

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:

Demolition Only of 380 Lexington Street

Job Location:

610 Main Street

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Issue Date: 06/27/2019 **Wage Request Number:** 20190627-050

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------------------------|---------|---------|------------------------------|------------|
| Construction (2.4 M/LE) POPULED FOR HONOR OF THE POPULED FOR HONOR OF T | | | | | | |
| (2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A | 06/01/2019 | \$35.35 | \$11.91 | \$12.70 | \$0.00 | \$59.96 |
| | 08/01/2019 | \$35.35 | \$12.41 | \$12.70 | \$0.00 | \$60.46 |
| | 12/01/2019 | \$35.35 | \$12.41 | \$13.72 | \$0.00 | \$61.48 |
| | 06/01/2020 | \$36.25 | \$12.41 | \$13.72 | \$0.00 | \$62.38 |
| | 08/01/2020 | \$36.25 | \$12.91 | \$13.72 | \$0.00 | \$62.88 |
| | 12/01/2020 | \$36.25 | \$12.91 | \$14.82 | \$0.00 | \$63.98 |
| | 06/01/2021 | \$37.05 | \$12.91 | \$14.82 | \$0.00 | \$64.78 |
| | 08/01/2021 | \$37.05 | \$13.41 | \$14.82 | \$0.00 | \$65.28 |
| | 12/01/2021 | \$37.05 | \$13.41 | \$16.01 | \$0.00 | \$66.47 |
| (3 AXLE) DRIVER - EQUIPMENT | 06/01/2019 | \$35.42 | \$11.91 | \$12.70 | \$0.00 | \$60.03 |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE A | 08/01/2019 | \$35.42 | \$12.41 | \$12.70 | \$0.00 | \$60.53 |
| | 12/01/2019 | \$35.42 | \$12.41 | \$13.72 | \$0.00 | \$61.55 |
| | 06/01/2020 | \$36.32 | \$12.41 | \$13.72 | \$0.00 | \$62.45 |
| | 08/01/2020 | \$36.32 | \$12.91 | \$13.72 | \$0.00 | \$62.95 |
| | 12/01/2020 | \$36.32 | \$12.91 | \$14.82 | \$0.00 | \$64.05 |
| | 06/01/2021 | \$37.12 | \$12.91 | \$14.82 | \$0.00 | \$64.85 |
| | 08/01/2021 | \$37.12 | \$13.41 | \$14.82 | \$0.00 | \$65.35 |
| | 12/01/2021 | \$37.12 | \$13.41 | \$16.01 | \$0.00 | \$66.54 |
| 4 & 5 AXLE) DRIVER - EQUIPMENT | 06/01/2019 | \$35.54 | \$11.91 | \$12.70 | \$0.00 | \$60.15 |
| FEAMSTERS JOINT COUNCIL NO. 10 ZONE A | 08/01/2019 | \$35.54 | \$12.41 | \$12.70 | \$0.00 | \$60.65 |
| | 12/01/2019 | \$35.54 | \$12.41 | \$13.72 | \$0.00 | \$61.67 |
| | 06/01/2020 | \$36.44 | \$12.41 | \$13.72 | \$0.00 | \$62.57 |
| | 08/01/2020 | \$36.44 | \$12.91 | \$13.72 | \$0.00 | \$63.07 |
| | 12/01/2020 | \$36.44 | \$12.91 | \$14.82 | \$0.00 | \$64.17 |
| | 06/01/2021 | \$37.24 | \$12.91 | \$14.82 | \$0.00 | \$64.97 |
| | 08/01/2021 | \$37.24 | \$13.41 | \$14.82 | \$0.00 | \$65.47 |
| | 12/01/2021 | \$37.24 | \$13.41 | \$16.01 | \$0.00 | \$66.66 |
| ADS/SUBMERSIBLE PILOT | 08/01/2018 | \$97.80 | \$9.90 | \$21.15 | \$0.00 | \$128.85 |
| PILE DRIVER LOCAL 56 (ZONE 1) | | | | \$21.15 | \$0.00 | |
| For apprentice rates see "Apprentice- PILE DRIVER" | 08/01/2019 | \$102.78 | \$9.90 | \$21.13 | \$0.00 | \$133.83 |
| AIR TRACK OPERATOR | 06/01/2019 | \$40.40 | \$7.85 | \$15.35 | \$0.00 | \$63.60 |
| ABORERS - ZONE 1 | 12/01/2019 | \$41.40 | \$7.85 | \$15.35 | \$0.00 | \$64.60 |
| | 06/01/2020 | \$42.39 | \$7.85 | \$15.35 | \$0.00 | \$65.59 |
| | 12/01/2020 | \$43.37 | \$7.85 | \$15.35 | \$0.00 | \$66.57 |
| | 06/01/2021 | \$43.37 | \$7.85 | \$15.35 | \$0.00 | \$67.59 |
| | 12/01/2021 | \$45.40 | \$7.85 | \$15.35 | \$0.00 | \$68.60 |
| For apprentice rates see "Apprentice- LABORER" | 12/01/2021 | ψ τ <i>ጋ.</i> 40 | ψ1.03 | Ψ10.55 | ψ0.00 | φυσ.υυ |
| ASBESTOS REMOVER - PIPE / MECH. EQUIPT. | 06/01/2019 | \$36.40 | \$12.50 | \$8.50 | \$0.00 | \$57.40 |
| HEAT & FROST INSULATORS LOCAL 6 (BOSTON) | 12/01/2019 | \$37.40 | \$12.50 | \$8.50 | \$0.00 | \$58.40 |
| | 06/01/2020 | \$38.40 | \$12.50 | \$8.50 | \$0.00 | \$59.40 |
| | | | | | | |

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| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|------------------------------|------------|
| ASPHALT RAKER | 06/01/2019 | \$39.90 | \$7.85 | \$15.35 | \$0.00 | \$63.10 |
| LABORERS - ZONE I | 12/01/2019 | \$40.90 | \$7.85 | \$15.35 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$41.89 | \$7.85 | \$15.35 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$42.87 | \$7.85 | \$15.35 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$43.89 | \$7.85 | \$15.35 | \$0.00 | \$67.09 |
| For apprentice rates see "Apprentice- LABORER" | 12/01/2021 | \$44.90 | \$7.85 | \$15.35 | \$0.00 | \$68.10 |
| ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE | 06/01/2019 | \$48.18 | \$12.00 | \$15.60 | \$0.00 | \$75.78 |
| PPERATING ENGINEERS LOCAL 4 | 12/01/2019 | \$49.33 | \$12.00 | \$15.60 | \$0.00 | \$76.93 |
| | 06/01/2020 | \$50.43 | \$12.00 | \$15.60 | \$0.00 | \$78.03 |
| | 12/01/2020 | \$51.58 | \$12.00 | \$15.60 | \$0.00 | \$79.18 |
| | 06/01/2021 | \$52.68 | \$12.00 | \$15.60 | \$0.00 | \$80.28 |
| | 12/01/2021 | \$53.83 | \$12.00 | \$15.60 | \$0.00 | \$81.43 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| SACKHOE/FRONT-END LOADER | 06/01/2019 | \$48.18 | \$12.00 | \$15.60 | \$0.00 | \$75.78 |
| PERATING ENGINEERS LOCAL 4 | 12/01/2019 | \$49.33 | \$12.00 | \$15.60 | \$0.00 | \$76.93 |
| | 06/01/2020 | \$50.43 | \$12.00 | \$15.60 | \$0.00 | \$78.03 |
| | 12/01/2020 | \$51.58 | \$12.00 | \$15.60 | \$0.00 | \$79.18 |
| | 06/01/2021 | \$52.68 | \$12.00 | \$15.60 | \$0.00 | \$80.28 |
| | 12/01/2021 | \$53.83 | \$12.00 | \$15.60 | \$0.00 | \$81.43 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| BARCO-TYPE JUMPING TAMPER ABORERS - ZONE 1 | 06/01/2019 | \$39.90 | \$7.85 | \$15.35 | \$0.00 | \$63.10 |
| ABONENS - ZONE I | 12/01/2019 | \$40.90 | \$7.85 | \$15.35 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$41.89 | \$7.85 | \$15.35 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$42.87 | \$7.85 | \$15.35 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$43.89 | \$7.85 | \$15.35 | \$0.00 | \$67.09 |
| For apprentice rates see "Apprentice- LABORER" | 12/01/2021 | \$44.90 | \$7.85 | \$15.35 | \$0.00 | \$68.10 |
| BLOCK PAVER, RAMMER / CURB SETTER | 06/01/2019 | \$40.40 | \$7.85 | \$15.35 | \$0.00 | \$63.60 |
| ABORERS - ZONE 1 | 12/01/2019 | \$41.40 | \$7.85 | \$15.35 | \$0.00 | \$64.60 |
| | 06/01/2020 | \$42.39 | \$7.85 | \$15.35 | \$0.00 | \$65.59 |
| | 12/01/2020 | \$43.37 | \$7.85 | \$15.35 | \$0.00 | \$66.57 |
| | 06/01/2021 | \$44.39 | \$7.85 | \$15.35 | \$0.00 | \$67.59 |
| | 12/01/2021 | \$45.40 | \$7.85 | \$15.35 | \$0.00 | \$68.60 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| BOILER MAKER | 01/01/2019 | \$44.71 | \$7.07 | \$17.72 | \$0.00 | \$69.50 |
| BOILERMAKERS LOCAL 29 | 01/01/2020 | \$46.10 | \$7.07 | \$17.98 | \$0.00 | \$71.15 |

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Apprentice - BOILERMAKER - Local 29

Pension

| | Effecti | ive Date - | 01/01/2019 | | | | Supplemental | | |
|----------------------------|--------------------------|-------------|-----------------------|----------------------|--------|-----------|------------------------------|------------|---------|
| | Step | percent | | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate | |
| | 1 | 65 | | \$29.06 | \$7.07 | \$11.52 | \$0.00 | \$47.65 | |
| | 2 | 65 | | \$29.06 | \$7.07 | \$11.52 | \$0.00 | \$47.65 | |
| | 3 | 70 | | \$31.30 | \$7.07 | \$12.40 | \$0.00 | \$50.77 | |
| | 4 | 75 | | \$33.53 | \$7.07 | \$13.30 | \$0.00 | \$53.90 | |
| | 5 | 80 | | \$35.77 | \$7.07 | \$14.18 | \$0.00 | \$57.02 | |
| | 6 | 85 | | \$38.00 | \$7.07 | \$15.07 | \$0.00 | \$60.14 | |
| | 7 | 90 | | \$40.24 | \$7.07 | \$15.95 | \$0.00 | \$63.26 | |
| | 8 | 95 | | \$42.47 | \$7.07 | \$16.84 | \$0.00 | \$66.38 | |
| | Effecti Step | ive Date - | 01/01/2020 | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate | |
| | $\frac{3 \text{ Gp}}{1}$ | 65 | | \$29.97 | \$7.07 | \$11.69 | \$0.00 | \$48.73 | |
| | 2 | 65 | | \$29.97 | \$7.07 | \$11.69 | \$0.00 | \$48.73 | |
| | 3 | 70 | | \$32.27 | \$7.07 | \$12.59 | \$0.00 | \$51.93 | |
| | 4 | 75 | | \$34.58 | \$7.07 | \$13.49 | \$0.00 | \$55.14 | |
| | 5 | 80 | | \$36.88 | \$7.07 | \$14.38 | \$0.00 | \$58.33 | |
| | 6 | 85 | | \$39.19 | \$7.07 | \$15.29 | \$0.00 | \$61.55 | |
| | 7 | 90 | | \$41.49 | \$7.07 | \$16.18 | \$0.00 | \$64.74 | |
| | 8 | 95 | | \$43.80 | \$7.07 | \$17.09 | \$0.00 | \$67.96 | |
| | Notes: | | | | | | | | |
| | Appre | ntice to Jo | urneyworker Ratio:1:4 | | | | | | |
| | | FICIAL MA | ASONRY (INCL. MASONR | Y 02/01/2019 | \$53.5 | 5 \$10.75 | \$20.66 | \$0.00 | \$84.96 |
| WATERPROO BRICKLAYERS L | | ALTHAM) | | 08/01/2019 | \$54.9 | 0 \$10.75 | \$20.80 | \$0.00 | \$86.45 |
| | , | ŕ | | 02/01/2020 | \$55.5 | 4 \$10.75 | \$20.80 | \$0.00 | \$87.09 |
| | | | | 08/01/2020 | \$56.8 | 9 \$10.75 | \$20.95 | \$0.00 | \$88.59 |
| | | | | 02/01/2021 | \$57.5 | 3 \$10.75 | \$20.95 | \$0.00 | \$89.23 |
| | | | | 08/01/2021 | \$58.9 | 3 \$10.75 | \$21.11 | \$0.00 | \$90.79 |
| | | | | 02/01/2022 | \$59.5 | 2 \$10.75 | \$21.11 | \$0.00 | \$91.38 |

Pension

Total Rate

| | Step | ive Date - 02/01/2019 percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate | |
|---------------|---------------|---|----------------------|-----------|---------|------------------------------|------------|---------|
| | 1 | 50 | \$26.78 | \$10.75 | \$20.66 | \$0.00 | \$58.19 | |
| | 2 | 60 | \$32.13 | \$10.75 | \$20.66 | \$0.00 | \$63.54 | |
| | 3 | 70 | \$37.49 | \$10.75 | \$20.66 | \$0.00 | \$68.90 | |
| | 4 | 80 | \$42.84 | \$10.75 | \$20.66 | \$0.00 | \$74.25 | |
| | 5 | 90 | \$48.20 | \$10.75 | \$20.66 | \$0.00 | \$79.61 | |
| | Effecti | ive Date - 08/01/2019 | | | | Supplemental | | |
| | Step | percent | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate | |
| | 1 | 50 | \$27.45 | \$10.75 | \$20.80 | \$0.00 | \$59.00 | |
| | 2 | 60 | \$32.94 | \$10.75 | \$20.80 | \$0.00 | \$64.49 | |
| | 3 | 70 | \$38.43 | \$10.75 | \$20.80 | \$0.00 | \$69.98 | |
| | 4 | 80 | \$43.92 | \$10.75 | \$20.80 | \$0.00 | \$75.47 | |
| | 5 | 90 | \$49.41 | \$10.75 | \$20.80 | \$0.00 | \$80.96 | |
| | Notes: | | | | | | | |
| | Appre | ntice to Journeyworker Ratio:1:5 | | | | | | |
| | | ER/SCRAPER | 06/01/2019 | 9 \$47.69 | \$12.00 | \$15.60 | \$0.00 | \$75.29 |
| ERATING ENG | INEEKS L | OCAL 4 | 12/01/2019 | 9 \$48.83 | \$12.00 | \$15.60 | \$0.00 | \$76.43 |
| | | | 06/01/2020 | 0 \$49.91 | \$12.00 | \$15.60 | \$0.00 | \$77.51 |
| | | | 12/01/2020 | 0 \$51.05 | \$12.00 | \$15.60 | \$0.00 | \$78.65 |
| | | | 06/01/202 | 1 \$52.14 | \$12.00 | \$15.60 | \$0.00 | \$79.74 |
| | | | 12/01/202 | 1 \$53.28 | \$12.00 | \$15.60 | \$0.00 | \$80.88 |
| ••• | | 'Apprentice- OPERATING ENGINEERS" | | | | | | |
| | | INNING BOTTOM MAN AND MARINE | 06/01/2019 | | \$7.85 | \$15.55 | \$0.00 | \$64.15 |
| | | | 12/01/2019 | * | | \$15.55 | \$0.00 | \$65.15 |
| | | | 06/01/2020 | | | \$15.55 | \$0.00 | \$66.14 |
| | | | 12/01/2020 | | \$7.85 | \$15.55 | \$0.00 | \$67.12 |
| | | | 06/01/202 | 1 \$44.74 | \$7.85 | \$15.55 | \$0.00 | \$68.14 |
| For apprentic | e rates see ' | 'Apprentice- LABORER" | 12/01/202 | 1 \$45.75 | \$7.85 | \$15.55 | \$0.00 | \$69.15 |
| ISSON & U | JNDERP | INNING LABORER | 06/01/2019 | 9 \$39.60 | \$7.85 | \$15.55 | \$0.00 | \$63.00 |
| BORERS - FOU | NDATION | AND MARINE | 12/01/2019 | | | \$15.55 | \$0.00 | \$64.00 |
| | | | 06/01/2020 | | | \$15.55 | \$0.00 | \$64.99 |
| | | | 12/01/2020 | | | \$15.55 | \$0.00 | \$65.97 |
| | | | 06/01/202 | | | \$15.55 | \$0.00 | \$66.99 |
| | | | | | | \$15.55 | \$0.00 | |

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| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|--------|---------|------------------------------|------------|
| CAISSON & UNDERPINNING TOP MAN | 06/01/2019 | \$39.60 | \$7.85 | \$15.55 | \$0.00 | \$63.00 |
| LABORERS - FOUNDATION AND MARINE | 12/01/2019 | \$40.60 | \$7.85 | \$15.55 | \$0.00 | \$64.00 |
| | 06/01/2020 | \$41.59 | \$7.85 | \$15.55 | \$0.00 | \$64.99 |
| | 12/01/2020 | \$42.57 | \$7.85 | \$15.55 | \$0.00 | \$65.97 |
| | 06/01/2021 | \$43.59 | \$7.85 | \$15.55 | \$0.00 | \$66.99 |
| For apprentice rates see "Apprentice- LABORER" | 12/01/2021 | \$44.60 | \$7.85 | \$15.55 | \$0.00 | \$68.00 |
| CARBIDE CORE DRILL OPERATOR | 06/01/2019 | \$39.90 | \$7.85 | \$15.35 | \$0.00 | \$63.10 |
| LABORERS - ZONE 1 | 12/01/2019 | \$40.90 | \$7.85 | \$15.35 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$41.89 | \$7.85 | \$15.35 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$42.87 | \$7.85 | \$15.35 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$43.89 | \$7.85 | \$15.35 | \$0.00 | \$67.09 |
| For apprentice rates see "Apprentice- LABORER" | 12/01/2021 | \$44.90 | \$7.85 | \$15.35 | \$0.00 | \$68.10 |
| CARPENTER CARPENTERS -ZONE 2 (Eastern Massachusetts) | 03/01/2019 | \$42.35 | \$9.90 | \$17.50 | \$0.00 | \$69.75 |

Apprentice - CARPENTER - Zone 2 Eastern MA 03/01/2019 **Effective Date -**Supplemental Unemployment Total Rate Step percent Apprentice Base Wage Health Pension 1 50 \$21.18 \$9.90 \$32.81 \$1.73 \$0.00 2 60 \$25.41 \$9.90 \$0.00 \$37.04 \$1.73 3 70 \$29.65 \$9.90 \$12.31 \$0.00 \$51.86 4 75 \$31.76 \$9.90 \$12.31 \$0.00 \$53.97 5 80 \$33.88 \$0.00 \$9.90 \$14.04 \$57.82 6 80 \$33.88 \$9.90 \$0.00 \$14.04 \$57.82 90 \$38.12 \$9.90 \$15.77 \$0.00 \$63.79 8 90 \$0.00 \$38.12 \$9.90 \$15.77 \$63.79 Notes: % Indentured After 10/1/17; 45/45/55/55/70/70/80/80 Step 1&2 \$30.69/ 3&4 \$36.59/ 5&6 \$53.59/ 7&8 \$59.55

| Apprentice to Journeyworker Ratio:1:5 | | | | | | |
|---------------------------------------|------------|---------|--------|--------|--------|---------|
| CARPENTER WOOD FRAME | 04/01/2019 | \$27.52 | \$7.07 | \$7.86 | \$0.00 | \$42.45 |
| CARPENTERS - ZONE 2 (Wood Frame) | 10/01/2019 | \$27.95 | \$7.07 | \$7.86 | \$0.00 | \$42.88 |
| All Aspects of New Wood Frame Work | | | | | | |

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Apprentice - CARPENTER (Wood Frame) - Zone 2

Pension

Unemployment

|] | Effecti | ve Date - | 04/01/2019 | | | | Supplemental | | |
|------------------|------------------------|-----------|---|----------------------|---------|-----------|------------------------------|------------|---------|
| | Step | percent | | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate | |
| | 1 | 60 | | \$16.51 | \$7.07 | \$0.00 | \$0.00 | \$23.58 | |
| | 2 | 60 | | \$16.51 | \$7.07 | \$0.00 | \$0.00 | \$23.58 | |
| | 3 | 65 | | \$17.89 | \$7.07 | \$7.86 | \$0.00 | \$32.82 | |
| | 4 | 70 | | \$19.26 | \$7.07 | \$7.86 | \$0.00 | \$34.19 | |
| | 5 | 75 | | \$20.64 | \$7.07 | \$7.86 | \$0.00 | \$35.57 | |
| | 6 | 80 | | \$22.02 | \$7.07 | \$7.86 | \$0.00 | \$36.95 | |
| | 7 | 85 | | \$23.39 | \$7.07 | \$7.86 | \$0.00 | \$38.32 | |
| | 8 | 90 | | \$24.77 | \$7.07 | \$7.86 | \$0.00 | \$39.70 | |
| | Effecti Step | ve Date - | 10/01/2019 | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate | |
| - | 1 | 60 | | \$16.77 | \$7.07 | \$0.00 | \$0.00 | \$23.84 | |
| | 2 | 60 | | \$16.77 | \$7.07 | \$0.00 | \$0.00 | \$23.84 | |
| | 3 | 65 | | \$18.17 | \$7.07 | \$7.86 | \$0.00 | \$33.10 | |
| | 4 | 70 | | \$19.57 | \$7.07 | \$7.86 | \$0.00 | \$34.50 | |
| | 5 | 75 | | \$20.96 | \$7.07 | \$7.86 | \$0.00 | \$35.89 | |
| | 6 | 80 | | \$22.36 | \$7.07 | \$7.86 | \$0.00 | \$37.29 | |
| | 7 | 85 | | \$23.76 | \$7.07 | \$7.86 | \$0.00 | \$38.69 | |
| | 8 | 90 | | \$25.16 | \$7.07 | \$7.86 | \$0.00 | \$40.09 | |
| | Notes: | Step 1&2 | ured After 10/1/17; 45/45/55 \$19.45/ 3&4 \$26.96/ 5&6 \$ urneyworker Ratio:1:5 | | | | | | |
| CEMENT MASO | | | | | | | #22.11 | Ф0.20 | |
| BRICKLAYERS LOCA | | | UNU | 01/01/2019 | | | \$22.41 | \$0.30 | \$82.71 |
| | | | | 07/01/2019 | | | \$22.41 | \$0.62 | \$83.45 |
| | | | | 01/01/2020 | \$49.07 | 7 \$12.75 | \$22.41 | \$0.62 | \$84.85 |

Page 7 of 42 **Issue Date:** 06/27/2019 Wage Request Number: 20190627-050

Pension

Total Rate

| | • • | ive Date - | EMENT MASONRY/PLASTERIA 01/01/2019 | oprentice Base Wage | | Pension | Supplemental Unemployment | Total Rate | |
|--------------------------------|-------------------------|--------------|---------------------------------------|---------------------------------------|-----------|---------|------------------------------|------------|--------------|
| | $\frac{\text{Step}}{1}$ | percent | Aj | · · · · · · · · · · · · · · · · · · · | | | | | |
| | | 50 | | \$23.75 | \$12.50 | \$15.41 | \$0.00 | \$51.66 | |
| | 2 | 60 | | \$28.50 | \$12.50 | \$17.41 | \$0.30 | \$58.71 | |
| | 3 | 65 | | \$30.88 | \$12.50 | \$18.41 | \$0.30 | \$62.09 | |
| | 4 | 70 | | \$33.25 | \$12.50 | \$19.41 | \$0.30 | \$65.46 | |
| | 5 | 75 | | \$35.63 | \$12.50 | \$20.41 | \$0.30 | \$68.84 | |
| | 6 | 80 | | \$38.00 | \$12.50 | \$21.41 | \$0.30 | \$72.21 | |
| | 7 | 90 | | \$42.75 | \$12.50 | \$22.41 | \$0.30 | \$77.96 | Ó |
| | | ive Date - | 07/01/2019 | | | | Supplemental | | |
| | Step | percent | Ap | oprentice Base Wage | Health | Pension | Unemployment | Total Rate |) |
| | 1 | 50 | | \$23.84 | \$12.75 | \$15.41 | \$0.00 | \$52.00 |) |
| | 2 | 60 | | \$28.60 | \$12.75 | \$17.41 | \$0.62 | \$59.38 | 3 |
| | 3 | 65 | | \$30.99 | \$12.75 | \$18.41 | \$0.62 | \$62.77 | , |
| | 4 | 70 | | \$33.37 | \$12.75 | \$19.41 | \$0.62 | \$66.15 | j |
| | 5 | 75 | | \$35.75 | \$12.75 | \$20.41 | \$0.62 | \$69.53 | ; |
| | 6 | 80 | | \$38.14 | \$12.75 | \$21.41 | \$0.62 | \$72.92 | ! |
| | 7 | 90 | | \$42.90 | \$12.75 | \$22.41 | \$0.62 | \$78.68 | 3 |
| | Notes | | are 500 hrs. All other steps are | 1,000 hrs. | | | | | |
| | | | urneyworker Ratio:1:3 | | | | | | |
| CHAIN SAW (Laborers - zone | | ΓOR | | 06/01/2019 | 9 \$39.90 | \$7.85 | \$15.35 | \$0.00 | \$63.10 |
| | | | | 12/01/2019 | | \$7.85 | \$15.35 | \$0.00 | \$64.10 |
| | | | | 06/01/2020 | \$41.89 | | \$15.35 | \$0.00 | \$65.09 |
| | | | | 12/01/2020 | 9 \$42.87 | \$7.85 | \$15.35 | \$0.00 | \$66.07 |
| | | | | 06/01/202 | 1 \$43.89 | \$7.85 | \$15.35 | \$0.00 | \$67.09 |
| For apprentice | rates see | "Apprentice- | ARORER" | 12/01/202 | 1 \$44.90 | \$7.85 | \$15.35 | \$0.00 | \$68.10 |
| | | | ETS/HEADING MACHINES | 06/01/2019 | 9 \$49.18 | \$12.00 | \$15.60 | \$0.00 | \$76.78 |
| OPERATING ENGI | NEERS L | OCAL 4 | | 12/01/2019 | | | \$15.60 | \$0.00 | \$77.93 |
| | | | | 06/01/2020 | | | \$15.60 | \$0.00 | \$79.03 |
| | | | | 12/01/2020 | | | \$15.60 | \$0.00 | \$80.18 |
| | | | | 06/01/202 | 1 \$53.68 | \$12.00 | \$15.60 | \$0.00 | \$81.28 |
| | | | | 12/01/202 | 1 \$54.83 | \$12.00 | \$15.60 | \$0.00 | \$82.43 |
| For apprentice | rates see | "Apprentice- | OPERATING ENGINEERS" | | | | | | |
| COMPRESSOF | | | | 06/01/2019 | 9 \$32.28 | \$12.00 | \$15.60 | \$0.00 | \$59.88 |
| ⊅i EKATING ENGI | IVLEKS L | OCAL 4 | | 12/01/2019 | 9 \$33.07 | \$12.00 | \$15.60 | \$0.00 | \$60.67 |
| | | | | 06/01/2020 | \$33.82 | \$12.00 | \$15.60 | \$0.00 | \$61.42 |
| | | | | 12/01/2020 | \$34.60 | \$12.00 | \$15.60 | \$0.00 | \$62.20 |
| | | | | 06/01/202 | 1 \$35.35 | \$12.00 | \$15.60 | \$0.00 | \$62.95 |
| | | | | 12/01/202 | | \$12.00 | \$15.60 | \$0.00 | \$63.74 |
| | | | Wage Request N | | | | | | Page 8 of 42 |

| DELEADER (BR | IDGE |) | 01/01/2019 | \$50.36 | \$8.15 | \$20.85 | \$0.00 | \$79.36 |
|----------------------------------|-------------------------|----------------------------------|--------------------------|---------|------------------|------------------------------|------------------|--------------------|
| PAINTERS LOCAL 35 | 5 - ZONE | 7.2 | 07/01/2019 | \$50.66 | \$8.20 | \$21.45 | \$0.00 | \$80.31 |
| | | | 01/01/2020 | \$50.96 | \$8.20 | \$22.10 | \$0.00 | \$81.26 |
| | | | 07/01/2020 | \$52.06 | \$8.20 | \$22.10 | \$0.00 | \$82.36 |
| | | | 01/01/2021 | \$53.16 | \$8.20 | \$22.10 | \$0.00 | \$83.46 |
| | | ntice - PAINTER Local 35 - BRIL | OGES/TANKS | | | | | |
| | E ffecti Step | ve Date - 01/01/2019 percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate | |
| _ | 1 | 50 | \$25.18 | \$8.15 | \$0.00 | \$0.00 | \$33.33 | |
| 2 | 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 | 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 | |
| F | Effecti | ve Date - 07/01/2019 | | | | Supplemental | | |
| S | Step | percent | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate | |
| _ | 1 | 50 | \$25.33 | \$8.20 | \$0.00 | \$0.00 | \$33.53 | |
| 2 | 2 | 55 | \$27.86 | \$8.20 | \$5.78 | \$0.00 | \$41.84 | |
| | 3 | 60 | \$30.40 | \$8.20 | \$6.30 | \$0.00 | \$44.90 | |
| 4 | 4 | 65 | \$32.93 | \$8.20 | \$6.83 | \$0.00 | \$47.96 | |
| : | 5 | 70 | \$35.46 | \$8.20 | \$18.30 | \$0.00 | \$61.96 | |
| (| 6 | 75 | \$38.00 | \$8.20 | \$18.83 | \$0.00 | \$65.03 | |
| , | 7 | 80 | \$40.53 | \$8.20 | \$19.35 | \$0.00 | \$68.08 | |
| : | 8 | 90 | \$45.59 | \$8.20 | \$20.40 | \$0.00 | \$74.19 | |
| <u> </u> | Notes: | Steps are 750 hrs. | . — — — — — . | | | | | |
| Ā | Appre | ntice to Journeyworker Ratio:1:1 | | | | | ' | |
| EMO: ADZEMA ABORERS - ZONE 1 | | | 06/01/2019 | \$39.80 | \$7.85 | \$15.35 | \$0.00 | \$63.00 |
| | | Apprentice- LABORER" | 12/01/2019 | \$40.80 | \$7.85 | \$15.35 | \$0.00 | \$64.00 |
| ЕМО: ВАСКНО | OE/LC | DADER/HAMMER OPERATOR | 06/01/2019 | \$40.80 | \$7.85 | \$15.35 | \$0.00 | \$64.00 |
| ABORERS - ZONE 1 | | Apprentice- LABORER" | 12/01/2019 | \$41.80 | \$7.85 | \$15.35 | \$0.00 | \$65.00 |
| DEMO: BURNER | | appronuce- LADORER | 07/01/2010 | 040.55 | ¢7.05 | ¢15.25 | \$0.00 | ¢(2.75 |
| ABORERS - ZONE 1 | | | 06/01/2019 12/01/2019 | | \$7.85 \$7.85 | \$15.35 \$15.35 | \$0.00 \$0.00 | \$63.75 \$64.75 |
| For apprentice rat | tes see " | Apprentice- LABORER" | 12,01,201 | | | | | |
| DEMO: CONCRI ABORERS - ZONE 1 | | UTTER/SAWYER | 06/01/2019 | \$40.80 | \$7.85 | \$15.35 | \$0.00 | \$64.00 |
| ADUKERS - ZUNE I | | | 12/01/2019 | \$41.80 | \$7.85 | \$15.35 | \$0.00 | \$65.00 |

Wage Request Number:

20190627-050

Effective Date Base Wage Health

Classification

Issue Date: 06/27/2019

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Supplemental

Unemployment

Pension

Total Rate

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| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|------------------------------|-------------------|
| DEMO: JACKHAMMER OPERATOR | 06/01/2019 | \$40.55 | \$7.85 | \$15.35 | \$0.00 | \$63.75 |
| LABORERS - ZONE 1 For apprentice rates see "Apprentice- LABORER" | 12/01/2019 | \$41.55 | \$7.85 | \$15.35 | \$0.00 | \$64.75 |
| DEMO: WRECKING LABORER | 06/01/2019 | £20.00 | ¢7.05 | \$15.35 | \$0.00 | \$62.00 |
| LABORERS - ZONE 1 | | \$39.80 | \$7.85 | | | \$63.00 |
| For apprentice rates see "Apprentice- LABORER" | 12/01/2019 | \$40.80 | \$7.85 | \$15.35 | \$0.00 | \$64.00 |
| DIRECTIONAL DRILL MACHINE OPERATOR | 06/01/2019 | \$47.69 | \$12.00 | \$15.60 | \$0.00 | \$75.29 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2019 | \$48.83 | \$12.00 | \$15.60 | \$0.00 | \$76.43 |
| | 06/01/2020 | \$49.91 | \$12.00 | \$15.60 | \$0.00 | \$77.51 |
| | 12/01/2020 | \$51.05 | \$12.00 | \$15.60 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$52.14 | \$12.00 | \$15.60 | \$0.00 | \$79.74 |
| | 12/01/2021 | \$53.28 | \$12.00 | \$15.60 | \$0.00 | \$80.88 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| DIVER | 08/01/2018 | \$65.20 | \$9.90 | \$21.15 | \$0.00 | \$96.25 |
| PILE DRIVER LOCAL 56 (ZONE 1) | 08/01/2019 | \$68.52 | \$9.90 | \$21.15 | \$0.00 | \$99.57 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DIVER TENDER | 08/01/2018 | \$46.57 | \$9.90 | \$21.15 | \$0.00 | \$77.62 |
| PILE DRIVER LOCAL 56 (ZONE 1) | 08/01/2019 | \$48.94 | \$9.90 | \$21.15 | \$0.00 | \$79.99 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DIVER TENDER (EFFLUENT) | 08/01/2018 | \$69.86 | \$9.90 | \$21.15 | \$0.00 | \$100.91 |
| PILE DRIVER LOCAL 56 (ZONE 1) | 08/01/2019 | \$73.41 | \$9.90 | \$21.15 | \$0.00 | \$104.46 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DIVER/SLURRY (EFFLUENT) | 08/01/2018 | \$97.80 | \$9.90 | \$21.15 | \$0.00 | \$128.85 |
| PILE 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" | | | | | | |
| DRAWBRIDGE OPERATOR (Construction) | 03/01/2019 | \$51.10 | \$13.00 | \$18.88 | \$0.00 | \$82.98 |
| ELECTRICIANS LOCAL 103 | | | | | | |
| For apprentice rates see "Apprentice- ELECTRICIAN" | | | | | | |
| ELECTRICIAN FOCAL 102 | 03/01/2019 | \$51.10 | \$13.00 | \$18.88 | \$0.00 | \$82.98 |
| ELECTRICIANS LOCAL 103 | | | | | | |

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\$20.21

\$0.00

\$16.03

\$101.86

| Eff Ste | Fective Date - 03/01/2019 percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Ra | te |
|-------------|--|---------------------------|---------|---------|------------------------------|----------|---------|
| 1 | 40 | \$20.44 | \$13.00 | \$0.61 | \$0.00 | \$34.0 |)5 |
| 2 | 40 | \$20.44 | \$13.00 | \$0.61 | \$0.00 | \$34.0 |)5 |
| 3 | 45 | \$23.00 | \$13.00 | \$14.34 | \$0.00 | \$50.3 | 34 |
| 4 | 45 | \$23.00 | \$13.00 | \$14.34 | \$0.00 | \$50.3 | 34 |
| 5 | 50 | \$25.55 | \$13.00 | \$14.76 | \$0.00 | \$53.3 | 31 |
| 6 | 55 | \$28.11 | \$13.00 | \$15.17 | \$0.00 | \$56.2 | 28 |
| 7 | 60 | \$30.66 | \$13.00 | \$15.58 | \$0.00 | \$59.2 | 24 |
| 8 | 65 | \$33.22 | \$13.00 | \$16.00 | \$0.00 | \$62.2 | 22 |
| 9 | 70 | \$35.77 | \$13.00 | \$16.40 | \$0.00 | \$65. | 17 |
| 10 | 75 | \$38.33 | \$13.00 | \$16.82 | \$0.00 | \$68. | 15 |
| No | tes: : App Prior 1/1/03; 30/3 | 5/40/45/50/55/65/70/75/80 | | | | | |
| | prentice to Journeyworker | Ratio:2:3*** | | | | | - |
| TOR CONS | | 01/01/2019 | \$59.47 | \$15.58 | \$17.51 | \$0.00 | \$92.56 |
| OR CONSTRUC | TORS LOCAL 4 | 01/01/2020 | \$61.42 | \$15.73 | \$18.41 | \$0.00 | \$95.56 |
| | | 01/01/2021 | \$63.47 | \$15.88 | \$19.31 | \$0.00 | \$98.66 |

01/01/2022

\$65.62

| Apprentice - | ELEVATOR CONSTRUCTOR - Local 4 |
|--------------|--------------------------------|
| | 04/04/0040 |

| Effecti | ve Date - | 01/01/2019 | | | | Supplemental | |
|---------------|-----------|-----------------------|----------------------|---------|---------|--------------|------------|
| Step | percent | | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate |
| 1 | 50 | | \$29.74 | \$15.58 | \$0.00 | \$0.00 | \$45.32 |
| 2 | 55 | | \$32.71 | \$15.58 | \$17.51 | \$0.00 | \$65.80 |
| 3 | 65 | | \$38.66 | \$15.58 | \$17.51 | \$0.00 | \$71.75 |
| 4 | 70 | | \$41.63 | \$15.58 | \$17.51 | \$0.00 | \$74.72 |
| 5 | 80 | | \$47.58 | \$15.58 | \$17.51 | \$0.00 | \$80.67 |
| Effecti | ve Date - | 01/01/2020 | | | | Supplemental | |
| Step | percent | | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate |
| 1 | 50 | | \$30.71 | \$15.73 | \$0.00 | \$0.00 | \$46.44 |
| 2 | 55 | | \$33.78 | \$15.73 | \$18.41 | \$0.00 | \$67.92 |
| 3 | 65 | | \$39.92 | \$15.73 | \$18.41 | \$0.00 | \$74.06 |
| 4 | 70 | | \$42.99 | \$15.73 | \$18.41 | \$0.00 | \$77.13 |
| 5 | 80 | | \$49.14 | \$15.73 | \$18.41 | \$0.00 | \$83.28 |
| — — Notes: | | are 6 mos.; Steps 3-5 | | | | | . — — — |

Apprentice to Journeyworker Ratio:1:1

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|------------------------------|------------|
| ELEVATOR CONSTRUCTOR HELPER | 01/01/2019 | \$41.63 | \$15.58 | \$17.51 | \$0.00 | \$74.72 |
| ELEVATOR CONSTRUCTORS LOCAL 4 | 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 | \$45.93 | \$16.03 | \$20.21 | \$0.00 | \$82.17 |
| For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR" | | | | | | |
| FENCE & GUARD RAIL ERECTOR LABORERS - ZONE 1 | 06/01/2019 | \$39.90 | \$7.85 | \$15.35 | \$0.00 | \$63.10 |
| EMOREIG 2012 I | 12/01/2019 | \$40.90 | \$7.85 | \$15.35 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$41.89 | \$7.85 | \$15.35 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$42.87 | \$7.85 | \$15.35 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$43.89 | \$7.85 | \$15.35 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$44.90 | \$7.85 | \$15.35 | \$0.00 | \$68.10 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 4 | 05/01/2019 | \$43.68 | \$11.50 | \$15.60 | \$0.00 | \$70.78 |
| OF ENTITY OF ENGINEERING FOCALE Y | 11/01/2019 | \$44.68 | \$11.50 | \$15.60 | \$0.00 | \$71.78 |
| | 05/01/2020 | \$45.83 | \$11.50 | \$15.60 | \$0.00 | \$72.93 |
| | 11/01/2020 | \$46.83 | \$11.50 | \$15.60 | \$0.00 | \$73.93 |
| | 05/01/2021 | \$47.98 | \$11.50 | \$15.60 | \$0.00 | \$75.08 |
| | 11/01/2021 | \$48.98 | \$11.50 | \$15.60 | \$0.00 | \$76.08 |
| | 05/01/2022 | \$50.13 | \$11.50 | \$15.60 | \$0.00 | \$77.23 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 4 | 05/01/2019 | \$45.17 | \$11.50 | \$15.60 | \$0.00 | \$72.27 |
| OF EKATING ENGINEERS LOCAL 4 | 11/01/2019 | \$46.18 | \$11.50 | \$15.60 | \$0.00 | \$73.28 |
| | 05/01/2020 | \$47.33 | \$11.50 | \$15.60 | \$0.00 | \$74.43 |
| | 11/01/2020 | \$48.34 | \$11.50 | \$15.60 | \$0.00 | \$75.44 |
| | 05/01/2021 | \$49.50 | \$11.50 | \$15.60 | \$0.00 | \$76.60 |
| | 11/01/2021 | \$50.51 | \$11.50 | \$15.60 | \$0.00 | \$77.61 |
| | 05/01/2022 | \$51.67 | \$11.50 | \$15.60 | \$0.00 | \$78.77 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY | 05/01/2019 | \$22.48 | \$11.50 | \$15.60 | \$0.00 | \$49.58 |
| OPERATING ENGINEERS LOCAL 4 | 11/01/2019 | \$23.07 | \$11.50 | \$15.60 | \$0.00 | \$50.17 |
| | 05/01/2020 | \$23.74 | \$11.50 | \$15.60 | \$0.00 | \$50.84 |
| | 11/01/2020 | \$24.33 | \$11.50 | \$15.60 | \$0.00 | \$51.43 |
| | 05/01/2021 | \$25.01 | \$11.50 | \$15.60 | \$0.00 | \$52.11 |
| | 11/01/2021 | \$25.61 | \$11.50 | \$15.60 | \$0.00 | \$52.71 |
| | 05/01/2022 | \$26.28 | \$11.50 | \$15.60 | \$0.00 | \$53.38 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| FIRE ALARM INSTALLER ELECTRICIANS LOCAL 103 | 03/01/2019 | \$51.10 | \$13.00 | \$18.88 | \$0.00 | \$82.98 |
| For apprentice rates see "Apprentice- ELECTRICIAN" | | | | | | |
| FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING ELECTRICIANS | 03/01/2019 | \$38.33 | \$13.00 | \$16.82 | \$0.00 | \$68.15 |

LOCAL 103

For apprentice rates see "Apprentice-TELECOMMUNICATIONS TECHNICIAN"

 Issue Date:
 06/27/2019
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| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|------------------------------|------------|
| FIREMAN (ASST. ENGINEER) | 06/01/2019 | \$39.54 | \$12.00 | \$15.60 | \$0.00 | \$67.14 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2019 | \$40.49 | \$12.00 | \$15.60 | \$0.00 | \$68.09 |
| | 06/01/2020 | \$41.40 | \$12.00 | \$15.60 | \$0.00 | \$69.00 |
| | 12/01/2020 | \$42.35 | \$12.00 | \$15.60 | \$0.00 | \$69.95 |
| | 06/01/2021 | \$43.26 | \$12.00 | \$15.60 | \$0.00 | \$70.86 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | 12/01/2021 | \$44.21 | \$12.00 | \$15.60 | \$0.00 | \$71.81 |
| FLAGGER & SIGNALER | 06/01/2019 | \$22.50 | \$7.85 | \$15.35 | \$0.00 | \$45.70 |
| LABORERS - ZONE I | 12/01/2019 | \$23.50 | \$7.85 | \$15.35 | \$0.00 | \$46.70 |
| | 06/01/2020 | \$23.50 | \$7.85 | \$15.35 | \$0.00 | \$46.70 |
| | 12/01/2020 | \$24.50 | \$7.85 | \$15.35 | \$0.00 | \$47.70 |
| | 06/01/2021 | \$24.50 | \$7.85 | \$15.35 | \$0.00 | \$47.70 |
| For apprentice rates see "Apprentice- LABORER" | 12/01/2021 | \$24.50 | \$7.85 | \$15.35 | \$0.00 | \$47.70 |
| FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE I | 03/01/2016 | \$42.13 | \$9.80 | \$17.62 | \$0.00 | \$69.55 |

| | Effect Step | ive Date - 03/01/2016 percent | Apprentice Base Wag | e Health | Pension | Supplemental Unemployment | Total Rate | e |
|-----------|----------------------------------|--|--|--|---|---|--|--|
| | 1 | 50 | \$21.07 | \$9.80 | \$1.79 | \$0.00 | \$32.66 | 5 |
| | 2 | 55 | \$23.17 | \$9.80 | \$1.79 | \$0.00 | \$34.76 | |
| | 3 | 60 | \$25.28 | \$9.80 | \$12.25 | \$0.00 | \$47.33 | |
| | 4 | 65 | \$27.38 | \$9.80 | \$12.25 | \$0.00 | \$49.43 | 3 |
| | 5 | 70 | \$29.49 | \$9.80 | \$14.04 | \$0.00 | \$53.33 | 3 |
| | 6 | 75 | \$31.60 | \$9.80 | \$14.04 | \$0.00 | \$55.44 | 4 |
| | 7 | 80 | \$33.70 | \$9.80 | \$15.83 | \$0.00 | \$59.33 | |
| | 8 | 85 | \$35.81 | \$9.80 | \$15.83 | \$0.00 | \$61.44 | 4 |
| | <u> </u> | Step 1&2 \$30.55/ 3&4 | 5/55/55/70/70/80/80 (1500hr Steps) \$36.49/ 5&6 \$53.33/ 7&8 \$59.33 | | | | | |
| | | Step 1&2 \$30.55/ 3&4 entice to Journeyworker | \$36.49/ 5&6 \$53.33/ 7&8 \$59.33 | | | | | |
| | Appre T/CHERRY ENGINEERS L | Step 1&2 \$30.55/ 3&4 entice to Journeyworker PICKER | \$36.49/ 5&6 \$53.33/ 7&8 \$59.33 • Ratio:1:1 | , | | \$15.60 | \$0.00 | \$75.78 |
| | T/CHERRY | Step 1&2 \$30.55/ 3&4 entice to Journeyworker PICKER | \$36.49/ 5&6 \$53.33/ 7&8 \$59.33 • Ratio:1:1 06/01/20 12/01/20 | 19 \$49.33 | | \$15.60 | \$0.00 | \$76.93 |
| | T/CHERRY | Step 1&2 \$30.55/ 3&4 entice to Journeyworker PICKER | \$36.49/ 5&6 \$53.33/ 7&8 \$59.33 • Ratio:1:1 | 19 \$49.33 | \$12.00 | \$15.60 \$15.60 | \$0.00 \$0.00 | \$76.93 \$78.03 |
| | T/CHERRY | Step 1&2 \$30.55/ 3&4 entice to Journeyworker PICKER | \$36.49/ 5&6 \$53.33/ 7&8 \$59.33 • Ratio:1:1 06/01/20 12/01/20 | 19 \$49.33 20 \$50.43 | \$12.00 \$12.00 | \$15.60 | \$0.00 | \$75.78 \$76.93 \$78.03 \$79.18 |
| | T/CHERRY | Step 1&2 \$30.55/ 3&4 entice to Journeyworker PICKER | \$36.49/ 5&6 \$53.33/ 7&8 \$59.33 • Ratio:1:1 06/01/20 12/01/20 06/01/20 | 19 \$49.33 20 \$50.43 20 \$51.58 | \$12.00 \$12.00 \$12.00 | \$15.60 \$15.60 | \$0.00 \$0.00 | \$76.93 \$78.03 \$79.18 |
| PERATING | T/CHERRY ENGINEERS L | Step 1&2 \$30.55/ 3&4 entice to Journeyworker PICKER | \$36.49/ 5&6 \$53.33/ 7&8 \$59.33 • Ratio:1:1 06/01/20 12/01/20 06/01/20 12/01/20 06/01/20 12/01/20 | 19 \$49.33 20 \$50.43 20 \$51.58 21 \$52.68 | \$12.00 \$12.00 \$12.00 \$12.00 | \$15.60 \$15.60 \$15.60 | \$0.00 \$0.00 \$0.00 | \$76.93 \$78.03 |
| For appro | T/CHERRY ENGINEERS L | Step 1&2 \$30.55/ 3&4 entice to Journeyworker PICKER OCAL 4 "Apprentice- OPERATING ENTING PLANT/HEATERS | \$36.49/ 5&6 \$53.33/ 7&8 \$59.33 - Ratio:1:1 06/01/20 12/01/20 06/01/20 12/01/20 12/01/20 12/01/20 | 19 \$49.33 20 \$50.43 20 \$51.58 21 \$52.68 21 \$53.83 | \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 | \$15.60 \$15.60 \$15.60 \$15.60 | \$0.00 \$0.00 \$0.00 \$0.00 | \$76.93 \$78.03 \$79.18 \$80.28 \$81.43 |
| For appro | T/CHERRY ENGINEERS L | Step 1&2 \$30.55/ 3&4 entice to Journeyworker PICKER OCAL 4 "Apprentice- OPERATING ENTING PLANT/HEATERS | \$36.49/ 5&6 \$53.33/ 7&8 \$59.33 • Ratio:1:1 06/01/20 12/01/20 06/01/20 06/01/20 12/01/20 12/01/20 | 19 \$49.33 20 \$50.43 20 \$51.58 21 \$52.68 21 \$53.83 | \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 | \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$76.93 \$78.03 \$79.18 \$80.28 \$81.43 |
| For appre | T/CHERRY ENGINEERS L | Step 1&2 \$30.55/ 3&4 entice to Journeyworker PICKER OCAL 4 "Apprentice- OPERATING ENTING PLANT/HEATERS | \$36.49/ 5&6 \$53.33/ 7&8 \$59.33 • Ratio:1:1 06/01/20 12/01/20 06/01/20 12/01/20 06/01/20 12/01/20 12/01/20 06/01/20 | 19 \$49.33 20 \$50.43 20 \$51.58 21 \$52.68 21 \$53.83 19 \$32.28 | \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 | \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$76.93 \$78.03 \$79.18 \$80.28 |
| For appro | T/CHERRY ENGINEERS L | Step 1&2 \$30.55/ 3&4 entice to Journeyworker PICKER OCAL 4 "Apprentice- OPERATING ENTING PLANT/HEATERS | \$36.49/ 5&6 \$53.33/ 7&8 \$59.33 • Ratio:1:1 06/01/20 12/01/20 06/01/20 12/01/20 12/01/20 36/01/20 12/01/20 12/01/20 | 19 \$49.33 20 \$50.43 20 \$51.58 21 \$52.68 21 \$53.83 19 \$32.28 19 \$33.07 20 \$33.82 | \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 | \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$76.92 \$78.02 \$79.18 \$80.28 \$81.42 \$59.88 \$60.67 |
| For appre | T/CHERRY ENGINEERS L | Step 1&2 \$30.55/ 3&4 entice to Journeyworker PICKER OCAL 4 "Apprentice- OPERATING ENTING PLANT/HEATERS | \$36.49/ 5&6 \$53.33/ 7&8 \$59.33 • Ratio:1:1 06/01/20 12/01/20 06/01/20 12/01/20 12/01/20 12/01/20 12/01/20 06/01/20 12/01/20 06/01/20 06/01/20 | 19 \$49.33 20 \$50.43 20 \$51.58 21 \$52.68 21 \$53.83 19 \$32.28 19 \$33.07 20 \$33.82 20 \$34.60 | \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 | \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$76.93 \$78.03 \$79.18 \$80.28 \$81.43 \$59.88 \$60.67 \$61.42 |

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| CI A ZIED (CI | I ACC DI | ANK/AIR BARRIER/INTERIOR | 04/04/0046 | | *** | # 2 0.05 | #A AA | |
|-----------------------|------------|-----------------------------------|----------------------|-----------|---------|-----------------|------------|---------|
| LAZIEK (GI YSTEMS) | LASS FL | AIN AIR BARRIEN INTERIOR | 01/01/2019 | | \$8.15 | \$20.85 | \$0.00 | \$68.86 |
| LAZIERS LOCA | L 35 (ZONE | E 2) | 07/01/2019 | | | \$21.45 | \$0.00 | \$69.81 |
| | | | 01/01/2020 | | \$8.20 | \$22.10 | \$0.00 | \$70.76 |
| | | | 07/01/2020 | \$41.56 | \$8.20 | \$22.10 | \$0.00 | \$71.86 |
| | | | 01/01/2021 | \$42.66 | \$8.20 | \$22.10 | \$0.00 | \$72.96 |
| | Appre | ntice - GLAZIER - Local 35 Zone 2 | | | | | | |
| | | ive Date - 01/01/2019 | | | | Supplemental | | |
| | Step | percent | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate | |
| | 1 | 50 | \$19.93 | \$8.15 | \$0.00 | \$0.00 | \$28.08 | |
| | 2 | 55 | \$21.92 | \$8.15 | \$5.64 | \$0.00 | \$35.71 | |
| | 3 | 60 | \$23.92 | \$8.15 | \$6.15 | \$0.00 | \$38.22 | |
| | 4 | 65 | \$25.91 | \$8.15 | \$6.66 | \$0.00 | \$40.72 | |
| | 5 | 70 | \$27.90 | \$8.15 | \$17.78 | \$0.00 | \$53.83 | |
| | 6 | 75 | \$29.90 | \$8.15 | \$18.29 | \$0.00 | \$56.34 | |
| | 7 | 80 | \$31.89 | \$8.15 | \$18.80 | \$0.00 | \$58.84 | |
| | 8 | 90 | \$35.87 | \$8.15 | \$19.83 | \$0.00 | \$63.85 | |
| | Effect | ive Date - 07/01/2019 | | | | Supplemental | | |
| | Step | percent | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate | |
| | 1 | 50 | \$20.08 | \$8.20 | \$0.00 | \$0.00 | \$28.28 | |
| | 2 | 55 | \$22.09 | \$8.20 | \$5.78 | \$0.00 | \$36.07 | |
| | 3 | 60 | \$24.10 | \$8.20 | \$6.30 | \$0.00 | \$38.60 | |
| | 4 | 65 | \$26.10 | \$8.20 | \$6.83 | \$0.00 | \$41.13 | |
| | 5 | 70 | \$28.11 | \$8.20 | \$18.30 | \$0.00 | \$54.61 | |
| | 6 | 75 | \$30.12 | \$8.20 | \$18.83 | \$0.00 | \$57.15 | |
| | 7 | 80 | \$32.13 | \$8.20 | \$19.35 | \$0.00 | \$59.68 | |
| | 8 | 90 | \$36.14 | \$8.20 | \$20.40 | \$0.00 | \$64.74 | |
| | Notes: | | | | | | | |
| | į | Steps are 750 hrs. | | | | | i | |
| | Appre | entice to Journeyworker Ratio:1:1 | | | | | | |
| | | R/CRANES/GRADALLS | 06/01/2019 | \$48.18 | \$12.00 | \$15.60 | \$0.00 | \$75.78 |
| PERATING EN | JINEERS L | OCAL 4 | 12/01/2019 | \$49.33 | \$12.00 | \$15.60 | \$0.00 | \$76.93 |
| | | | 06/01/2020 | \$50.43 | \$12.00 | \$15.60 | \$0.00 | \$78.03 |
| | | | 12/01/2020 | \$51.58 | \$12.00 | \$15.60 | \$0.00 | \$79.18 |
| | | | 12/01/2020 | , \$31.36 | Ψ12.00 | 4-0.00 | | |
| | | | 06/01/2021 | | | | \$0.00 | \$80.28 |

Effective Date Base Wage Health

Classification

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Supplemental

Unemployment

Pension

Total Rate

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Apprentice - OPERATING ENGINEERS - Local 4 06/01/2019 **Effective Date -**Supplemental Apprentice Base Wage Health Unemployment Total Rate Step percent Pension 1 55 \$38.50 \$26.50 \$12.00 \$0.00 \$0.00 2 60 \$28.91 \$12.00 \$15.60 \$0.00 \$56.51 3 65 \$31.32 \$15.60 \$0.00 \$12.00 \$58.92 4 70 \$33.73 \$12.00 \$15.60 \$0.00 \$61.33 5 75 \$36.14 \$12.00 \$15.60 \$0.00 \$63.74 6 80 \$38.54 \$12.00 \$15.60 \$0.00 \$66.14 7 85 \$40.95 \$12.00 \$15.60 \$0.00 \$68.55 8 90 \$43.36 \$12.00 \$15.60 \$0.00 \$70.96 12/01/2019 **Effective Date -**Supplemental Apprentice Base Wage Health Unemployment Total Rate Step percent Pension 1 55 \$27.13 \$12.00 \$0.00 \$39.13 \$0.00 2 60 \$29.60 \$0.00 \$12.00 \$15.60 \$57.20 3 65 \$32.06 \$15.60 \$0.00 \$59.66 \$12.00 4 70 \$34.53 \$12.00 \$15.60 \$0.00 \$62.13 5 75 \$37.00 \$12.00 \$15.60 \$0.00 \$64.60 6 80 \$39.46 \$12.00 \$15.60 \$0.00 \$67.06 7 85 \$41.93 \$12.00 \$15.60 \$0.00 \$69.53 8 90 \$44.40 \$12.00 \$15.60 \$0.00 \$72.00 Notes: Apprentice to Journeyworker Ratio:1:6 HVAC (DUCTWORK) \$24.12 \$2.52 02/01/2019 \$46.50 \$13.20 \$86.34 SHEETMETAL WORKERS LOCAL 17 - A \$24.12 \$2.56 08/01/2019 \$48.10 \$87.98 \$13.20 02/01/2020 \$24.12 \$2.61 \$49.75 \$13.20 \$89.68 08/01/2020 \$51.35 \$13.20 \$24.12 \$2.66 \$91.33 02/01/2021 \$24.12 \$2.71 \$93.03 \$53.00 \$13.20 \$24.12 \$2.76 08/01/2021 \$54.75 \$13.20 \$94.83 02/01/2022 \$24.12 \$2.81 \$96.63 \$56.50 \$13.20 For apprentice rates see "Apprentice- SHEET METAL WORKER" HVAC (ELECTRICAL CONTROLS) \$0.00 03/01/2019 \$51.10 \$13.00 \$18.88 \$82.98 ELECTRICIANS LOCAL 103 For apprentice rates see "Apprentice- ELECTRICIAN" HVAC (TESTING AND BALANCING - AIR) 02/01/2019 \$46.50 \$13.20 \$24.12 \$2.52 \$86.34 SHEETMETAL WORKERS LOCAL 17 - A 08/01/2019 \$24.12 \$2.56 \$48.10 \$13.20 \$87.98 \$24.12 02/01/2020 \$49.75 \$13.20 \$2.61 \$89.68 08/01/2020 \$51.35 \$13.20 \$24.12 \$2.66 \$91.33 02/01/2021 \$24.12 \$2.71 \$93.03 \$53.00 \$13.20 08/01/2021 \$54.75 \$13.20 \$24.12 \$2.76 \$94.83 \$24.12 02/01/2022 \$13.20 \$2.81 \$96.63 \$56.50

| Classification | | | Effective Da | te Base Wag | e Health | Pension | Supplemental Unemployment | Total Rate |
|----------------------------------|-----------|---|--|----------------|----------|----------------------------|------------------------------|------------|
| | | "Apprentice- SHEET METAL WORKER" | | | | *** | | |
| TVAC (TESTIN PIPEFITTERS LOCA | | D BALANCING -WATER) | 03/01/2019 | * | \$10.95 | \$19.74 | \$0.00 | \$83.88 |
| | | | 09/01/2019 | | \$10.95 | \$19.74 | \$0.00 | \$85.38 |
| | | | 03/01/2020 | 9 \$56.19 | \$10.95 | \$19.74 | \$0.00 | \$86.88 |
| | | | 09/01/2020 | \$57.69 | \$10.95 | \$19.74 | \$0.00 | \$88.38 |
| T | | " NECESTED II IIDI LA COET | 03/01/2021 | 1 \$59.19 | \$10.95 | \$19.74 | \$0.00 | \$89.88 |
| | | "Apprentice- PIPEFITTER" or "PLUMBER | | | | | | |
| HVAC MECHA PIPEFITTERS LOCA | | | 03/01/2019 | 9 \$53.19 | \$10.95 | \$19.74 | \$0.00 | \$83.88 |
| | | | 09/01/2019 | 9 \$54.69 | \$10.95 | \$19.74 | \$0.00 | \$85.38 |
| | | | 03/01/2020 | \$56.19 | \$10.95 | \$19.74 | \$0.00 | \$86.88 |
| | | | 09/01/2020 | \$57.69 | \$10.95 | \$19.74 | \$0.00 | \$88.38 |
| | | | 03/01/2021 | 1 \$59.19 | \$10.95 | \$19.74 | \$0.00 | \$89.88 |
| | | "Apprentice- PIPEFITTER" or "PLUMBEF | A/PIPEFITTER" | | | | | |
| IYDRAULIC D Aborers - zone | | 8 | 06/01/2019 | 9 \$40.40 | \$7.85 | \$15.35 | \$0.00 | \$63.60 |
| ABOKERS - ZONE | 1 | | 12/01/2019 | 9 \$41.40 | \$7.85 | \$15.35 | \$0.00 | \$64.60 |
| | | | 06/01/2020 | \$42.39 | \$7.85 | \$15.35 | \$0.00 | \$65.59 |
| | | | 12/01/2020 | \$43.37 | \$7.85 | \$15.35 | \$0.00 | \$66.57 |
| | | | 06/01/2021 | 1 \$44.39 | \$7.85 | \$15.35 | \$0.00 | \$67.59 |
| | | | 12/01/2021 | 1 \$45.40 | \$7.85 | \$15.35 | \$0.00 | \$68.60 |
| For apprentice r | rates see | "Apprentice- LABORER" | | | | | | |
| NSULATOR (P | | | 09/01/2018 | 8 \$47.09 | \$12.50 | \$15.60 | \$0.00 | \$75.19 |
| IEAT & FROST INS | SULATO | RS LOCAL 6 (BOSTON) | 09/01/2019 | 9 \$49.59 | \$12.50 | \$15.60 | \$0.00 | \$77.69 |
| | | entice - ASBESTOS INSULATOR ive Date - 09/01/2018 percent | (Pipes & Tanks) - Local 6 Bo Apprentice Base Wage | | Pension | Supplementa Unemploymen | | e |
| | 1 | 50 | \$23.55 | \$12.50 | \$11.40 | \$0.00 | \$47.4 | 5 |
| | 2 | 60 | \$28.25 | \$12.50 | \$12.24 | \$0.00 | \$52.9 | 9 |
| | 3 | 70 | \$32.96 | \$12.50 | \$13.08 | \$0.00 | | |
| | 4 | 80 | \$37.67 | \$12.50 | \$13.92 | \$0.00 | | |
| | Effect | ive Date - 09/01/2019 | | | | Supplementa | 1 | |
| | Ston | manaant | Approntice Desc Wage | I I a a l t la | Danaian | Unomploymon | t Total Dat | |

| 1 50 2 60 3 70 4 80 Effective Date - 09/01/201 | \$23.55 \$28.25 \$32.96 | \$12.50 \$12.50 \$12.50 | \$11.40 \$12.24 | \$0.00 \$0.00 | \$47.45 \$52.99 |
|---|-------------------------------|-------------------------------|--------------------|------------------|--------------------|
| 3 70 4 80 | | | | \$0.00 | \$52.99 |
| 4 80 | \$32.96 | \$12.50 | #12.00 | | |
| | | | \$13.08 | \$0.00 | \$58.54 |
| Effective Date 00/01/201 | \$37.67 | \$12.50 | \$13.92 | \$0.00 | \$64.09 |
| Effective Date - 07/01/201 | 9 | | | Supplemental | |
| Step percent | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate |
| 1 50 | \$24.80 | \$12.50 | \$11.40 | \$0.00 | \$48.70 |
| 2 60 | \$29.75 | \$12.50 | \$12.24 | \$0.00 | \$54.49 |
| 3 70 | \$34.71 | \$12.50 | \$13.08 | \$0.00 | \$60.29 |
| 4 80 | \$39.67 | \$12.50 | \$13.92 | \$0.00 | \$66.09 |
| Notes: | | | - — — — | | |
| Steps are 1 year | | | | | |
| Apprentice to Journeywork | er Ratio:1:4 | | | | . — — — |
| ER/WELDER LOCAL 7 (BOSTON AREA) | 03/16/2019 | \$46.6 | 56 \$8.00 | \$23.50 | \$0.00 \$78. |

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| | | ntice - IRONWORKER - Local 7 Bo | ston | | | | | |
|----------------|---------------------------------|-----------------------------------|----------------------|---------|---------|------------------------------|------------|---------|
| | Effect: Step | ive Date - 03/16/2019 percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate | |
| | $\frac{\operatorname{step}}{1}$ | 60 | \$28.00 | \$8.00 | \$23.50 | \$0.00 | \$59.50 | |
| | 2 | 70 | \$32.66 | \$8.00 | \$23.50 | \$0.00 | \$64.16 | |
| | 3 | 75 | \$35.00 | \$8.00 | \$23.50 | \$0.00 | \$66.50 | |
| | 4 | 80 | | | | | | |
| | 5 | 85 | \$37.33 | \$8.00 | \$23.50 | \$0.00 | \$68.83 | |
| | | | \$39.66 | \$8.00 | \$23.50 | \$0.00 | \$71.16 | |
| | 6 | 90 | \$41.99 | \$8.00 | \$23.50 | \$0.00 | \$73.49 | |
| | Notes: | - — — — — — — — . : | | | | | | |
| | | ** Structural 1:6; Ornamental 1:4 | | | | | | |
| | Appre | entice to Journeyworker Ratio:** | | | | | ' | |
| | | VING BREAKER OPERATOR | 06/01/2019 | \$39.90 | \$7.85 | \$15.35 | \$0.00 | \$63.10 |
| LABORERS - ZOI | VE I | | 12/01/2019 | \$40.90 | \$7.85 | \$15.35 | \$0.00 | \$64.10 |
| | | | 06/01/2020 | \$41.89 | \$7.85 | \$15.35 | \$0.00 | \$65.09 |
| | | | 12/01/2020 | \$42.87 | \$7.85 | \$15.35 | \$0.00 | \$66.07 |
| | | | 06/01/2021 | \$43.89 | \$7.85 | \$15.35 | \$0.00 | \$67.09 |
| | | | 12/01/2021 | \$44.90 | \$7.85 | \$15.35 | \$0.00 | \$68.10 |
| For apprentic | ce rates see ' | "Apprentice- LABORER" | | | | | | |
| LABORER | | | 06/01/2019 | \$39.65 | \$7.85 | \$15.35 | \$0.00 | \$62.85 |
| LABORERS - ZOI | VE I | | 12/01/2019 | \$40.65 | \$7.85 | \$15.35 | \$0.00 | \$63.85 |
| | | | 06/01/2020 | \$41.64 | \$7.85 | \$15.35 | \$0.00 | \$64.84 |
| | | | 12/01/2020 | \$42.62 | \$7.85 | \$15.35 | \$0.00 | \$65.82 |
| | | | 06/01/2021 | \$43.64 | \$7.85 | \$15.35 | \$0.00 | \$66.84 |
| | | | 12/01/2021 | \$44.65 | | \$15.35 | \$0.00 | \$67.85 |

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Pension

| | Effecti | ive Date - 06/01/2019 | | | | Supplemental | | |
|------------------------------|---------------|---------------------------------|----------------------|---------------------|---------|--------------------|------------|----------------|
| | Step | percent | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate | |
| | 1 | 60 | \$23.79 | \$7.85 | \$15.35 | \$0.00 | \$46.99 | |
| | 2 | 70 | \$27.76 | \$7.85 | \$15.35 | \$0.00 | \$50.96 | |
| | 3 | 80 | \$31.72 | \$7.85 | \$15.35 | \$0.00 | \$54.92 | |
| | 4 | 90 | \$35.69 | \$7.85 | \$15.35 | \$0.00 | \$58.89 | |
| | Effecti | ive Date - 12/01/2019 | | | | Supplemental | | |
| | Step | percent | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate | |
| | 1 | 60 | \$24.39 | \$7.85 | \$15.35 | \$0.00 | \$47.59 | |
| | 2 | 70 | \$28.46 | \$7.85 | \$15.35 | \$0.00 | \$51.66 | |
| | 3 | 80 | \$32.52 | \$7.85 | \$15.35 | \$0.00 | \$55.72 | |
| | 4 | 90 | \$36.59 | \$7.85 | \$15.35 | \$0.00 | \$59.79 | |
| | Notes: | | | | | | | |
| | Appre | ntice to Journeyworker Ratio:1: | 5 — — — — — — | | | | | |
| | | TER TENDER | 06/01/2019 | \$39.65 | \$7.85 | \$15.35 | \$0.00 | \$62.85 |
| ABORERS - ZONE | E 1 | | 12/01/2019 | \$40.65 | \$7.85 | \$15.35 | \$0.00 | \$63.85 |
| | | | 06/01/2020 | \$41.64 | \$7.85 | \$15.35 | \$0.00 | \$64.84 |
| | | | 12/01/2020 | \$42.62 | \$7.85 | \$15.35 | \$0.00 | \$65.82 |
| | | | 06/01/2021 | \$43.64 | \$7.85 | \$15.35 | \$0.00 | \$66.84 |
| | | | 12/01/2021 | \$44.65 | \$7.85 | \$15.35 | \$0.00 | \$67.85 |
| | | 'Apprentice- LABORER" | | | | | | |
| ABORER: CE Aborers - zone | | FINISHER TENDER | 06/01/2019 | \$39.65 | \$7.85 | \$15.35 | \$0.00 | \$62.85 |
| | | | 12/01/2019 | \$40.65 | \$7.85 | \$15.35 | \$0.00 | \$63.85 |
| | | | 06/01/2020 | \$41.64 | \$7.85 | \$15.35 | \$0.00 | \$64.84 |
| | | | 12/01/2020 | \$42.62 | \$7.85 | \$15.35 | \$0.00 | \$65.82 |
| | | | 06/01/2021 | \$43.64 | \$7.85 | \$15.35 | \$0.00 | \$66.84 |
| For apprentice | rates see! | 'Apprentice- LABORER" | 12/01/2021 | \$44.65 | \$7.85 | \$15.35 | \$0.00 | \$67.85 |
| | | OUS WASTE/ASBESTOS REMO | OVER 06/01/2019 | \$39.80 | \$7.85 | \$15.35 | \$0.00 | \$63.00 |
| ABORERS - ZONE | | | 12/01/2019 | | \$7.85 | \$15.35 \$15.35 | \$0.00 | \$64.00 |
| For apprentice | e rates see ' | 'Apprentice- LABORER" | 12/01/2019 | φ τ υ.ου | ψ1.03 | Ψ13.33 | φυ.υυ | ψ υτ. υ |
| ABORER: MA | | ENDER | 06/01/2019 | \$39.90 | \$7.85 | \$15.35 | \$0.00 | \$63.10 |
| ABORERS - ZONE | E 1 | | 12/01/2019 | \$40.90 | | \$15.35 | \$0.00 | \$64.10 |
| | | | 06/01/2020 | \$41.89 | \$7.85 | \$15.35 | \$0.00 | \$65.09 |
| | | | 12/01/2020 | \$42.87 | \$7.85 | \$15.35 | \$0.00 | \$66.07 |
| | | | 06/01/2021 | | \$7.85 | \$15.35 | \$0.00 | \$67.09 |
| | | | 12/01/2021 | \$44.90 | | \$15.35 | \$0.00 | \$68.10 |
| For apprentice | rates see ' | 'Apprentice- LABORER" | | | | | | - |

| 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021 | \$39.65 \$40.65 \$41.64 \$42.62 \$43.64 \$44.65 \$39.65 \$40.65 \$41.64 \$42.62 \$43.64 \$44.65 | \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 | \$15.35 \$15.35 \$15.35 \$15.35 \$15.35 \$15.35 \$15.35 \$15.35 \$15.35 \$15.35 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$62.85 \$63.85 \$64.84 \$65.82 \$66.84 \$67.85 \$62.85 \$63.85 \$64.84 \$65.82 |
|--|--|--|---|---|---|
| 06/01/2020 12/01/2020 06/01/2021 12/01/2021 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021 | \$41.64 \$42.62 \$43.64 \$44.65 \$39.65 \$40.65 \$41.64 \$42.62 \$43.64 | \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 | \$15.35 \$15.35 \$15.35 \$15.35 \$15.35 \$15.35 \$15.35 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$64.84 \$65.82 \$66.84 \$67.85 \$62.85 \$63.85 \$64.84 \$65.82 |
| 12/01/2020 06/01/2021 12/01/2021 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021 | \$42.62 \$43.64 \$44.65 \$39.65 \$40.65 \$41.64 \$42.62 \$43.64 | \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 | \$15.35 \$15.35 \$15.35 \$15.35 \$15.35 \$15.35 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$65.82 \$66.84 \$67.85 \$62.85 \$63.85 \$64.84 \$65.82 |
| 06/01/2021 12/01/2021 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021 | \$43.64 \$44.65 \$39.65 \$40.65 \$41.64 \$42.62 \$43.64 | \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 | \$15.35 \$15.35 \$15.35 \$15.35 \$15.35 \$15.35 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$66.84 \$67.85 \$62.85 \$63.85 \$64.84 \$65.82 |
| 12/01/2021 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021 | \$44.65 \$39.65 \$40.65 \$41.64 \$42.62 \$43.64 | \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 | \$15.35 \$15.35 \$15.35 \$15.35 \$15.35 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$67.85 \$62.85 \$63.85 \$64.84 \$65.82 |
| 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021 | \$39.65 \$40.65 \$41.64 \$42.62 \$43.64 | \$7.85 \$7.85 \$7.85 \$7.85 | \$15.35 \$15.35 \$15.35 \$15.35 | \$0.00 \$0.00 \$0.00 \$0.00 | \$62.85 \$63.85 \$64.84 \$65.82 |
| 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021 | \$40.65 \$41.64 \$42.62 \$43.64 | \$7.85 \$7.85 \$7.85 | \$15.35 \$15.35 \$15.35 | \$0.00 \$0.00 \$0.00 | \$63.85 \$64.84 \$65.82 |
| 06/01/2020 12/01/2020 06/01/2021 12/01/2021 | \$41.64 \$42.62 \$43.64 | \$7.85 \$7.85 | \$15.35 \$15.35 | \$0.00 \$0.00 | \$64.84 \$65.82 |
| 12/01/2020 06/01/2021 12/01/2021 | \$42.62 \$43.64 | \$7.85 | \$15.35 | \$0.00 | \$65.82 |
| 06/01/2021 12/01/2021 | \$43.64 | | | | |
| 12/01/2021 | | \$7.85 | \$15.35 | Φ0.00 | |
| | \$11.65 | | | \$0.00 | \$66.84 |
| ipment. For apprei | noval of branches | | | \$0.00 s not done for | \$67.85 |
| 06/01/2019 | \$39.90 | \$7.85 | \$15.35 | \$0.00 | \$63.10 |
| 12/01/2019 | \$40.90 | \$7.85 | \$15.35 | \$0.00 | \$64.10 |
| 06/01/2020 | \$41.89 | \$7.85 | \$15.35 | \$0.00 | \$65.09 |
| 12/01/2020 | \$42.87 | \$7.85 | \$15.35 | \$0.00 | \$66.07 |
| 06/01/2021 | \$43.89 | \$7.85 | \$15.35 | \$0.00 | \$67.09 |
| 12/01/2021 | \$44.90 | \$7.85 | \$15.35 | \$0.00 | \$68.10 |
| 02/01/2019 | \$40.91 | \$10.75 | \$18.97 | \$0.00 | \$70.63 |
| 08/01/2019 | \$41.99 | \$10.75 | \$19.11 | \$0.00 | \$71.85 |
| 02/01/2020 | \$42.50 | \$10.75 | \$19.11 | \$0.00 | \$72.36 |
| 08/01/2020 | \$43.58 | \$10.75 | \$19.26 | \$0.00 | \$73.59 |
| 02/01/2021 | \$44.09 | \$10.75 | \$19.26 | \$0.00 | \$74.10 |
| 08/01/2021 | \$45.21 | \$10.75 | \$19.42 | \$0.00 | \$75.38 |
| 02/01/2022 | \$45.68 | \$10.75 | \$19.42 | \$0.00 | \$75.85 |
| | 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021 02/01/2019 08/01/2019 02/01/2020 08/01/2020 02/01/2021 08/01/2021 | 12/01/2019 \$40.90 06/01/2020 \$41.89 12/01/2020 \$42.87 06/01/2021 \$43.89 12/01/2021 \$44.90 02/01/2019 \$40.91 08/01/2019 \$41.99 02/01/2020 \$42.50 08/01/2020 \$43.58 02/01/2021 \$44.09 08/01/2021 \$45.21 | 12/01/2019 \$40.90 \$7.85 06/01/2020 \$41.89 \$7.85 12/01/2020 \$42.87 \$7.85 06/01/2021 \$43.89 \$7.85 12/01/2021 \$44.90 \$7.85 02/01/2019 \$40.91 \$10.75 08/01/2019 \$41.99 \$10.75 02/01/2020 \$42.50 \$10.75 08/01/2020 \$43.58 \$10.75 02/01/2021 \$44.09 \$10.75 08/01/2021 \$45.21 \$10.75 | 12/01/2019 \$40.90 \$7.85 \$15.35 06/01/2020 \$41.89 \$7.85 \$15.35 12/01/2020 \$42.87 \$7.85 \$15.35 06/01/2021 \$43.89 \$7.85 \$15.35 12/01/2021 \$44.90 \$7.85 \$15.35 02/01/2019 \$40.91 \$10.75 \$18.97 08/01/2019 \$41.99 \$10.75 \$19.11 02/01/2020 \$42.50 \$10.75 \$19.11 08/01/2020 \$43.58 \$10.75 \$19.26 02/01/2021 \$44.09 \$10.75 \$19.26 08/01/2021 \$45.21 \$10.75 \$19.42 | 12/01/2019 \$40.90 \$7.85 \$15.35 \$0.00 06/01/2020 \$41.89 \$7.85 \$15.35 \$0.00 12/01/2020 \$42.87 \$7.85 \$15.35 \$0.00 06/01/2021 \$43.89 \$7.85 \$15.35 \$0.00 12/01/2021 \$44.90 \$7.85 \$15.35 \$0.00 02/01/2021 \$44.90 \$7.85 \$15.35 \$0.00 02/01/2019 \$40.91 \$10.75 \$18.97 \$0.00 08/01/2019 \$41.99 \$10.75 \$19.11 \$0.00 02/01/2020 \$42.50 \$10.75 \$19.11 \$0.00 08/01/2020 \$43.58 \$10.75 \$19.26 \$0.00 02/01/2021 \$44.09 \$10.75 \$19.26 \$0.00 08/01/2021 \$45.21 \$10.75 \$19.42 \$0.00 |

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| Apprentice - | MARBLE & TILE FINISHER - Local 3 Marble & T | Гilе |
|--------------|---|------|
|--------------|---|------|

| Effecti | ve Date - | 02/01/2019 | | | | Supplemental | |
|----------|-----------|-----------------------|----------------------|---------|---------|--------------|------------|
| Step | percent | | Apprentice Base Wage | Health | Pension | 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 |
| Effecti | ve Date - | 08/01/2019 | | | | Supplemental | |
| Step | percent | | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate |
| 1 | 50 | | \$21.00 | \$10.75 | \$19.11 | \$0.00 | \$50.86 |
| 2 | 60 | | \$25.19 | \$10.75 | \$19.11 | \$0.00 | \$55.05 |
| 3 | 70 | | \$29.39 | \$10.75 | \$19.11 | \$0.00 | \$59.25 |
| 4 | 80 | | \$33.59 | \$10.75 | \$19.11 | \$0.00 | \$63.45 |
| 5 | 90 | | \$37.79 | \$10.75 | \$19.11 | \$0.00 | \$67.65 |
| Notes: | | | | | | | |
| | | | | | | | i |
| <u> </u> | | urneyworker Ratio:1:3 | | | | | |

| MARBLE MASONS, TILELAYERS & TERRAZZO MECH | 02/01/2019 | \$53.57 | \$10.75 | \$20.66 | \$0.00 | \$84.98 |
|---|------------|---------|---------|---------|--------|---------|
| BRICKLAYERS LOCAL 3 - MARBLE & TILE | 08/01/2019 | \$54.92 | \$10.75 | \$20.80 | \$0.00 | \$86.47 |
| | 02/01/2020 | \$55.55 | \$10.75 | \$20.80 | \$0.00 | \$87.10 |
| | 08/01/2020 | \$56.90 | \$10.75 | \$20.95 | \$0.00 | \$88.60 |
| | 02/01/2021 | \$57.54 | \$10.75 | \$20.95 | \$0.00 | \$89.24 |
| | 08/01/2021 | \$58.94 | \$10.75 | \$21.11 | \$0.00 | \$90.80 |
| | 02/01/2022 | \$59.51 | \$10.75 | \$21.11 | \$0.00 | \$91.37 |

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MILLWRIGHT (Zone 1)

MILLWRIGHTS LOCAL 1121 - Zone 1

Pension

\$18.50

\$9.90

\$0.00

\$70.62

| | ective Date - | 02/01/2019 | | | | Supplemental | | |
|----------------------------------|--------------------|------------------------|----------------------|------------------|-----------------|--------------|------------|---------|
| Ste | p 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 | |
| Eff | ective Date - | 08/01/2019 | | | | Supplemental | | |
| Ste | p percent | | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate | |
| 1 | 50 | | \$27.46 | \$10.75 | \$20.80 | \$0.00 | \$59.01 | |
| 2 | 60 | | \$32.95 | \$10.75 | \$20.80 | \$0.00 | \$64.50 | |
| 3 | 70 | | \$38.44 | \$10.75 | \$20.80 | \$0.00 | \$69.99 | |
| 4 | 80 | | \$43.94 | \$10.75 | \$20.80 | \$0.00 | \$75.49 | |
| 5 | 90 | | \$49.43 | \$10.75 | \$20.80 | \$0.00 | \$80.98 | |
| No | tes: | | | | | | | |
| | | | | | | | | |
| | | ourneyworker Ratio:1:5 | | | | | | |
| ECH. SWEEPER ERATING ENGINEER | | (ON CONST. SITES) | 06/01/2019 | \$47.69 | \$12.00 | \$15.60 | \$0.00 | \$75.29 |
| ERITING ENGINEER | IS LOCAL 4 | | 12/01/2019 | \$48.83 | \$12.00 | \$15.60 | \$0.00 | \$76.43 |
| | | | 06/01/2020 | \$49.91 | \$12.00 | \$15.60 | \$0.00 | \$77.51 |
| | | | 12/01/2020 | \$51.05 | \$12.00 | \$15.60 | \$0.00 | \$78.65 |
| | | | 06/01/2021 | \$52.14 | \$12.00 | \$15.60 | \$0.00 | \$79.74 |
| For apprentice rates | see "Apprentice- | OPERATING ENGINEERS" | 12/01/202 | \$53.28 | \$12.00 | \$15.60 | \$0.00 | \$80.88 |
| ECHANICS MAI | NTENANCE | | 06/01/2019 | 9 \$47.69 | \$12.00 | \$15.60 | \$0.00 | \$75.29 |
| ERATING ENGINEER | RS LOCAL 4 | | 12/01/2019 | | \$12.00 | \$15.60 | \$0.00 | \$76.43 |
| | | | 06/01/2020 | 4.0.00 | \$12.00 | \$15.60 | \$0.00 | \$77.51 |
| | | | 12/01/2020 | | \$12.00 | \$15.60 | \$0.00 | \$78.65 |
| | | | 06/01/2021 | | \$12.00 | \$15.60 | \$0.00 | \$79.74 |
| | | | 12/01/2021 | | \$12.00 | \$15.60 | \$0.00 | \$80.88 |
| For apprentice rates | see "Annrentice- (| OPERATING ENGINEERS" | 12, 01, 202 | \$22. 2 0 | Ţ. 2. 00 | | | |

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04/01/2019

\$42.22

Unemployment

Total Rate

| | Step | ve Date - 04/01/2019 percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate | |
|----------------------------|---------------|--|----------------------|---------|----------------|------------------------------|------------|-------------------|
| | 1 | 55 | \$23.22 | \$9.90 | \$5.31 | \$0.00 | \$38.43 | |
| | 2 | 65 | \$27.44 | \$9.90 | \$15.13 | \$0.00 | \$52.47 | |
| | 3 | 75 | \$31.67 | \$9.90 | \$16.10 | \$0.00 | \$57.67 | |
| | 4 | 85 | \$35.89 | \$9.90 | \$17.06 | \$0.00 | \$62.85 | |
| | Notes: | | | | | | | |
| | | Steps are 2,000 hours | | | | | i | |
| | Appre | ntice to Journeyworker Ratio:1:5 | | | | | | |
| ORTAR MIX | | | 06/01/2019 | \$39.90 | \$7.85 | \$15.35 | \$0.00 | \$63.10 |
| ABORERS - ZON | L I | | 12/01/2019 | \$40.90 | \$7.85 | \$15.35 | \$0.00 | \$64.10 |
| | | | 06/01/2020 | \$41.89 | \$7.85 | \$15.35 | \$0.00 | \$65.09 |
| | | | 12/01/2020 | \$42.87 | \$7.85 | \$15.35 | \$0.00 | \$66.0 |
| | | | 06/01/2021 | \$43.89 | \$7.85 | \$15.35 | \$0.00 | \$67.0 |
| For apprentice | e rates see " | Apprentice- LABORER" | 12/01/2021 | \$44.90 | \$7.85 | \$15.35 | \$0.00 | \$68.1 |
| | | TRUCK CRANES,GRADALLS) | 06/01/2019 | \$23.11 | \$12.00 | \$15.60 | \$0.00 | \$50.7 |
| PERATING ENG | SINEERS LC | OCAL 4 | 12/01/2019 | \$23.68 | \$12.00 | \$15.60 | \$0.00 | \$51.2 |
| | | | 06/01/2020 | \$24.23 | \$12.00 | \$15.60 | \$0.00 | \$51.8 |
| | | | 12/01/2020 | \$24.80 | \$12.00 | \$15.60 | \$0.00 | \$52.4 |
| | | | 06/01/2021 | \$25.35 | \$12.00 | \$15.60 | \$0.00 | \$52.9 |
| | | | 12/01/2021 | \$25.93 | \$12.00 | \$15.60 | \$0.00 | \$53.5 |
| | | Apprentice- OPERATING ENGINEERS" | | | | | | |
| ILER (TRUC PERATING ENG | | NES, GRADALLS) | 06/01/2019 | \$27.57 | \$12.00 | \$15.60 | \$0.00 | \$55.1 |
| LICITING LIVE | IIVEERS EC | CALL 4 | 12/01/2019 | \$28.24 | \$12.00 | \$15.60 | \$0.00 | \$55.8 |
| | | | 06/01/2020 | \$28.89 | \$12.00 | \$15.60 | \$0.00 | \$56.4 |
| | | | 12/01/2020 | \$29.57 | \$12.00 | \$15.60 | \$0.00 | \$57.1 |
| | | | 06/01/2021 | \$30.21 | \$12.00 | \$15.60 | \$0.00 | \$57.8 |
| F | 4 | Anneaties ODER ATING ENGINEERGE | 12/01/2021 | \$30.89 | \$12.00 | \$15.60 | \$0.00 | \$58.4 |
| | | Apprentice- OPERATING ENGINEERS" ZEN EQUIPMENT - CLASS II | 0.210.4.12.0.0 | | #12.0 ° | ¢15.60 | ¢0.00 | Φ 7. 5. 5. |
| PERATING ENG | | | 06/01/2019 | | \$12.00 | \$15.60 | \$0.00 | \$75.29 |
| | | | 12/01/2019 | | \$12.00 | \$15.60 | \$0.00 | \$76.4 |
| | | | 06/01/2020 | | \$12.00 | \$15.60 | \$0.00 | \$77.5 |
| | | | 12/01/2020 | | \$12.00 | \$15.60 | \$0.00 | \$78.6 |
| | | | 06/01/2021 | | \$12.00 | \$15.60 \$15.60 | \$0.00 | \$79.7 |
| For apprentice | e rates see " | Apprentice- OPERATING ENGINEERS" | 12/01/2021 | \$53.28 | \$12.00 | \$15.60 | \$0.00 | \$80.8 |
| AINTER (BR | | | 01/01/2019 | \$50.36 | \$8.15 | \$20.85 | \$0.00 | \$79.3 |
| AINTERS LOCAL | | | 07/01/2019 | | \$8.20 | \$21.45 | \$0.00 | \$80.3 |
| | | | 01/01/2020 | | \$8.20 | \$22.10 | \$0.00 | \$81.2 |
| | | | 07/01/2020 | | \$8.20 | \$22.10 | \$0.00 | \$82.3 |
| | | | 01/01/2021 | | \$8.20 | \$22.10 | \$0.00 | \$83.4 |

Pension

Total Rate

| Step | tive Date - 01/01/2019 percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rat |
|--------|-----------------------------------|----------------------|--------|---------|------------------------------|-----------|
| 1 | 50 | \$25.18 | \$8.15 | \$0.00 | \$0.00 | \$33.3 |
| 2 | 55 | \$27.70 | \$8.15 | \$5.64 | \$0.00 | \$41.4 |
| 3 | 60 | \$30.22 | \$8.15 | \$6.15 | \$0.00 | \$44.5 |
| 4 | 65 | \$32.73 | \$8.15 | \$6.66 | \$0.00 | \$47.5 |
| 5 | 70 | \$35.25 | \$8.15 | \$17.78 | \$0.00 | \$61.1 |
| 6 | 75 | \$37.77 | \$8.15 | \$18.29 | \$0.00 | \$64.2 |
| 7 | 80 | \$40.29 | \$8.15 | \$18.80 | \$0.00 | \$67.2 |
| 8 | 90 | \$45.32 | \$8.15 | \$19.83 | \$0.00 | \$73.3 |
| Effect | tive Date - 07/01/2019 | | | | Supplemental | |
| Step | percent | Apprentice Base Wage | Health | Pension | Unemployment | Total Rat |
| 1 | 50 | \$25.33 | \$8.20 | \$0.00 | \$0.00 | \$33.5 |
| 2 | 55 | \$27.86 | \$8.20 | \$5.78 | \$0.00 | \$41.8 |
| 3 | 60 | \$30.40 | \$8.20 | \$6.30 | \$0.00 | \$44.9 |
| 4 | 65 | \$32.93 | \$8.20 | \$6.83 | \$0.00 | \$47.9 |
| 5 | 70 | \$35.46 | \$8.20 | \$18.30 | \$0.00 | \$61.9 |
| 6 | 75 | \$38.00 | \$8.20 | \$18.83 | \$0.00 | \$65.0 |
| 7 | 80 | \$40.53 | \$8.20 | \$19.35 | \$0.00 | \$68.0 |
| 8 | 90 | \$45.59 | \$8.20 | \$20.40 | \$0.00 | \$74.1 |
| Notes | <u> </u> | | | | | |
| | Steps are 750 hrs. | | | | | |
| | | | | | | |

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| Apprentice - | PAINTER SIGN - | Local 35 Zone 2 |
|--------------|----------------|-----------------|
|--------------|----------------|-----------------|

| | Effect | ive Date - 06/01/2013 | | | | | Supplemental | | |
|---------------|--|-----------------------------|-----------|-----------------|---------|---------|--------------|------------|----------|
| | Step | percent | Appre | ntice Base Wage | Health | Pension | Unemployment | Total Rate |) |
| | 1 | 50 | | \$12.91 | \$7.07 | \$0.00 | \$0.00 | \$19.98 | 3 |
| | 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 | Ó |
| | 9 | 90 | | \$23.23 | \$7.07 | \$7.05 | \$0.00 | \$37.35 | i |
| | Notes: | | | | | | | | |
| | İ | Steps are 4 mos. | | | | | | | |
| | Appre | entice to Journeyworker | Ratio:1:1 | | | | | ' | |
| , | | R SANDBLAST, NEW) * | | 01/01/2019 | \$41.26 | \$8.15 | \$20.85 | \$0.00 | \$70.26 |
| | | rfaces to be painted are no | | 07/01/2019 | \$41.56 | \$8.20 | \$21.45 | \$0.00 | \$71.21 |
| vv panit rate | int rate shall be used. PAINTERS LOCAL 35 - ZONE 2 | | ZONE 2 | 01/01/2020 | \$41.86 | \$8.20 | \$22.10 | \$0.00 | \$72.16 |
| | | | | 07/01/2020 | \$42.96 | \$8.20 | \$22.10 | \$0.00 | \$73.26 |
| | | | | 01/01/2021 | \$44.06 | \$8.20 | \$22.10 | \$0.00 | \$74.36 |
| | | | | | | | | | |

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Pension

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New 01/01/2019 **Effective Date -**Supplemental Apprentice Base Wage Health Unemployment Total Rate Step percent Pension 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 \$0.00 \$59.96 \$33.01 \$8.15 \$18.80 8 90 \$37.13 \$8.15 \$19.83 \$0.00 \$65.11 07/01/2019 **Effective Date -**Supplemental percent Apprentice Base Wage Health Pension Unemployment Total Rate Step 1 50 \$20.78 \$8.20 \$0.00 \$0.00 \$28.98 2 55 \$22.86 \$8.20 \$5.78 \$0.00 \$36.84 3 60 \$24.94 \$8.20 \$6.30 \$0.00 \$39.44 4 65 \$27.01 \$0.00 \$8.20 \$6.83 \$42.04 5 70 \$29.09 \$8.20 \$18.30 \$0.00 \$55.59 6 75 \$31.17 \$8.20 \$18.83 \$0.00 \$58.20 7 80 \$33.25 \$19.35 \$0.00 \$60.80 \$8.20 8 90 \$37.40 \$8.20 \$20.40 \$0.00 \$66.00 Notes: Steps are 750 hrs.

| Apprentice to Journeyworker Ratio:1:1 | | | | | | |
|---------------------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER (SPRAY OR SANDBLAST, REPAINT) | 01/01/2019 | \$39.32 | \$8.15 | \$20.85 | \$0.00 | \$68.32 |
| PAINTERS LOCAL 35 - ZONE 2 | 07/01/2019 | \$39.62 | \$8.20 | \$21.45 | \$0.00 | \$69.27 |
| | 01/01/2020 | \$39.92 | \$8.20 | \$22.10 | \$0.00 | \$70.22 |
| | 07/01/2020 | \$41.02 | \$8.20 | \$22.10 | \$0.00 | \$71.32 |

01/01/2021

\$42.12

\$8.20

\$22.10

\$0.00

\$72.42

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

Pension

Unemployment

| | | 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 | \$27.81 | |
| | 2 | 55 | \$21.63 | \$8.15 | \$5.64 | \$0.00 | \$35.42 | |
| | 3 | 60 | \$23.59 | \$8.15 | \$6.15 | \$0.00 | \$37.89 | |
| | 4 | 65 | \$25.56 | \$8.15 | \$6.66 | \$0.00 | \$40.37 | |
| | 5 | 70 | \$27.52 | \$8.15 | \$17.78 | \$0.00 | \$53.45 | |
| | 6 | 75 | \$29.49 | \$8.15 | \$18.29 | \$0.00 | \$55.93 | |
| | 7 | 80 | \$31.46 | \$8.15 | \$18.80 | \$0.00 | \$58.41 | |
| | 8 | 90 | \$35.39 | \$8.15 | \$19.83 | \$0.00 | \$63.37 | |
| | Effect | ve Date - 07/01/2019 | | | | Supplemental | | |
| | Step | percent | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate | |
| | 1 | 50 | \$19.81 | \$8.20 | \$0.00 | \$0.00 | \$28.01 | |
| | 2 | 55 | \$21.79 | \$8.20 | \$5.78 | \$0.00 | \$35.77 | |
| | 3 | 60 | \$23.77 | \$8.20 | \$6.30 | \$0.00 | \$38.27 | |
| | 4 | 65 | \$25.75 | \$8.20 | \$6.83 | \$0.00 | \$40.78 | |
| | 5 | 70 | \$27.73 | \$8.20 | \$18.30 | \$0.00 | \$54.23 | |
| | 6 | 75 | \$29.72 | \$8.20 | \$18.83 | \$0.00 | \$56.75 | |
| | 7 | 80 | \$31.70 | \$8.20 | \$19.35 | \$0.00 | \$59.25 | |
| | 8 | 90 | \$35.66 | \$8.20 | \$20.40 | \$0.00 | \$64.26 | |
| | Notes: | Steps are 750 hrs. | | | | | | |
| | Annue | ntice to Journal work on Detical 1 | | | | | | |
| A DITED (T | | ntice to Journeyworker Ratio:1:1 | | | | | | |
| AINTER (TI ABORERS - ZO | | MARKINGS) | 06/01/2019 | | | \$15.35 | \$0.00 | \$62.85 |
| | | | 12/01/2019 | | | \$15.35 | \$0.00 | \$63.85 |
| | | | 06/01/2020 | | | \$15.35 | \$0.00 | \$64.84 |
| | | | 12/01/2020 | | \$7.85 | \$15.35 | \$0.00 | \$65.82 |
| | | | 06/01/2021 | | \$7.85 | \$15.35 | \$0.00 | \$66.84 |
| For Apprent | ice rates see | "Apprentice- LABORER" | 12/01/2021 | \$44.65 | \$7.85 | \$15.35 | \$0.00 | \$67.85 |
| | | RUSH, NEW) * | 01/01/2019 | \$39.86 | \$8.15 | \$20.85 | \$0.00 | \$68.86 |
| | | faces to be painted are new constructions and partitions and partitions are new constructions. | o7/01/2019 | \$40.16 | \$8.20 | \$21.45 | \$0.00 | \$69.81 |
| v∈w paint ra | ie snam be | e used.PAINTERS LOCAL 35 - ZONE 2 | 01/01/2020 | | | \$22.10 | \$0.00 | \$70.76 |
| | | | 07/01/2020 | \$41.56 | | \$22.10 | \$0.00 | \$71.86 |
| | | | 01/01/2021 | | | \$22.10 | \$0.00 | \$72.96 |

Pension

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW 01/01/2019 **Effective Date -**Supplemental Unemployment Total Rate Step percent Apprentice Base Wage Health Pension 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 \$0.00 \$8.15 \$18.80 \$58.84 8 90 \$35.87 \$8.15 \$19.83 \$0.00 \$63.85 **Effective Date -**07/01/2019 Supplemental percent Apprentice Base Wage Health Pension Unemployment Total Rate Step 1 50 \$20.08 \$8.20 \$0.00 \$0.00 \$28.28 2 55 \$22.09 \$8.20 \$5.78 \$0.00 \$36.07 3 60 \$24.10 \$8.20 \$6.30 \$0.00 \$38.60 4 65 \$26.10 \$0.00 \$8.20 \$6.83 \$41.13 5 70 \$28.11 \$8.20 \$18.30 \$0.00 \$54.61 6 75 \$30.12 \$8.20 \$18.83 \$0.00 \$57.15 7 80 \$32.13 \$0.00 \$59.68 \$8.20 \$19.35 8 90 \$36.14 \$8.20 \$20.40 \$0.00 \$64.74 Notes: Steps are 750 hrs. Apprentice to Journeyworker Ratio:1:1

| rippientice to obtaine, worker rational | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PAINTER / TAPER (BRUSH, REPAINT) | 01/01/2019 | \$37.92 | \$8.15 | \$20.85 | \$0.00 | \$66.92 |
| PAINTERS LOCAL 35 - ZONE 2 | 07/01/2019 | \$38.22 | \$8.20 | \$21.45 | \$0.00 | \$67.87 |
| | 01/01/2020 | \$38.52 | \$8.20 | \$22.10 | \$0.00 | \$68.82 |
| | 07/01/2020 | \$39.62 | \$8.20 | \$22.10 | \$0.00 | \$69.92 |
| | 01/01/2021 | \$40.72 | \$8.20 | \$22.10 | \$0.00 | \$71.02 |

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Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date Base Wage Health

Pension

| | | 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 | |
| | Effecti | ve Date - 07/01/2019 | | | | Supplemental | | |
| | Step | percent | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate | ; |
| | 1 | 50 | \$19.11 | \$8.20 | \$0.00 | \$0.00 | \$27.31 | |
| | 2 | 55 | \$21.02 | \$8.20 | \$5.78 | \$0.00 | \$35.00 | ı |
| | 3 | 60 | \$22.93 | \$8.20 | \$6.30 | \$0.00 | \$37.43 | |
| | 4 | 65 | \$24.84 | \$8.20 | \$6.83 | \$0.00 | \$39.87 | |
| | 5 | 70 | \$26.75 | \$8.20 | \$18.30 | \$0.00 | \$53.25 | |
| | 6 | 75 | \$28.67 | \$8.20 | \$18.83 | \$0.00 | \$55.70 | 1 |
| | 7 | 80 | \$30.58 | \$8.20 | \$19.35 | \$0.00 | \$58.13 | |
| | 8 | 90 | \$34.40 | \$8.20 | \$20.40 | \$0.00 | \$63.00 | 1 |
| | Notes: | | | | | | | |
| | | Steps are 750 hrs. | | | | | İ | |
| | | ntice to Journeyworker Ratio:1:1 | | | | | | |
| | | UCKS DRIVER IL NO. 10 ZONE A | 06/01/2019 | \$35.18 | \$11.91 | \$12.70 | \$0.00 | \$59.79 |
| IMBI ERB JOI | W COONC | IL NO. 10 ZONE II | 08/01/2019 | \$35.18 | \$12.41 | \$12.70 | \$0.00 | \$60.29 |
| | | | 12/01/2019 | \$35.18 | \$12.41 | \$13.72 | \$0.00 | \$61.31 |
| | | | 06/01/2020 | \$36.08 | \$12.41 | \$13.72 | \$0.00 | \$62.21 |
| | | | 08/01/2020 | \$36.08 | \$12.91 | \$13.72 | \$0.00 | \$62.71 |
| | | | 12/01/2020 | \$36.08 | \$12.91 | \$14.82 | \$0.00 | \$63.81 |
| | | | 06/01/2021 | \$36.88 | \$12.91 | \$14.82 | \$0.00 | \$64.61 |
| | | | 08/01/2021 | \$36.88 | \$13.41 | \$14.82 | \$0.00 | \$65.11 |
| | | | 12/01/2021 | \$36.88 | \$13.41 | \$16.01 | \$0.00 | \$66.30 |
| | OCK CO | NSTRUCTOR (UNDERPINNING A | AND 08/01/2018 | \$46.57 | \$9.90 | \$21.15 | \$0.00 | \$77.62 |
| ECK) E DRIVER LO For apprentic | , | ONE 1) 'Apprentice- PILE DRIVER" | 08/01/2019 | \$48.94 | \$9.90 | \$21.15 | \$0.00 | \$79.99 |
| LE DRIVEI | | | 08/01/2018 | \$46.57 | \$9.90 | \$21.15 | \$0.00 | \$77.62 |
| I E DDIVED I C | CAL 56 (ZC | ONE 1) | 08/01/2019 | | \$9.90 | \$21.15 | \$0.00 | \$79.99 |

| Step | oive Date - 08/01/2018 percent | Apprentice Base Wag | e Health | Pension | Supplemental Unemployment | Total Rate |
|-------------------------|---|--|--|--|--|--|
| 1 | 50 | \$23.29 | \$9.90 | \$21.15 | \$0.00 | \$54.34 |
| 2 | 60 | \$27.94 | \$9.90 | \$21.15 | \$0.00 | \$58.99 |
| 3 | 70 | \$32.60 | \$9.90 | \$21.15 | \$0.00 | \$63.65 |
| 4 | 75 | \$34.93 | \$9.90 | \$21.15 | \$0.00 | \$65.98 |
| 5 | 80 | \$37.26 | \$9.90 | \$21.15 | \$0.00 | \$68.31 |
| 6 | 80 | \$37.26 | \$9.90 | \$21.15 | \$0.00 | \$68.31 |
| | | | | | Φ0.00 | \$72.96 |
| 7 | 90 | \$41.91 | \$9.90 | \$21.15 | \$0.00 | \$ / 2.90 |
| 8 Effect | 90 90 sive Date - 08/01/2019 percent | \$41.91 | \$9.90 | \$21.15 \$21.15 Pension | \$0.00 \$0.00 Supplemental Unemployment | \$72.96 \$72.96 |
| 8 Effect Step | 90 ive Date - 08/01/2019 percent | \$41.91 Apprentice Base Wag | \$9.90 e Health | \$21.15 Pension | \$0.00 Supplemental Unemployment | \$72.96 Total Rate |
| 8 Effect Step 1 | 90 ive Date - 08/01/2019 percent 50 | \$41.91 Apprentice Base Wag | \$9.90 e Health \$9.90 | \$21.15 Pension \$21.15 | \$0.00 Supplemental Unemployment \$0.00 | \$72.96 Total Rate \$55.52 |
| Effect Step 1 2 | 90 ive Date - 08/01/2019 percent 50 60 | \$41.91 Apprentice Base Wag \$24.47 \$29.36 | \$9.90 e Health \$9.90 \$9.90 | \$21.15 Pension \$21.15 \$21.15 | \$0.00 Supplemental Unemployment \$0.00 \$0.00 | \$72.96 Total Rate \$55.52 \$60.41 |
| Effect Step 1 2 3 | 90 ive Date - 08/01/2019 percent 50 60 70 | \$41.91 Apprentice Base Wag \$24.47 \$29.36 \$34.26 | \$9.90 e Health \$9.90 \$9.90 \$9.90 | \$21.15 Pension \$21.15 \$21.15 \$21.15 | \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00 | \$72.96 Total Rate \$55.52 \$60.41 \$65.31 |
| Effect Step 1 2 3 4 | 90 ive Date - 08/01/2019 percent 50 60 70 75 | \$41.91 Apprentice Base Wag \$24.47 \$29.36 \$34.26 \$36.71 | \$9.90 e Health \$9.90 \$9.90 | \$21.15 Pension \$21.15 \$21.15 \$21.15 \$21.15 | \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 | \$72.96 Total Rate \$55.52 \$60.41 \$65.31 \$67.76 |
| Effect Step 1 2 3 | 90 ive Date - 08/01/2019 percent 50 60 70 | \$41.91 Apprentice Base Wag \$24.47 \$29.36 \$34.26 | \$9.90 e Health \$9.90 \$9.90 \$9.90 | \$21.15 Pension \$21.15 \$21.15 \$21.15 | \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00 | \$72.96 Total Rate \$55.52 \$60.41 \$65.31 |
| Effect Step 1 2 3 4 | 90 ive Date - 08/01/2019 percent 50 60 70 75 | \$41.91 Apprentice Base Wag \$24.47 \$29.36 \$34.26 \$36.71 | \$9.90 e Health \$9.90 \$9.90 \$9.90 \$9.90 | \$21.15 Pension \$21.15 \$21.15 \$21.15 \$21.15 | \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 | \$72.96 Total Rate \$55.52 \$60.41 \$65.31 \$67.76 |
| 8 Effect Step 1 2 3 4 5 | 90 ive Date - 08/01/2019 percent 50 60 70 75 80 | \$41.91 Apprentice Base Wag \$24.47 \$29.36 \$34.26 \$36.71 \$39.15 | \$9.90 e Health \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 | \$21.15 Pension \$21.15 \$21.15 \$21.15 \$21.15 \$21.15 | \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$72.96 Total Rate \$55.52 \$60.41 \$65.31 \$67.76 \$70.20 |

| PIPEFITTER & STEAMFITTER | 03/01/2019 | \$53.19 | \$10.95 | \$19.74 | \$0.00 | \$83.88 |
|--------------------------|------------|---------|---------|---------|--------|---------|
| PIPEFITTERS LOCAL 537 | 09/01/2019 | \$54.69 | \$10.95 | \$19.74 | \$0.00 | \$85.38 |
| | 03/01/2020 | \$56.19 | \$10.95 | \$19.74 | \$0.00 | \$86.88 |
| | 09/01/2020 | \$57.69 | \$10.95 | \$19.74 | \$0.00 | \$88.38 |
| | 03/01/2021 | \$59.19 | \$10.95 | \$19.74 | \$0.00 | \$89.88 |
| | | | | | | |

Apprentice to Journeyworker Ratio:1:5

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Apprentice - *PIPEFITTER - Local 537*

Pension

| | | | 1/2019 | | | Supplemental | | |
|------------------------------|---------|--------------------|---|---------------|-------------|--------------|------------|---------|
| | Step | percent | Apprentice Base Wag | ge Health | Pension | Unemployment | Total Rate | |
| | 1 | 40 | \$21.28 | \$10.95 | \$8.00 | \$0.00 | \$40.23 | |
| | 2 | 45 | \$23.94 | \$10.95 | \$19.74 | \$0.00 | \$54.63 | |
| | 3 | 60 | \$31.91 | \$10.95 | \$19.74 | \$0.00 | \$62.60 | |
| | 4 | 70 | \$37.23 | \$10.95 | \$19.74 | \$0.00 | \$67.92 | |
| | 5 | 80 | \$42.55 | \$10.95 | \$19.74 | \$0.00 | \$73.24 | |
| | | | 1/2019 | 77 14 | ъ. | Supplemental | T - 1D - | |
| | Step | percent | Apprentice Base Wag | · | Pension | Unemployment | Total Rate | |
| | 1 | 40 | \$21.88 | \$10.95 | \$8.00 | \$0.00 | \$40.83 | |
| | 2 | 45 | \$24.61 | \$10.95 | \$19.74 | \$0.00 | \$55.30 | |
| | 3 | 60 | \$32.81 | \$10.95 | \$19.74 | \$0.00 | \$63.50 | |
| | 4 | 70 | \$38.28 | \$10.95 | \$19.74 | \$0.00 | \$68.97 | |
| | 5 | 80 | \$43.75 | \$10.95 | \$19.74 | \$0.00 | \$74.44 | |
| | Notes: | ** 1:3; 3:15; 1 | 10 thereafter / Steps are 1 yr. hanic **1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8 | :17;9:20;10:2 | 23(Max) | | | |
| | Appre | | worker Ratio:** | | | | | |
| PIPELAYER | | | 06/01/20 |)19 \$39. | .90 \$7.85 | \$15.35 | \$0.00 | \$63.10 |
| ABORERS - ZONI | E I | | 12/01/20 | 19 \$40. | .90 \$7.85 | \$15.35 | \$0.00 | \$64.10 |
| | | | 06/01/20 | 020 \$41. | .89 \$7.85 | \$15.35 | \$0.00 | \$65.09 |
| | | | 12/01/20 | 020 \$42. | .87 \$7.85 | \$15.35 | \$0.00 | \$66.07 |
| | | | 06/01/20 | 921 \$43. | .89 \$7.85 | \$15.35 | \$0.00 | \$67.09 |
| | | | 12/01/20 |)21 \$44. | .90 \$7.85 | \$15.35 | \$0.00 | \$68.10 |
| | | 'Apprentice- LABOI | ER" | | | | | |
| PLUMBERS & PLUMBERS & GAS | | | 03/01/20 |)19 \$56. | .69 \$11.82 | | \$0.00 | \$85.02 |
| | 11 1210 | | 09/01/20 |)19 \$58. | .19 \$11.82 | | \$0.00 | \$86.52 |
| | | | 03/01/20 | \$59. | .69 \$11.82 | \$16.51 | \$0.00 | \$88.02 |
| | | | 00/01/00 | 20 0.1 | 10 011 02 | \$16.51 | \$0.00 | \$89.52 |
| | | | 09/01/20 |)20 \$61. | .19 \$11.82 | \$10.31 | \$0.00 | \$69.32 |

Apprentice - *PLUMBER/GASFITTER - Local 12*

| Step percent | | Effect | ive Date - | 03/01/2019 | | | | Supplemental | | |
|--|-----------------|-----------|-------------------------|----------------------------------|----------------------|----------|-----------|--------------|------------|---------|
| 2 | | Step | percent | | Apprentice Base Wage | Health | Pension | | Total Rate | |
| Stop | | 1 | 35 | | \$19.84 | \$11.82 | \$5.98 | \$0.00 | \$37.64 | |
| A 65 S36.85 S11.82 S10.85 S0.00 S59.52 | | 2 | 40 | | \$22.68 | \$11.82 | \$6.79 | \$0.00 | \$41.29 | |
| Step Process | | 3 | 55 | | \$31.18 | \$11.82 | \$9.25 | \$0.00 | \$52.25 | |
| Effective Date | | 4 | 65 | | \$36.85 | \$11.82 | \$10.85 | \$0.00 | \$59.52 | |
| Step percent Apprentice Base Wage Health Pension Unemployment Total Rate | | 5 | 75 | | \$42.52 | \$11.82 | \$12.50 | \$0.00 | \$66.84 | |
| 1 35 \$20.37 \$11.82 \$5.98 \$0.00 \$38.17 2 40 \$23.28 \$11.82 \$6.79 \$0.00 \$41.89 3 55 \$32.00 \$11.82 \$9.25 \$0.00 \$53.07 4 65 \$37.82 \$11.82 \$10.85 \$0.00 \$60.49 5 75 \$43.64 \$11.82 \$12.50 \$0.00 \$67.96 Notes: | | Effect | ive Date - | | | | | * * | | |
| 2 40 \$23.28 \$11.82 \$6.79 \$0.00 \$41.89 3 55 \$32.00 \$11.82 \$9.25 \$0.00 \$53.07 4 65 \$37.82 \$11.82 \$10.85 \$0.00 \$60.49 5 75 \$43.64 \$11.82 \$12.50 \$0.00 \$67.96 Notes: | | | percent | _ | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate | |
| \$3 55 \$3200 \$11.82 \$9.25 \$0.00 \$53.07\$ \$4 65 \$37.82 \$11.82 \$10.85 \$0.00 \$60.49\$ \$5 75 \$43.64 \$11.82 \$12.50 \$0.00 \$67.96\$ Notes: | | 1 | 35 | | \$20.37 | \$11.82 | \$5.98 | \$0.00 | \$38.17 | |
| ## 1-22 2-63 3-10 4-144; 5-19/Steps are 1 yr Step4 with lie\$63.17, Step5 with lie\$70.47 *** 1-22 2-63 3-10; 4-144; 5-19/Steps are 1 yr Step4 with lie\$63.17, Step5 with lie\$70.47 *** 1-22 2-63 3-10; 4-144; 5-19/Step5 are 1 yr Step4 with lie\$63.17, Step5 with lie\$70.47 *** 1-22 2-63 3-10; 4-144; 5-19/Step5 are 1 yr Step4 with lie\$70.47 *** 1-22 2-63 3-10; 4-144; 5-19/Step5 are 1 yr Step4 with lie\$70.47 *** 1-22 2-63 3-10; 4-144; 5-19/Step5 are 1 yr Step4 with lie\$70.47 *** 1-22 2-63 3-10; 4-144; 5-19/Step5 are 1 yr Step4 with lie\$70.47 *** 1-22 2-63 3-10; 4-144; 5-19/Step5 are 1 yr Step4 with lie\$70.47 *** 1-22 2-63 3-10; 4-144; 5-19/Step5 are 1 yr Step4 with lie\$70.47 *** 1-22 2-63 3-10; 4-144; 5-19/Step5 are 1 yr Step4 with lie\$70.47 *** 1-22 2-63 3-10; 4-144; 5-19/Step5 are 1 yr Step4 with lie\$70.47 *** 1-22 2-63 3-10; 4-144; 5-19/Step5 are 1 yr Step4 with lie\$70.47 *** 1-22 2-63 3-10; 4-144; 5-19/Step5 are 1 yr Step4 with lie\$70.47 *** 1-22 2-63 3-10; 4-144; 5-19/Step5 are 1 yr Step4 with lie\$70.47 *** 1-22 2-63 3-10; 4-144; 5-19/Step5 are 1 yr Step4 with lie\$70.47 *** 1-22 2-63 3-10; 4-144; 5-19/Step5 are 1 yr Step4 with lie\$70.47 *** 1-22 2-63 3-10; 4-144; 5-19/Step5 are 1 yr Step4 with lie\$70.47 *** 1-22 2-63 3-10; 4-144; 5-19/Step5 are 1 yr Step4 with lie\$70.47 *** 1-22 2-63 3-10; 4-144; 5-19/Step5 are 1 yr Step4 with lie\$70.47 *** 1-22 2-63 3-10; 4-144; 5-19/Step5 are 1 yr Step4 with lie\$8.88 *** 1-22 2-63 3-10; 4-144; 5-19/Step5 are 1 yr Step4 with lie\$8.88 *** 1-22 2-63 3-10; 4-144; 5-19/Step5 are 1 yr Step4 with lie\$8.88 *** 1-22 2-63 3-10; 4-144; 5-19/Step5 are 1 yr Step4 with lie\$8.88 *** 1-22 2-63 3-10; 4-144; 5-19/Step5 are 1 yr Step4 with lie\$8.88 *** 1-22 2-63 3-10; 4-144; 5-19/Step5 are 1 yr Step4 with lie\$8.88 *** 1-23 2-63 2-63 2-63 2-63 2-63 2-63 2-63 2 | | 2 | 40 | | \$23.28 | \$11.82 | \$6.79 | \$0.00 | \$41.89 | |
| Notes: ** 1.2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr Step4 with lic\$63.17, Step5 with lic\$70.47 Apprentice to Journeyworker Ratio:** PNEUMATIC CONTROLS (TEMP.) | | 3 | 55 | | \$32.00 | \$11.82 | \$9.25 | \$0.00 | \$53.07 | |
| Notes: ** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr Step4 with lic\$63.17, Step5 with lic\$70.47 Apprentice to Journeyworker Ratio:** PNEUMATIC CONTROLS (TEMP.) 03/01/2019 \$53.19 \$10.95 \$19.74 \$0.00 \$83.88 PIPEETITERS LOCAL 337 09/01/2019 \$54.69 \$10.95 \$19.74 \$0.00 \$85.38 03/01/2020 \$56.19 \$10.95 \$19.74 \$0.00 \$86.88 03/01/2020 \$57.69 \$10.95 \$19.74 \$0.00 \$88.38 03/01/2021 \$59.17 \$10.95 \$19.74 \$0.00 \$88.38 03/01/2021 \$59.17 \$10.95 \$19.74 \$0.00 \$88.38 03/01/2021 \$59.17 \$10.95 \$19.74 \$0.00 \$88.38 03/01/2021 \$59.17 \$10.95 \$19.74 \$0.00 \$88.38 03/01/2021 \$59.17 \$10.95 \$19.74 \$0.00 \$88.38 03/01/2021 \$59.17 \$10.95 \$19.74 \$0.00 \$89.86 03/01/2021 \$49.00 \$7.85 \$15.35 \$0.00 \$63.10 LABORERS - ZONE 12/01/2019 \$40.90 \$7.85 \$15.35 \$0.00 \$64.10 06/01/2020 \$41.89 \$7.85 \$15.35 \$0.00 \$66.07 06/01/2021 \$43.89 \$7.85 \$15.35 \$0.00 \$66.07 06/01/2021 \$44.90 \$7.85 \$15.35 \$0.00 \$66.07 06/01/2021 \$44.90 \$7.85 \$15.35 \$0.00 \$68.10 POWDERMAN & BLASTER 06/01/2019 \$40.65 \$7.85 \$15.35 \$0.00 \$63.85 LABORERS - ZONE 12/01/2019 \$41.65 \$7.85 \$15.35 \$0.00 \$65.84 12/01/2020 \$42.64 \$7.85 \$15.35 \$0.00 \$66.82 12/01/2020 \$42.64 \$7.85 \$15.35 \$0.00 \$66.82 06/01/2021 \$44.64 \$7.85 \$15.35 \$0.00 \$66.82 06/01/2021 \$44.64 \$7.85 \$15.35 \$0.00 \$66.82 06/01/2021 \$44.64 \$7.85 \$15.35 \$0.00 \$66.82 06/01/2021 \$44.64 \$7.85 \$15.35 \$0.00 \$66.82 06/01/2021 \$44.64 \$7.85 \$15.35 \$0.00 \$66.82 06/01/2021 \$44.64 \$7.85 \$15.35 \$0.00 \$66.82 06/01/2021 \$44.64 \$7.85 \$15.35 \$0.00 \$66.82 06/01/2021 \$44.64 \$7.85 \$15.35 \$0.00 \$66.82 06/01/2021 \$44.64 \$7.85 \$15.35 \$0.00 \$66.82 06/01/2021 \$44.64 \$7.85 \$15.35 \$0.00 \$66.85 06/01/2021 \$44.64 \$7.85 \$15.35 \$0.0 | | 4 | 65 | | \$37.82 | \$11.82 | \$10.85 | \$0.00 | \$60.49 | |
| ** 1.2; 2.6; 3:10; 4:14; 5:19/Steps are 1 yr Step4 with lic\$503,17, Step5 with lic\$70.47 **Apprentice to Journeyworker Ratio:*** PNEUMATIC CONTROLS (TEMP.) 9/01/2019 \$53.19 \$10.95 \$19.74 \$0.00 \$83.88 9/01/2019 \$54.69 \$10.95 \$19.74 \$0.00 \$85.38 03/01/2020 \$56.19 \$10.95 \$19.74 \$0.00 \$86.88 03/01/2020 \$57.69 \$10.95 \$19.74 \$0.00 \$88.38 For apprentice rates see "Apprentice-PIPEFITTER" or "PLUMBER.PIPEFITTER" PNEUMATIC DRILL/TOOL OPERATOR 06/01/2019 \$39.90 \$7.85 \$15.35 \$0.00 \$63.10 LIBORERS - ZONE 1 12/01/2020 \$42.87 \$7.85 \$15.35 \$0.00 \$66.07 06/01/2021 \$43.89 \$7.85 \$15.35 \$0.00 \$66.07 06/01/2021 \$44.90 \$7.85 \$15.35 \$0.00 \$66.07 06/01/2021 \$44.90 \$7.85 \$15.35 \$0.00 \$68.10 POWDERMAN & BLASTER 06/01/2021 \$44.90 \$7.85 \$15.35 \$0.00 \$68.10 EDUNDERMAN & BLASTER 06/01/2021 \$44.90 \$7.85 \$15.35 \$0.00 \$68.10 EDUNDERMAN & BLASTER 06/01/2021 \$44.90 \$7.85 \$15.35 \$0.00 \$68.10 EDUNDERMAN & BLASTER 06/01/2021 \$44.90 \$7.85 \$15.35 \$0.00 \$68.10 EDUNDERMAN & BLASTER 06/01/2021 \$44.90 \$7.85 \$15.35 \$0.00 \$68.80 EDUNDERMAN & BLASTER 06/01/2021 \$44.90 \$7.85 \$15.35 \$0.00 \$63.85 12/01/2021 \$44.90 \$7.85 \$15.35 \$0.00 \$66.82 06/01/2021 \$44.64 \$7.85 \$15.35 \$0.00 \$66.82 06/01/2021 \$44.64 \$7.85 \$15.35 \$0.00 \$66.82 06/01/2021 \$44.64 \$7.85 \$15.35 \$0.00 \$66.82 06/01/2021 \$44.64 \$7.85 \$15.35 \$0.00 \$66.82 06/01/2021 \$44.64 \$7.85 \$15.35 \$0.00 \$66.82 | | 5 | 75 | | \$43.64 | \$11.82 | \$12.50 | \$0.00 | \$67.96 | |
| PNEUMATIC CONTROLS (TEMP.) PIPEFITTERS LOCAL 537 03/01/2019 \$53.19 \$10.95 \$19.74 \$0.00 \$83.88 PIPEFITTERS LOCAL 537 09/01/2019 \$54.69 \$10.95 \$19.74 \$0.00 \$85.38 03/01/2020 \$56.19 \$10.95 \$19.74 \$0.00 \$86.88 09/01/2020 \$57.69 \$10.95 \$19.74 \$0.00 \$88.38 09/01/2021 \$57.69 \$10.95 \$19.74 \$0.00 \$88.38 For apprentice rates see "Apprentice-PIPEFITTER" or "PLUMBER/PIPEFITTER" PNEUMATIC DRILL/TOOL OPERATOR 06/01/2019 \$39.90 \$7.85 \$15.35 \$0.00 \$63.10 LABORERS - ZONE 1 12/01/2019 \$40.90 \$7.85 \$15.35 \$0.00 \$64.10 06/01/2020 \$41.89 \$7.85 \$15.35 \$0.00 \$65.09 12/01/2020 \$42.87 \$7.85 \$15.35 \$0.00 \$66.07 06/01/2021 \$43.89 \$7.85 \$15.35 \$0.00 \$66.07 06/01/2021 \$44.90 \$7.85 \$15.35 \$0.00 \$66.07 POWDERMAN & BLASTER 06/01/2019 \$40.65 \$7.85 \$15.35 \$0.00 \$63.85 LABORERS - ZONE 1 12/01/2020 \$42.64 \$7.85 \$15.35 \$0.00 \$63.85 LABORERS - ZONE 1 12/01/2020 \$42.64 \$7.85 \$15.35 \$0.00 \$66.82 06/01/2020 \$43.62 \$7.85 \$15.35 \$0.00 \$66.82 06/01/2021 \$44.64 \$7.85 \$15.35 \$0.00 \$66.82 06/01/2021 \$44.64 \$7.85 \$15.35 \$0.00 \$66.82 06/01/2021 \$44.64 \$7.85 \$15.35 \$0.00 \$66.82 06/01/2021 \$44.64 \$7.85 \$15.35 \$0.00 \$66.82 06/01/2021 \$44.64 \$7.85 \$15.35 \$0.00 \$66.82 06/01/2021 \$44.64 \$7.85 \$15.35 \$0.00 \$66.82 06/01/2021 \$44.64 \$7.85 \$15.35 \$0.00 \$66.82 | | Ĺ | ** 1:2; 2: Step4 wit | h lic\$63.17, Step5 with lic\$70 | | | | | | |
| PIPEFITTERS LOCAL 537 | PNEUMATIC (| | | | 02/01/2010 | 0 \$52.1 | 0 \$10.05 | \$10.74 | 00.02 | ¢02.00 |
| 03/01/2020 \$56.19 \$10.95 \$19.74 \$0.00 \$86.88 | | | OLS (TEM | | | | | | | |
| 09/01/2020 \$57.69 \$10.95 \$19.74 \$0.00 \$88.38 | | | | | | | | | | |
| No.00 S89.86 Section | | | | | | | | | | |
| PNEUMATIC DRILL/TOOL OPERATOR 12/01/2019 \$39.90 \$7.85 \$15.35 \$0.00 \$63.10 \$12/01/2019 \$40.90 \$7.85 \$15.35 \$0.00 \$64.10 \$12/01/2019 \$40.90 \$7.85 \$15.35 \$0.00 \$64.10 \$66.07 | | | | | | | | | | |
| 12/01/2019 \$40.90 \$7.85 \$15.35 \$0.00 \$64.10 | For apprentice | rates see | "Apprentice- P | PIPEFITTER" or "PLUMBER/PIPEF | | 1 \$39.1 | 7 \$10.93 | \$17.74 | \$0.00 | \$69.60 |
| 12/01/2019 \$40.90 \$7.85 \$15.35 \$0.00 \$64.10 | | | TOOL OPE | ERATOR | 06/01/2019 | \$39.9 | 0 \$7.85 | \$15.35 | \$0.00 | \$63.10 |
| 12/01/2020 \$42.87 \$7.85 \$15.35 \$0.00 \$66.07 | LABORERS - ZONE | 5 I | | | 12/01/2019 | \$40.9 | 0 \$7.85 | \$15.35 | \$0.00 | \$64.10 |
| 06/01/2021 \$43.89 \$7.85 \$15.35 \$0.00 \$67.09 12/01/2021 \$44.90 \$7.85 \$15.35 \$0.00 \$68.10 For apprentice rates see "Apprentice- LABORER" 06/01/2019 \$40.65 \$7.85 \$15.35 \$0.00 \$63.85 LABORERS - ZONE 1 12/01/2020 \$42.64 \$7.85 \$15.35 \$0.00 \$64.85 06/01/2020 \$42.64 \$7.85 \$15.35 \$0.00 \$65.84 12/01/2020 \$43.62 \$7.85 \$15.35 \$0.00 \$66.82 06/01/2021 \$44.64 \$7.85 \$15.35 \$0.00 \$67.84 12/01/2021 \$45.65 \$7.85 \$15.35 \$0.00 \$68.85 12/01/2021 \$45.65 \$7.85 \$15.35 \$0.00 \$66.85 | | | | | 06/01/2020 | \$41.8 | 9 \$7.85 | \$15.35 | \$0.00 | \$65.09 |
| 12/01/2021 | | | | | 12/01/2020 | \$42.8 | 7 \$7.85 | \$15.35 | \$0.00 | \$66.07 |
| POWDERMAN & BLASTER LABORERS - ZONE 1 12/01/2019 \$40.65 \$7.85 \$15.35 \$0.00 \$63.85 12/01/2019 \$41.65 \$7.85 \$15.35 \$0.00 \$64.85 06/01/2020 \$42.64 \$7.85 \$15.35 \$0.00 \$65.84 12/01/2020 \$43.62 \$7.85 \$15.35 \$0.00 \$66.82 06/01/2021 \$44.64 \$7.85 \$15.35 \$0.00 \$67.84 12/01/2021 \$45.65 \$7.85 \$15.35 \$0.00 \$68.85 | | | | | 06/01/2021 | \$43.8 | 9 \$7.85 | \$15.35 | \$0.00 | \$67.09 |
| POWDERMAN & BLASTER LABORERS - ZONE 1 06/01/2019 \$40.65 \$7.85 \$15.35 \$0.00 \$63.85 12/01/2019 \$41.65 \$7.85 \$15.35 \$0.00 \$64.85 06/01/2020 \$42.64 \$7.85 \$15.35 \$0.00 \$65.84 12/01/2020 \$43.62 \$7.85 \$15.35 \$0.00 \$66.82 06/01/2021 \$44.64 \$7.85 \$15.35 \$0.00 \$67.84 12/01/2021 \$45.65 \$7.85 \$15.35 \$0.00 \$68.85 | For apprentice | rates see | "Apprentice- I | ABORER" | 12/01/2021 | 1 \$44.9 | 0 \$7.85 | \$15.35 | \$0.00 | \$68.10 |
| 12/01/2019 \$41.65 \$7.85 \$15.35 \$0.00 \$64.85 06/01/2020 \$42.64 \$7.85 \$15.35 \$0.00 \$65.84 12/01/2020 \$43.62 \$7.85 \$15.35 \$0.00 \$66.82 06/01/2021 \$44.64 \$7.85 \$15.35 \$0.00 \$67.84 12/01/2021 \$45.65 \$7.85 \$15.35 \$0.00 \$68.85 | POWDERMAN | & BLA | | | 06/01/2019 | 9 \$40.6 | 5 \$7.85 | \$15.35 | \$0.00 | \$63.85 |
| 06/01/2020 \$42.64 \$7.85 \$15.35 \$0.00 \$65.84 12/01/2020 \$43.62 \$7.85 \$15.35 \$0.00 \$66.82 06/01/2021 \$44.64 \$7.85 \$15.35 \$0.00 \$67.84 12/01/2021 \$45.65 \$7.85 \$15.35 \$0.00 \$68.85 | LABORERS - ZONE | E 1 | | | 12/01/2019 | | | \$15.35 | \$0.00 | |
| 06/01/2021 \$44.64 \$7.85 \$15.35 \$0.00 \$67.84 12/01/2021 \$45.65 \$7.85 \$15.35 \$0.00 \$68.85 | | | | | 06/01/2020 | | | \$15.35 | \$0.00 | \$65.84 |
| 12/01/2021 \$45.65 \$7.85 \$15.35 \$0.00 \$68.85 | | | | | 12/01/2020 | \$43.6 | | \$15.35 | \$0.00 | \$66.82 |
| 12/01/2021 \$45.65 \$7.85 \$15.35 \$0.00 \$68.85 | | | | | | | | \$15.35 | \$0.00 | |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | | | | |
| | For apprentice | rates see | "Apprentice- L | ABORER" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|--------------------|---------|---------|------------------------------|------------|
| POWER SHOVEL/DERRICK/TRENCHING MACHINE OPERATING ENGINEERS LOCAL 4 | 06/01/2019 | \$48.18 | \$12.00 | \$15.60 | \$0.00 | \$75.78 |
| OI ERATINO ENGINEERS LOCAL 4 | 12/01/2019 | \$49.33 | \$12.00 | \$15.60 | \$0.00 | \$76.93 |
| | 06/01/2020 | \$50.43 | \$12.00 | \$15.60 | \$0.00 | \$78.03 |
| | 12/01/2020 | \$51.58 | \$12.00 | \$15.60 | \$0.00 | \$79.18 |
| | 06/01/2021 | \$52.68 | \$12.00 | \$15.60 | \$0.00 | \$80.28 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | 12/01/2021 | \$53.83 | \$12.00 | \$15.60 | \$0.00 | \$81.43 |
| PUMP OPERATOR (CONCRETE) | 06/01/2019 | \$48.18 | \$12.00 | \$15.60 | \$0.00 | \$75.78 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2019 | \$49.33 | \$12.00 | \$15.60 | \$0.00 | \$76.93 |
| | 06/01/2020 | \$50.43 | \$12.00 | \$15.60 | \$0.00 | \$78.03 |
| | 12/01/2020 | \$51.58 | \$12.00 | \$15.60 | \$0.00 | \$79.18 |
| | 06/01/2021 | \$52.68 | \$12.00 | \$15.60 | \$0.00 | \$80.28 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | 12/01/2021 | \$53.83 | \$12.00 | \$15.60 | \$0.00 | \$81.43 |
| PUMP OPERATOR (DEWATERING, OTHER) | 06/01/2019 | \$32.28 | \$12.00 | \$15.60 | \$0.00 | \$59.88 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2019 | \$33.07 | \$12.00 | \$15.60 | \$0.00 | \$60.67 |
| | 06/01/2020 | \$33.82 | \$12.00 | \$15.60 | \$0.00 | \$61.42 |
| | 12/01/2020 | \$34.60 | \$12.00 | \$15.60 | \$0.00 | \$62.20 |
| | 06/01/2021 | \$35.35 | \$12.00 | \$15.60 | \$0.00 | \$62.95 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | 12/01/2021 | \$36.14 | \$12.00 | \$15.60 | \$0.00 | \$63.74 |
| READY MIX CONCRETE DRIVERS after 4/30/10 (Drivers Hired After 4/30/2010) TEAMSTERS LOCAL 25b | 07/01/2017 | \$28.18 | \$8.48 | \$9.72 | \$0.00 | \$46.38 |
| READY-MIX CONCRETE DRIVER TEAMSTERS LOCAL 25b | 07/01/2017 | \$29.48 | \$8.48 | \$9.72 | \$0.00 | \$47.68 |
| RECLAIMERS OPERATING ENGINEERS LOCAL 4 | 06/01/2019 | \$47.69 | \$12.00 | \$15.60 | \$0.00 | \$75.29 |
| PERATING ENGINEERS LOCAL 4 | 12/01/2019 | \$48.83 | \$12.00 | \$15.60 | \$0.00 | \$76.43 |
| | 06/01/2020 | \$49.91 | \$12.00 | \$15.60 | \$0.00 | \$77.51 |
| | 12/01/2020 | \$51.05 | \$12.00 | \$15.60 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$52.14 | \$12.00 | \$15.60 | \$0.00 | \$79.74 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | 12/01/2021 | \$53.28 | \$12.00 | \$15.60 | \$0.00 | \$80.88 |
| RIDE-ON MOTORIZED BUGGY OPERATOR | 06/01/2019 | \$39.90 | \$7.85 | \$15.35 | \$0.00 | \$63.10 |
| ABORERS - ZONE I | 12/01/2019 | \$40.90 | \$7.85 | \$15.35 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$41.89 | \$7.85 | \$15.35 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$42.87 | \$7.85 | \$15.35 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$43.89 | \$7.85 | \$15.35 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$44.90 | \$7.85 | \$15.35 | \$0.00 | \$68.10 |
| For apprentice rates see "Apprentice- LABORER" | 12/01/2021 | \$44.90 | \$7.83 | \$15.55 | \$0.00 | \$00.10 |
| ROLLER/SPREADER/MULCHING MACHINE | 06/01/2019 | \$47.69 | \$12.00 | \$15.60 | \$0.00 | \$75.29 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2019 | \$48.83 | \$12.00 | \$15.60 | \$0.00 | \$76.43 |
| | 06/01/2020 | \$49.91 | \$12.00 | \$15.60 | \$0.00 | \$77.51 |
| | 12/01/2020 | \$51.05 | \$12.00 | \$15.60 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$51.03 | \$12.00 | \$15.60 | \$0.00 | \$78.03 |
| | 12/01/2021 | \$52.14 \$53.28 | \$12.00 | \$15.60 | \$0.00 | \$80.88 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | 12/01/2021 | ψυυ.Δυ | ψ12.00 | Ψ15.00 | ψ0.00 | ψου.σσ |

 Issue Date:
 06/27/2019
 Wage Request Number:
 20190627-050
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| Effe Step | ctive Date - 02/01/2019 percent | Apprentice Base Wag | ge Health | Pension | Supplemental Unemployment | Total Rate | |
|---|--|---|--|--|---|--------------------------------------|--|
| 1 | 50 | \$21.68 | \$11.50 | \$3.69 | \$0.00 | \$36.87 | |
| 2 | 60 | \$26.02 | \$11.50 | \$15.90 | \$0.00 | \$53.42 | |
| 3 | 65 | \$28.18 | \$11.50 | \$15.90 | \$0.00 | \$55.58 | |
| 4 | 75 | \$32.52 | \$11.50 | \$15.90 | \$0.00 | \$59.92 | |
| 5 | 85 | \$36.86 | \$11.50 | \$15.90 | \$0.00 | \$64.26 | |
| | rentice to Journeyworker | | | | \$15.00 | 00.00 | ¢71.01 |
| OOFER SLATE / T | _ <u>` </u> | Ratio:** |)19 \$43 | 6.61 \$11.50 | \$15.90 | \$0.00 | \$71.01 |
| OOFER SLATE / T | rentice to Journeyworker | · Ratio:** | 019 \$43 | 5.61 \$11.50 | \$15.90 | \$0.00 | \$71.01 |
| OOFER SLATE / T OOFERS LOCAL 33 For apprentice rates so HEETMETAL WO | rentice to Journeyworker ILE / PRECAST CONCRI ee "Apprentice- ROOFER" RKER | · Ratio:** | | | | \$0.00 | \$71.01 \$86.34 |
| OOFER SLATE / T OOFERS LOCAL 33 For apprentice rates so HEETMETAL WO | rentice to Journeyworker ILE / PRECAST CONCRI ee "Apprentice- ROOFER" RKER | ETE 02/01/20 | 019 \$46 | 5.50 \$13.20 | \$24.12 | | |
| OOFER SLATE / T OOFERS LOCAL 33 For apprentice rates so HEETMETAL WO | rentice to Journeyworker ILE / PRECAST CONCRI ee "Apprentice- ROOFER" RKER | ETE 02/01/20 02/01/20 | 019 \$46 019 \$48 | 5.50 \$13.20 3.10 \$13.20 | \$24.12 \$24.12 | \$2.52 | \$86.34 \$87.98 |
| DOFER SLATE / TOOFERS LOCAL 33 For apprentice rates some setting the setting | rentice to Journeyworker ILE / PRECAST CONCRI ee "Apprentice- ROOFER" RKER | PRatio:** ETE 02/01/20 02/01/20 08/01/20 | 019 \$46 019 \$48 020 \$49 | 5.50 \$13.20 3.10 \$13.20 2.75 \$13.20 | \$24.12 \$24.12 \$24.12 | \$2.52 \$2.56 | \$86.34 \$87.98 \$89.68 |
| OOFER SLATE / T OOFERS LOCAL 33 For apprentice rates so HEETMETAL WO | rentice to Journeyworker ILE / PRECAST CONCRI ee "Apprentice- ROOFER" RKER | Patio:** ETE 02/01/20 02/01/20 08/01/20 02/01/20 | 019 \$46 019 \$48 020 \$49 020 \$51 | 5.50 \$13.20 3.10 \$13.20 0.75 \$13.20 .35 \$13.20 | \$24.12 \$24.12 \$24.12 \$24.12 | \$2.52 \$2.56 \$2.61 | \$86.34 |
| OOFER SLATE / T | rentice to Journeyworker ILE / PRECAST CONCRI ee "Apprentice- ROOFER" RKER | PRatio:** ETE 02/01/20 02/01/20 08/01/20 08/01/20 | 019 \$46 019 \$48 020 \$49 020 \$51 021 \$53 | 5.50 \$13.20 5.10 \$13.20 7.75 \$13.20 7.35 \$13.20 7.30 \$13.20 | \$24.12 \$24.12 \$24.12 \$24.12 \$24.12 | \$2.52 \$2.56 \$2.61 \$2.66 | \$86.34 \$87.98 \$89.68 \$91.33 |

Effective Date

02/01/2019

Base Wage

\$43.36

Health

\$11.50

Pension

\$15.90

Classification

ROOFERS LOCAL 33

ROOFER (Inc.Roofer Waterproofing &Roofer Damproofg)

Supplemental

\$0.00

Unemployment

Total Rate

\$70.76

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Apprentice - SHEET METAL WORKER - Local 17-A

Pension

| | | ve Date - 02/01/2019 | | | | Supplemental | | |
|----------------|----------|----------------------------------|----------------------|---------|---------|--------------|------------|---------|
| | Step | percent | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate | |
| | 1 | 42 | \$19.53 | \$13.20 | \$5.89 | \$0.00 | \$38.62 | |
| | 2 | 42 | \$19.53 | \$13.20 | \$5.89 | \$0.00 | \$38.62 | |
| | 3 | 47 | \$21.86 | \$13.20 | \$11.13 | \$1.39 | \$47.58 | |
| | 4 | 47 | \$21.86 | \$13.20 | \$11.13 | \$1.39 | \$47.58 | |
| | 5 | 52 | \$24.18 | \$13.20 | \$12.08 | \$1.48 | \$50.94 | |
| | 6 | 52 | \$24.18 | \$13.20 | \$12.33 | \$1.49 | \$51.20 | |
| | 7 | 60 | \$27.90 | \$13.20 | \$13.70 | \$1.64 | \$56.44 | |
| | 8 | 65 | \$30.23 | \$13.20 | \$14.65 | \$1.74 | \$59.82 | |
| | 9 | 75 | \$34.88 | \$13.20 | \$16.56 | \$1.94 | \$66.58 | |
| | 10 | 85 | \$39.53 | \$13.20 | \$17.96 | \$2.12 | \$72.81 | |
| I | Effectiv | ve Date - 08/01/2019 | | | | Supplemental | | |
| | Step | percent | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate | |
| | 1 | 42 | \$20.20 | \$13.20 | \$5.89 | \$0.00 | \$39.29 | |
| | 2 | 42 | \$20.20 | \$13.20 | \$5.89 | \$0.00 | \$39.29 | |
| | 3 | 47 | \$22.61 | \$13.20 | \$11.13 | \$1.41 | \$48.35 | |
| | 4 | 47 | \$22.61 | \$13.20 | \$11.13 | \$1.41 | \$48.35 | |
| | 5 | 52 | \$25.01 | \$13.20 | \$12.08 | \$1.51 | \$51.80 | |
| | 6 | 52 | \$25.01 | \$13.20 | \$12.33 | \$1.52 | \$52.06 | |
| | 7 | 60 | \$28.86 | \$13.20 | \$13.70 | \$1.67 | \$57.43 | |
| | 8 | 65 | \$31.27 | \$13.20 | \$14.65 | \$1.77 | \$60.89 | |
| | 9 | 75 | \$36.08 | \$13.20 | \$16.56 | \$1.98 | \$67.82 | |
| | 10 | 85 | \$40.89 | \$13.20 | \$17.96 | \$2.16 | \$74.21 | |
| [| Notes: | | | | | | | |
| | | Steps are 6 mos. | | | | | | |
| | Apprei | ntice to Journeyworker Ratio:1:4 | | | | | | |
| | | MOVING EQUIP < 35 TONS | 06/01/2019 | \$35.64 | \$11.91 | \$12.70 | \$0.00 | \$60.25 |
| MSIEKS JOINI (| COUNCI | L NO. 10 ZONE A | 08/01/2019 | \$35.64 | \$12.41 | \$12.70 | \$0.00 | \$60.75 |
| | | | 12/01/2019 | \$35.64 | \$12.41 | \$13.72 | \$0.00 | \$61.77 |
| | | | 06/01/2020 | \$36.54 | \$12.41 | \$13.72 | \$0.00 | \$62.67 |
| | | | 08/01/2020 | \$36.54 | \$12.91 | \$13.72 | \$0.00 | \$63.17 |
| | | | 12/01/2020 | \$36.54 | \$12.91 | \$14.82 | \$0.00 | \$64.27 |
| | | | 06/01/202 | \$37.34 | \$12.91 | \$14.82 | \$0.00 | \$65.07 |
| | | | 08/01/202 | \$37.34 | \$13.41 | \$14.82 | \$0.00 | \$65.57 |
| | | | 12/01/202 | \$37.34 | \$13.41 | \$16.01 | \$0.00 | \$66.76 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|------------------------------|------------|
| SPECIALIZED EARTH MOVING EQUIP > 35 TONS | 06/01/2019 | \$35.93 | \$11.91 | \$12.70 | \$0.00 | \$60.54 |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE A | 08/01/2019 | \$35.93 | \$12.41 | \$12.70 | \$0.00 | \$61.04 |
| | 12/01/2019 | \$35.93 | \$12.41 | \$13.72 | \$0.00 | \$62.06 |
| | 06/01/2020 | \$36.83 | \$12.41 | \$13.72 | \$0.00 | \$62.96 |
| | 08/01/2020 | \$36.83 | \$12.91 | \$13.72 | \$0.00 | \$63.46 |
| | 12/01/2020 | \$36.83 | \$12.91 | \$14.82 | \$0.00 | \$64.56 |
| | 06/01/2021 | \$37.63 | \$12.91 | \$14.82 | \$0.00 | \$65.36 |
| | 08/01/2021 | \$37.63 | \$13.41 | \$14.82 | \$0.00 | \$65.86 |
| | 12/01/2021 | \$37.63 | \$13.41 | \$16.01 | \$0.00 | \$67.05 |
| SPRINKLER FITTER | 03/01/2019 | \$58.98 | \$9.47 | \$19.60 | \$0.00 | \$88.05 |
| SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1 | 10/01/2019 | \$60.48 | \$9.47 | \$19.60 | \$0.00 | \$89.55 |
| | 03/01/2020 | \$61.98 | \$9.47 | \$19.60 | \$0.00 | \$91.05 |
| | 10/01/2020 | \$63.48 | \$9.47 | \$19.60 | \$0.00 | \$92.55 |
| | 03/01/2021 | \$64.98 | \$9.47 | \$19.60 | \$0.00 | \$94.05 |

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

| | | ve Date - 03/01/2019 | A T |) | TT 1/1. | D | | Supplemental | T. (.1 D. (. | |
|------------------------------|---------------|--|--------------|------------|---------|-------|---------|--------------|--------------|---------|
| | Step | percent | Apprentice I | | | Pens | | Unemployment | | |
| | 1 | 35 | | 20.64 | \$9.47 | | 0.10 | \$0.00 | | |
| | 2 | 40 | | 23.59 | \$9.47 | | 0.10 | \$0.00 | | |
| | 3 | 45 | | 26.54 | \$9.47 | | 0.10 | \$0.00 | | |
| | 4 | 50 | \$2 | 29.49 | \$9.47 | \$9 | 0.10 | \$0.00 | | |
| | 5 | 55 | \$3 | 32.44 | \$9.47 | \$9 | 0.10 | \$0.00 | \$51.01 | |
| | 6 | 60 | \$3 | 35.39 | \$9.47 | \$10 | 0.60 | \$0.00 | \$55.46 | Ó |
| | 7 | 65 | \$3 | 88.34 | \$9.47 | \$10 | 0.60 | \$0.00 | \$58.41 | |
| | 8 | 70 | \$4 | 1.29 | \$9.47 | \$10 | 0.60 | \$0.00 | \$61.36 | 5 |
| | 9 | 75 | \$4 | 14.24 | \$9.47 | \$10 | 0.60 | \$0.00 | \$64.31 | |
| | 10 | 80 | \$4 | 17.18 | \$9.47 | \$10 | 0.60 | \$0.00 | \$67.25 | i |
| | | ve Date - 10/01/2019 | | | | | | Supplemental | | |
| | Step | percent | Apprentice I | Base Wage | Health | Pens | sion | Unemployment | Total Rate | • |
| | 1 | 35 | \$2 | 21.17 | \$9.47 | \$9 | 0.10 | \$0.00 | \$39.74 | 1 |
| | 2 | 40 | \$2 | 24.19 | \$9.47 | \$9 | 0.10 | \$0.00 | \$42.76 | , , |
| | 3 | 45 | \$2 | 27.22 | \$9.47 | \$9 | 0.10 | \$0.00 | \$45.79 |) |
| | 4 | 50 | \$3 | 30.24 | \$9.47 | \$9 | 0.10 | \$0.00 | \$48.81 | |
| | 5 | 55 | \$3 | 33.26 | \$9.47 | \$9 | 0.10 | \$0.00 | \$51.83 | • |
| | 6 | 60 | \$3 | 36.29 | \$9.47 | \$10 | 0.60 | \$0.00 | \$56.36 | Ó |
| | 7 | 65 | \$3 | 39.31 | \$9.47 | \$10 | 0.60 | \$0.00 | \$59.38 | } |
| | 8 | 70 | \$4 | 12.34 | \$9.47 | \$10 | 0.60 | \$0.00 | \$62.41 | |
| | 9 | 75 | \$4 | 15.36 | \$9.47 | \$10 | 0.60 | \$0.00 | \$65.43 | ; |
| | 10 | 80 | \$4 | 18.38 | \$9.47 | \$10 | 0.60 | \$0.00 | \$68.45 | į |
| | | Apprentice entered prior 9/30/10 40/45/50/55/60/65/70/75/80/85 Steps are 850 hours | | | | | | | | |
| | Appre | ntice to Journeyworker Ratio:1 | :3 | | | | | | | |
| STEAM BOIL | | | | 06/01/2019 | \$4 | 17.69 | \$12.00 | \$15.60 | \$0.00 | \$75.29 |
| OPERATING ENG | iINEERS L | OCAL 4 | | 12/01/2019 | \$4 | 18.83 | \$12.00 | \$15.60 | \$0.00 | \$76.43 |
| | | | | 06/01/2020 | \$4 | 19.91 | \$12.00 | \$15.60 | \$0.00 | \$77.51 |
| | | | | 12/01/2020 | \$5 | 51.05 | \$12.00 | \$15.60 | \$0.00 | \$78.65 |
| | | | | 06/01/2021 | . \$5 | 52.14 | \$12.00 | \$15.60 | \$0.00 | \$79.74 |
| | | | | 12/01/2021 | \$5 | 53.28 | \$12.00 | \$15.60 | \$0.00 | \$80.88 |
| | | 'Apprentice- OPERATING ENGINEERS | | | | | | | | |
| TAMPERS, SI OPERATING ENG | | OPELLED OR TRACTOR DRAV | VN | 06/01/2019 | \$4 | 17.69 | \$12.00 | \$15.60 | \$0.00 | \$75.29 |
| | | | | 12/01/2019 | | | \$12.00 | \$15.60 | \$0.00 | \$76.43 |
| | | | | 06/01/2020 | | | \$12.00 | \$15.60 | \$0.00 | \$77.51 |
| | | | | 12/01/2020 | \$5 | 51.05 | \$12.00 | \$15.60 | \$0.00 | \$78.65 |
| | | | | 06/01/2021 | . \$5 | 52.14 | \$12.00 | \$15.60 | \$0.00 | \$79.74 |
| For apprentic | e rates see ' | 'Apprentice- OPERATING ENGINEERS | " | 12/01/2021 | . \$5 | 53.28 | \$12.00 | \$15.60 | \$0.00 | \$80.88 |
| - * | | ••• | | | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate | |
|------------------------------|----------------|-----------|---------|---------|------------------------------|------------|--|
| TELECOMMUNICATION TECHNICIAN | 03/01/2019 | \$38.33 | \$13.00 | \$16.82 | \$0.00 | \$68.15 | |
| ELECTRICIANS LOCAL 103 | | 400.00 | 4-2 | | | 4001-0 | |

| Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103 |
|---|
|---|

| Effec Step | percent 03/01/2019 | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate | |
|----------------------|-------------------------|----------------------|-----------|---------|------------------------------|------------|---------|
| 1 | 40 | \$15.33 | \$13.00 | \$0.46 | \$0.00 | \$28.79 | |
| 2 | 40 | \$15.33 | \$13.00 | \$0.46 | \$0.00 | \$28.79 | |
| 3 | 45 | \$17.25 | \$13.00 | \$13.42 | \$0.00 | \$43.67 | |
| 4 | 45 | \$17.25 | \$13.00 | \$13.42 | \$0.00 | \$43.67 | |
| 5 | 50 | \$19.17 | \$13.00 | \$13.73 | \$0.00 | \$45.90 | |
| 6 | 55 | \$21.08 | \$13.00 | \$14.03 | \$0.00 | \$48.11 | |
| 7 | 60 | \$23.00 | \$13.00 | \$14.34 | \$0.00 | \$50.34 | |
| 8 | 65 | \$24.91 | \$13.00 | \$14.66 | \$0.00 | \$52.57 | |
| 9 | 70 | \$26.83 | \$13.00 | \$14.96 | \$0.00 | \$54.79 | |
| 10 | 75 | \$28.75 | \$13.00 | \$15.27 | \$0.00 | \$57.02 | |
| Notes | <u> </u> | | | | | | |
| Appr | entice to Journeyworker | ·Ratio:1:1 | | | | | |
| RRAZZO FINISHE | | 02/01/2019 | \$52.49 | \$10.75 | \$20.66 | \$0.00 | \$83.90 |
| CKLAYERS LOCAL 3 - 1 | MARBLE & TILE | 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 |
| | | 02/01/202 | \$56.47 | \$10.75 | \$20.95 | \$0.00 | \$88.17 |
| | | 08/01/202 | \$57.87 | \$10.75 | \$21.11 | \$0.00 | \$89.73 |
| | | 02/01/2022 | 2 \$58.46 | \$10.75 | \$21.11 | \$0.00 | \$90.32 |

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Pension

Unemployment

Total Rate

| | Step | ve Date - 02/01/2019 percent | Apprentice Base Wage | Health | Pension | Supplemental 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 | |
| | Effecti | ve Date - 08/01/2019 | | | | Supplemental | | |
| | Step | percent | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate | |
| | 1 | 50 | \$26.92 | \$10.75 | \$20.80 | \$0.00 | \$58.47 | |
| | 2 | 60 | \$32.30 | \$10.75 | \$20.80 | \$0.00 | \$63.85 | |
| | 3 | 70 | \$37.69 | \$10.75 | \$20.80 | \$0.00 | \$69.24 | |
| | 4 | 80 | \$43.07 | \$10.75 | \$20.80 | \$0.00 | \$74.62 | |
| | 5 | 90 | \$48.46 | \$10.75 | \$20.80 | \$0.00 | \$80.01 | |
| | Notes: | | | | | | | |
| | Appre | ntice to Journeyworker Ratio:1:3 | | | | | | |
| ST BORING | | | 06/01/2019 | 9 \$41.0 | \$7.85 | \$15.55 | \$0.00 | \$64.40 |
| ORERS - FOUN | IDATION | AND MARINE | 12/01/2019 | 9 \$42.0 | \$7.85 | \$15.55 | \$0.00 | \$65.40 |
| | | | 06/01/2020 | 0 \$42.99 | \$7.85 | \$15.55 | \$0.00 | \$66.39 |
| | | | 12/01/2020 | 0 \$43.9 | 7 \$7.85 | \$15.55 | \$0.00 | \$67.37 |
| | | | 06/01/202 | 1 \$44.99 | \$7.85 | \$15.55 | \$0.00 | \$68.39 |
| | | | 12/01/202 | 1 \$46.00 | \$7.85 | \$15.55 | \$0.00 | \$69.40 |
| | | 'Apprentice- LABORER" | | | | | | |
| ORERS - FOUN | | ER HELPER AND MARINE | 06/01/2019 | | 2 \$7.85 | \$15.55 | \$0.00 | \$63.12 |
| | | | 12/01/2019 | * | | \$15.55 | \$0.00 | \$64.12 |
| | | | 06/01/2020 | | | \$15.55 | \$0.00 | \$65.11 |
| | | | 12/01/2020 | | | \$15.55 | \$0.00 | \$66.09 |
| | | | 06/01/202 | | | \$15.55 | \$0.00 | \$67.11 |
| For apprentice | rates see ! | 'Apprentice- LABORER" | 12/01/202 | 1 \$44.72 | 2 \$7.85 | \$15.55 | \$0.00 | \$68.12 |
| TO apprentice in | | | 07/01/2017 | 0 000 |) 67.0 <i>5</i> | ¢15 55 | 00.00 | ¢62.00 |
| ORERS - FOUN | | | 06/01/2019 | | | \$15.55 \$15.55 | \$0.00 | \$63.00 |
| | | | 12/01/2019 | | | \$15.55 | \$0.00 | \$64.00 |
| | | | 06/01/2020 | | | \$15.55 \$15.55 | \$0.00 | \$64.99 |
| | | | 12/01/2020 | | | \$15.55 | \$0.00 | \$65.97 |
| | | | 06/01/202 | | | \$15.55 | \$0.00 | \$66.99 |
| | | | 12/01/202 | 1 \$44.60 | \$7.85 | \$15.55 | \$0.00 | \$68.00 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|------------------------------|------------|
| TRACTORS/PORTABLE STEAM GENERATORS OPERATING ENGINEERS LOCAL 4 | 06/01/2019 | \$47.69 | \$12.00 | \$15.60 | \$0.00 | \$75.29 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2019 | \$48.83 | \$12.00 | \$15.60 | \$0.00 | \$76.43 |
| | 06/01/2020 | \$49.91 | \$12.00 | \$15.60 | \$0.00 | \$77.51 |
| | 12/01/2020 | \$51.05 | \$12.00 | \$15.60 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$52.14 | \$12.00 | \$15.60 | \$0.00 | \$79.74 |
| | 12/01/2021 | \$53.28 | \$12.00 | \$15.60 | \$0.00 | \$80.88 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| TRAILERS FOR EARTH MOVING EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A | 06/01/2019 | \$36.22 | \$11.91 | \$12.70 | \$0.00 | \$60.83 |
| | 08/01/2019 | \$36.22 | \$12.41 | \$12.70 | \$0.00 | \$61.33 |
| | 12/01/2019 | \$36.22 | \$12.41 | \$13.72 | \$0.00 | \$62.35 |
| | 06/01/2020 | \$37.12 | \$12.41 | \$13.72 | \$0.00 | \$63.25 |
| | 08/01/2020 | \$37.12 | \$12.91 | \$13.72 | \$0.00 | \$63.75 |
| | 12/01/2020 | \$37.12 | \$12.91 | \$14.82 | \$0.00 | \$64.85 |
| | 06/01/2021 | \$37.92 | \$12.91 | \$14.82 | \$0.00 | \$65.65 |
| | 08/01/2021 | \$37.92 | \$13.41 | \$14.82 | \$0.00 | \$66.15 |
| | 12/01/2021 | \$37.92 | \$13.41 | \$16.01 | \$0.00 | \$67.34 |
| TUNNEL WORK - COMPRESSED AIR | 06/01/2019 | \$51.88 | \$7.85 | \$15.95 | \$0.00 | \$75.68 |
| LABORERS (COMPRESSED AIR) | 12/01/2019 | \$52.88 | \$7.85 | \$15.95 | \$0.00 | \$76.68 |
| | 06/01/2020 | \$53.87 | \$7.85 | \$15.95 | \$0.00 | \$77.67 |
| | 12/01/2020 | \$54.85 | \$7.85 | \$15.95 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$55.87 | \$7.85 | \$15.95 | \$0.00 | \$79.67 |
| | 12/01/2021 | \$56.88 | \$7.85 | \$15.95 | \$0.00 | \$80.68 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) LABORERS (COMPRESSED AIR) | 06/01/2019 | \$53.88 | \$7.85 | \$15.95 | \$0.00 | \$77.68 |
| LABORERS (COMI RESSED AIR) | 12/01/2019 | \$54.88 | \$7.85 | \$15.95 | \$0.00 | \$78.68 |
| | 06/01/2020 | \$55.87 | \$7.85 | \$15.95 | \$0.00 | \$79.67 |
| | 12/01/2020 | \$56.85 | \$7.85 | \$15.95 | \$0.00 | \$80.65 |
| | 06/01/2021 | \$57.87 | \$7.85 | \$15.95 | \$0.00 | \$81.67 |
| | 12/01/2021 | \$58.88 | \$7.85 | \$15.95 | \$0.00 | \$82.68 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - FREE AIR LABORERS (FREE AIR TUNNEL) | 06/01/2019 | \$43.95 | \$7.85 | \$15.95 | \$0.00 | \$67.75 |
| 2.120.13.16 (1.132.111.10.1.132) | 12/01/2019 | \$44.95 | \$7.85 | \$15.95 | \$0.00 | \$68.75 |
| | 06/01/2020 | \$45.94 | \$7.85 | \$15.95 | \$0.00 | \$69.74 |
| | 12/01/2020 | \$46.92 | \$7.85 | \$15.95 | \$0.00 | \$70.72 |
| | 06/01/2021 | \$47.94 | \$7.85 | \$15.95 | \$0.00 | \$71.74 |
| | 12/01/2021 | \$48.95 | \$7.85 | \$15.95 | \$0.00 | \$72.75 |
| For apprentice rates see "Apprentice- LABORER" THINDIEL WORK EDGE AID (HAZ WASTE) | | | | | | |
| TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL) | 06/01/2019 | \$45.95 | \$7.85 | \$15.95 | \$0.00 | \$69.75 |
| • | 12/01/2019 | \$46.95 | \$7.85 | \$15.95 | \$0.00 | \$70.75 |
| | 06/01/2020 | \$47.94 | \$7.85 | \$15.95 | \$0.00 | \$71.74 |
| | 12/01/2020 | \$48.92 | \$7.85 | \$15.95 | \$0.00 | \$72.72 |
| | 06/01/2021 | \$49.94 | \$7.85 | \$15.95 | \$0.00 | \$73.74 |
| For apprentice rates see "Apprentice- LABORER" | 12/01/2021 | \$50.95 | \$7.85 | \$15.95 | \$0.00 | \$74.75 |

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| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|------------------------------|------------|
| VAC-HAUL | 06/01/2019 | \$35.64 | \$11.91 | \$12.70 | \$0.00 | \$60.25 |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE A | 08/01/2019 | \$35.64 | \$12.41 | \$12.70 | \$0.00 | \$60.75 |
| | 12/01/2019 | \$35.64 | \$12.41 | \$13.72 | \$0.00 | \$61.77 |
| | 06/01/2020 | \$36.54 | \$12.41 | \$13.72 | \$0.00 | \$62.67 |
| | 08/01/2020 | \$36.54 | \$12.91 | \$13.72 | \$0.00 | \$63.17 |
| | 12/01/2020 | \$36.54 | \$12.91 | \$14.82 | \$0.00 | \$64.27 |
| | 06/01/2021 | \$37.34 | \$12.91 | \$14.82 | \$0.00 | \$65.07 |
| | 08/01/2021 | \$37.34 | \$13.41 | \$14.82 | \$0.00 | \$65.57 |
| | 12/01/2021 | \$37.34 | \$13.41 | \$16.01 | \$0.00 | \$66.76 |
| WAGON DRILL OPERATOR | 06/01/2019 | \$39.90 | \$7.85 | \$15.35 | \$0.00 | \$63.10 |
| ABORERS - ZONE 1 | 12/01/2019 | \$40.90 | \$7.85 | \$15.35 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$41.89 | \$7.85 | \$15.35 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$42.87 | \$7.85 | \$15.35 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$43.89 | \$7.85 | \$15.35 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$44.90 | \$7.85 | \$15.35 | \$0.00 | \$68.10 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| WASTE WATER PUMP OPERATOR | 06/01/2019 | \$48.18 | \$12.00 | \$15.60 | \$0.00 | \$75.78 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2019 | \$49.33 | \$12.00 | \$15.60 | \$0.00 | \$76.93 |
| | 06/01/2020 | \$50.43 | \$12.00 | \$15.60 | \$0.00 | \$78.03 |
| | 12/01/2020 | \$51.58 | \$12.00 | \$15.60 | \$0.00 | \$79.18 |
| | 06/01/2021 | \$52.68 | \$12.00 | \$15.60 | \$0.00 | \$80.28 |
| | 12/01/2021 | \$53.83 | \$12.00 | \$15.60 | \$0.00 | \$81.43 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| WATER METER INSTALLER | 03/01/2019 | \$56.69 | \$11.82 | \$16.51 | \$0.00 | \$85.02 |
| PLUMBERS & GASFITTERS LOCAL 12 | 09/01/2019 | \$58.19 | \$11.82 | \$16.51 | \$0.00 | \$86.52 |
| | 03/01/2020 | \$59.69 | \$11.82 | \$16.51 | \$0.00 | \$88.02 |
| | 09/01/2020 | \$61.19 | \$11.82 | \$16.51 | \$0.00 | \$89.52 |
| | 03/01/2021 | \$62.69 | \$11.82 | \$16.51 | \$0.00 | \$91.02 |
| For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/C | GASFITTER" | | | | | |
| Outside Electrical - East | | | | 01.01 | 00.00 | |
| CABLE TECHNICIAN (Power Zone) DUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | 09/03/2017 | \$27.14 | \$7.75 | \$1.81 | \$0.00 | \$36.70 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| CABLEMAN (Underground Ducts & Cables) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | 09/03/2017 | \$38.45 | \$7.75 | \$9.53 | \$0.00 | \$55.73 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| DRIVER / GROUNDMAN CDL DUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | 09/03/2017 | \$31.66 | \$7.75 | \$9.44 | \$0.00 | \$48.85 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) DUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | 09/03/2017 | \$24.88 | \$7.75 | \$1.75 | \$0.00 | \$34.38 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| EQUIPMENT OPERATOR (Class A CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | 09/03/2017 | \$38.45 | \$7.75 | \$13.61 | \$0.00 | \$59.81 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| 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" | | | | | | |

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

| Effecti | ive Date - | 09/03/2017 | | | | Supplemental | |
|---------|------------|------------|---------------------|----------|---------|--------------|------------|
| Step | percent | | Apprentice Base Wag | e Health | Pension | Unemployment | Total Rate |
| 1 | 60 | | \$27.14 | \$7.75 | \$3.31 | \$0.00 | \$38.20 |
| 2 | 65 | | \$29.40 | \$7.75 | \$3.38 | \$0.00 | \$40.53 |
| 3 | 70 | | \$31.66 | \$7.75 | \$3.45 | \$0.00 | \$42.86 |
| 4 | 75 | | \$33.92 | \$7.75 | \$5.02 | \$0.00 | \$46.69 |
| 5 | 80 | | \$36.18 | \$7.75 | \$5.09 | \$0.00 | \$49.02 |
| 6 | 85 | | \$38.45 | \$7.75 | \$5.15 | \$0.00 | \$51.35 |
| 7 | 90 | | \$40.71 | \$7.75 | \$7.22 | \$0.00 | \$55.68 |

Apprentice to Journeyworker Ratio:1:2

| TELEDATA CABLE SPLICER OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | 02/04/2019 | \$30.73 | \$4.70 | \$3.17 | \$0.00 | \$38.60 |
|---|------------|---------|--------|--------|--------|---------|
| TELEDATA LINEMAN/EQUIPMENT OPERATOR OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | 02/04/2019 | \$28.93 | \$4.70 | \$3.14 | \$0.00 | \$36.77 |
| TELEDATA WIREMAN/INSTALLER/TECHNICIAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | 02/04/2019 | \$28.93 | \$4.70 | \$3.14 | \$0.00 | \$36.77 |
| TREE TRIMMER OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | 01/31/2016 | \$18.51 | \$3.55 | \$0.00 | \$0.00 | \$22.06 |

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

| TREE TRIMMER GROUNDMAN | 01/31/2016 | \$16.32 | \$3.55 | \$0.00 | \$0.00 | \$19.87 |
|---|------------|---------|--------|--------|--------|----------|
| OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | | | | | | , -, , , |

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

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Classification Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Additional Apprentice Information:

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

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

All steps are six months (1000 hours.)

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

- ** Multiple ratios are listed in the comment field.
- *** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.
- **** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.

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