

Effective Date -		03/01/2018						
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	40		\$20.06	\$13.00	\$0.60	\$0.00	\$33.66	
2	40		\$20.06	\$13.00	\$0.60	\$0.00	\$33.66	
3	45		\$22.57	\$13.00	\$13.61	\$0.00	\$49.18	
4	45		\$22.57	\$13.00	\$13.61	\$0.00	\$49.18	
5	50		\$25.08	\$13.00	\$13.99	\$0.00	\$52.07	
6	55		\$27.58	\$13.00	\$14.38	\$0.00	\$54.96	
7	60		\$30.09	\$13.00	\$14.76	\$0.00	\$57.85	
8	65		\$32.60	\$13.00	\$15.15	\$0.00	\$60.75	
9	70		\$35.11	\$13.00	\$15.53	\$0.00	\$63.64	
10	75		\$37.61	\$13.00	\$15.93	\$0.00	\$66.54	

Apprentice - ELECTRICIAN - Local 103

	Effecti	ve Date - 09/01/2018				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Tc	otal Rate
	1	40	\$20.54	\$13.00	\$0.62	\$0.00		\$34.16
	2	40	\$20.54	\$13.00	\$0.62	\$0.00		\$34.16
	3	45	\$23.10	\$13.00	\$13.62	\$0.00		\$49.72
	4	45	\$23.10	\$13.00	\$13.62	\$0.00		\$49.72
	5	50	\$25.67	\$13.00	\$14.01	\$0.00		\$52.68
	6	55	\$28.24	\$13.00	\$14.40	\$0.00		\$55.64
	7	60	\$30.80	\$13.00	\$14.78	\$0.00		\$58.58
	8	65	\$33.37	\$13.00	\$15.17	\$0.00		\$61.54
	9	70	\$35.94	\$13.00	\$15.56	\$0.00		\$64.50
	10	75	\$38.51	\$13.00	\$15.96	\$0.00		\$67.47
	Notes:							
		App Prior 1/1/03; 30/35/40/45/50/55/	65/70/75/80					
	Appre	ntice to Journeyworker Ratio:2:3***						
ELEVATOR C			01/01/2018	3 \$57.62	\$15.43	\$16.61	\$0.00	9
ELEVATOR CONS	TRUCTOR	S LOCAL 4	01/01/2019	\$59.47	\$15.58	\$17.51	\$0.00	9
			01/01/2020	\$61.42	\$15.73	\$18.41	\$0.00	9

01/01/2021

01/01/2022

\$63.47

\$65.62

\$89.66

\$92.56 \$95.56

\$98.66

\$101.86

\$19.31

\$20.21

\$15.88

\$16.03

\$0.00

\$0.00

Eff	fective Date -	01/01/2018				Supplemental		
Ste	p percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$28.81	\$15.43	\$0.00	\$0.00	\$44.24	
2	55		\$31.69	\$15.43	\$16.61	\$0.00	\$63.73	
3	65		\$37.45	\$15.43	\$16.61	\$0.00	\$69.49	
4	70		\$40.33	\$15.43	\$16.61	\$0.00	\$72.37	
5	80		\$46.10	\$15.43	\$16.61	\$0.00	\$78.14	
Eff	fective Date -	01/01/2019				Supplemental		
Ste	p percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$29.74	\$15.58	\$0.00	\$0.00	\$45.32	
2	55		\$32.71	\$15.58	\$17.51	\$0.00	\$65.80	
3	65		\$38.66	\$15.58	\$17.51	\$0.00	\$71.75	
4	70		\$41.63	\$15.58	\$17.51	\$0.00	\$74.72	
5	80		\$47.58	\$15.58	\$17.51	\$0.00	\$80.67	
No		·						
	Steps 1-	-2 are 6 mos.; Steps 3-5 are 1	year					
Ар	prentice to J	ourneyworker Ratio:1:1						
EVATOR CONS			01/01/2018	\$40.33	\$15.43	\$16.61	\$0.00	\$72.37
EVATOR CONSTRUC	TORS LOCAL 4		01/01/2019	9 \$41.63	\$15.58	\$17.51	\$0.00	\$74.72
			01/01/2020	\$42.99	\$15.73	\$18.41	\$0.00	\$77.13
			01/01/2021	\$44.43	\$15.88	\$19.31	\$0.00	\$79.62
			01/01/2022	2 \$45.93	\$16.03	\$20.21	\$0.00	\$82.17
		- ELEVATOR CONSTRUCTOR"						
NCE & GUARD Borers - zone 1	KAIL EREC	TOR	06/01/2018			\$15.20	\$0.00	\$61.15
			12/01/2018			\$15.20	\$0.00	\$62.10
			06/01/2019			\$15.20	\$0.00	\$63.10
			12/01/2019			\$15.20	\$0.00	\$64.10
			06/01/2020			\$15.20	\$0.00	\$65.09
			12/01/2020			\$15.20	\$0.00	\$66.07
			06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
For apprentice rates	see "Apprentice	- LABORER"	12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10
ELD ENG.INST.I		DG,SITE,HVY/HWY	05/01/2018	3 \$42.84	\$10.50	\$15.50	\$0.00	\$68.84
For apprentice rates	see "Apprentice-	- OPERATING ENGINEERS"						
ELD ENG.PART erating engineei		DG,SITE,HVY/HWY	05/01/2018	3 \$44.31	\$10.50	\$15.50	\$0.00	\$70.31
For apprentice rates	see "Apprentice-	- OPERATING ENGINEERS"						
FLD ENG ROD I		DG,SITE,HVY/HWY	05/01/2018	8 \$22.51	\$10.50	\$15.50	\$0.00	\$48.51
PERATING ENGINEEI	RS LOCAL 4							

Apprentice -	ELEVATOR CONSTRUCTOR - Local 4
	01/01/2019

Issue Date: 08/17/2018

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rat
FIRE ALARM INSTALLER	03/01/2018	\$50.15	\$13.00	\$17.85	\$0.00	\$81.00
ELECTRICIANS LOCAL 103	09/01/2018	\$51.34	\$13.00	\$17.89	\$0.00	\$82.23
For apprentice rates see "Apprentice- ELECTRICIAN"	03/01/2019	\$52.53	\$13.00	\$17.93	\$0.00	\$83.46
FIRE ALARM REPAIR / MAINTENANCE	03/01/2018	\$37.61	\$13.00	\$15.93	\$0.00	\$66.54
/ COMMISSIONING <i>electricians</i>	09/01/2018	\$38.51	\$13.00	\$15.96	\$0.00	\$67.47
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"	03/01/2019	\$39.40	\$13.00	\$15.98	\$0.00	\$68.38
FIREMAN (ASST. ENGINEER)	06/01/2018	\$38.83	\$11.00	\$15.50	\$0.00	\$65.33
OPERATING ENGINEERS LOCAL 4	12/01/2018	\$39.78	\$11.00	\$15.50	\$0.00	\$66.28
	06/01/2019	\$40.69	\$11.00	\$15.50	\$0.00	\$67.19
	12/01/2019	\$41.64	\$11.00	\$15.50	\$0.00	\$68.14
	06/01/2020	\$42.55	\$11.00	\$15.50	\$0.00	\$69.05
	12/01/2020	\$43.50	\$11.00	\$15.50	\$0.00	\$70.00
	06/01/2021	\$44.41	\$11.00	\$15.50	\$0.00	\$70.91
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$45.36	\$11.00	\$15.50	\$0.00	\$71.86
FLAGGER & SIGNALER	06/01/2018	\$21.50	\$7.70	\$15.20	\$0.00	\$44.40
LABORERS - ZONE 1	12/01/2018	\$22.50	\$7.70	\$15.20	\$0.00	\$45.40
	06/01/2019	\$22.50	\$7.70	\$15.20	\$0.00	\$45.40
	12/01/2019	\$23.50	\$7.70	\$15.20	\$0.00	\$46.40
	06/01/2020	\$23.50	\$7.70	\$15.20	\$0.00	\$46.40
	12/01/2020	\$24.50	\$7.70	\$15.20	\$0.00	\$47.40
	06/01/2021	\$24.50	\$7.70	\$15.20	\$0.00	\$47.40
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$24.50	\$7.70	\$15.20	\$0.00	\$47.40
FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE I	03/01/2016	\$42.13	\$9.80	\$17.62	\$0.00	\$69.55

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

Apprentice - FLOORCOVERER - Local 2168 Zone I

Apprentice to Journeyworker Ratio:1:1

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

Effect		07/01/2018					
Step	percent	,,,01,2010	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50		\$19.76	\$8.15	\$0.00	\$0.00	\$27.91
2	55		\$21.73	\$8.15	\$5.34	\$0.00	\$35.22
3	60		\$23.71	\$8.15	\$5.82	\$0.00	\$37.68
4	65		\$25.68	\$8.15	\$6.31	\$0.00	\$40.14
5	70		\$27.66	\$8.15	\$17.24	\$0.00	\$53.05
6	75		\$29.63	\$8.15	\$17.73	\$0.00	\$55.51
7	80		\$31.61	\$8.15	\$18.21	\$0.00	\$57.97
8	90		\$35.56	\$8.15	\$19.18	\$0.00	\$62.89

Apprentice - GLAZIER - Local 35 Zone 2

Effective Date - 01/01/2019

Effectiv	ve Date - 01/01/2019				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	ate
1	50	\$19.93	\$8.15	\$0.00	\$0.00	\$28.	08
2	55	\$21.92	\$8.15	\$5.64	\$0.00	\$35.	71
3	60	\$23.92	\$8.15	\$6.15	\$0.00	\$38.	22
4	65	\$25.91	\$8.15	\$6.66	\$0.00	\$40.	72
5	70	\$27.90	\$8.15	\$17.78	\$0.00	\$53.	83
6	75	\$29.90	\$8.15	\$18.29	\$0.00	\$56.	34
7	80	\$31.89	\$8.15	\$18.80	\$0.00	\$58.	84
8	90	\$35.87	\$8.15	\$19.83	\$0.00	\$63.	85
Notes:							-
	Steps are 750 hrs.						
Appre	ntice to Journeyworker Ratio:1:1						
	R/CRANES/GRADALLS	06/01/2018	\$ \$47.08	\$11.00	\$15.50	\$0.00	\$73.58
OPERATING ENGINEERS LC	OCAL 4	12/01/2018	\$48.23	\$11.00	\$15.50	\$0.00	\$74.73
		06/01/2019	\$49.33	\$11.00	\$15.50	\$0.00	\$75.83
		12/01/2019	\$50.48	\$11.00	\$15.50	\$0.00	\$76.98

06/01/2020

12/01/2020

06/01/2021

12/01/2021

\$51.58

\$52.73

\$53.83

\$54.98

\$11.00

\$11.00

\$11.00

\$11.00

\$15.50

\$15.50

\$15.50

\$15.50

\$0.00

\$0.00

\$0.00

\$0.00

\$78.08

\$79.23

\$80.33

\$81.48

- ppi c	intice					
Effecti	ive Date -	06/01/2018			Supplemental	
Step	percent	Apprentice Base V	Vage Health	Pension	Unemployment	Total Rate
1	55	\$25.89	\$11.00	\$0.00	\$0.00	\$36.89
2	60	\$28.25	\$11.00	\$15.50	\$0.00	\$54.75
3	65	\$30.60	\$11.00	\$15.50	\$0.00	\$57.10
4	70	\$32.96	\$11.00	\$15.50	\$0.00	\$59.46
5	75	\$35.31	\$11.00	\$15.50	\$0.00	\$61.81
6	80	\$37.66	\$11.00	\$15.50	\$0.00	\$64.16
7	85	\$40.02	\$11.00	\$15.50	\$0.00	\$66.52
8	90	\$42.37	\$11.00	\$15.50	\$0.00	\$68.87

Apprentice - OPERATING ENGINEERS - Local 4

12/01/2018 Effective Date -

	Effecti	ve Date -	12/01/2018				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Tota	l Rate
	1	55		\$26.53	\$11.00	\$0.00	\$0.00	\$	37.53
	2	60		\$28.94	\$11.00	\$15.50	\$0.00	\$	55.44
	3	65		\$31.35	\$11.00	\$15.50	\$0.00	\$	57.85
	4	70		\$33.76	\$11.00	\$15.50	\$0.00	\$	60.26
	5	75		\$36.17	\$11.00	\$15.50	\$0.00	\$	62.67
	6	80		\$38.58	\$11.00	\$15.50	\$0.00	\$	65.08
	7	85		\$41.00	\$11.00	\$15.50	\$0.00	\$	67.50
	8	90		\$43.41	\$11.00	\$15.50	\$0.00	\$	69.91
	Notes:								
	Appre	ntice to Jo	urneyworker Ratio:1:6						
HVAC (DUCT) SHEETMETAL WO	,	DCAL 17 - A		02/01/2018	3 \$44.11	\$12.20	\$24.12	\$2.41	\$82.84
For apprentice	rates see "	Apprentice- S	HEET METAL WORKER"						
HVAC (ELECT		CONTRO	LS)	03/01/2018	3 \$50.15	5 \$13.00	\$17.85	\$0.00	\$81.00
ELECTRICIANS LC	OCAL 103			09/01/2018	\$ \$51.34	\$13.00	\$17.89	\$0.00	\$82.23
				03/01/2019	\$52.53	\$13.00	\$17.93	\$0.00	\$83.46
			ELECTRICIAN"						
HVAC (TESTII Sheetmetal wo			CING - AIR)	02/01/2018	\$44.11	\$12.20	\$24.12	\$2.41	\$82.84
For apprentice	rates see "	Apprentice- S	HEET METAL WORKER"						
) BALAN	CING -WATER)	09/01/2017	7 \$51.44	\$9.95	\$18.74	\$0.00	\$80.13
PIPEFITTERS LOC	CAL 537			09/01/2018	3 \$52.94	\$9.95	\$18.74	\$0.00	\$81.63
				09/01/2019	\$54.44	\$9.95	\$18.74	\$0.00	\$83.13
				09/01/2020	\$55.94	\$9.95	\$18.74	\$0.00	\$84.63
		Apprentice- P	PIPEFITTER" or "PLUMBER/PIPEF	TITTER"					
HVAC MECHA pipefitters loc				09/01/2017			\$18.74	\$0.00	\$80.13
				09/01/2018			\$18.74	\$0.00	\$81.63
				09/01/2019			\$18.74	\$0.00	\$83.13
				09/01/2020	\$55.94	\$9.95	\$18.74	\$0.00	\$84.63
Issue Date: 0	08/17/20	18	Wage Reque	st Number: 201808	17-024				Page 17 of 4

	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
06/01/2018	\$38.75	\$7.70	\$15.20	\$0.00	\$61.65
12/01/2018	\$39.70	\$7.70	\$15.20	\$0.00	\$62.60
06/01/2019	\$40.70	\$7.70	\$15.20	\$0.00	\$63.60
12/01/2019	\$41.70	\$7.70	\$15.20	\$0.00	\$64.60
06/01/2020	\$42.69	\$7.70	\$15.20	\$0.00	\$65.59
12/01/2020	\$43.67	\$7.70	\$15.20	\$0.00	\$66.57
06/01/2021	\$44.69	\$7.70	\$15.20	\$0.00	\$67.59
12/01/2021	\$45.70	\$7.70	\$15.20	\$0.00	\$68.60
09/01/2017	\$47.09	\$11.75	\$14.20	\$0.00	\$73.04
09/01/2018	\$49.34	\$11.75	\$14.20	\$0.00	\$75.29
09/01/2019	\$51.84	\$11.75	\$14.20	\$0.00	\$77.79
	12/01/2018 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021 09/01/2017 09/01/2018	12/01/2018 \$39.70 06/01/2019 \$40.70 12/01/2019 \$41.70 06/01/2020 \$42.69 12/01/2020 \$43.67 06/01/2021 \$44.69 12/01/2021 \$44.70 06/01/2021 \$44.69 12/01/2021 \$45.70 09/01/2017 \$47.09 09/01/2018 \$49.34	12/01/2018 \$39.70 \$7.70 06/01/2019 \$40.70 \$7.70 12/01/2019 \$41.70 \$7.70 06/01/2020 \$42.69 \$7.70 06/01/2020 \$42.69 \$7.70 12/01/2020 \$43.67 \$7.70 06/01/2021 \$44.69 \$7.70 12/01/2021 \$44.69 \$7.70 06/01/2021 \$44.70 \$12/01 09/01/2017 \$47.09 \$11.75 09/01/2018 \$49.34 \$11.75	12/01/2018 \$39.70 \$7.70 \$15.20 06/01/2019 \$40.70 \$7.70 \$15.20 12/01/2019 \$41.70 \$7.70 \$15.20 06/01/2020 \$42.69 \$7.70 \$15.20 06/01/2020 \$42.69 \$7.70 \$15.20 12/01/2020 \$43.67 \$7.70 \$15.20 06/01/2021 \$44.69 \$7.70 \$15.20 06/01/2021 \$44.69 \$7.70 \$15.20 12/01/2021 \$44.69 \$7.70 \$15.20 09/01/2017 \$447.09 \$11.75 \$14.20 09/01/2018 \$49.34 \$11.75 \$14.20	12/01/2018 \$39.70 \$7.70 \$15.20 \$0.00 06/01/2019 \$40.70 \$7.70 \$15.20 \$0.00 12/01/2019 \$41.70 \$7.70 \$15.20 \$0.00 06/01/2020 \$42.69 \$7.70 \$15.20 \$0.00 06/01/2020 \$42.69 \$7.70 \$15.20 \$0.00 12/01/2020 \$43.67 \$7.70 \$15.20 \$0.00 06/01/2021 \$44.69 \$7.70 \$15.20 \$0.00 06/01/2021 \$44.69 \$7.70 \$15.20 \$0.00 12/01/2021 \$44.69 \$7.70 \$15.20 \$0.00 09/01/2017 \$44.70 \$7.70 \$15.20 \$0.00 09/01/2017 \$47.09 \$11.75 \$14.20 \$0.00 09/01/2018 \$49.34 \$11.75 \$14.20 \$0.00

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

Effecti	ive Date -	09/01/2017				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$23.55	\$11.75	\$10.45	\$0.00	\$45.75	
2	60		\$28.25	\$11.75	\$11.20	\$0.00	\$51.20	
3	70		\$32.96	\$11.75	\$11.95	\$0.00	\$56.66	
4	80		\$37.67	\$11.75	\$12.70	\$0.00	\$62.12	

Аррі	sentice Base Wage			Unemployment	Total Rate	
	\$24.67	¢11 75				
	φ24.07	\$11.75	\$10.45	\$0.00	\$46.87	
	\$29.60	\$11.75	\$11.20	\$0.00	\$52.55	
	\$34.54	\$11.75	\$11.95	\$0.00	\$58.24	
	\$39.47	\$11.75	\$12.70	\$0.00	\$63.92	
	,					
orker Ratio:1:4						
		\$34.54 \$39.47 	\$34.54 \$11.75 \$39.47 \$11.75 	\$34.54 \$11.75 \$11.95 \$39.47 \$11.75 \$12.70	\$34.54 \$11.75 \$11.95 \$0.00 \$39.47 \$11.75 \$12.70 \$0.00 	\$34.54 \$11.75 \$11.95 \$0.00 \$58.24 \$39.47 \$11.75 \$12.70 \$0.00 \$63.92

IRONWORKER/WELDER IRONWORKERS LOCAL 7 (BOSTON AREA)

	Effectiv	ve Date - 03/16/2017			Supplementa		1	
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60	\$26.79	\$7.80	\$20.85	\$0.00	\$55.44	
	2	70	\$31.26	\$7.80	\$20.85	\$0.00	\$59.91	
	3	75	\$33.49	\$7.80	\$20.85	\$0.00	\$62.14	
	4	80	\$35.72	\$7.80	\$20.85	\$0.00	\$64.37	
	5	85	\$37.95	\$7.80	\$20.85	\$0.00	\$66.60	
	6	90	\$40.19	\$7.80	\$20.85	\$0.00	\$68.84	
	Notes:	** Structural 1:6; Ornamental 1:4					 	
	Apprer	ntice to Journeyworker Ratio:**						
		VING BREAKER OPERATOR	06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
LABORERS - ZONE	1		12/01/2018	\$39.20	\$7.70	\$15.20	\$0.00	\$62.10
			06/01/2019	\$40.20	\$7.70	\$15.20	\$0.00	\$63.10
			12/01/2019	\$41.20	\$7.70	\$15.20	\$0.00	\$64.10
			06/01/2020	\$42.19	\$7.70	\$15.20	\$0.00	\$65.09
			12/01/2020	\$43.17	\$7.70	\$15.20	\$0.00	\$66.07
			06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
			12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10
	rates see "	Apprentice- LABORER"						
LABORER ABORERS - ZONE	1		06/01/2018			\$15.20	\$0.00	\$60.90
			12/01/2018			\$15.20	\$0.00	\$61.85
			06/01/2019			\$15.20	\$0.00	\$62.85
			12/01/2019			\$15.20	\$0.00	\$63.85
			06/01/2020			\$15.20	\$0.00	\$64.84
			12/01/2020			\$15.20	\$0.00	\$65.82
			06/01/2021			\$15.20	\$0.00	\$66.84
			12/01/2021	\$44.95	\$7.70	\$15.20	\$0.00	\$67.85

Apprentice - IRONWORKER - Local 7 Boston Effective Date - 03/16/2017

		tice - $LABORER - Zone 1$						
	Step	ve Date - 06/01/2018 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60	\$22.80	\$7.70	\$15.20	\$0.00	\$45.70	
	2	70	\$26.60	\$7.70	\$15.20	\$0.00	\$49.50	
	3	80	\$30.40	\$7.70	\$15.20	\$0.00	\$53.30	
	4	90	\$34.20	\$7.70	\$15.20	\$0.00	\$57.10	
	Effectiv	ve Date - 12/01/2018				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60	\$23.37	\$7.70	\$15.20	\$0.00	\$46.27	
	2	70	\$27.27	\$7.70	\$15.20	\$0.00	\$50.17	
	3	80	\$31.16	\$7.70	\$15.20	\$0.00	\$54.06	
	4	90	\$35.06	\$7.70	\$15.20	\$0.00	\$57.96	
	Notes:		·					
	Apprer	ntice to Journeyworker Ratio:1:5						
LABORER: CAI	RPENT	ER TENDER	06/01/2018	\$38.00	\$7.70	\$15.20	\$0.00	6
LABORERS - ZONE	1		12/01/2018			\$15.20	\$0.00	
			06/01/2019			\$15.20	\$0.00	
			12/01/2019	\$40.95	\$7.70	\$15.20	\$0.00	\$63.85
			06/01/2020	\$41.94	\$7.70	\$15.20	\$0.00	\$64.84
			12/01/2020	\$42.92	\$7.70	\$15.20	\$0.00	\$65.82
			06/01/2021	\$43.94	\$7.70	\$15.20	\$0.00	\$66.84
			12/01/2021	\$44.95	\$7.70	\$15.20	\$0.00	\$67.85
		Apprentice- LABORER"						
LABORER: CEN LABORERS - ZONE		FINISHER TENDER	06/01/2018	\$38.00	\$7.70	\$15.20	\$0.00	\$60.90
LADORERS - ZOINE	1		12/01/2018	\$38.95	\$7.70	\$15.20	\$0.00	\$61.85
			06/01/2019	\$39.95	\$7.70	\$15.20	\$0.00	\$62.85
			12/01/2019	\$40.95	\$7.70	\$15.20	\$0.00	\$63.85
			06/01/2020	\$41.94	\$7.70	\$15.20	\$0.00	\$64.84
			12/01/2020	\$42.92	\$7.70	\$15.20	\$0.00	\$65.82
			06/01/2021	\$43.94	\$7.70	\$15.20	\$0.00	\$66.84
			12/01/2021	\$44.95	\$7.70	\$15.20	\$0.00	\$67.85
		Apprentice- LABORER"						
LABORER: HAZ		DUS WASTE/ASBESTOS REMOV	00/01/2018		\$7.70	\$15.20	\$0.00	\$61.05
			12/01/2018	\$39.10	\$7.70	\$15.20	\$0.00	\$62.00
			06/01/2019	\$40.10	\$7.70	\$15.20	\$0.00	\$63.00
For apprentice rate	ates see "A	Apprentice- LABORER"	12/01/2019	\$41.10	\$7.70	\$15.20	\$0.00	\$64.00

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ABORER: MASON TENDER	06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
ABORERS - ZONE 1	12/01/2018	\$39.20	\$7.70	\$15.20	\$0.00	\$62.10
	06/01/2019	\$40.20	\$7.70	\$15.20	\$0.00	\$63.10
	12/01/2019	\$41.20	\$7.70	\$15.20	\$0.00	\$64.10
	06/01/2020	\$42.19	\$7.70	\$15.20	\$0.00	\$65.09
	12/01/2020	\$43.17	\$7.70	\$15.20	\$0.00	\$66.07
	06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
	12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER" ABORER: MULTI-TRADE TENDER	06/01/2018	\$28.00	\$7.70	\$15.20	\$0.00	\$60.90
ABORERS - ZONE 1		\$38.00	\$7.70			
	12/01/2018	\$38.95 \$20.05	\$7.70	\$15.20 \$15.20	\$0.00 \$0.00	\$61.85
	06/01/2019	\$39.95	\$7.70	\$15.20	\$0.00 \$0.00	\$62.85
	12/01/2019	\$40.95	\$7.70	\$15.20 \$15.20	\$0.00 \$0.00	\$63.85
	06/01/2020	\$41.94	\$7.70	\$15.20	\$0.00 \$0.00	\$64.84
	12/01/2020	\$42.92	\$7.70	\$15.20	\$0.00	\$65.82
	06/01/2021	\$43.94	\$7.70	\$15.20	\$0.00 \$0.00	\$66.84
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$44.95	\$7.70	\$15.20	\$0.00	\$67.85
ABORER: TREE REMOVER	06/01/2018	\$38.00	\$7.70	\$15.20	\$0.00	\$60.90
ABORERS - ZONE I	12/01/2018	\$38.95	\$7.70	\$15.20	\$0.00	\$61.85
	06/01/2019	\$39.95	\$7.70	\$15.20	\$0.00	\$62.85
	12/01/2019	\$40.95	\$7.70	\$15.20	\$0.00	\$63.85
	06/01/2020	\$41.94	\$7.70	\$15.20	\$0.00	\$64.84
	12/01/2020	\$42.92	\$7.70	\$15.20	\$0.00	\$65.82
	06/01/2021	\$43.94	\$7.70	\$15.20	\$0.00	\$66.84
	12/01/2021	\$44.95	\$7.70	\$15.20	\$0.00	\$67.85
This classification applies to all tree work associated with the removal of a utility company for the purpose of operation, maintenance or repair of u					s not done for	
ASER BEAM OPERATOR	06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
ABORERS - ZONE 1	12/01/2018	\$39.20	\$7.70	\$15.20	\$0.00	\$62.10
	06/01/2019	\$40.20	\$7.70	\$15.20	\$0.00	\$63.10
	12/01/2019	\$41.20	\$7.70	\$15.20	\$0.00	\$64.10
	06/01/2020	\$42.19	\$7.70	\$15.20	\$0.00	\$65.09
	12/01/2020	\$43.17	\$7.70	\$15.20	\$0.00	\$66.07
	06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
	12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
AARBLE & TILE FINISHERS RICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2018	\$40.40	\$10.75	\$18.97	\$0.00	\$70.12
	02/01/2019	\$40.91	\$10.75	\$18.97	\$0.00	\$70.63
	08/01/2019	\$41.99	\$10.75	\$19.11	\$0.00	\$71.85
	02/01/2020	\$42.50	\$10.75	\$19.11	\$0.00	\$72.36
	08/01/2020	\$43.58	\$10.75	\$19.26	\$0.00	\$73.59
	02/01/2021	\$44.09	\$10.75	\$19.26	\$0.00	\$74.10
	08/01/2021	\$45.21	\$10.75	\$19.42	\$0.00	\$75.38

	Effecti Step	ve Date -	08/01/2018	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	$\frac{\mathrm{step}}{1}$	50							
				\$20.20	\$10.75	\$18.97	\$0.00	\$49.92	
	2	60		\$24.24	\$10.75	\$18.97	\$0.00	\$53.96	
	3	70		\$28.28	\$10.75	\$18.97	\$0.00	\$58.00	
	4	80		\$32.32	\$10.75	\$18.97	\$0.00	\$62.04	
	5	90		\$36.36	\$10.75	\$18.97	\$0.00	\$66.08	
	Effecti Step	ve Date - percent	02/01/2019	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$20.46	\$10.75	\$18.97	\$0.00	\$50.18	
	2	60		\$24.55	\$10.75	\$18.97	\$0.00	\$54.27	
	3	70		\$28.64	\$10.75	\$18.97	\$0.00	\$58.36	
	4	80		\$32.73	\$10.75	\$18.97	\$0.00	\$62.45	
	5	90		\$36.82	\$10.75	\$18.97	\$0.00	\$66.54	
	Notes:								
	Appre	ntice to Jo	urneyworker Ratio:1:3						
	-		RS & TERRAZZO MECH	08/01/2018	\$ \$52.95	\$10.75	\$20.66	\$0.00	\$84.36
BRICKLAYERS LOO	CAL 3 - M.	ARBLE & 11L	E	02/01/2019	\$53.57	\$10.75	\$20.66	\$0.00	\$84.98
				08/01/2019	\$54.92	\$10.75	\$20.80	\$0.00	\$86.47
				02/01/2020	\$55.55	\$10.75	\$20.80	\$0.00	\$87.10
				08/01/2020	\$56.90	\$10.75	\$20.95	\$0.00	\$88.60
				02/01/202	\$57.54	\$10.75	\$20.95	\$0.00	\$89.24
				08/01/202	\$58.94	\$10.75	\$21.11	\$0.00	\$90.80

02/01/2022

\$59.51

\$10.75

\$21.11

\$0.00

Apprentice - M	ARBLE & TILE FINISHER - Local 3 Marble & Tile
Effective Date -	08/01/2018

\$91.37

	Effective Date - 08/01/2018				Supplemental				
-	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$26.48	\$10.75	\$20.66	\$0.00	\$57.89	
	2	60		\$31.77	\$10.75	\$20.66	\$0.00	\$63.18	
	3	70		\$37.07	\$10.75	\$20.66	\$0.00	\$68.48	
	4	80		\$42.36	\$10.75	\$20.66	\$0.00	\$73.77	
	5	90		\$47.66	\$10.75	\$20.66	\$0.00	\$79.07	
	Effective	e Date -	02/01/2019				Supplemental		
-	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$26.79	\$10.75	\$20.66	\$0.00	\$58.20	
	2	60		\$32.14	\$10.75	\$20.66	\$0.00	\$63.55	
	3	70		\$37.50	\$10.75	\$20.66	\$0.00	\$68.91	
	4	80		\$42.86	\$10.75	\$20.66	\$0.00	\$74.27	
	5	90		\$48.21	\$10.75	\$20.66	\$0.00	\$79.62	
	Notes:								
								i i	
L	Apprent	tice to Jou	urneyworker Ratio:1:5						
			ON CONST. SITES)	06/01/2018	8 \$46.6	\$11.00	\$15.50	\$0.00	\$73.11
OPERATING ENGIN	EERS LOC	CAL 4		12/01/2018	8 \$47.7	\$11.00	\$15.50	\$0.00	\$74.25
				06/01/2019	9 \$48.84	\$11.00	\$15.50	\$0.00	\$75.34
				12/01/2019	9 \$49.98	\$11.00	\$15.50	\$0.00	\$76.48
				06/01/2020	\$51.00	5 \$11.00	\$15.50	\$0.00	\$77.56
				12/01/2020	\$52.20	\$11.00	\$15.50	\$0.00	\$78.70
				06/01/202	\$53.29	\$11.00	\$15.50	\$0.00	\$79.79
		i. o		12/01/2021	\$54.43	\$11.00	\$15.50	\$0.00	\$80.93
MECHANICS M			PERATING ENGINEERS"	0.5 (0.1.10.0.1.1		.	¢15.50	¢0.00	*= 2.4.4
OPERATING ENGIN				06/01/2018			\$15.50 \$15.50	\$0.00	\$73.11
				12/01/2018			\$15.50	\$0.00	\$74.25
				06/01/2019			\$15.50 \$15.50	\$0.00 \$0.00	\$75.34 \$76.48
				12/01/2019			\$15.50 \$15.50	\$0.00 \$0.00	\$76.48
				06/01/2020			\$15.50 \$15.50	\$0.00	\$77.56 \$78.70
				12/01/2020 06/01/2021			\$15.50 \$15.50	\$0.00 \$0.00	\$78.70 \$79.79
				12/01/2021			\$15.50 \$15.50	\$0.00	\$79.79 \$80.93
For apprentice ra	ates see "A	pprentice- O	PERATING ENGINEERS"	12/01/202	φ υ 4.43	, 911.00	ψ1 <i>3.3</i> 0	ψ0.00	ψου.25
MILLWRIGHT (· /			04/01/2018	8 \$40.42	2 \$9.90	\$18.50	\$0.00	\$68.82
MILLWRIGHTS LOC	AL 1121 -	zone I		10/01/2018	8 \$41.32	\$9.90	\$18.50	\$0.00	\$69.72

Apprentice -	MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile
Effective Date	- 08/01/2018

	Apprentice - MILLWRIGHT - Local 1121 Zone 1 Effective Date - 04/01/2018 Supplemental							
	tep	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	-	55	\$22.23	\$9.90	\$5.31	\$0.00	\$37.44	
2	2	65	\$26.27	\$9.90	\$15.13	\$0.00	\$51.30	
3	3	75	\$30.32	\$9.90	\$16.10	\$0.00	\$56.32	
4	ŀ	85	\$34.36	\$9.90	\$17.06	\$0.00	\$61.32	
N	otes:							
Į.		Steps are 2,000 hours						
A	ppre	ntice to Journeyworker Ratio:1:5						
IORTAR MIXER			06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
BORERS - ZONE 1			12/01/2018	\$39.20	\$7.70	\$15.20	\$0.00	\$62.10
			06/01/2019	\$40.20	\$7.70	\$15.20	\$0.00	\$63.10
			12/01/2019	\$41.20	\$7.70	\$15.20	\$0.00	\$64.10
			06/01/2020	\$42.19	\$7.70	\$15.20	\$0.00	\$65.09
			12/01/2020	\$43.17	\$7.70	\$15.20	\$0.00	\$66.07
			06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
			12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10
		Apprentice- LABORER"						
LER (OTHER T PERATING ENGINE		N TRUCK CRANES, GRADALLS)	06/01/2018	\$23.14	\$11.00	\$15.50	\$0.00	\$49.64
ERATING ENGINE		JCAL 4	12/01/2018	\$23.71	\$11.00	\$15.50	\$0.00	\$50.21
			06/01/2019	\$24.26	\$11.00	\$15.50	\$0.00	\$50.76
			12/01/2019	\$24.83	\$11.00	\$15.50	\$0.00	\$51.33
			06/01/2020	\$25.38	\$11.00	\$15.50	\$0.00	\$51.88
			12/01/2020	\$25.95	\$11.00	\$15.50	\$0.00	\$52.45
			06/01/2021	\$26.50	\$11.00	\$15.50	\$0.00	\$53.00
			12/01/2021	\$27.08	\$11.00	\$15.50	\$0.00	\$53.58
		Apprentice- OPERATING ENGINEERS"						
LER (TRUCK (Perating engine)		NES, GRADALLS) DCAL 4	06/01/2018	\$27.40	\$11.00		\$0.00	\$53.90
			12/01/2018	\$28.07	\$11.00	\$15.50	\$0.00	\$54.57
			06/01/2019	\$28.72	\$11.00	\$15.50	\$0.00	\$55.22
			12/01/2019	\$29.39	\$11.00	\$15.50	\$0.00	\$55.89
			06/01/2020	\$30.04	\$11.00	\$15.50	\$0.00	\$56.54
			12/01/2020	\$30.72	\$11.00	\$15.50	\$0.00	\$57.22
			06/01/2021	\$31.36	\$11.00	\$15.50	\$0.00	\$57.86
			12/01/2021	\$32.04	\$11.00	\$15.50	\$0.00	\$58.54
Ear appropriate rate		Appropriate ODEDATING ENGINEEDS"						

Apprentice - MILLWRIGHT - Local 1121 Zone 1

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2018 Su							
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$25.01	\$8.15	\$0.00	\$0.00	\$33.16
2	55		\$27.51	\$8.15	\$5.34	\$0.00	\$41.00
3	60		\$30.01	\$8.15	\$5.82	\$0.00	\$43.98
4	65		\$32.51	\$8.15	\$6.31	\$0.00	\$46.97
5	70		\$35.01	\$8.15	\$17.24	\$0.00	\$60.40
6	75		\$37.51	\$8.15	\$17.73	\$0.00	\$63.39
7	80		\$40.01	\$8.15	\$18.21	\$0.00	\$66.37
8	90		\$45.01	\$8.15	\$19.18	\$0.00	\$72.34

01/01/2019 Effective Date -Supplemental Apprentice Base Wage Health Unemployment Total Rate Step percent Pension 1 50 \$25.18 \$8.15 \$0.00 \$33.33 \$0.00 2 55 \$27.70 \$8.15 \$5.64 \$0.00 \$41.49 3 60 \$30.22 \$0.00 \$8.15 \$6.15 \$44.52 4 65 \$32.73 \$8.15 \$0.00 \$47.54 \$6.66 5 70 \$35.25 \$8.15 \$17.78 \$0.00 \$61.18 6 75 \$37.77 \$8.15 \$18.29 \$0.00 \$64.21 7 80 \$40.29 \$0.00 \$8.15 \$18.80 \$67.24 8 90 \$45.32 \$0.00 \$8.15 \$19.83 \$73.30 Notes: Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PAINTER (SPRAY OR SANDBLAST, NEW) *	07/01/2018	\$40.91	\$8.15	\$20.15	\$0.00	\$69.21
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2019	\$41.26	\$8.15	\$20.85	\$0.00	\$70.26
NE w paint fate shall be used. A ANTERS LOCAL 55 - ZONE 2	07/01/2019	\$42.36	\$8.15	\$20.85	\$0.00	\$71.36
	01/01/2020	\$43.46	\$8.15	\$20.85	\$0.00	\$72.46
	07/01/2020	\$44.56	\$8.15	\$20.85	\$0.00	\$73.56
	01/01/2021	\$45.66	\$8.15	\$20.85	\$0.00	\$74.66

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

-rr			1 2					
Effect	ive Date -	07/01/2018				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$20.46	\$8.15	\$0.00	\$0.00	\$28.61	
2	55		\$22.50	\$8.15	\$5.34	\$0.00	\$35.99	
3	60		\$24.55	\$8.15	\$5.82	\$0.00	\$38.52	
4	65		\$26.59	\$8.15	\$6.31	\$0.00	\$41.05	
5	70		\$28.64	\$8.15	\$17.24	\$0.00	\$54.03	
6	75		\$30.68	\$8.15	\$17.73	\$0.00	\$56.56	
7	80		\$32.73	\$8.15	\$18.21	\$0.00	\$59.09	
8	90		\$36.82	\$8.15	\$19.18	\$0.00	\$64.15	

Effective Date - 01/01/2019

	Effecti	ve Date - 01/01/2019				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$20.63	\$8.15	\$0.00	\$0.00	\$28.78	
	2	55	\$22.69	\$8.15	\$5.64	\$0.00	\$36.48	
	3	60	\$24.76	\$8.15	\$6.15	\$0.00	\$39.06	
	4	65	\$26.82	\$8.15	\$6.66	\$0.00	\$41.63	
	5	70	\$28.88	\$8.15	\$17.78	\$0.00	\$54.81	
	6	75	\$30.95	\$8.15	\$18.29	\$0.00	\$57.39	
	7	80	\$33.01	\$8.15	\$18.80	\$0.00	\$59.96	
	8	90	\$37.13	\$8.15	\$19.83	\$0.00	\$65.11	
	Notes:							
		Steps are 750 hrs.						
	Appre	ntice to Journeyworker Ratio:1	.1					
		SANDBLAST, REPAINT)	07/01/2018	3 \$38.97	\$8.15	\$20.15	\$0.00	\$67.27
PAINTERS LC	OCAL 35 - ZONI	<u>E</u> 2	01/01/2019	\$39.32	\$8.15	\$20.85	\$0.00	\$68.32
			07/01/2019	\$40.42	\$8.15	\$20.85	\$0.00	\$69.42
	OCAL 35 - ZONI		01/01/2019	\$39.32	\$8.15	\$20.85	\$0.00	\$6

01/01/2020

07/01/2020

01/01/2021

\$41.52

\$42.62

\$43.72

\$8.15

\$8.15

\$8.15

\$20.85

\$20.85

\$20.85

\$0.00

\$0.00

\$0.00

\$70.52

\$71.62

\$72.72

Effecti	ve Date -	07/01/2018				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$19.49	\$8.15	\$0.00	\$0.00	\$27.64	
2	55		\$21.43	\$8.15	\$5.34	\$0.00	\$34.92	
3	60		\$23.38	\$8.15	\$5.82	\$0.00	\$37.35	
4	65		\$25.33	\$8.15	\$6.31	\$0.00	\$39.79	
5	70		\$27.28	\$8.15	\$17.24	\$0.00	\$52.67	
6	75		\$29.23	\$8.15	\$17.73	\$0.00	\$55.11	
7	80		\$31.18	\$8.15	\$18.21	\$0.00	\$57.54	
8	90		\$35.07	\$8.15	\$19.18	\$0.00	\$62.40	

Apprentice -	PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint
Effective Date	07/01/2018

Effective Date - 01/01/2019

	Effecti	ve Date - 01/01/2019				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total	Rate
	1	50	\$19.66	\$8.15	\$0.00	\$0.00	\$2	27.81
	2	55	\$21.63	\$8.15	\$5.64	\$0.00	\$.	35.42
	3	60	\$23.59	\$8.15	\$6.15	\$0.00	\$.	37.89
	4	65	\$25.56	\$8.15	\$6.66	\$0.00	\$-	40.37
	5	70	\$27.52	\$8.15	\$17.78	\$0.00	\$	53.45
	6	75	\$29.49	\$8.15	\$18.29	\$0.00	\$	55.93
	7	80	\$31.46	\$8.15	\$18.80	\$0.00	\$	58.41
	8	90	\$35.39	\$8.15	\$19.83	\$0.00	\$0	63.37
	Notes:							
		Steps are 750 hrs.						
	Appre	ntice to Journeyworker Ratio:1:1						
PAINTER (TR		MARKINGS)	06/01/2018	3 \$38.00	\$7.70	\$15.20	\$0.00	\$60.90
LABORERS - ZONI	51		12/01/2018	\$38.95	\$7.70	\$15.20	\$0.00	\$61.85
			06/01/2019	\$39.95	\$7.70	\$15.20	\$0.00	\$62.85
			12/01/2019	\$40.95	\$7.70	\$15.20	\$0.00	\$63.85
			06/01/2020	\$41.94	\$7.70	\$15.20	\$0.00	\$64.84
			12/01/2020	\$42.92	\$7.70	\$15.20	\$0.00	\$65.82
			06/01/202	\$43.94	\$7.70	\$15.20	\$0.00	\$66.84
For Apprentice	e rates see	"Apprentice- LABORER"	12/01/2021	\$44.95	\$7.70	\$15.20	\$0.00	\$67.85
		RUSH, NEW) *	07/01/2018	3 \$39.51	\$8.15	\$20.15	\$0.00	\$67.81
* If 30% or more	re of sur	faces to be painted are new constructi				\$20.85	\$0.00	\$68.86
NEW paint rate	shall be	used. <i>PAINTERS LOCAL 35 - ZONE 2</i>	07/01/2019			\$20.85	\$0.00	\$69.96
			01/01/2020			\$20.85	\$0.00	\$71.06
			07/01/2020			\$20.85	\$0.00	\$72.16
			0770172020	φ.5.10	ψ0.10	+=	+0.00	<i>ψ,2.10</i>

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\$44.25

\$8.15

\$20.85

\$0.00

01/01/2021

\$73.25

Effect	ive Date - 07/01/2018				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$19.76	\$8.15	\$0.00	\$0.00	\$27.91
2	55	\$21.73	\$8.15	\$5.34	\$0.00	\$35.22
3	60	\$23.71	\$8.15	\$5.82	\$0.00	\$37.68
4	65	\$25.68	\$8.15	\$6.31	\$0.00	\$40.14
5	70	\$27.66	\$8.15	\$17.24	\$0.00	\$53.05
6	75	\$29.63	\$8.15	\$17.73	\$0.00	\$55.51
7	80	\$31.61	\$8.15	\$18.21	\$0.00	\$57.97
8	90	\$35.56	\$8.15	\$19.18	\$0.00	\$62.89

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 01/01/2019

Effecti	ve Date - 01/01/2019				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$19.93	\$8.15	\$0.00	\$0.00	\$28.08	
2	55	\$21.92	\$8.15	\$5.64	\$0.00	\$35.71	
3	60	\$23.92	\$8.15	\$6.15	\$0.00	\$38.22	
4	65	\$25.91	\$8.15	\$6.66	\$0.00	\$40.72	
5	70	\$27.90	\$8.15	\$17.78	\$0.00	\$53.83	
6	75	\$29.90	\$8.15	\$18.29	\$0.00	\$56.34	
7	80	\$31.89	\$8.15	\$18.80	\$0.00	\$58.84	
8	90	\$35.87	\$8.15	\$19.83	\$0.00	\$63.85	
Notes:							
	Steps are 750 hrs.						
Appre	ntice to Journeyworker Ratio:1:1						
PAINTER / TAPER (BI		07/01/2018	3 \$37.57	\$8.15	\$20.15	\$0.00	\$65.87
PAINTERS LOCAL 35 - ZONE	5.2	01/01/2019	\$37.92	\$8.15	\$20.85	\$0.00	\$66.92
		07/01/2019	\$39.02	\$8.15	\$20.85	\$0.00	\$68.02
		01/01/2020	\$40.12	\$8.15	\$20.85	\$0.00	\$69.12
		07/01/2020	\$41.22	\$8.15	\$20.85	\$0.00	\$70.22

01/01/2021

\$42.32

\$8.15

\$20.85

\$0.00

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\$71.32

Effecti	ve Date -	07/01/2018				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$18.79	\$8.15	\$0.00	\$0.00	\$26.94
2	55		\$20.66	\$8.15	\$5.34	\$0.00	\$34.15
3	60		\$22.54	\$8.15	\$5.82	\$0.00	\$36.51
4	65		\$24.42	\$8.15	\$6.31	\$0.00	\$38.88
5	70		\$26.30	\$8.15	\$17.24	\$0.00	\$51.69
6	75		\$28.18	\$8.15	\$17.73	\$0.00	\$54.06
7	80		\$30.06	\$8.15	\$18.21	\$0.00	\$56.42
8	90		\$33.81	\$8.15	\$19.18	\$0.00	\$61.14

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 01/01/2019

Effecti	ve Date - 01/01/2019				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$18.96	\$8.15	\$0.00	\$0.00	\$27.11	
2	55	\$20.86	\$8.15	\$5.64	\$0.00	\$34.65	
3	60	\$22.75	\$8.15	\$6.15	\$0.00	\$37.05	
4	65	\$24.65	\$8.15	\$6.66	\$0.00	\$39.46	
5	70	\$26.54	\$8.15	\$17.78	\$0.00	\$52.47	
6	75	\$28.44	\$8.15	\$18.29	\$0.00	\$54.88	
7	80	\$30.34	\$8.15	\$18.80	\$0.00	\$57.29	
8	90	\$34.13	\$8.15	\$19.83	\$0.00	\$62.11	
Notes:							
	Steps are 750 hrs.						
Appre	ntice to Journeyworker Ratio:1:1						
PANEL & PICKUP TR TEAMSTERS JOINT COUNC		12/01/2010	5 \$33.08	\$10.91	\$10.89	\$0.00	\$54.88
	NSTRUCTOR (UNDERPINNING AN	D 08/01/2018	3 \$46.57	\$9.90	\$21.15	\$0.00	\$77.62
DECK) <i>PILE DRIVER LOCAL 56 (ZO</i> For apprentice rates see "	NE 1) Apprentice- PILE DRIVER"	08/01/2019	9 \$48.94	\$9.90	\$21.15	\$0.00	\$79.99
PILE DRIVER		08/01/2018	3 \$46.57	\$9.90	\$21.15	\$0.00	\$77.62
PILE DRIVER LOCAL 56 (ZO	NE I)	08/01/2019	9 \$48.94	\$9.90	\$21.15	\$0.00	\$79.99

Effect	tive Date -	08/01/2018				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$23.29	\$9.90	\$21.15	\$0.00	\$54.34	
2	60		\$27.94	\$9.90	\$21.15	\$0.00	\$58.99	
3	70		\$32.60	\$9.90	\$21.15	\$0.00	\$63.65	
4	75		\$34.93	\$9.90	\$21.15	\$0.00	\$65.98	
5	80		\$37.26	\$9.90	\$21.15	\$0.00	\$68.31	
6	80		\$37.26	\$9.90	\$21.15	\$0.00	\$68.31	
7	90		\$41.91	\$9.90	\$21.15	\$0.00	\$72.96	
8	90		\$41.91	\$9.90	\$21.15	\$0.00	\$72.96	

Apprentice - PILE DRIVER - Local 56 Zone 1

Effective Date - 08/01/2019

	Effecti	ive Date -	08/01/2019				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$24.47	\$9.90	\$21.15	\$0.00	\$55.52	
	2	60		\$29.36	\$9.90	\$21.15	\$0.00	\$60.41	
	3	70		\$34.26	\$9.90	\$21.15	\$0.00	\$65.31	
	4	75		\$36.71	\$9.90	\$21.15	\$0.00	\$67.76	
	5	80		\$39.15	\$9.90	\$21.15	\$0.00	\$70.20	
	6	80		\$39.15	\$9.90	\$21.15	\$0.00	\$70.20	
	7	90		\$44.05	\$9.90	\$21.15	\$0.00	\$75.10	
	8	90		\$44.05	\$9.90	\$21.15	\$0.00	\$75.10	
	Notes:								
	Appre	ntice to Jou	ırneyworker Ratio:1:5						
PIPEFITTER of		MFITTER		09/01/2017	\$51.44	4 \$9.95	\$18.74	\$0.00	\$80.13
PIPEFITTERS LO	CAL 537			09/01/2018	\$ \$52.94	4 \$9.95	\$18.74	\$0.00	\$81.63
				09/01/2019	\$54.44	4 \$9.95	\$18.74	\$0.00	\$83.13

09/01/2020

\$9.95

\$55.94

\$18.74

\$0.00

.

\$84.63

	Effective Step p	ercent	/01/2017	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
-		40		\$20.58	\$9.95	\$7.75	\$0.00	\$38.28	
	2 4	45		\$23.15	\$9.95	\$18.74	\$0.00	\$51.84	
		50		\$30.86	\$9.95	\$18.74	\$0.00	\$59.55	
		70		\$36.01	\$9.95	\$18.74	\$0.00	\$64.70	
	5 8	30		\$41.15	\$9.95	\$18.74	\$0.00	\$69.84	
	Effective	Date - 09/	/01/2018				Supplemental		
-	Step p	ercent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1 4	40		\$21.18	\$9.95	\$7.75	\$0.00	\$38.88	
	2 4	45		\$23.82	\$9.95	\$18.74	\$0.00	\$52.51	
	3 6	50		\$31.76	\$9.95	\$18.74	\$0.00	\$60.45	
	4 7	70		\$37.06	\$9.95	\$18.74	\$0.00	\$65.75	
	5 8	30		\$42.35	\$9.95	\$18.74	\$0.00	\$71.04	
			1:10 thereafter / Steps		7-0-20-10-22/				
	*; R	efrig/AC Me		are 1 yr. 3:6;4:8;5:10;6:12;7:14;8:1	7;9:20;10:23(1	Max)			
PELAYER	** R Apprentic	efrig/AC Me	echanic **1:1;1:2;2:4;				\$15.20	\$0.00	
PELAYER	** R Apprentic	efrig/AC Me	echanic **1:1;1:2;2:4;	3:6;4:8;5:10;6:12;7:14;8:1	3 \$38.25	\$7.70	\$15.20	\$0.00	\$61.15 \$62.10
ELAYER	** R Apprentic	efrig/AC Me	echanic **1:1;1:2;2:4;	3:6;4:8;5:10;6:12;7:14;8:1 06/01/2018 12/01/2018 06/01/2019	3 \$38.25 3 \$39.20 9 \$40.20	\$7.70 \$7.70	\$15.20 \$15.20	\$0.00 \$0.00	\$62.10 \$63.10
PELAYER	** R Apprentic	efrig/AC Me	echanic **1:1;1:2;2:4;	3:6;4:8;5:10;6:12;7:14;8:1 06/01/2018 12/01/2018	3 \$38.25 3 \$39.20 9 \$40.20	\$7.70 \$7.70 \$7.70	\$15.20 \$15.20 \$15.20	\$0.00 \$0.00 \$0.00	\$62.10 \$63.10 \$64.10
PELAYER	** R Apprentic	efrig/AC Me	echanic **1:1;1:2;2:4;	3:6;4:8;5:10;6:12;7:14;8:1 06/01/2018 12/01/2018 06/01/2019 12/01/2019 06/01/2020	3 \$38.25 3 \$39.20 9 \$40.20 9 \$41.20 9 \$42.19	\$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70	\$15.20 \$15.20 \$15.20 \$15.20	\$0.00 \$0.00 \$0.00 \$0.00	\$62.10 \$63.10 \$64.10 \$65.09
	** R Apprentic	efrig/AC Me	echanic **1:1;1:2;2:4;	3:6;4:8;5:10;6:12;7:14;8:1 06/01/2018 12/01/2018 06/01/2019 12/01/2019 06/01/2020 12/01/2020	3 \$38.25 3 \$39.20 9 \$40.20 9 \$41.20 9 \$41.20 9 \$43.17	\$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70	\$15.20 \$15.20 \$15.20 \$15.20 \$15.20	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$62.10 \$63.10 \$64.10 \$65.09 \$66.07
PELAYER	** R Apprentic	efrig/AC Me	echanic **1:1;1:2;2:4;	3:6;4:8;5:10;6:12;7:14;8:1 06/01/2018 12/01/2018 12/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021	3 \$38.25 3 \$39.20 9 \$40.20 9 \$41.20 9 \$42.19 9 \$43.17 1 \$44.19	\$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70	\$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$62.10 \$63.10 \$64.10 \$65.09 \$66.07 \$67.09
ELAYER	** R Apprention	efrig/AC Me	echanic **1:1;1:2;2:4; wworker Ratio:**	3:6;4:8;5:10;6:12;7:14;8:1 06/01/2018 12/01/2018 06/01/2019 12/01/2019 06/01/2020 12/01/2020	3 \$38.25 3 \$39.20 9 \$40.20 9 \$41.20 9 \$42.19 9 \$43.17 1 \$44.19	\$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70	\$15.20 \$15.20 \$15.20 \$15.20 \$15.20	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$62.10 \$63.10 \$64.10 \$65.09 \$66.07
ELAYER ORERS - ZONE	** Apprentio I ates see "App	efrig/AC Me ce to Journe	echanic **1:1;1:2;2:4; wworker Ratio:**	3:6;4:8;5:10;6:12;7:14;8:1 06/01/2018 12/01/2018 06/01/2019 12/01/2019 06/01/2020 12/01/2020 12/01/2021 12/01/2021	3 \$38.25 3 \$39.20 9 \$40.20 9 \$41.20 9 \$42.19 9 \$43.17 1 \$44.19 1 \$45.20	\$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70	\$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$62.10 \$63.10 \$64.10 \$65.09 \$66.07 \$67.09 \$68.10
ELAYER ORERS - ZONE A	R Apprentio	efrig/AC Me ce to Journe prentice- LABO ERS	echanic **1:1;1:2;2:4; wworker Ratio:**	3:6;4:8;5:10;6:12;7:14;8:1 06/01/2018 12/01/2018 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021 03/01/2018	3 \$38.25 3 \$39.20 9 \$40.20 9 \$41.20 9 \$42.19 9 \$43.17 1 \$44.19 1 \$45.20 3 \$54.69	\$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70	\$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.76	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$62.10 \$63.10 \$64.10 \$65.09 \$66.07 \$67.09 \$68.10 \$82.02
ELAYER ORERS - ZONE A	R Apprentio	efrig/AC Me ce to Journe prentice- LABO ERS	echanic **1:1;1:2;2:4; wworker Ratio:**	3:6;4:8;5:10;6:12;7:14;8:1 06/01/2018 12/01/2018 06/01/2019 12/01/2019 06/01/2020 12/01/2020 12/01/2021 12/01/2021 03/01/2018 09/01/2018	3 \$38.25 3 \$39.20 9 \$40.20 9 \$41.20 9 \$41.20 9 \$42.19 9 \$43.17 1 \$44.20 9 \$43.17 1 \$44.19 1 \$44.69 3 \$54.69 3 \$56.19	\$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$11.57	\$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.76 \$15.76	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$62.10 \$63.10 \$64.10 \$65.09 \$66.07 \$67.09 \$68.10 \$82.02 \$83.52
ELAYER ORERS - ZONE A	R Apprentio	efrig/AC Me ce to Journe prentice- LABO ERS	echanic **1:1;1:2;2:4; wworker Ratio:**	3:6;4:8;5:10;6:12;7:14;8:1 06/01/2018 12/01/2018 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021 03/01/2018 03/01/2019	3 \$38.25 3 \$39.20 9 \$40.20 9 \$41.20 9 \$41.20 9 \$42.19 9 \$43.17 1 \$44.19 1 \$445.20 3 \$54.69 3 \$56.19 9 \$57.69	\$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$11.57 \$11.57	\$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.76 \$15.76 \$15.76	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$62.10 \$63.10 \$64.10 \$65.09 \$66.07 \$67.09 \$68.10 \$82.02 \$83.52 \$85.02
ELAYER ORERS - ZONE A	R Apprentio	efrig/AC Me ce to Journe prentice- LABO ERS	echanic **1:1;1:2;2:4; wworker Ratio:**	3:6;4:8;5:10;6:12;7:14;8:1 06/01/2018 12/01/2018 06/01/2019 12/01/2019 06/01/2020 12/01/2020 12/01/2021 12/01/2021 03/01/2018 09/01/2018	3 \$38.25 3 \$39.20 9 \$40.20 9 \$41.20 9 \$42.19 9 \$43.17 1 \$44.19 1 \$44.20 8 \$54.69 3 \$56.19 9 \$57.69 9 \$59.19	\$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$11.57 \$11.57 \$11.57	\$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.76 \$15.76	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$62.10 \$63.10 \$64.10 \$65.09 \$66.07 \$67.09 \$68.10 \$82.02 \$83.52 \$83.52 \$85.02 \$86.52
PELAYER	R Apprentio	efrig/AC Me ce to Journe prentice- LABO ERS	echanic **1:1;1:2;2:4; wworker Ratio:**	3:6;4:8;5:10;6:12;7:14;8:1 06/01/2018 12/01/2018 12/01/2019 12/01/2019 06/01/2020 12/01/2021 12/01/2021 03/01/2018 09/01/2018 09/01/2019	3 \$38.25 3 \$39.20 9 \$40.20 9 \$41.20 9 \$41.20 9 \$42.19 9 \$42.19 9 \$43.17 1 \$44.20 9 \$43.17 1 \$44.19 9 \$54.69 8 \$56.19 9 \$57.69 9 \$59.19 9 \$60.69	\$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$11.57 \$11.57 \$11.57 \$11.57 \$11.57	\$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.20 \$15.76 \$15.76 \$15.76 \$15.76	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$62.10 \$63.10 \$64.10 \$65.09 \$66.07 \$67.09 \$68.10

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Effe	ctive Date - 03/01/20	18				G 1 1		
Step			ce Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	35		\$19.14	\$11.57	\$5.72	\$0.00	\$36.43	
2	40		\$21.88	\$11.57	\$6.49	\$0.00	\$39.94	
3	55		\$30.08	\$11.57	\$8.81	\$0.00	\$50.46	
4	65		\$35.55	\$11.57	\$10.36	\$0.00	\$57.48	
5	75		\$41.02	\$11.57	\$11.90	\$0.00	\$64.49	
Effe	ctive Date - 09/01/20	18				Supplemental		
Step	percent	Apprenti	ce Base Wage	Health	Pension	Unemployment	Total Rate	
1	35		\$19.67	\$11.57	\$5.72	\$0.00	\$36.96	
2	40		\$22.48	\$11.57	\$6.49	\$0.00	\$40.54	
3	55		\$30.90	\$11.57	\$8.82	\$0.00	\$51.29	
4	65		\$36.52	\$11.57	\$10.36	\$0.00	\$58.45	
5	75		\$42.14	\$11.57	\$11.90	\$0.00	\$65.61	
Note								
		14; 5:19/Steps are 1 yr), Step5 with lic\$67.99						
Арр	rentice to Journeywor	ker Ratio:**						
EUMATIC CONT			09/01/201	7 \$51.4	4 \$9.95	\$18.74	\$0.00	\$80.13
PEFITTERS LOCAL 537	,		09/01/201	8 \$52.9	4 \$9.95	\$18.74	\$0.00	\$81.63
			09/01/201	9 \$54.4	4 \$9.95	\$18.74	\$0.00	\$83.13
			09/01/202	0 \$55.9	4 \$9.95	\$18.74	\$0.00	\$84.63
For apprentice rates se	ee "Apprentice- PIPEFITTER'	or "PLUMBER/PIPEFITTER"						
IEUMATIC DRILI borers - zone 1	L/TOOL OPERATOR		06/01/201	8 \$38.2	5 \$7.70	\$15.20	\$0.00	\$61.15
BORERS - ZONE I			12/01/201	8 \$39.2	0 \$7.70	\$15.20	\$0.00	\$62.10
			06/01/201	9 \$40.2	0 \$7.70	\$15.20	\$0.00	\$63.10
			12/01/201	9 \$41.2	0 \$7.70	\$15.20	\$0.00	\$64.10
			06/01/202	0 \$42.1	9 \$7.70	\$15.20	\$0.00	\$65.09
			12/01/202	0 \$43.1	7 \$7.70	\$15.20	\$0.00	\$66.07
			06/01/202	1 \$44.1	9 \$7.70	\$15.20	\$0.00	\$67.09
			12/01/202	1 \$45.2	0 \$7.70	\$15.20	\$0.00	\$68.10
For apprentice rates se	ee "Apprentice- LABORER"							
WDERMAN & B	LASTER		06/01/201	8 \$39.0	0 \$7.70	\$15.20	\$0.00	\$61.90
BORERS - ZONE 1			12/01/201	8 \$39.9	5 \$7.70	\$15.20	\$0.00	\$62.85
			06/01/201	9 \$40.9	5 \$7.70	\$15.20	\$0.00	\$63.85
			12/01/201	9 \$41.9	5 \$7.70	\$15.20	\$0.00	\$64.85
			06/01/202	0 \$42.9	4 \$7.70	\$15.20	\$0.00	\$65.84
			12/01/202			\$15.20	\$0.00	\$66.82
			06/01/202			\$15.20	\$0.00	\$67.84
			12/01/202			\$15.20	\$0.00	\$68.85
For apprentice rates se	ee "Apprentice- LABORER"			+	4			,

Apprentice - PLUMBER/GASFITTER - Local 12

Issue Date: 08/17/2018

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWER SHOVEL/DERRICK/TRENCHING MACHINE	06/01/2018	\$47.08	\$11.00	\$15.50	\$0.00	\$73.58
OPERATING ENGINEERS LOCAL 4	12/01/2018	\$48.23	\$11.00	\$15.50	\$0.00	\$74.73
	06/01/2019	\$49.33	\$11.00	\$15.50	\$0.00	\$75.83
	12/01/2019	\$50.48	\$11.00	\$15.50	\$0.00	\$76.98
	06/01/2020	\$51.58	\$11.00	\$15.50	\$0.00	\$78.08
	12/01/2020	\$52.73	\$11.00	\$15.50	\$0.00	\$79.23
	06/01/2021	\$53.83	\$11.00	\$15.50	\$0.00	\$80.33
	12/01/2021	\$54.98	\$11.00	\$15.50	\$0.00	\$81.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 4	06/01/2018	\$47.08	\$11.00	\$15.50	\$0.00	\$73.58
OFERATING ENGINEERS LOCAL 4	12/01/2018	\$48.23	\$11.00	\$15.50	\$0.00	\$74.73
	06/01/2019	\$49.33	\$11.00	\$15.50	\$0.00	\$75.83
	12/01/2019	\$50.48	\$11.00	\$15.50	\$0.00	\$76.98
	06/01/2020	\$51.58	\$11.00	\$15.50	\$0.00	\$78.08
	12/01/2020	\$52.73	\$11.00	\$15.50	\$0.00	\$79.23
	06/01/2021	\$53.83	\$11.00	\$15.50	\$0.00	\$80.33
	12/01/2021	\$54.98	\$11.00	\$15.50	\$0.00	\$81.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 4	06/01/2018	\$31.90	\$11.00	\$15.50	\$0.00	\$58.40
OFERATING ENGINEERS LOCAL 4	12/01/2018	\$32.68	\$11.00	\$15.50	\$0.00	\$59.18
	06/01/2019	\$33.43	\$11.00	\$15.50	\$0.00	\$59.93
	12/01/2019	\$34.22	\$11.00	\$15.50	\$0.00	\$60.72
	06/01/2020	\$34.97	\$11.00	\$15.50	\$0.00	\$61.47
	12/01/2020	\$35.75	\$11.00	\$15.50	\$0.00	\$62.25
	06/01/2021	\$36.50	\$11.00	\$15.50	\$0.00	\$63.00
	12/01/2021	\$37.29	\$11.00	\$15.50	\$0.00	\$63.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY MIX CONCRETE DRIVERS after 4/30/10 (Drivers Hired After 4/30/2010) <i>TEAMSTERS LOCAL 25b</i>	07/01/2017	\$28.18	\$8.48	\$9.72	\$0.00	\$46.38
READY-MIX CONCRETE DRIVER TEAMSTERS LOCAL 25b	07/01/2017	\$29.48	\$8.48	\$9.72	\$0.00	\$47.68
RECLAIMERS	06/01/2018	\$46.61	\$11.00	\$15.50	\$0.00	\$73.11
OPERATING ENGINEERS LOCAL 4	12/01/2018	\$47.75	\$11.00	\$15.50	\$0.00	\$74.25
	06/01/2019	\$48.84	\$11.00	\$15.50	\$0.00	\$75.34
	12/01/2019	\$49.98	\$11.00	\$15.50	\$0.00	\$76.48
	06/01/2020	\$ 4 9.98 \$51.06	\$11.00	\$15.50	\$0.00	\$70. 4 8
	12/01/2020	\$52.20	\$11.00	\$15.50	\$0.00	\$78.70
	06/01/2021	\$52.20 \$53.29	\$11.00	\$15.50	\$0.00	\$78.70 \$79.79
	12/01/2021	\$33.29 \$54.43	\$11.00	\$15.50	\$0.00	\$79.79 \$80.93
E	12/01/2021	JJ4.45	\$11.00	\$15.5U	φ 0.00	<i>фо</i> 0.95

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
RIDE-ON MOTORIZED BUGGY OPERATOR	06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
LABORERS - ZONE 1	12/01/2018	\$39.20	\$7.70	\$15.20	\$0.00	\$62.10
	06/01/2019	\$40.20	\$7.70	\$15.20	\$0.00	\$63.10
	12/01/2019	\$41.20	\$7.70	\$15.20	\$0.00	\$64.10
	06/01/2020	\$42.19	\$7.70	\$15.20	\$0.00	\$65.09
	12/01/2020	\$43.17	\$7.70	\$15.20	\$0.00	\$66.07
	06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
	12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE	06/01/2018	\$46.61	\$11.00	\$15.50	\$0.00	\$73.11
OPERATING ENGINEERS LOCAL 4	12/01/2018	\$47.75	\$11.00	\$15.50	\$0.00	\$74.25
	06/01/2019	\$48.84	\$11.00	\$15.50	\$0.00	\$75.34
	12/01/2019	\$49.98	\$11.00	\$15.50	\$0.00	\$76.48
	06/01/2020	\$51.06	\$11.00	\$15.50	\$0.00	\$77.56
	12/01/2020	\$52.20	\$11.00	\$15.50	\$0.00	\$78.70
	06/01/2021	\$53.29	\$11.00	\$15.50	\$0.00	\$79.79
	12/01/2021	\$54.43	\$11.00	\$15.50	\$0.00	\$80.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg)	08/01/2018	\$42.36	\$11.35	\$15.90	\$0.00	\$69.61
ROOFERS LOCAL 33	02/01/2019	\$43.51	\$11.35	\$15.90	\$0.00	\$70.76

Apprentice - ROOFER - Local 33

Effecti	ve Date - 08/01/	.018	Supplemental							
Step	percent	Apprentice Base Wage	e Health	Pension	Unemployment	Total Rate				
1	50	\$21.18	\$11.35	\$3.69	\$0.00	\$36.22				
2	60	\$25.42	\$11.35	\$15.90	\$0.00	\$52.67				
3	65	\$27.53	\$11.35	\$15.90	\$0.00	\$54.78				
4	75	\$31.77	\$11.35	\$15.90	\$0.00	\$59.02				
5	85	\$36.01	\$11.35	\$15.90	\$0.00	\$63.26				

Effect Step	ive Date - 02/01/2019 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
<u></u>	50						
1	50	\$21.76	\$11.35	\$3.69	\$0.00	\$36.80	
2	60	\$26.11	\$11.35	\$15.90	\$0.00	\$53.36	
3	65	\$28.28	\$11.35	\$15.90	\$0.00	\$55.53	
4	75	\$32.63	\$11.35	\$15.90	\$0.00	\$59.88	
5	85	\$36.98	\$11.35	\$15.90	\$0.00	\$64.23	
Notes:	** 1:5, 2:6-10, the 1:10; Re Step 1 is 2000 hrs.; Steps 2 (Hot Pitch Mechanics' reco					 	
Appre	ntice to Journeyworker Ra	tio:**					
	E / PRECAST CONCRETE	08/01/2018	\$42.61	\$11.35	\$15.90	\$0.00	\$69.86
OFERS LOCAL 33		02/01/2019	\$43.76	\$11.35	\$15.90	\$0.00	\$71.01

For apprentice rates see "Apprentice- ROOFER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SHEETMETAL WORKER	02/01/2018	\$44.11	\$12.20	\$24.12	\$2.41	\$82.84
SHEETMETAL WORKERS LOCAL 17 - A		÷ · · · · ·	÷- 2 .20			**=.**

Effectiv	ve Date - 02/01/2018				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40	\$17.64	\$12.20	\$5.61	\$0.00	\$35.45
2	40	\$17.64	\$12.20	\$5.61	\$0.00	\$35.45
3	45	\$19.85	\$12.20	\$10.85	\$1.29	\$44.19
4	45	\$19.85	\$12.20	\$10.85	\$1.29	\$44.19
5	50	\$22.06	\$12.20	\$11.80	\$1.38	\$47.44
6	50	\$22.06	\$12.20	\$12.05	\$1.39	\$47.70
7	60	\$26.47	\$12.20	\$13.70	\$1.57	\$53.94
8	65	\$28.67	\$12.20	\$14.65	\$1.67	\$57.19
9	75	\$33.08	\$12.20	\$16.56	\$1.86	\$63.70
10	85	\$37.49	\$12.20	\$17.96	\$2.03	\$69.68
Notes:						
	Steps are 6 mos.					
Apprer	ntice to Journeyworker Ratio:1:4					·
N ERECTOR NTERS LOCAL 35 - ZONE	2	06/01/2013	3 \$25.	.81 \$7.07	\$7.05	\$0.00 \$39.93

Apprentice - SHEET METAL WORKER - Local 17-A **Effective Date** - 02/01/2018

Apprentice - SIGN ERECTOR - Local 35 Zone 2

Effecti Step	ve Date - 06/01/2013 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$12.91	\$7.07	\$0.00	\$0.00	\$19.98	
2	55	\$14.20	\$7.07	\$2.45	\$0.00	\$23.72	
3	60	\$15.49	\$7.07	\$2.45	\$0.00	\$25.01	
4	65	\$16.78	\$7.07	\$2.45	\$0.00	\$26.30	
5	70	\$18.07	\$7.07	\$7.05	\$0.00	\$32.19	
6	75	\$19.36	\$7.07	\$7.05	\$0.00	\$33.48	
7	80	\$20.65	\$7.07	\$7.05	\$0.00	\$34.77	
8	85	\$21.94	\$7.07	\$7.05	\$0.00	\$36.06	
9	90	\$23.23	\$7.07	\$7.05	\$0.00	\$37.35	
Notes:	Steps are 4 mos.						
Appre	ntice to Journeyworker Ratio:1:1						
SPECIALIZED EARTH TEAMSTERS JOINT COUNC	H MOVING EQUIP < 35 TONS IL NO. 10 ZONE A	12/01/2016	\$33.54	\$10.91	\$10.89	\$0.00	\$55.34
SPECIALIZED EARTH TEAMSTERS JOINT COUNC	H MOVING EQUIP > 35 TONS IL NO. 10 ZONE A	12/01/2016	5 \$33.83	\$10.91	\$10.89	\$0.00	\$55.63

Issue Date: 08/17/2018

Classification

SPRINKLER FITTER	
SPRINKLER FITTERS LOCAL 550 - (Section A) Zone	i

	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
·	03/01/2018	\$57.78	\$9.12	\$18.15	\$0.00	\$85.05
one I	10/01/2018	\$59.28	\$9.12	\$18.15	\$0.00	\$86.55
	01/01/2019	\$59.28	\$9.47	\$18.35	\$0.00	\$87.10
	03/01/2019	\$60.78	\$9.47	\$18.35	\$0.00	\$88.60
	10/01/2019	\$62.28	\$9.47	\$18.35	\$0.00	\$90.10
	03/01/2020	\$63.78	\$9.47	\$18.35	\$0.00	\$91.60
	10/01/2020	\$65.28	\$9.47	\$18.35	\$0.00	\$93.10
	03/01/2021	\$66.78	\$9.47	\$18.35	\$0.00	\$94.60

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

Effect	ive Date -	03/01/2018				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	35		\$20.22	\$9.12	\$8.90	\$0.00	\$38.24
2	40		\$23.11	\$9.12	\$8.90	\$0.00	\$41.13
3	45		\$26.00	\$9.12	\$8.90	\$0.00	\$44.02
4	50		\$28.89	\$9.12	\$8.90	\$0.00	\$46.91
5	55		\$31.78	\$9.12	\$8.90	\$0.00	\$49.80
6	60		\$34.67	\$9.12	\$10.40	\$0.00	\$54.19
7	65		\$37.56	\$9.12	\$10.40	\$0.00	\$57.08
8	70		\$40.45	\$9.12	\$10.40	\$0.00	\$59.97
9	75		\$43.34	\$9.12	\$10.40	\$0.00	\$62.86
10	80		\$46.22	\$9.12	\$10.40	\$0.00	\$65.74

Effect	ive Date -	10/01/2018				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	35		\$20.75	\$9.12	\$8.90	\$0.00	\$38.77
2	40		\$23.71	\$9.12	\$8.90	\$0.00	\$41.73
3	45		\$26.68	\$9.12	\$8.90	\$0.00	\$44.70
4	50		\$29.64	\$9.12	\$8.90	\$0.00	\$47.66
5	55		\$32.60	\$9.12	\$8.90	\$0.00	\$50.62
6	60		\$35.57	\$9.12	\$10.40	\$0.00	\$55.09
7	65		\$38.53	\$9.12	\$10.40	\$0.00	\$58.05
8	70		\$41.50	\$9.12	\$10.40	\$0.00	\$61.02
9	75		\$44.46	\$9.12	\$10.40	\$0.00	\$63.98
10	80		\$47.42	\$9.12	\$10.40	\$0.00	\$66.94

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

			Pension	Unemployment	Total Rate
06/01/2018	\$46.61	\$11.00	\$15.50	\$0.00	\$73.11
12/01/2018	\$47.75	\$11.00	\$15.50	\$0.00	\$74.25
06/01/2019	\$48.84	\$11.00	\$15.50	\$0.00	\$75.34
12/01/2019	\$49.98	\$11.00	\$15.50	\$0.00	\$76.48
06/01/2020	\$51.06	\$11.00	\$15.50	\$0.00	\$77.56
12/01/2020	\$52.20	\$11.00	\$15.50	\$0.00	\$78.70
06/01/2021	\$53.29	\$11.00	\$15.50	\$0.00	\$79.79
12/01/2021	\$54.43	\$11.00	\$15.50	\$0.00	\$80.93
06/01/2018	\$46.61	\$11.00	\$15.50	\$0.00	\$73.11
12/01/2018	\$47.75	\$11.00	\$15.50	\$0.00	\$74.25
06/01/2019	\$48.84	\$11.00	\$15.50	\$0.00	\$75.34
12/01/2019	\$49.98	\$11.00	\$15.50	\$0.00	\$76.48
06/01/2020	\$51.06	\$11.00	\$15.50	\$0.00	\$77.56
12/01/2020	\$52.20	\$11.00	\$15.50	\$0.00	\$78.70
06/01/2021	\$53.29	\$11.00	\$15.50	\$0.00	\$79.79
12/01/2021	\$54.43	\$11.00	\$15.50	\$0.00	\$80.93
03/01/2018	\$37.61	\$13.00	\$15.93	\$0.00	\$66.54
09/01/2018	\$38.51	\$13.00	\$15.96	\$0.00	\$67.47
03/01/2019	\$39.40	\$13.00	\$15.98	\$0.00	\$68.38
	06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021 06/01/2018 12/01/2018 06/01/2019 12/01/2019 12/01/2020 12/01/2020 06/01/2021 12/01/2021 03/01/2018 09/01/2018	06/01/2019 \$48.84 12/01/2019 \$49.98 06/01/2020 \$51.06 12/01/2020 \$52.20 06/01/2021 \$53.29 12/01/2021 \$54.43 06/01/2018 \$46.61 12/01/2018 \$447.75 06/01/2019 \$48.84 12/01/2019 \$49.98 06/01/2019 \$49.98 06/01/2019 \$49.98 06/01/2020 \$51.06 12/01/2020 \$52.20 06/01/2019 \$49.98 06/01/2020 \$51.06 12/01/2020 \$52.20 06/01/2021 \$53.29 12/01/2021 \$54.43 03/01/2018 \$37.61 09/01/2018 \$38.51	06/01/2019 \$48.84 \$11.00 12/01/2019 \$49.98 \$11.00 06/01/2020 \$51.06 \$11.00 12/01/2020 \$52.20 \$11.00 12/01/2021 \$53.29 \$11.00 06/01/2021 \$53.29 \$11.00 12/01/2021 \$54.43 \$11.00 12/01/2021 \$54.43 \$11.00 06/01/2018 \$46.61 \$11.00 12/01/2018 \$447.75 \$11.00 06/01/2019 \$48.84 \$11.00 12/01/2019 \$49.98 \$11.00 06/01/2019 \$49.98 \$11.00 12/01/2020 \$51.06 \$11.00 12/01/2020 \$52.20 \$11.00 06/01/2021 \$53.29 \$11.00 12/01/2021 \$53.29 \$11.00 12/01/2021 \$54.43 \$11.00 03/01/2018 \$37.61 \$13.00 09/01/2018 \$38.51 \$13.00	06/01/2019 \$48.84 \$11.00 \$15.50 12/01/2019 \$49.98 \$11.00 \$15.50 06/01/2020 \$51.06 \$11.00 \$15.50 12/01/2020 \$52.20 \$11.00 \$15.50 12/01/2021 \$53.29 \$11.00 \$15.50 06/01/2021 \$53.29 \$11.00 \$15.50 12/01/2021 \$54.43 \$11.00 \$15.50 06/01/2018 \$46.61 \$11.00 \$15.50 06/01/2018 \$44.7.75 \$11.00 \$15.50 06/01/2019 \$48.84 \$11.00 \$15.50 06/01/2019 \$49.98 \$11.00 \$15.50 12/01/2019 \$49.98 \$11.00 \$15.50 12/01/2020 \$52.20 \$11.00 \$15.50 06/01/2021 \$53.29 \$11.00 \$15.50 12/01/2020 \$52.20 \$11.00 \$15.50 06/01/2021 \$53.29 \$11.00 \$15.50 12/01/2021 \$54.43 \$11.00 \$15.50 <t< td=""><td>06/01/2019 \$48.84 \$11.00 \$15.50 \$0.00 12/01/2019 \$49.98 \$11.00 \$15.50 \$0.00 06/01/2020 \$51.06 \$11.00 \$15.50 \$0.00 12/01/2020 \$52.20 \$11.00 \$15.50 \$0.00 06/01/2021 \$53.29 \$11.00 \$15.50 \$0.00 12/01/2021 \$54.43 \$11.00 \$15.50 \$0.00 12/01/2021 \$54.43 \$11.00 \$15.50 \$0.00 06/01/2018 \$46.61 \$11.00 \$15.50 \$0.00 12/01/2018 \$447.75 \$11.00 \$15.50 \$0.00 06/01/2019 \$44.84 \$11.00 \$15.50 \$0.00 12/01/2019 \$49.98 \$11.00 \$15.50 \$0.00 12/01/2019 \$49.98 \$11.00 \$15.50 \$0.00 06/01/2020 \$51.06 \$11.00 \$15.50 \$0.00 12/01/2020 \$52.20 \$11.00 \$15.50 \$0.00 06/01/2021 \$53.29 \$11.00 \$15.50 \$0.00 12/01/2021 \$54.43<!--</td--></td></t<>	06/01/2019 \$48.84 \$11.00 \$15.50 \$0.00 12/01/2019 \$49.98 \$11.00 \$15.50 \$0.00 06/01/2020 \$51.06 \$11.00 \$15.50 \$0.00 12/01/2020 \$52.20 \$11.00 \$15.50 \$0.00 06/01/2021 \$53.29 \$11.00 \$15.50 \$0.00 12/01/2021 \$54.43 \$11.00 \$15.50 \$0.00 12/01/2021 \$54.43 \$11.00 \$15.50 \$0.00 06/01/2018 \$46.61 \$11.00 \$15.50 \$0.00 12/01/2018 \$447.75 \$11.00 \$15.50 \$0.00 06/01/2019 \$44.84 \$11.00 \$15.50 \$0.00 12/01/2019 \$49.98 \$11.00 \$15.50 \$0.00 12/01/2019 \$49.98 \$11.00 \$15.50 \$0.00 06/01/2020 \$51.06 \$11.00 \$15.50 \$0.00 12/01/2020 \$52.20 \$11.00 \$15.50 \$0.00 06/01/2021 \$53.29 \$11.00 \$15.50 \$0.00 12/01/2021 \$54.43 </td

Effecti	ve Date -	03/01/2018				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40		\$15.04	\$13.00	\$0.45	\$0.00	\$28.49
2	40		\$15.04	\$13.00	\$0.45	\$0.00	\$28.49
3	45		\$16.92	\$13.00	\$12.74	\$0.00	\$42.66
4	45		\$16.92	\$13.00	\$12.74	\$0.00	\$42.66
5	50		\$18.81	\$13.00	\$13.03	\$0.00	\$44.84
6	55		\$20.69	\$13.00	\$13.32	\$0.00	\$47.01
7	60		\$22.57	\$13.00	\$13.61	\$0.00	\$49.18
8	65		\$24.45	\$13.00	\$13.90	\$0.00	\$51.35
9	70		\$26.33	\$13.00	\$14.19	\$0.00	\$53.52
10	75		\$28.21	\$13.00	\$14.48	\$0.00	\$55.69

Effective Date -	09/01/2018
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	ive Date -	09/01/2018	Ammentian Dava Wasa	TT 14h	Densien	Supplemental Unemployment	Tatal Data
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40		\$15.40	\$13.00	\$0.46	\$0.00	\$28.86
2	40		\$15.40	\$13.00	\$0.46	\$0.00	\$28.86
3	45		\$17.33	\$13.00	\$12.75	\$0.00	\$43.08
4	45		\$17.33	\$13.00	\$12.75	\$0.00	\$43.08
5	50		\$19.26	\$13.00	\$13.05	\$0.00	\$45.31
6	55		\$21.18	\$13.00	\$13.34	\$0.00	\$47.52
7	60		\$23.11	\$13.00	\$13.62	\$0.00	\$49.73
8	65		\$25.03	\$13.00	\$13.92	\$0.00	\$51.95
9	70		\$26.96	\$13.00	\$14.21	\$0.00	\$54.17
10	75		\$28.88	\$13.00	\$14.50	\$0.00	\$56.38

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS	08/01/2018	\$51.85	\$10.75	\$20.66	\$0.00	\$83.26
BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2019	\$52.49	\$10.75	\$20.66	\$0.00	\$83.90
	08/01/2019	\$53.84	\$10.75	\$20.80	\$0.00	\$85.39
	02/01/2020	\$54.48	\$10.75	\$20.80	\$0.00	\$86.03
	08/01/2020	\$55.83	\$10.75	\$20.95	\$0.00	\$87.53
	02/01/2021	\$56.47	\$10.75	\$20.95	\$0.00	\$88.17
	08/01/2021	\$57.87	\$10.75	\$21.11	\$0.00	\$89.73
	02/01/2022	\$58.46	\$10.75	\$21.11	\$0.00	\$90.32

	Effect	ive Date -	08/01/2018				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$25.93	\$10.75	\$20.03	\$0.00	\$56.71	
	2	60		\$31.11	\$10.75	\$20.03	\$0.00	\$61.89	
	3	70		\$36.30	\$10.75	\$20.03	\$0.00	\$67.08	
	4	80		\$41.48	\$10.75	\$20.03	\$0.00	\$72.26	
	5	90		\$46.67	\$10.75	\$20.03	\$0.00	\$77.45	
	Effect	ive Date -	02/01/2019				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$26.25	\$10.75	\$20.03	\$0.00	\$57.03	
	2	60		\$31.49	\$10.75	\$20.03	\$0.00	\$62.27	
	3	70		\$36.74	\$10.75	\$20.03	\$0.00	\$67.52	
	4	80		\$41.99	\$10.75	\$20.03	\$0.00	\$72.77	
	5	90		\$47.24	\$10.75	\$20.03	\$0.00	\$78.02	
	Notes:			·					
	Appre	ntice to Jo	urneyworker Ratio:1:3						
EST BORING			T.	06/01/201	8 \$39.35	\$ \$7.70	\$15.40	\$0.00	\$62.45
ADOREKS - FOON	DATION	AND MAKIN	L	12/01/201	8 \$40.30	\$7.70	\$15.40	\$0.00	\$63.40
				06/01/201	9 \$41.30	\$7.70	\$15.40	\$0.00	\$64.40
				12/01/201	9 \$42.30	\$7.70	\$15.40	\$0.00	\$65.40
				06/01/2020	\$43.29	\$7.70	\$15.40	\$0.00	\$66.39
				12/01/2020	9 \$44.27	\$7.70	\$15.40	\$0.00	\$67.37
				06/01/202	1 \$45.29	\$7.70	\$15.40	\$0.00	\$68.39
For apprentice	rates see	'Apprentice- I	LABORER"	12/01/202	\$46.30	\$7.70	\$15.40	\$0.00	\$69.40
EST BORING	DRILI	ER HELPI	ER	06/01/201	8 \$38.07	\$7.70	\$15.40	\$0.00	\$61.17
ABORERS - FOUN	DATION	AND MARIN	E	12/01/2013	8 \$39.02	\$7.70	\$15.40	\$0.00	\$62.12
				06/01/2019	9 \$40.02	\$7.70	\$15.40	\$0.00	\$63.12
				12/01/2019	9 \$41.02	\$7.70	\$15.40	\$0.00	\$64.12
				06/01/2020	9 \$42.01	\$7.70	\$15.40	\$0.00	\$65.11
				12/01/2020			\$15.40	\$0.00	\$66.09
				06/01/202	1 \$44.01	\$7.70	\$15.40	\$0.00	\$67.11
				12/01/202	1 \$45.02	\$7.70	\$15.40	\$0.00	\$68.12
For apprentice	rates see	'Apprentice- I	ABORER"						

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile Effective Date - 08/01/2018

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
EST BORING LABORER	06/01/2018	\$37.95	\$7.70	\$15.40	\$0.00	\$61.05
ABORERS - FOUNDATION AND MARINE	12/01/2018	\$38.90	\$7.70	\$15.40	\$0.00	\$62.00
	06/01/2019	\$39.90	\$7.70	\$15.40	\$0.00	\$63.00
	12/01/2019	\$40.90	\$7.70	\$15.40	\$0.00	\$64.00
	06/01/2020	\$41.89	\$7.70	\$15.40	Unemployment \$0.00 \$0.00 \$0.00	\$64.99
	06/01/2018 \$37.95 12/01/2018 \$38.90 06/01/2019 \$39.90 12/01/2019 \$40.90 06/01/2020 \$41.85 12/01/2020 \$42.87 06/01/2021 \$43.89 12/01/2021 \$44.90 TORS 06/01/2018 \$46.61 12/01/2019 \$49.98 06/01/2019 \$48.84 12/01/2020 \$52.20 06/01/2021 \$53.29 12/01/2020 \$52.20 06/01/2021 \$53.29 12/01/2020 \$52.20 06/01/2018 \$50.23 12/01/2020 \$52.18 06/01/2018 \$50.23 12/01/2018 \$51.18 06/01/2019 \$52.18 12/01/2019 \$53.18 06/01/2020 \$54.17 12/01/2020 \$55.15 06/01/2018 \$52.23 12/01/2020 \$55.15 06/01/2021 \$56.17 12/01/2020 \$55.15 06/01/2018 <td>\$42.87</td> <td>\$7.70</td> <td>\$15.40</td> <td>\$0.00</td> <td>\$65.97</td>	\$42.87	\$7.70	\$15.40	\$0.00	\$65.97
	06/01/2021	\$43.89	\$7.70	\$15.40	\$0.00	\$66.99
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$44.90	\$7.70	\$15.40	\$0.00	\$68.00
RACTORS/PORTABLE STEAM GENERATORS PERATING ENGINEERS LOCAL 4	06/01/2018	\$46.61	\$11.00	\$15.50	\$0.00	\$73.11
ERATING ENGINEERS LOCAL 4	12/01/2018	\$47.75	\$11.00	\$15.50	Unemployment \$0.00	\$74.25
	06/01/2019	Control and Control Finantial Finantial Concention 001/2018 \$37.95 \$7.70 \$15.40 \$0.00 001/2018 \$38.90 \$7.70 \$15.40 \$0.00 001/2019 \$39.90 \$7.70 \$15.40 \$0.00 001/2019 \$40.90 \$7.70 \$15.40 \$0.00 001/2020 \$41.89 \$7.70 \$15.40 \$0.00 001/2021 \$44.90 \$7.70 \$15.40 \$0.00 001/2018 \$46.61 \$11.00 \$15.50 \$0.00 001/2018 \$46.61 \$11.00 \$15.50 \$0.00 001/2019 \$48.84 \$11.00 \$15.50 \$0.00 001/2019 \$49.98 \$11.00 \$15.50 \$0.00 001/2020 \$51.20 \$11.00 \$15.50 \$0.00 01/2011 \$54.43 \$11.00 \$15.50 \$0.00 01/2021 \$54.43 \$11.00 \$15.50 \$0.00 01/2016 \$34.12 \$10.91	\$75.34			
	06/01/2018 12/01/2018 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021 ER* ERATORS 06/01/2018 12/01/2019 06/01/2019 12/01/2018 06/01/2019 12/01/2020 06/01/2019 12/01/2020 06/01/2020 12/01/2020 06/01/2021 12/01/2020 06/01/2021 12/01/2020 06/01/2018 12/01/2018 06/01/2018 12/01/2019 06/01/2020 12/01/2018 06/01/2020 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2018 12/01/2018 12/01/2018 12/01/2019 06/01/2020 12/01/2018 12/01/2018 12/01/2019 06/01/2020 </td <td>\$49.98</td> <td>\$11.00</td> <td>\$15.50</td> <td>\$0.00</td> <td>\$76.48</td>	\$49.98	\$11.00	\$15.50	\$0.00	\$76.48
	06/01/2020	\$51.06	\$11.00	\$15.50	\$0.00	\$77.56
	12/01/2020	\$52.20	\$11.00	\$15.50	\$0.00	\$78.70
	06/01/2021	\$53.29	\$11.00	\$15.50	\$0.00	\$79.79
	12/01/2021	\$54.43	\$11.00	\$15.50	\$0.00	\$80.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS" RAILERS FOR EARTH MOVING EQUIPMENT	12/01/2016	\$34.12	\$10.91	\$10.89	\$0.00	\$55.92
AMSTERS JOINT COUNCIL NO. 10 ZONE A						
JNNEL WORK - COMPRESSED AIR	06/01/2018	\$50.23	\$7.70	\$15.80	\$0.00	\$73.73
BORERS (COMPRESSED AIR)	12/01/2018	\$51.18	\$7.70	\$15.80	Unemployment \$0.00 >\$0.00 >\$0.00	\$74.68
	06/01/2019	\$52.18	\$7.70	\$15.80	\$0.00	\$75.68
	12/01/2019	\$53.18	\$7.70	\$15.80	\$0.00	\$76.68
	06/01/2020	\$54.17	\$7.70	\$15.80	\$0.00	\$77.67
	12/01/2020	\$55.15	\$7.70	\$15.80	\$0.00	\$78.65
	06/01/2021	\$56.17	\$7.70	\$15.80	\$0.00	\$79.67
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$57.18	\$7.70	\$15.80	\$0.00	\$80.68
JNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	06/01/2018	\$52.23	\$7.70	\$15.80	\$0.00	\$75.73
BORERS (COMPRESSED AIR)					\$0.00	\$76.68
						\$77.68
						\$78.68
						\$79.67
						\$80.65
					\$0.00	\$81.67
For apprentice rates see "Apprentice- LABORER"						\$82.68
UNNEL WORK - FREE AIR	06/01/2019	\$42.20	\$7.70	\$15.80	\$0.00	\$65.80
BORERS (FREE AIR TUNNEL)						\$65.80 \$66.75
						\$67.75
						\$67.75 \$68.75
					Unemployment \$0.00 >\$0.00 >\$0.00	\$69.74 \$70.72
	Effective Date Base Wage Heatin Person Unemp 06/01/2018 \$37.95 \$7.70 \$15.40 \$0.0 12/01/2018 \$38.90 \$7.70 \$15.40 \$0.0 06/01/2020 \$41.89 \$7.70 \$15.40 \$0.0 12/01/2019 \$40.90 \$7.70 \$15.40 \$0.0 06/01/2020 \$42.87 \$7.70 \$15.40 \$0.0 06/01/2021 \$43.89 \$7.70 \$15.40 \$0.0 12/01/2021 \$44.90 \$7.70 \$15.40 \$0.0 12/01/2021 \$44.90 \$7.70 \$15.50 \$0.0 12/01/2021 \$44.90 \$7.70 \$15.50 \$0.0 06/01/2018 \$46.61 \$11.00 \$15.50 \$0.0 12/01/2019 \$49.98 \$11.00 \$15.50 \$0.0 06/01/2020 \$51.06 \$11.00 \$15.50 \$0.0 12/01/2020 \$52.20 \$11.00 \$15.50 \$0.0 12/01/2016 \$34.12 <t< td=""><td></td><td></td><td></td><td></td><td>\$70.72</td></t<>					\$70.72
			\$71.74			
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$49.25	\$7.70	\$15.80	\$0.00	\$72.75

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR (HAZ. WASTE)	06/01/2018	\$44.30	\$7.70	\$15.80	\$0.00	\$67.80
LABORERS (FREE AIR TUNNEL)	12/01/2018	\$45.25	\$7.70	\$15.80	\$0.00	\$68.75
	06/01/2019	\$46.25	\$7.70	\$15.80	\$0.00	\$69.75
	12/01/2019	\$47.25	\$7.70	\$15.80	Unemployment \$0.00	\$70.75
	06/01/2020	\$48.24	\$7.70	\$15.80	\$0.00	\$71.74
	12/01/2020	\$49.22	\$7.70	\$15.80	\$0.00	\$72.72
	06/01/2021	\$50.24	\$7.70	\$15.80	\$0.00	\$73.74
	12/01/2021	\$51.25	\$7.70	\$15.80	\$0.00	\$74.75
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2016	\$33.54	\$10.91	\$10.89	\$0.00	\$55.34
WAGON DRILL OPERATOR	06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
LABORERS - ZONE I	12/01/2018	\$39.20	\$7.70	\$15.20	\$0.00	\$62.10
	06/01/2019	\$40.20	\$7.70	\$15.20	\$0.00	\$63.10
	12/01/2019	\$41.20	\$7.70	\$15.20	\$0.00	\$64.10
	06/01/2020	\$42.19	\$7.70	\$15.20	\$0.00	\$65.09
	12/01/2020	\$43.17	\$7.70	\$15.20	\$0.00	\$66.07
	06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10
WASTE WATER PUMP OPERATOR	06/01/2018	\$47.08	\$11.00	\$15.50	\$0.00	\$73.58
OPERATING ENGINEERS LOCAL 4	12/01/2018	\$48.23	\$11.00	\$15.50	\$0.00	\$74.73
	06/01/2019	\$49.33	\$11.00	\$15.50	Unemployment \$0.00 >\$0.00 >\$0.00 <td>\$75.83</td>	\$75.83
	12/01/2019	\$50.48	\$11.00	\$15.50	\$0.00	\$76.98
	06/01/2020	\$51.58	\$11.00	\$15.50	\$0.00	\$78.08
	12/01/2020	\$52.73	\$11.00	\$15.50	\$0.00	\$79.23
	06/01/2021	\$53.83	\$11.00	\$15.50	\$0.00	\$80.33
	12/01/2021	\$54.98	\$11.00	\$15.50	\$0.00	\$81.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER	03/01/2018	\$54.69	\$11.57	\$15.76	\$0.00	\$82.02
PLUMBERS & GASFITTERS LOCAL 12	09/01/2018	\$56.19	\$11.57	\$15.76	\$0.00	\$83.52
	03/01/2019	\$57.69	\$11.57	\$15.76	\$0.00	\$85.02
	09/01/2019	\$59.19	\$11.57	\$15.76	\$0.00	\$86.52
	03/01/2020	\$60.69	\$11.57	\$15.76	\$0.00	\$88.02
	09/01/2020	\$62.19	\$11.57	\$15.76	Sion Unemployment 5.80 \$0.00 5.80 \$0.00 5.80 \$0.00 5.80 \$0.00 5.80 \$0.00 5.80 \$0.00 5.80 \$0.00 5.80 \$0.00 5.80 \$0.00 5.80 \$0.00 5.80 \$0.00 5.80 \$0.00 5.80 \$0.00 5.20 \$0.00 5.20 \$0.00 5.20 \$0.00 5.20 \$0.00 5.20 \$0.00 5.20 \$0.00 5.20 \$0.00 5.20 \$0.00 5.20 \$0.00 5.50 \$0.00 5.50 \$0.00 5.50 \$0.00 5.50 \$0.00 5.76 \$0.00 5.76 \$0.00 5.76 \$0.00 5.76 \$0.00 5.76 \$0.00	\$89.52
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER.	03/01/2021 /gasfitter"	\$63.69	\$11.57	\$15.76	\$0.00	\$91.02
Outside Electrical - East						
CABLE TECHNICIAN (Power Zone) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$27.14	\$7.75	\$1.81	\$0.00	\$36.70
For apprentice rates see "Apprentice- LINEMAN"						
CABLEMAN (Underground Ducts & Cables) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$38.45	\$7.75	\$9.53	\$0.00	\$55.73
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN CDL outside electrical workers - east local 104	09/03/2017	\$31.66	\$7.75	\$9.44	\$0.00	\$48.85
For apprentice rates see "Apprentice- LINEMAN"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$24.88	\$7.75	\$1.75	\$0.00	\$34.38
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class A CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$38.45	\$7.75	\$13.61	\$0.00	\$59.81
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class B CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$33.92	\$7.75	\$10.21	\$0.00	\$51.88
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$24.88	\$7.75	\$1.75	\$0.00	\$34.38
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN -Inexperienced (<2000 Hrs.) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$20.35	\$7.75	\$1.61	\$0.00	\$29.71
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN outside electrical workers - east local 104	09/03/2017	\$45.23	\$7.75	\$16.61	\$0.00	\$69.59

Apprentice - LINEMAN (Outside Electrical) - East Local 104

		ve Date -	09/03/2017	Appropriate Dage Wage	Uaalth	Dongion	Supplemental Unemployment	Tetal	Rate
	Step	percent		Apprentice Base Wage		Pension			
	1	60		\$27.14	\$7.75	\$3.31	\$0.00	\$3	38.20
	2	65		\$29.40	\$7.75	\$3.38	\$0.00	\$4	40.53
	3	70		\$31.66	\$7.75	\$3.45	\$0.00	\$4	42.86
	4	75		\$33.92	\$7.75	\$5.02	\$0.00	\$4	46.69
	5	80		\$36.18	\$7.75	\$5.09	\$0.00	\$4	49.02
	6	85		\$38.45	\$7.75	\$5.15	\$0.00	\$:	51.35
	7	90		\$40.71	\$7.75	\$7.22	\$0.00	\$:	55.68
	Notes:								
									i i
	Appre	ntice to Jo	urneyworker Ratio:1:2						
FELEDATA				02/05/2018	8 \$29.9	8 \$4.70	\$3.15	\$0.00	\$37.83
DUTSIDE ELEC	TRICAL WO.	RKERS - EAS	T LOCAL 104	02/04/2019	\$30.7	3 \$4.70	\$3.17	\$0.00	\$38.60
		-	MENT OPERATOR	05/05/2018	3 \$28.22	2 \$4.70	\$3.10	\$0.00	\$36.02
DUTSIDE ELEC	TRICAL WO	RKERS - EAS	T LOCAL 104	02/04/2019	\$28.9	3 \$4.70	\$3.14	\$0.00	\$36.77
			LLER/TECHNICIAN	02/05/2018	3 \$28.22	2 \$4.70	\$3.10	\$0.00	\$36.02
OUTSIDE ELEC	TRICAL WO.	RKERS - EAS	TT LOCAL 104	02/04/2019			\$3.14	\$0.00	\$36.77
TREE TRIM		RKERS - EAS	T LOCAL 104	01/31/2016	5 \$18.5	1 \$3.55	\$0.00	\$0.00	\$22.06
operating, m	naintaining, o	r repairing the	work done: (a) for a utility company e utility company's equipment, and holesale tree removal.						
FREE TRIM			N TT LOCAL 104	01/31/2016	5 \$16.3	2 \$3.55	\$0.00	\$0.00	\$19.87

operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal.

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.