

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

Prevailing Wage Rates

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

ROSALIN ACOSTA Secretary MICHAEL FLANAGAN Director

Awarding Authority:

City of Waltham

Contract Number:

City/Town: WALTHAM

Description of Work: Pump Station Service and Operations

Job Location: 610 Main Street Waltham, MA 02452

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Issue Date: 06/02/2020 **Wage Request Number:** 20200602-048

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT	06/01/2020	\$36.25	\$12.41	\$13.72	\$0.00	\$62.38
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	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	06/01/2020	\$36.32	\$12.41	\$13.72	\$0.00	\$62.45
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	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	06/01/2020	\$36.44	\$12.41	\$13.72	\$0.00	\$62.57
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	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 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"						
AIR TRACK OPERATOR	06/01/2020	\$39.90	\$8.60	\$17.09	\$0.00	\$65.59
LABORERS - ZONE 1	12/01/2020	\$40.88	\$8.60	\$17.09	\$0.00	\$66.57
	06/01/2021	\$41.90	\$8.60	\$17.09	\$0.00	\$67.59
	12/01/2021	\$42.91	\$8.60	\$17.09	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	06/01/2020	\$38.00	\$12.50	\$8.85	\$0.00	\$59.35
	12/01/2020	\$39.00	\$12.50	\$8.85	\$0.00	\$60.35
ASPHALT RAKER LABORERS - ZONE 1	06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
LABORERS - ZONE I	12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00	\$66.07
	06/01/2021	\$41.40	\$8.60	\$17.09	\$0.00	\$67.09
	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4	06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.98	\$12.50	\$15.70	\$0.00	\$79.18
	06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43
BACKHOE/FRONT-END LOADER	06/01/2020	¢40.02	¢12.50	¢15 70	\$0.00	\$70.02
OPERATING ENGINEERS LOCAL 4	06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.98	\$12.50	\$15.70	\$0.00	\$79.18
	06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BARCO-TYPE JUMPING TAMPER	06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
LABORERS - ZONE 1	12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00	\$66.07
	06/01/2021	\$41.40	\$8.60	\$17.09	\$0.00	\$67.09
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10
BLOCK PAVER, RAMMER / CURB SETTER LABORERS - ZONE 1	06/01/2020	\$39.90	\$8.60	\$17.09	\$0.00	\$65.59
LABORERS - ZONE I	12/01/2020	\$40.88	\$8.60	\$17.09	\$0.00	\$66.57
	06/01/2021	\$41.90	\$8.60	\$17.09	\$0.00	\$67.59
	12/01/2021	\$42.91	\$8.60	\$17.09	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER BOILERMAKERS LOCAL 29	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

		OILERMAKER - Local 29						
Effect Step	percent	01/01/2020	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	65		\$29.97	\$7.07	\$11.69	\$0.00	\$48.73	
2	65		\$29.97	\$7.07	\$11.69	\$0.00	\$48.73	
3	70		\$32.27	\$7.07	\$12.59	\$0.00	\$51.93	
4	75		\$34.58	\$7.07	\$13.49	\$0.00	\$55.14	
5	80		\$36.88	\$7.07	\$14.38	\$0.00	\$58.33	
6	85		\$39.19	\$7.07	\$15.29	\$0.00	\$61.55	
7	90		\$41.49	\$7.07	\$16.18	\$0.00	\$64.74	
8	95		\$43.80	\$7.07	\$17.09	\$0.00	\$67.96	
Notes	:							
Appr	entice to Jo	urneyworker Ratio:1:4						
	FICIAL MA	ASONRY (INCL. MASONR	2Y 02/01/2020	\$54.40	\$10.75	\$21.94	\$0.00	\$87.09
TERPROOFING) EKLAYERS LOCAL 3 (W	VALTHAM)		08/01/2020	\$55.75	\$10.75	\$22.09	\$0.00	\$88.59
SIESTES EO CIE 5 (n			02/01/2021	\$56.39	\$10.75	\$22.09	\$0.00	\$89.23
			08/01/2021	\$57.79	\$10.75	\$22.25	\$0.00	\$90.79
			02/01/2022	\$58.38	\$10.75	\$22.25	\$0.00	\$91.38

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Effective Date -

percent

50

Step

1

\$10.75

Apprentice Base Wage Health

\$27.20

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Waltham

02/01/2020

Pension

\$21.94

Pension

Supplemental

\$0.00

Unemployment

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For apprentice ra	ates see "Ap	prentice- LABORE	R"	12/01/202	1 \$42.41	φο.υυ	ψ17.07	φυ.υυ	φυο.1υ
				12/01/202			\$17.09	\$0.00	\$67.09 \$68.10
				12/01/202 06/01/202			\$17.09 \$17.09	\$0.00 \$0.00	\$66.07 \$67.09
LABORERS - ZONE I		OI LIMITOR		06/01/202			\$17.09 \$17.09	\$0.00	\$65.09 \$66.07
CARBIDE CORE		·	IX.	07/01/202	0 020.40	¢0 (A	\$17.00	90.00	\$45.00
For apprentice re	ates sea "An	prentice- LABORE	R"	12/01/202	1 \$42.16	\$8.60	\$17.24	\$0.00	\$68.00
				06/01/202	1 \$41.15	\$8.60	\$17.24	\$0.00	\$66.99
TOONE				12/01/202	0 \$40.13		\$17.24	\$0.00	\$65.97
CAISSON & UN LABORERS - FOUND			AN	06/01/202		\$8.60	\$17.24	\$0.00	\$64.99
		prentice- LABORE							
				12/01/202	1 \$42.16	\$8.60	\$17.24	\$0.00	\$68.00
				06/01/202	1 \$41.15	\$8.60	\$17.24	\$0.00	\$66.99
LABORERS - FOUNL	DATION AN	D MARINE		12/01/202			\$17.24	\$0.00	\$65.97
CAISSON & UN			ER	06/01/202	0 \$39.15	\$8.60	\$17.24	\$0.00	\$64.99
For apprentice ra	ates see "Ap	prentice- LABORE	R"	12/01/202	1 \$43.31	\$8.60	\$17.24	\$0.00	\$69.15
				06/01/202			\$17.24 \$17.24	\$0.00	\$68.14
				12/01/202			\$17.24	\$0.00	\$67.12
CAISSON & UN LABORERS - FOUND			M MAN	06/01/202			\$17.24	\$0.00	\$66.14
		·	ING ENGINEERS"				<u> </u>		
				12/01/202	1 \$52.68	\$12.50	\$15.70	\$0.00	\$80.88
				06/01/202	1 \$51.54	\$12.50	\$15.70	\$0.00	\$79.74
OPERATING ENGINE	EERS LOCA	IL 4		12/01/202	0 \$50.45	\$12.50	\$15.70	\$0.00	\$78.65
BULLDOZER/G				06/01/202	0 \$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	Apprenti	ce to Journeyw	vorker Ratio:1:5						
1	Notes:								
				φ.συ.1δ 	φ1U./3	φ44.U9 	φυ.υυ 		φυσ.υΔ
	,	90		\$44.60 \$50.18	\$10.75 \$10.75	\$22.09 \$22.09	\$0.00 \$0.00		\$77.44 \$83.02
		70 30		\$39.03	\$10.75	\$22.09	\$0.00		\$71.87
		50		\$33.45	\$10.75	\$22.09	\$0.00		\$66.29
		50		\$27.88	\$10.75	\$22.09	\$0.00		\$60.72
	Step p	ercent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment		al Rate
]	Effective	Date - 08/01	/2020				Complemental		
	5	90		\$48.96	\$10.75	\$21.94	\$0.00		\$81.65
	4	30		\$43.52	\$10.75	\$21.94	\$0.00		\$76.21
	3	70		\$38.08	\$10.75	\$21.94	\$0.00		\$70.77
	2	50		\$32.64	\$10.75	\$21.94	\$0.00		\$65.33
				Ψ27.20	Ψ10.75	Ψ=1.7	Ψ0.00		Ψυν.ον

			05/01/202	Φ.5.10	Ψ>	*	*	φ,1.0
			03/01/202	1 \$43.75	\$9.40	\$18.95	\$0.00	\$72.10
			09/01/202	1 \$44.40	\$9.40	\$18.95	\$0.00	\$72.73
			03/01/2022	2 \$45.00	\$9.40	\$18.95	\$0.00	\$73.33
			09/01/2022	2 \$45.65	\$9.40	\$18.95	\$0.00	\$74.00
			03/01/202	3 \$46.25	\$9.40	\$18.95	\$0.00	\$74.6
		RPENTER - Zone 2 Eastern MA						
	ve Date -	03/01/2020	ntice Base Wage	Haalth	Dongion	Supplemental Unemployment	Total Rate	
Step	percent	Apple			Pension			
1 2	50		\$21.25	\$9.40	\$1.73	\$0.00	\$32.38	
	60		\$25.50	\$9.40	\$1.73	\$0.00	\$36.63	
3	70 75		\$29.75	\$9.40	\$13.76	\$0.00	\$52.91	
4	75		\$31.88	\$9.40	\$13.76	\$0.00	\$55.04	
5	80		\$34.00	\$9.40	\$15.49	\$0.00	\$58.89	
6	80		\$34.00	\$9.40	\$15.49	\$0.00	\$58.89	
7	90		\$38.25	\$9.40	\$17.22	\$0.00	\$64.87	
8	90		\$38.25	\$9.40	\$17.22	\$0.00	\$64.87	
Effecti	ve Date -	09/01/2020				Supplemental		
Step	percent	Appre	ntice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$21.58	\$9.40	\$1.73	\$0.00	\$32.71	
2	60		\$25.89	\$9.40	\$1.73	\$0.00	\$37.02	
3	70		\$30.21	\$9.40	\$13.76	\$0.00	\$53.37	
4	75		\$32.36	\$9.40	\$13.76	\$0.00	\$55.52	
5	80		\$34.52	\$9.40	\$15.49	\$0.00	\$59.41	
6	80		\$34.52	\$9.40	\$15.49	\$0.00	\$59.41	
7	90		\$38.84	\$9.40	\$17.22	\$0.00	\$65.46	
	90		\$38.84	\$9.40	\$17.22	\$0.00	\$65.46	
8								
8 Notes:								
Notes:	Step 1&2	red After 10/1/17; 45/45/55/55/70/ \$30.26/ 3&4 \$36.18/ 5&6 \$54.64/						

Effective Date

03/01/2020

09/01/2020

Base Wage

\$42.50

\$43.15

Health

\$9.40

\$9.40

Supplemental

\$0.00

\$0.00

Unemployment

Pension

\$18.95

\$18.95

Total Rate

\$70.85

\$71.50

All Aspects of New Wood Frame Work

CARPENTERS -ZONE 2 (Wood Frame)

Classification

CARPENTER

CARPENTERS - ZONE 2 (Eastern Massachusetts)

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Stej	p percent 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
Not	res:					
		/1/17; 45/45/55/55/70/70/80/80 \$27.19/ 5&6 \$34.50/ 7&8 \$37.29				
Apj	prentice to Journeyworker	Ratio:1:5				
NT MASONI	RY/PLASTERING	01/01/2020	\$49.07	\$12.75	\$22.41	\$0.62 \$8

Ste	p percent 01/01/2020	Appre	ntice Base Wage	Health	F	Pension	Supplemental Unemployment	Total Rate	;
1	50		\$24.54	\$12.75		\$15.41	\$0.00	\$52.70)
2	60		\$29.44	\$12.75		\$17.41	\$0.62	\$60.22	2
3	65		\$31.90	\$12.75		\$18.41	\$0.62	\$63.68	;
4	70		\$34.35	\$12.75		\$19.41	\$0.62	\$67.13	;
5	75		\$36.80	\$12.75		\$20.41	\$0.62	\$70.58	}
6	80		\$39.26	\$12.75		\$21.41	\$0.62	\$74.04	ŀ
7	90		\$44.16	\$12.75		\$22.41	\$0.62	\$79.94	ļ
No	Steps 3,4 are 500 hrs. A	Il other steps are 1,00	00 hrs.						
Ap	prentice to Journeyworker	Ratio:1:3							
HAIN SAW OPER	ATOR		06/01/202	0 \$3	9.40	\$8.60	\$17.09	\$0.00	\$65.09
BORERS - ZONE 1			12/01/202	0 \$4	0.38	\$8.60	\$17.09	\$0.00	\$66.07
			06/01/202	1 \$4	1.40	\$8.60	\$17.09	\$0.00	\$67.09
For apprentice rates	see "Apprentice- LABORER"		12/01/202	1 \$4	2.41	\$8.60	\$17.09	\$0.00	\$68.10
	URRY BUCKETS/HEADIN	IG MACHINES	06/01/202	0 \$5	0.83	\$12.50	\$15.70	\$0.00	\$79.03
PERATING ENGINEER	S LOCAL 4		12/01/202	0 \$5	1.98	\$12.50	\$15.70	\$0.00	\$80.18
			06/01/202	1 \$5	3.08	\$12.50	\$15.70	\$0.00	\$81.28
			12/01/202	1 \$5.	4.23	\$12.50	\$15.70	\$0.00	\$82.43

				- Buse mag			Unemployment	
COMPRESSOI OPERATING ENGI			06/01/2020	\$33.22	\$12.50	\$15.70	\$0.00	\$61.42
A ERATING ENGI	LIVEERS LO	JUAL T	12/01/2020	\$34.00	\$12.50	\$15.70	\$0.00	\$62.20
			06/01/2021	\$34.75	\$12.50	\$15.70	\$0.00	\$62.95
For one	rotes !	'Apprentice- OPERATING ENGINEERS"	12/01/2021	\$35.54	\$12.50	\$15.70	\$0.00	\$63.74
DELEADER (F		**	01/01/2020	\$50.96	\$8.20	\$22.10	\$0.00	\$81.26
PAINTERS LOCAL						\$22.10	\$0.00	
			07/01/2020		\$8.25			\$82.16
			01/01/2021	\$52.06	\$8.25	\$22.75	\$0.00	\$83.06
		ntice - PAINTER Local 35 - BRIDGive Date - 01/01/2020	GES/TANKS			Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment		
	1	50	\$25.48	\$8.20	\$0.00	\$0.00	\$33.68	
	2	55	\$28.03	\$8.20	\$5.94	\$0.00	\$42.17	
	3	60	\$30.58	\$8.20	\$6.48	\$0.00	\$45.26	
	4	65	\$33.12	\$8.20	\$7.02	\$0.00	\$48.34	
	5	70	\$35.67	\$8.20	\$18.86	\$0.00	\$62.73	
	6	75	\$38.22	\$8.20	\$19.40	\$0.00	\$65.82	
	7	80	\$40.77	\$8.20	\$19.94	\$0.00	\$68.91	
	8	90	\$45.86	\$8.20	\$21.02	\$0.00	\$75.08	
		ive Date - 07/01/2020				Supplemental		
	Step	percent	Apprentice Base Wage		Pension	Unemployment	Total Rate	
	1	50	\$25.76	\$8.25	\$0.00	\$0.00		
	2	55	\$28.33	\$8.25	\$6.05	\$0.00		
	3	60	\$30.91	\$8.25	\$6.60	\$0.00		
	4	65	\$33.48	\$8.25	\$7.15	\$0.00		
	5	70	\$36.06	\$8.25	\$19.10	\$0.00		
	6	75	\$38.63	\$8.25	\$19.65	\$0.00		
	7	80	\$41.21	\$8.25	\$20.20	\$0.00		
	8	90	\$46.36	\$8.25	\$21.30	\$0.00	\$75.91	
	Notes:	Steps are 750 hrs.						
	Appre	ntice to Journeyworker Ratio:1:1					'	
DEMO: ADZE Laborers - zoni			12/01/2019	\$39.30	\$8.10	\$16.60	\$0.00	\$64.00
For apprentice	e rates see '	'Apprentice- LABORER"						
DEMO: BACK LABORERS - ZONI		DADER/HAMMER OPERATOR	12/01/2019	\$40.30	\$8.10	\$16.60	\$0.00	\$65.00
		'Apprentice- LABORER"						
DEMO: BURN LABORERS - ZONI			12/01/2019	\$40.05	\$8.10	\$16.60	\$0.00	\$64.75
For apprentice	e rates see '	'Apprentice- LABORER"						

Wage Request Number:

20200602-048

Effective Date Base Wage Health

Classification

Issue Date: 06/02/2020

Supplemental

Unemployment

Pension

Total Rate

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"					o nompro, mem	
DEMO: JACKHAMMER OPERATOR LABORERS - ZONE 1	12/01/2019	\$40.05	\$8.10	\$16.60	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER LABORERS - ZONE 1	12/01/2019	\$39.30	\$8.10	\$16.60	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER 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 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) 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) 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)	03/01/2020	\$53.50	\$13.00	\$19.20	\$0.00	\$85.70
ELECTRICIANS LOCAL 103	09/01/2020	\$54.93	\$13.00	\$19.25	\$0.00	\$87.18
	03/01/2021	\$56.13	\$13.00	\$19.28	\$0.00	\$88.41
	09/01/2021	\$57.56	\$13.00	\$19.33	\$0.00	\$89.89
	03/01/2022	\$58.76	\$13.00	\$19.36	\$0.00	\$91.12
	09/01/2022	\$60.19	\$13.00	\$19.41	\$0.00	\$92.60
For apprentice rates see "Apprentice- ELECTRICIAN"	03/01/2023	\$61.39	\$13.00	\$19.44	\$0.00	\$93.83
ELECTRICIAN	03/01/2020	\$53.50	\$13.00	\$19.20	\$0.00	\$85.70
ELECTRICIANS LOCAL 103	09/01/2020	\$53.90	\$13.00	\$19.25	\$0.00	\$87.18
	03/01/2021	\$54. <i>)</i> 3	\$13.00	\$19.28	\$0.00	\$88.41
	09/01/2021	\$57.56	\$13.00	\$19.33	\$0.00	\$89.89
	03/01/2022	\$57.56	\$13.00	\$19.36	\$0.00	\$91.12
	09/01/2022	\$60.19	\$13.00	\$19.30	\$0.00	\$92.60
	03/01/2023			\$19.44	\$0.00	\$93.83
	05/01/2023	\$61.39	\$13.00	p17.44	φ0.00	\$93.85

 Issue Date:
 06/02/2020
 Wage Request Number:
 20200602-048
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Apprentice - *ELECTRICIAN - Local 103*

Pension

Effect	ive Date -	03/01/2020				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	40		\$21.40	\$13.00	\$0.64	\$0.00	\$35.04	
2	40		\$21.40	\$13.00	\$0.64	\$0.00	\$35.04	
3	45		\$24.08	\$13.00	\$14.62	\$0.00	\$51.70	
4	45		\$24.08	\$13.00	\$14.62	\$0.00	\$51.70	
5	50		\$26.75	\$13.00	\$15.04	\$0.00	\$54.79	
6	55		\$29.43	\$13.00	\$15.46	\$0.00	\$57.89	
7	60		\$32.10	\$13.00	\$15.87	\$0.00	\$60.97	
8	65		\$34.78	\$13.00	\$16.29	\$0.00	\$64.07	
9	70		\$37.45	\$13.00	\$16.70	\$0.00	\$67.15	
10	75		\$40.13	\$13.00	\$17.12	\$0.00	\$70.25	
Effect	ive Date -	09/01/2020				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	40		\$21.97	\$13.00	\$0.66	\$0.00	\$35.63	
2	40		\$21.97	\$13.00	\$0.66	\$0.00	\$35.63	
3	45		\$24.72	\$13.00	\$14.64	\$0.00	\$52.36	
4	45		\$24.72	\$13.00	\$14.64	\$0.00	\$52.36	
5	50		\$27.47	\$13.00	\$15.06	\$0.00	\$55.53	
6	55		\$30.21	\$13.00	\$15.49	\$0.00	\$58.70	
7	60		\$32.96	\$13.00	\$15.90	\$0.00	\$61.86	
8	65		\$35.70	\$13.00	\$16.32	\$0.00	\$65.02	
9	70		\$38.45	\$13.00	\$16.73	\$0.00	\$68.18	
10	75		\$41.20	\$13.00	\$17.16	\$0.00	\$71.36	
Notes		1/1/03; 30/35/40/45/50/55/0	65/70/75/80					
Appre	entice to Jo	urneyworker Ratio:2:3***					'	
ELEVATOR CONSTR			01/01/2020	\$61.42	\$15.73	\$18.41	\$0.00	\$95.56
ELEVATOR CONSTRUCTOR	to LUCAL 4		01/01/202	\$63.47	\$15.88	\$19.31	\$0.00	\$98.66
			01/01/2022	\$65.62	\$16.03	\$20.21	\$0.00	\$101.86
			01/01/2022	2 \$65.62	\$16.03	\$20.21	\$0.00	\$101.86

	Step	ve Date - percent	01/01/2020	Apprentice Base Wage	Health	Pension	Supplemental 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	
	Effecti	ve Date -	01/01/2021				Supplemental		
-	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	:
	1	50		\$31.74	\$15.88	\$0.00	\$0.00	\$47.62	
	2	55		\$34.91	\$15.88	\$19.31	\$0.00	\$70.10	
	3	65		\$41.26	\$15.88	\$19.31	\$0.00	\$76.45	
	4	70		\$44.43	\$15.88	\$19.31	\$0.00	\$79.62	
	5	80		\$50.78	\$15.88	\$19.31	\$0.00	\$85.97	
ļ	Notes:	Steps 1-2 a	are 6 mos.; Steps 3-5 are 1	year					
	Appre	ntice to Jou	rneyworker Ratio:1:1						
EVATOR CO			ELPER	01/01/2020	\$42.99	\$15.73	\$18.41	\$0.00	\$77.13
EVATOR CONSTR	RUCTOR	S LOCAL 4		01/01/202	1 \$44.43	\$15.88	\$19.31	\$0.00	\$79.62
Ear apprantiae re	ntas saa "	Appropriace E	LEVATOR CONSTRUCTOR"	01/01/2022	2 \$45.93	\$16.03	\$20.21	\$0.00	\$82.17
NCE & GUAI				06/01/2020	39.40	\$8.60	\$17.09	\$0.00	\$65.09
ORERS - ZONE	I			12/01/2020			\$17.09	\$0.00	\$66.07
				06/01/202			\$17.09	\$0.00	\$67.09
				12/01/202		\$8.60	\$17.09	\$0.00	\$68.10
For apprentice ra	ates see "	Apprentice- La	ABORER"						
			G,SITE,HVY/HWY	05/01/2020	\$44.73	\$12.50	\$15.70	\$0.00	\$72.93
ERATING ENGIN	EEKS LC	CAL 4		11/01/2020	\$45.73	\$12.50	\$15.70	\$0.00	\$73.93
				05/01/202	1 \$46.88	\$12.50	\$15.70	\$0.00	\$75.08
				11/01/202	1 \$47.88	\$12.50	\$15.70	\$0.00	\$76.08
For apprentice ra	ates see "	Apprentice- O	PERATING ENGINEERS"	05/01/2022	2 \$49.03	\$12.50	\$15.70	\$0.00	\$77.23
			G,SITE,HVY/HWY	05/01/2020	3 \$46.23	\$12.50	\$15.70	\$0.00	\$74.43
ERATING ENGIN	EERS LC	OCAL 4		11/01/2020			\$15.70	\$0.00	\$75.4
				05/01/202			\$15.70	\$0.00	\$76.60
				11/01/202		\$12.50	\$15.70	\$0.00	\$77.6
				11,01,202	Ψ.>.11	÷12.50			4.7.0
				05/01/2022	2 \$50.57	\$12.50	\$15.70	\$0.00	\$78.77

FIELD ENG ROD PERSON-BLDG,SITE,HVY/HWY OFFORT ATTING ENGINEERS LOCAL 4 11/01/2021 \$23.23 \$12.50 \$15.70 \$0.00 \$53.43 11/01/2021 \$23.31 \$12.50 \$15.70 \$0.00 \$52.11 11/01/2021 \$23.31 \$12.50 \$15.70 \$0.00 \$52.11 11/01/2021 \$23.31 \$12.50 \$15.70 \$0.00 \$52.11 11/01/2021 \$23.51 \$12.50 \$15.70 \$0.00 \$52.11 11/01/2022 \$25.18 \$12.50 \$15.70 \$0.00 \$52.71 11/01/2022 \$25.18 \$12.50 \$15.70 \$0.00 \$52.73 For appromisee miss see "Apprentice-OPERATING ENGINEERS" FIER ALARM INSTALLER 09/01/2020 \$53.50 \$13.00 \$19.20 \$0.00 \$85.70 80/01/2021 \$56.13 \$13.00 \$19.25 \$0.00 \$85.70 80/01/2021 \$57.56 \$13.00 \$19.25 \$0.00 \$88.84 09/01/2021 \$57.56 \$13.00 \$19.35 \$0.00 \$88.88 09/01/2021 \$57.56 \$13.00 \$19.35 \$0.00 \$89.88 10/01/2021 \$57.56 \$13.00 \$19.35 \$0.00 \$89.88 10/01/2021 \$57.56 \$13.00 \$19.36 \$0.00 \$91.12 10/01/2021 \$57.56 \$13.00 \$19.36 \$0.00 \$91.12 10/01/2021 \$57.56 \$13.00 \$19.36 \$0.00 \$91.12 10/01/2021 \$57.56 \$13.00 \$19.36 \$0.00 \$91.12 10/01/2022 \$60.19 \$13.00 \$19.36 \$0.00 \$91.12 10/01/2023 \$61.39 \$13.00 \$19.44 \$0.00 \$92.60 10/01/2024 \$40.13 \$13.00 \$17.41 \$0.00 \$92.60 10/01/2025 \$41.30 \$13.00 \$17.16 \$0.00 \$71.36 10/01/2025 \$44.32 \$13.00 \$17.16 \$0.00 \$71.36 10/01/2025 \$44.32 \$13.00 \$17.16 \$0.00 \$71.36 10/01/2025 \$44.32 \$13.00 \$17.16 \$0.00 \$71.36 10/01/2025 \$44.32 \$13.00 \$17.16 \$0.00 \$71.36 10/01/2025 \$44.32 \$13.00 \$17.16 \$0.00 \$71.36 10/01/2025 \$44.32 \$13.00 \$17.16 \$0.00 \$71.36 10/01/2025 \$44.32 \$13.00 \$17.16 \$0.00 \$71.36 10/01/2025 \$44.32 \$13.00 \$17.16 \$0.00 \$71.36 10/01/2025 \$44.32 \$13.00 \$17.16 \$0.00 \$71.36 10/01/2025 \$44.51 \$13.00 \$17.16 \$0.00 \$71.36 10/01/2025 \$44.51 \$13.00 \$17.16 \$0.00 \$71.36 10/01/2025 \$44.51 \$13.00 \$17.16 \$0.00 \$71.36 10/01/2025 \$44.51 \$13.00 \$17.16 \$0.00 \$71.36 10/01/2025 \$44.51 \$13.00 \$17.16 \$0.00 \$71.36 10/01/2025 \$44.51 \$13.00 \$17.10 \$0.00 \$71.36 10/01/2025 \$44.51 \$13.00 \$17.10 \$0.00 \$71.36 10/01/2025 \$44.51 \$13.00 \$17.10 \$0.00 \$71.36 10/01/2025 \$44.52 \$15.70 \$0.00 \$70.86 10/01/2026 \$44.52 \$15.70 \$0.00 \$70.86 10/01/2026 \$44.52 \$15.70 \$0.00 \$71.70 10/01/2026 \$44.52 \$15.70 \$0.	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
11/01/2020	FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	05/01/2020	\$22.64	\$12.50	\$15.70	\$0.00	\$50.84
11/01/2021 \$24.51 \$12.50 \$15.70 \$0.00 \$52.71	OPERATING ENGINEERS LOCAL 4	11/01/2020	\$23.23	\$12.50	\$15.70	\$0.00	\$51.43
For apprentice rates see "Apprentice-OFERATING ENGINEERS" FIRE ALARM INSTALLER 03/01/2020 \$53.50 \$13.00 \$19.20 \$0.00 \$85.70 \$85.70 \$9.00 \$85.70 \$85.70 \$9.00 \$85.70 \$85.70 \$9.00 \$85.70 \$85.70 \$9.00 \$85.70 \$85.70 \$9.00 \$85.70 \$85.70 \$9.00 \$85.70 \$85.70 \$9.00 \$85.70 \$85.70 \$9.00 \$85.70 \$85.70 \$9.00 \$85.70 \$85.70 \$9.00 \$85.70 \$9.00 \$85.70 \$9.00 \$85.70 \$9.00 \$85.70 \$9.00 \$9.00 \$85.70 \$9.00 \$9.00 \$85.70 \$9.00 \$9.00 \$85.70 \$9.00 \$9.00 \$85.70 \$9.00 \$9.00 \$85.70 \$9.00 \$9		05/01/2021	\$23.91	\$12.50	\$15.70	\$0.00	\$52.11
Parapprentice rates see "Apprentice-OPERATING ENGINEERS" Parapprentice rates see "Apprentice-OPERATING ENGINEERS" 1300/10/201 535.50 130.00 131.20 50.00 585.70		11/01/2021	\$24.51	\$12.50	\$15.70	\$0.00	\$52.71
FIRE ALARM INSTALLER 03/01/2020 \$53.50 \$13.00 \$19.20 \$0.00 \$85.70 \$18.00 \$19.20 \$0.00 \$85.70 \$18.00 \$19.20 \$0.00 \$85.71 \$10.00 \$10.00 \$19.20 \$10.00 \$10.20 \$10.00 \$10.20 \$10.00 \$17.10 \$10.00 \$17.10 \$10.00 \$17.10 \$10.00 \$17.10 \$10.00 \$17.20 \$10.00 \$17.20 \$10.00 \$17.20 \$10.00 \$17.20 \$10.00 \$17.20 \$10.00 \$17.20 \$10.00 \$17.20 \$10.00 \$17.20 \$10.00 \$17.20 \$10.00 \$10.20		05/01/2022	\$25.18	\$12.50	\$15.70	\$0.00	\$53.38
09/01/2021 \$54.93 \$13.00 \$19.25 \$0.00 \$87.18 03/01/2021 \$57.56 \$13.00 \$19.28 \$0.00 \$889.89 09/01/2021 \$57.56 \$13.00 \$19.30 \$0.00 \$89.89 09/01/2022 \$58.76 \$13.00 \$19.36 \$0.00 \$89.89 09/01/2022 \$58.76 \$13.00 \$19.36 \$0.00 \$91.12 09/01/2022 \$58.76 \$13.00 \$19.36 \$0.00 \$91.12 09/01/2022 \$60.19 \$13.00 \$19.41 \$0.00 \$92.60 03/01/2023 \$61.39 \$13.00 \$19.41 \$0.00 \$93.83 For apprentice rates see "Apprentice- ELECTRICIAN" FIRE ALARM REPAIR / MAINTENANCE 03/01/2020 \$40.13 \$13.00 \$17.12 \$0.00 \$70.25 (COMMISSIONING ELECTRICIANS 09/01/2020 \$41.20 \$13.00 \$17.16 \$0.00 \$71.36 03/01/2021 \$42.66 \$13.00 \$17.27 \$0.00 \$72.93 09/01/2021 \$44.32 \$13.00 \$17.27 \$0.00 \$74.70 03/01/2022 \$47.55 \$13.00 \$17.47 \$0.00 \$74.70 03/01/2022 \$47.55 \$13.00 \$17.49 \$0.00 \$74.70 03/01/2023 \$49.11 \$13.00 \$17.47 \$0.00 \$78.17 03/01/2023 \$40.80 \$12.50 \$17.62 \$0.00 \$78.17 03/01/2023 \$40.80 \$12.50 \$17.62 \$0.00 \$78.17 FOR apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" FIREMAN (ASST. ENGINEER) 06/01/2020 \$40.80 \$12.50 \$15.70 \$0.00 \$69.00 OPERATING ENGINEERS LOCAL 4 12/01/2020 \$41.26 \$12.50 \$15.70 \$0.00 \$69.95 For apprentice rates see "Apprentice- OPERATING ENGINEERS" FLAGGER & SIGNALER 06/01/2021 \$43.61 \$12.50 \$15.70 \$0.00 \$71.81 For apprentice rates see "Apprentice- LABORER" FLOORCOVERER 12/01/2020 \$47.55 \$9.40 \$19.25 \$0.00 \$75.70 For apprentice rates see "Apprentice- LABORER" FLOORCOVERER 09/01/2020 \$47.85 \$9.40 \$19.25 \$0.00 \$75.70 09/01/2021 \$48.65 \$9.40 \$19.25 \$0.00 \$77.30 09/01/2021 \$49.45 \$9.40 \$19.25 \$0.00 \$77.30 09/01/2021 \$49.45 \$9.40 \$19.25 \$0.00 \$77.30 09/01/2021 \$49.45 \$9.40 \$19.25 \$0.00 \$77.30 09/01/2021 \$49.45 \$9.40 \$19.25 \$0.00 \$77.30		03/01/2020	\$53.50	\$13.00	\$19.20	\$0.00	\$85.70
Post	ELECTRICIANS LOCAL 103	09/01/2020	\$54.93	\$13.00	\$19.25	\$0.00	\$87.18
PATTERN 100		03/01/2021	\$56.13	\$13.00	\$19.28	\$0.00	\$88.41
Pota apprentice rates see "Apprentice-ELECTRICIAN" S13,00 S19,44 S0,00 S93,83		09/01/2021	\$57.56	\$13.00	\$19.33	\$0.00	\$89.89
Por apprentice rates see "Apprentice-ELECTRICIAN" S93,01/2023 S61,39 S13,00 S19,44 S0,00 S93,83		03/01/2022	\$58.76	\$13.00	\$19.36	\$0.00	\$91.12
For apprentice rates see "Apprentice- ELECTRICIAN" S0.00 S70.25		09/01/2022	\$60.19	\$13.00	\$19.41	\$0.00	\$92.60
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONINGELECTRICLANS / COMMISSIONINGELECTRICLANS / O9/01/2020 \$41.20 \$13.00 \$17.12 \$0.00 \$70.25 \$13.00 \$17.16 \$0.00 \$71.36 \$13.00 \$17.16 \$0.00 \$71.36 \$13.00 \$17.12 \$0.00 \$71.36 \$13.00 \$17.12 \$0.00 \$71.36 \$13.00 \$17.12 \$0.00 \$71.36 \$13.00 \$17.12 \$0.00 \$71.36 \$13.00 \$17.27 \$0.00 \$72.93 \$13.00 \$17.22 \$45.66 \$13.00 \$17.27 \$0.00 \$72.93 \$13.00 \$17.22 \$45.83 \$13.00 \$17.38 \$0.00 \$74.70 \$13.00 \$17.40 \$13.00 \$17.40 \$1		03/01/2023	\$61.39	\$13.00	\$19.44	\$0.00	\$93.83
COMMISSIONINGELECTRICIANS							
09/01/2021 \$42.66 \$13.00 \$17.27 \$0.00 \$72.93		03/01/2020	\$40.13	\$13.00	\$17.12	\$0.00	\$70.25
09/01/2021 \$44.32 \$13.00 \$17.38 \$0.00 \$74.70	LOCAL 103	09/01/2020	\$41.20	\$13.00	\$17.16	\$0.00	\$71.36
03/01/2022 \$45.83 \$13.00 \$17.49 \$0.00 \$76.32		03/01/2021	\$42.66	\$13.00	\$17.27	\$0.00	\$72.93
09/01/2022 \$47.55 \$13.00 \$17.62 \$0.00 \$78.17 03/01/2023 \$49.11 \$13.00 \$17.73 \$0.00 \$79.84 For apprentice rates see "Apprentice-TeleCOMMUNICATIONS TECHNICIAN"		09/01/2021	\$44.32	\$13.00	\$17.38	\$0.00	\$74.70
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" 03/01/2023 \$49.11 \$13.00 \$17.73 \$0.00 \$79.84		03/01/2022	\$45.83	\$13.00	\$17.49	\$0.00	\$76.32
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" FIREMAN (ASST. ENGINEER) OPERATING ENGINEERS LOCAL 4 12/01/2020 \$41.75 \$12.50 \$15.70 \$0.00 \$69.00 OPERATING ENGINEERS LOCAL 4 12/01/2020 \$41.75 \$12.50 \$15.70 \$0.00 \$69.95 OPERATING ENGINEERS LOCAL 4 12/01/2021 \$42.66 \$12.50 \$15.70 \$0.00 \$70.86 OPERATING ENGINEERS For apprentice rates see "Apprentice- OPERATING ENGINEERS" FLAGGER & SIGNALER LABORERS - ZONE 1 12/01/2020 \$23.50 \$8.60 \$17.09 \$0.00 \$49.19 OPERATING ENGINEERS 06/01/2021 \$24.50 \$8.60 \$17.09 \$0.00 \$50.19 OPERATING ENGINEERS 12/01/2021 \$24.50 \$8.60 \$17.09 \$0.00 \$50.19 OPERATING ENGINEERS 12/01/2021 \$24.50 \$8.60 \$17.09 \$0.00 \$50.19 OPERATING ENGINEERS 03/01/2021 \$24.50 \$8.60 \$17.09 \$0.00 \$50.19 OPERATING ENGINEERS 03/01/2021 \$47.05 \$9.40 \$19.25 \$0.00 \$75.70 OPERATING ENGINEERS 03/01/2021 \$48.65 \$9.40 \$19.25 \$0.00 \$77.30 OPERATING ENGINEERS 06/01/2021 \$49.45 \$9.40 \$19.25 \$0.00 \$77.30 OPERATING ENGINEERS 12/01/2021 \$49.45 \$9.40 \$19.25 \$0.00 \$77.30 OPERATING ENGINEERS 12/01/2021 \$49.45 \$9.40 \$19.25 \$0.00 \$77.30		09/01/2022	\$47.55	\$13.00	\$17.62	\$0.00	\$78.17
FIREMAN (ASST. ENGINEER) O6/01/2020 \$40.80 \$12.50 \$15.70 \$0.00 \$69.00 12/01/2020 \$41.75 \$12.50 \$15.70 \$0.00 \$69.95 O6/01/2021 \$42.66 \$12.50 \$15.70 \$0.00 \$70.86 12/01/2021 \$43.61 \$12.50 \$15.70 \$0.00 \$71.81 For apprentice rates see "Apprentice-OPERATING ENGINEERS" FLAGGER & SIGNALER LABORERS - ZONE 1 12/01/2020 \$23.50 \$8.60 \$17.09 \$0.00 \$49.19 12/01/2020 \$24.50 \$8.60 \$17.09 \$0.00 \$50.19 O6/01/2021 \$24.50 \$8.60 \$17.09 \$0.00 \$50.19 For apprentice rates see "Apprentice-LABORER" FLOORCOVERER 12/01/2021 \$24.50 \$8.60 \$17.09 \$0.00 \$50.19 For apprentice rates see "Apprentice-LABORER" FLOORCOVERER 03/01/2021 \$24.50 \$8.60 \$17.09 \$0.00 \$50.19 For apprentice rates see "Apprentice-LABORER" FOR apprentice rates see "Apprentice-LABORER" FLOORCOVERER 03/01/2021 \$44.65 \$9.40 \$19.25 \$0.00 \$76.50 03/01/2021 \$48.65 \$9.40 \$19.25 \$0.00 \$77.30 09/01/2021 \$49.45 \$9.40 \$19.25 \$0.00 \$77.30 09/01/2021 \$49.45 \$9.40 \$19.25 \$0.00 \$77.30		03/01/2023	\$49.11	\$13.00	\$17.73	\$0.00	\$79.84
12/01/2020 \$41.75 \$12.50 \$15.70 \$0.00 \$69.95							
12/01/2020 \$41.75 \$12.50 \$15.70 \$0.00 \$69.95 06/01/2021 \$42.66 \$12.50 \$15.70 \$0.00 \$70.86 12/01/2021 \$43.61 \$12.50 \$15.70 \$0.00 \$71.81 For apprentice rates see "Apprentice-OPERATING ENGINEERS"		06/01/2020	\$40.80	\$12.50	\$15.70	\$0.00	\$69.00
12/01/2021 \$43.61 \$12.50 \$15.70 \$0.00 \$71.81	OI EKATINO ENORVEEKS EOCAL 7	12/01/2020	\$41.75	\$12.50	\$15.70	\$0.00	\$69.95
For apprentice rates see "Apprentice- OPERATING ENGINEERS" FLAGGER & SIGNALER LABORERS - ZONE 1 12/01/2020 \$23.50 \$8.60 \$17.09 \$0.00 \$49.19 12/01/2020 \$24.50 \$8.60 \$17.09 \$0.00 \$50.19 06/01/2021 \$24.50 \$8.60 \$17.09 \$0.00 \$50.19 12/01/2021 \$24.50 \$8.60 \$17.09 \$0.00 \$50.19 For apprentice rates see "Apprentice- LABORER" FLOORCOVERER FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE 1 09/01/2020 \$47.05 \$9.40 \$19.25 \$0.00 \$75.70 09/01/2021 \$48.65 \$9.40 \$19.25 \$0.00 \$77.30 09/01/2021 \$48.65 \$9.40 \$19.25 \$0.00 \$77.30 09/01/2021 \$49.45 \$9.40 \$19.25 \$0.00 \$78.10		06/01/2021	\$42.66	\$12.50	\$15.70	\$0.00	\$70.86
FLAGGER & SIGNALER LABORERS - ZONE 1 12/01/2020 \$23.50 \$8.60 \$17.09 \$0.00 \$49.19 12/01/2020 \$24.50 \$8.60 \$17.09 \$0.00 \$50.19 06/01/2021 \$24.50 \$8.60 \$17.09 \$0.00 \$50.19 12/01/2021 \$24.50 \$8.60 \$17.09 \$0.00 \$50.19 For apprentice rates see "Apprentice- LABORER" FLOORCOVERER FLOORCOVERER 10/01/2020 \$47.05 \$9.40 \$19.25 \$0.00 \$75.70 10/01/2020 \$47.85 \$9.40 \$19.25 \$0.00 \$76.50 10/01/2021 \$48.65 \$9.40 \$19.25 \$0.00 \$77.30 10/01/2021 \$49.45 \$9.40 \$19.25 \$0.00 \$78.10		12/01/2021	\$43.61	\$12.50	\$15.70	\$0.00	\$71.81
12/01/2020 \$24.50 \$8.60 \$17.09 \$0.00 \$50.19							
12/01/2020		06/01/2020	\$23.50	\$8.60			\$49.19
FLOORCOVERER 03/01/2020 \$47.05 \$9.40 \$19.25 \$0.00 \$75.70		12/01/2020	\$24.50	\$8.60	\$17.09	\$0.00	\$50.19
FLOORCOVERER 03/01/2020 \$47.05 \$9.40 \$19.25 \$0.00 \$75.70 \$1.00 \$1.		06/01/2021	\$24.50	\$8.60	\$17.09	\$0.00	\$50.19
FLOORCOVERER 03/01/2020 \$47.05 \$9.40 \$19.25 \$0.00 \$75.70 \$9.00 \$19.25 \$0.00 \$75.70 \$9.00 \$19.25 \$0.00 \$75.70 \$9.00 \$19.25 \$0.00 \$76.50 \$9.00 \$19.25 \$0.00 \$76.50 \$9.00 \$19.25 \$0.00 \$77.30 \$9.01/2021 \$49.45 \$9.40 \$19.25 \$0.00 \$78.10	E C LIBORDI	12/01/2021	\$24.50	\$8.60	\$17.09	\$0.00	\$50.19
### Theorem 1970 19							
09/01/2020 \$47.85 \$9.40 \$19.25 \$0.00 \$76.50 03/01/2021 \$48.65 \$9.40 \$19.25 \$0.00 \$77.30 09/01/2021 \$49.45 \$9.40 \$19.25 \$0.00 \$78.10	FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE 1						
09/01/2021 \$49.45 \$9.40 \$19.25 \$0.00 \$78.10		09/01/2020	\$47.85	\$9.40		\$0.00	
		03/01/2021	\$48.65	\$9.40			
03/01/2022 \$50.25 \$9.40 \$19.25 \$0.00 \$78.90		09/01/2021	\$49.45	\$9.40		\$0.00	\$78.10
		03/01/2022	\$50.25	\$9.40	\$19.25	\$0.00	\$78.90

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Apprentice - FLOORCOVERER - Local 2168 Zone I

Pension

	Effect	ive Date - 03/01/2020				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	50	\$23.53	\$9.40	\$1.79	\$0.00	\$34.72	
	2	55	\$25.88	\$9.40	\$1.79	\$0.00	\$37.07	
	3	60	\$28.23	\$9.40	\$13.88	\$0.00	\$51.51	
	4	65	\$30.58	\$9.40	\$13.88	\$0.00	\$53.86	
	5	70	\$32.94	\$9.40	\$15.67	\$0.00	\$58.01	
	6	75	\$35.29	\$9.40	\$15.67	\$0.00	\$60.36	
	7	80	\$37.64	\$9.40	\$17.46	\$0.00	\$64.50)
	8	85	\$39.99	\$9.40	\$17.46	\$0.00	\$66.85	
	Effect	ive Date - 09/01/2020				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	50	\$23.93	\$9.40	\$1.79	\$0.00	\$35.12	
	2	55	\$26.32	\$9.40	\$1.79	\$0.00	\$37.51	
	3	60	\$28.71	\$9.40	\$13.88	\$0.00	\$51.99)
	4	65	\$31.10	\$9.40	\$13.88	\$0.00	\$54.38	
	5	70	\$33.50	\$9.40	\$15.67	\$0.00	\$58.57	
	6	75	\$35.89	\$9.40	\$15.67	\$0.00	\$60.96	·
	7	80	\$38.28	\$9.40	\$17.46	\$0.00	\$65.14	
	8	85	\$40.67	\$9.40	\$17.46	\$0.00	\$67.53	
	Notes	Steps are 750 hrs. % After 09/1/17; 45/45/55/55/70/70 Step 1&2 \$32.36/ 3&4 \$38.80/ 5&6						
	Appre	entice to Journeyworker Ratio:1:1						
ORK LIFT			06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
PERATING EI	NGINEERS L	OCAL 4	12/01/2020	\$50.98	\$12.50	\$15.70	\$0.00	\$79.18
			06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
			12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43
For apprent		"Apprentice- OPERATING ENGINEERS"				•		
ENIED ATTO		ING PLANT/HEATERS OCAL 4	06/01/2020			\$15.70	\$0.00	\$61.42
	OILIED E		12/01/2020	\$34.00		\$15.70	\$0.00	\$62.20
	VOII VEEKS E				010.50	\$15.70	\$0.00	\$62.95
	VOII VEEKS E		06/01/2021					
PERATING EI		"Apprentice- OPERATING ENGINEERS"	06/01/2021 12/01/2021			\$15.70	\$0.00	\$63.74
PERATING EN	tice rates see	"Apprentice- OPERATING ENGINEERS" ANK/AIR BARRIER/INTERIOR	12/01/2021	\$35.54	\$12.50	\$15.70		
PERATING E	tice rates see	ANK/AIR BARRIER/INTERIOR		\$35.54 \$40.46	\$12.50		\$0.00 \$0.00 \$0.00	\$63.74 \$70.76 \$71.66

Apprentice - GLAZIER - Local 35 Zone 2

Unemployment

E	Effectiv	ve Date -	01/01/2020				Supplemental		
S	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$20.23	\$8.20	\$0.00	\$0.00	\$28.43	
2	2	55		\$22.25	\$8.20	\$5.94	\$0.00	\$36.39	
3	3	60		\$24.28	\$8.20	\$6.48	\$0.00	\$38.96	
4	4	65		\$26.30	\$8.20	\$7.02	\$0.00	\$41.52	
4	5	70		\$28.32	\$8.20	\$18.86	\$0.00	\$55.38	
(6	75		\$30.35	\$8.20	\$19.40	\$0.00	\$57.95	
7	7	80		\$32.37	\$8.20	\$19.94	\$0.00	\$60.51	
8	8	90		\$36.41	\$8.20	\$21.02	\$0.00	\$65.63	
E	Effectiv	ve Date -	07/01/2020				Supplemental		
S	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	:
1	1	50		\$20.51	\$8.25	\$0.00	\$0.00	\$28.76	
2	2	55		\$22.56	\$8.25	\$6.05	\$0.00	\$36.86	
3	3	60		\$24.61	\$8.25	\$6.60	\$0.00	\$39.46	
4	4	65		\$26.66	\$8.25	\$7.15	\$0.00	\$42.06	
4	5	70		\$28.71	\$8.25	\$19.10	\$0.00	\$56.06	
(6	75		\$30.76	\$8.25	\$19.65	\$0.00	\$58.66	
7	7	80		\$32.81	\$8.25	\$20.20	\$0.00	\$61.26	
8	8	90		\$36.91	\$8.25	\$21.30	\$0.00	\$66.46	
N	Notes:	Steps are							
Α	Apprer	tice to Jou	ırneyworker Ratio:1:1						
			/GRADALLS	06/01/2020	\$49	.83 \$12.	50 \$15.70	\$0.00	\$78.03
RATING ENGINE	EKS LO	CAL 4		12/01/2020	\$50	.98 \$12.	50 \$15.70	\$0.00	\$79.18
				06/01/202	\$52	.08 \$12.:	50 \$15.70	\$0.00	\$80.28
				12/01/202	\$53	.23 \$12.:	50 \$15.70	\$0.00	\$81.43

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Apprentice - OPERATING ENGINEERS - Local 4 06/01/2020 **Effective Date -**Supplemental Unemployment percent Apprentice Base Wage Health Pension Total Rate Step 1 55 \$27.41 \$0.00 \$39.91 \$12.50 \$0.00 2 60 \$29.90 \$0.00 \$12.50 \$15.70 \$58.10 3 65 \$32.39 \$15.70 \$0.00 \$60.59 \$12.50 4 70 \$34.88 \$12.50 \$15.70 \$0.00 \$63.08 5 75 \$37.37 \$0.00 \$12.50 \$15.70 \$65.57 6 80 \$39.86 \$12.50 \$15.70 \$0.00 \$68.06 7 85 \$42.36 \$12.50 \$15.70 \$0.00 \$70.56 8 90 \$44.85 \$12.50 \$15.70 \$0.00 \$73.05 12/01/2020 **Effective Date -**Supplemental Apprentice Base Wage Health Pension Unemployment Total Rate Step percent 1 55 \$28.04 \$12.50 \$0.00 \$0.00 \$40.54 2 60 \$30.59 \$0.00 \$58.79 \$12.50 \$15.70 3 65 \$33.14 \$15.70 \$0.00 \$61.34 \$12.50 4 70 \$35.69 \$12.50 \$15.70 \$0.00 \$63.89 5 75 \$38.24 \$12.50 \$15.70 \$0.00 \$66.44 6 80 \$40.78 \$0.00 \$68.98 \$12.50 \$15.70 7 85 \$43.33 \$12.50 \$15.70 \$0.00 \$71.53 8 90 \$0.00 \$45.88 \$12.50 \$15.70 \$74.08 Notes: Apprentice to Journeyworker Ratio:1:6 HVAC (DUCTWORK) \$24.12 \$2.61 02/01/2020 \$49.36 \$13.35 \$89.44 SHEETMETAL WORKERS LOCAL 17 - A \$24.12 08/01/2020 \$50.96 \$13.35 \$2.66 \$91.09 02/01/2021 \$24.12 \$2.71 \$52.61 \$13.35 \$92.79 08/01/2021 \$54.36 \$13.35 \$24.12 \$2.76 \$94.59 02/01/2022 \$24.12 \$2.81 \$56.11 \$13.35 \$96.39 For apprentice rates see "Apprentice- SHEET METAL WORKER" HVAC (ELECTRICAL CONTROLS) \$19.20 \$0.00 03/01/2020 \$53.50 \$13.00 \$85.70 ELECTRICIANS LOCAL 103 09/01/2020 \$19.25 \$0.00 \$54.93 \$13.00 \$87.18 \$19.28 \$0.00 03/01/2021 \$56.13 \$13.00 \$88.41 \$19.33 09/01/2021 \$57.56 \$13.00 \$0.00 \$89.89 03/01/2022 \$58.76 \$13.00 \$19.36 \$0.00 \$91.12

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09/01/2022

03/01/2023

\$60.19

\$61.39

For apprentice rates see "Apprentice- ELECTRICIAN"

\$92.60

\$93.83

\$19.41

\$19.44

\$0.00

\$0.00

\$13.00

\$13.00

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING - AIR)	02/01/2020	\$49.36	\$13.35	\$24.12	\$2.61	\$89.44
SHEETMETAL WORKERS LOCAL 17 - A	08/01/2020	\$50.96	\$13.35	\$24.12	\$2.66	\$91.09
	02/01/2021	\$52.61	\$13.35	\$24.12	\$2.71	\$92.79
	08/01/2021	\$54.36	\$13.35	\$24.12	\$2.76	\$94.59
	02/01/2022	\$56.11	\$13.35	\$24.12	\$2.81	\$96.39
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER)	03/01/2020	\$56.19	\$10.95	\$19.74	\$0.00	\$86.88
PIPEFITTERS LOCAL 537	09/01/2020	\$57.69	\$10.95	\$19.74	\$0.00	\$88.38
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"	03/01/2021	\$59.19	\$10.95	\$19.74	\$0.00	\$89.88
HVAC MECHANIC	03/01/2020	\$56.19	\$10.95	\$19.74	\$0.00	\$86.88
PIPEFITTERS LOCAL 537	09/01/2020	\$57.69	\$10.95	\$19.74	\$0.00	\$88.38
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"	03/01/2021	\$59.19	\$10.95	\$19.74	\$0.00	\$89.88
HYDRAULIC DRILLS	06/01/2020	\$39.90	\$8.60	\$17.09	\$0.00	\$65.59
LABORERS - ZONE 1	12/01/2020	\$40.88	\$8.60	\$17.09	\$0.00	\$66.57
	06/01/2021	\$41.90	\$8.60	\$17.09	\$0.00	\$67.59
	12/01/2021	\$42.91	\$8.60	\$17.09	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER"						
INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2019	\$48.44	\$12.80	\$16.40	\$0.00	\$77.64

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

Effect	ive Date - 09/01/2019	· (• • · · · · · · · · · · · · · · · ·			Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$24.22	\$12.80	\$11.90	\$0.00	\$48.92
2	60	\$29.06	\$12.80	\$12.80	\$0.00	\$54.66
3	70	\$33.91	\$12.80	\$13.70	\$0.00	\$60.41
4	80	\$38.75	\$12.80	\$14.60	\$0.00	\$66.15
Notes	<u> </u>					
i	Steps are 1 year					
Appro	entice to Journeyworker Ratio	:1:4				
IRONWORKER/WEL		03/16/2019	\$46.66	\$8.00	\$23.50	\$0.00 \$78.16

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	Step	ive Date - 03/16/2019 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	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	\$37.33	\$8.00	\$23.50	\$0.00	\$68.83	
	5	85	\$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	ntice to Journeyworker Ratio:**						
ACKHAMME 4BORERS - ZONE		VING BREAKER OPERATOR	06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.0
adureks - ZUNE	5 I		12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00	\$66.0
			06/01/2021	\$41.40	\$8.60	\$17.09	\$0.00	\$67.0
For apprentice	rates see '	"Apprentice- LABORER"	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.1
ABORER			06/01/2020	\$39.15	\$8.60	\$17.09	\$0.00	\$64.8
ABORERS - ZONE	$\exists I$		12/01/2020	\$40.13	\$8.60	\$17.09	\$0.00	\$65.8
indiana zoni			12/01/2020	\$40.13	\$6.00	\$17.07	\$0.00	400.0
DOILDAG DOIL			06/01/2021		\$8.60	\$17.09	\$0.00	
				\$41.15				\$66.8
2012			06/01/2021	\$41.15	\$8.60	\$17.09	\$0.00	\$66.8
	Appre	ntice - LABORER - Zone 1	06/01/2021	\$41.15	\$8.60	\$17.09	\$0.00	\$66.8
	Effecti	ntice - <i>LABORER - Zone 1</i> ive Date - 06/01/2020	06/01/2021 12/01/2021	\$41.15 \$42.16	\$8.60 \$8.60	\$17.09 \$17.09 Supplemental	\$0.00 \$0.00	\$66.8
	Step	percent 06/01/2020	06/01/2021	\$41.15 \$42.16	\$8.60	\$17.09 \$17.09	\$0.00	\$66.8
	Step 1	ive Date - 06/01/2020	06/01/2021 12/01/2021	\$41.15 \$42.16	\$8.60 \$8.60	\$17.09 \$17.09 Supplemental	\$0.00 \$0.00	\$66.8
	Step 1 2	percent 60 70	06/01/2021 12/01/2021 Apprentice Base Wage	\$41.15 \$42.16 Health	\$8.60 \$8.60 Pension	\$17.09 \$17.09 Supplemental Unemployment	\$0.00 \$0.00 Total Rate	\$66.8
	Step 1	percent 06/01/2020 percent 60 70 80	06/01/2021 12/01/2021 Apprentice Base Wage \$23.49	\$41.15 \$42.16 Health \$8.60	\$8.60 \$8.60 Pension \$17.09	\$17.09 \$17.09 Supplemental Unemployment	\$0.00 \$0.00 Total Rate	\$66.8
	Step 1 2	percent 60 70	06/01/2021 12/01/2021 Apprentice Base Wage \$23.49 \$27.41	\$41.15 \$42.16 Health \$8.60 \$8.60	\$8.60 \$8.60 Pension \$17.09 \$17.09	\$17.09 \$17.09 Supplemental Unemployment \$0.00 \$0.00	\$0.00 \$0.00 Total Rate \$49.18 \$53.10	\$66.8 \$67.8
	Step 1 2 3 4 Effection	percent 60 70 80 90 ive Date - 12/01/2020	06/01/2021 12/01/2021 Apprentice Base Wage \$23.49 \$27.41 \$31.32 \$35.24	\$41.15 \$42.16 Health \$8.60 \$8.60 \$8.60	\$8.60 \$8.60 Pension \$17.09 \$17.09 \$17.09	\$17.09 \$17.09 Supplemental Unemployment \$0.00 \$0.00 \$0.00 Supplemental	\$0.00 \$0.00 Total Rate \$49.18 \$53.10 \$57.01 \$60.93	\$66.8
	Step 1 2 3 4 Effections Step	90 dive Date - 06/01/2020 percent	06/01/2021 12/01/2021 Apprentice Base Wage \$23.49 \$27.41 \$31.32	\$41.15 \$42.16 Health \$8.60 \$8.60 \$8.60	\$8.60 \$8.60 Pension \$17.09 \$17.09	\$17.09 \$17.09 Supplemental Unemployment \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 Total Rate \$49.18 \$53.10 \$57.01	\$66.8
	Step 1 2 3 4 Effection	percent 60 70 80 90 ive Date - 12/01/2020	06/01/2021 12/01/2021 Apprentice Base Wage \$23.49 \$27.41 \$31.32 \$35.24	\$41.15 \$42.16 Health \$8.60 \$8.60 \$8.60	\$8.60 \$8.60 Pension \$17.09 \$17.09 \$17.09	\$17.09 \$17.09 Supplemental Unemployment \$0.00 \$0.00 \$0.00 Supplemental	\$0.00 \$0.00 Total Rate \$49.18 \$53.10 \$57.01 \$60.93	\$66.8
	Step 1 2 3 4 Effections Step	90 dive Date - 06/01/2020 percent	06/01/2021 12/01/2021 Apprentice Base Wage \$23.49 \$27.41 \$31.32 \$35.24 Apprentice Base Wage	\$41.15 \$42.16 Health \$8.60 \$8.60 \$8.60 Health	\$8.60 \$8.60 Pension \$17.09 \$17.09 \$17.09 Pension	\$17.09 \$17.09 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$0.00 \$0.00 Total Rate \$49.18 \$53.10 \$57.01 \$60.93	\$66.8
	Step 1 2 3 4 Effection Step 1	percent 60 70 80 90 ive Date - 12/01/2020 percent 60	06/01/2021 12/01/2021 Apprentice Base Wage \$23.49 \$27.41 \$31.32 \$35.24 Apprentice Base Wage	\$41.15 \$42.16 Health \$8.60 \$8.60 \$8.60 Health \$8.60	\$8.60 \$8.60 \$17.09 \$17.09 \$17.09 \$17.09 Pension \$17.09	\$17.09 \$17.09 \$17.09 Supplemental Unemployment \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$0.00 \$0.00 Total Rate \$49.18 \$53.10 \$57.01 \$60.93 Total Rate \$49.77	\$66.8
	Step 1 2 3 4 Effecti Step 1 2	90	06/01/2021 12/01/2021 Apprentice Base Wage \$23.49 \$27.41 \$31.32 \$35.24 Apprentice Base Wage \$24.08 \$28.09	\$41.15 \$42.16 Health \$8.60 \$8.60 \$8.60 Health \$8.60 \$8.60	\$8.60 \$8.60 \$17.09 \$17.09 \$17.09 \$17.09 Pension \$17.09 \$17.09	\$17.09 \$17.09 \$17.09 Supplemental Unemployment \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	\$0.00 \$0.00 Total Rate \$49.18 \$53.10 \$57.01 \$60.93 Total Rate \$49.77 \$53.78	\$66.8
	Step 1 2 3 4 Effecti Step 1 2 3 4	ive Date - 06/01/2020 percent 60 70 80 90 ive Date - 12/01/2020 percent 60 70 80 90	06/01/2021 12/01/2021 Apprentice Base Wage \$23.49 \$27.41 \$31.32 \$35.24 Apprentice Base Wage \$24.08 \$28.09 \$32.10	\$41.15 \$42.16 Health \$8.60 \$8.60 \$8.60 Health \$8.60 \$8.60 \$8.60	\$8.60 \$8.60 \$8.60 \$17.09 \$17.09 \$17.09 \$17.09 \$17.09 \$17.09	\$17.09 \$17.09 \$17.09 Supplemental Unemployment \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 Total Rate \$49.18 \$53.10 \$57.01 \$60.93 Total Rate \$49.77 \$53.78 \$57.79	\$66.8

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER	06/01/2020	\$39.15	\$8.60	\$17.09	\$0.00	\$64.84
LABORERS - ZONE I	12/01/2020	\$40.13	\$8.60	\$17.09	\$0.00	\$65.82
	06/01/2021	\$41.15	\$8.60	\$17.09	\$0.00	\$66.84
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$42.16	\$8.60	\$17.09	\$0.00	\$67.85
LABORER: CEMENT FINISHER TENDER	06/01/2020	\$39.15	\$8.60	\$17.09	\$0.00	\$64.84
LABORERS - ZONE I	12/01/2020	\$40.13	\$8.60	\$17.09	\$0.00	\$65.82
	06/01/2021	\$40.13	\$8.60	\$17.09	\$0.00	\$66.84
	12/01/2021	\$42.16	\$8.60	\$17.09	\$0.00	\$67.85
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$42.10	\$6.00	\$17.07	\$0.00	\$07.65
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS - ZONE 1	06/01/2020	\$39.30	\$8.60	\$17.09	\$0.00	\$64.99
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER	06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
LABORERS - ZONE 1	12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00	\$66.07
	06/01/2021	\$41.40	\$8.60	\$17.09	\$0.00	\$67.09
	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
LABORER: MULTI-TRADE TENDER LABORERS - ZONE 1	06/01/2020	\$39.15	\$8.60	\$17.09	\$0.00	\$64.84
LABOREAS - ZONE I	12/01/2020	\$40.13	\$8.60	\$17.09	\$0.00	\$65.82
	06/01/2021	\$41.15	\$8.60	\$17.09	\$0.00	\$66.84
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$42.16	\$8.60	\$17.09	\$0.00	\$67.85
LABORER: TREE REMOVER	06/01/2020	\$39.15	\$8.60	\$17.09	\$0.00	\$64.84
LABORERS - ZONE 1	12/01/2020	\$40.13	\$8.60	\$17.09	\$0.00	\$65.82
	06/01/2021	\$41.15	\$8.60	\$17.09	\$0.00	\$66.84
This classification applies to the removal of standing trees, and the trimming ar		\$42.16 abs when related	\$8.60 to public work	\$17.09	\$0.00 or site	\$67.85
clearance incidental to construction . For apprentice rates see "Apprentice- LAI LASER BEAM OPERATOR		¢20.40	¢0.70	\$17.09	\$0.00	¢(5,00
LABORERS - ZONE 1	06/01/2020	\$39.40	\$8.60		\$0.00	\$65.09
	12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00	\$66.07
	06/01/2021	\$41.40	\$8.60	\$17.09	\$0.00	\$67.09
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10
MARBLE & TILE FINISHERS	02/01/2020	\$41.49	\$10.75	\$20.12	\$0.00	\$72.36
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2020	\$42.57	\$10.75	\$20.27	\$0.00	\$72.50
	02/01/2021	\$43.08	\$10.75	\$20.27	\$0.00	\$73.37
	08/01/2021	\$43.08	\$10.75	\$20.43	\$0.00	\$74.10
	02/01/2022			\$20.43	\$0.00	\$75.85
	02/01/2022	\$44.67	\$10.75	φ ∠ U.43	φ υ. υυ	\$13.83

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\$0.00

\$0.00

\$0.00

\$60.82

\$65.08

\$69.33

Effecti	ive Date -	02/01/2020				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$20.75	\$10.75	\$20.12	\$0.00	\$51.62	
2	60		\$24.89	\$10.75	\$20.12	\$0.00	\$55.76	
3	70		\$29.04	\$10.75	\$20.12	\$0.00	\$59.91	
4	80		\$33.19	\$10.75	\$20.12	\$0.00	\$64.06	
5	90		\$37.34	\$10.75	\$20.12	\$0.00	\$68.21	
Effecti	ive Date -	08/01/2020				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$21.29	\$10.75	\$20.27	\$0.00	\$52.31	
2	60		\$25.54	\$10.75	\$20.27	\$0.00	\$56.56	

\$10.75

\$10.75

\$10.75

\$20.27

\$20.27

\$20.27

Notes:	 	 	
			j

\$29.80

\$34.06

\$38.31

Apprentice to Journeyworker Ratio:1:3

3

4

5

70

80

90

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

MARBLE MASONS, TILELAYERS & TERRAZZO MECH	02/01/2020	\$54.42	\$10.75	\$21.93	\$0.00	\$87.10
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2020	\$55.77	\$10.75	\$22.08	\$0.00	\$88.60
	02/01/2021	\$56.41	\$10.75	\$22.08	\$0.00	\$89.24
	08/01/2021	\$57.81	\$10.75	\$22.24	\$0.00	\$90.80
	02/01/2022	\$58.38	\$10.75	\$22.24	\$0.00	\$91.37

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Pension

		ve Date - 02/01/2020				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$27.21	\$10.75	\$21.93	\$0.00	\$59.89	
	2	60	\$32.65	\$10.75	\$21.93	\$0.00	\$65.33	
	3	70	\$38.09	\$10.75	\$21.93	\$0.00	\$70.77	
	4	80	\$43.54	\$10.75	\$21.93	\$0.00	\$76.22	
	5	90	\$48.98	\$10.75	\$21.93	\$0.00	\$81.66	
	Effecti	ve Date - 08/01/2020				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$27.89	\$10.75	\$22.08	\$0.00	\$60.72	
	2	60	\$33.46	\$10.75	\$22.08	\$0.00	\$66.29	
	3	70	\$39.04	\$10.75	\$22.08	\$0.00	\$71.87	
	4	80	\$44.62	\$10.75	\$22.08	\$0.00	\$77.45	
	5	90	\$50.19	\$10.75	\$22.08	\$0.00	\$83.02	
	Notes:							
							i	
	Appre	ntice to Journeyworker Ratio:1:5						
		ERATOR (ON CONST. SITES)	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
PERATING ENG.	INEERS LO	OCAL 4	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
			06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
			12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
		Apprentice- OPERATING ENGINEERS"						
ECHANICS PERATING ENG			06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
			12/01/2020	*	\$12.50	\$15.70	\$0.00	\$78.65
			06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
For apprentice	rates see "	Apprentice- OPERATING ENGINEERS"	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
••	Γ (Zone 1	••	04/01/2019	9 \$42.22	\$9.90	\$18.50	\$0.00	\$70.62

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Pension

Total Rate

	Effecti Step	ve Date - 04/01/2019 percent	1	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	•
-	1	55		\$23.22	\$9.90	\$5.31	\$0.00	\$38.43	3
	2	65		\$27.44	\$9.90	\$15.13	\$0.00	\$52.47	7
	3	75		\$31.67	\$9.90	\$16.10	\$0.00	\$57.67	7
	4	85		\$35.89	\$9.90	\$17.06	\$0.00	\$62.85	5
- -	Notes:								
		Steps are 2,000 hours						i	
	Appre	ntice to Journeyworker	Ratio:1:5						
ORTAR MIXE BORERS - ZONE				06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
BUKEKS - ZUNE I	I			12/01/2020	\$40.38	8 \$8.60	\$17.09	\$0.00	\$66.07
				06/01/2021	\$41.40	\$8.60	\$17.09	\$0.00	\$67.09
				12/01/2021	\$42.4	1 \$8.60	\$17.09	\$0.00	\$68.10
		Apprentice- LABORER"	D.1.T. (2)						
LER (OTHER ERATING ENGIN		N TRUCK CRANES,GRA OCAL 4	ADALLS)	06/01/2020	\$23.63	3 \$12.50	\$15.70	\$0.00	\$51.83
				12/01/2020	\$24.20	9 \$12.50	\$15.70	\$0.00	\$52.40
				06/01/2021	\$24.73	5 \$12.50	\$15.70	\$0.00	\$52.95
For apprentice re	atac caa "	Apprentice- OPERATING ENG	INIEED S"	12/01/2021	\$25.33	3 \$12.50	\$15.70	\$0.00	\$53.53
		NES, GRADALLS)	INEERS	06/01/2020	rae a	9 \$12.50	\$15.70	\$0.00	\$56.49
ERATING ENGIN				06/01/2020 12/01/2020			\$15.70 \$15.70	\$0.00	\$50.49 \$57.17
					*		\$15.70	\$0.00	\$57.81
				06/01/2021 12/01/2021			\$15.70	\$0.00	\$58.49
For apprentice ra	ates see "	Apprentice- OPERATING ENG	INEERS"	12/01/2021	\$30.23	9 \$12.30	\$13.70	\$0.00	\$30.49
		'EN EQUIPMENT - CLA	SS II	06/01/2020	\$49.3	1 \$12.50	\$15.70	\$0.00	\$77.51
ERATING ENGIN	EERS LO	OCAL 4		12/01/2020			\$15.70	\$0.00	\$78.65
				06/01/2021	\$51.54	4 \$12.50	\$15.70	\$0.00	\$79.74
				12/01/2021	\$52.68	8 \$12.50	\$15.70	\$0.00	\$80.88
For apprentice ra	ates see "	Apprentice- OPERATING ENG	INEERS"						
INTER (BRIL NTERS LOCAL 3.				01/01/2020	\$50.90	5 \$8.20	\$22.10	\$0.00	\$81.26
IVIERS LUCAL 3.	J - ZUNI	∠ د		07/01/2020	\$51.5	1 \$8.25	\$22.40	\$0.00	\$82.16
				01/01/2021	\$52.00	5 \$8.25	\$22.75	\$0.00	\$83.06

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NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

Pension

\$22.75

\$8.25

\$0.00

\$73.96

2 55 \$28.03 \$8.20 \$5.94 \$0.00 \$42.1' 3 60 \$30.58 \$8.20 \$6.48 \$0.00 \$45.20 4 65 \$33.12 \$8.20 \$7.02 \$0.00 \$48.33 5 70 \$35.67 \$8.20 \$18.86 \$0.00 \$62.73 6 75 \$38.22 \$8.20 \$19.40 \$0.00 \$68.9 8 90 \$40.77 \$8.20 \$19.94 \$0.00 \$68.9 8 90 \$45.86 \$8.20 \$21.02 \$0.00 \$75.00 Effective Date - 07/01/2020 \$25.76 \$8.25 \$0.00 \$0.00 \$34.0 2 55 \$28.33 \$8.25 \$0.00 \$0.00 \$34.0 2 55 \$28.33 \$8.25 \$6.60 \$0.00 \$42.60 3 60 \$30.91 \$8.25 \$6.60 \$0.00 \$45.70 4 65 \$33.48	\$28.03 \$30.58 \$33.12 \$35.67 \$38.22 \$40.77 \$45.86 operentice Base Wage \$25.76 \$28.33 \$30.91	\$8.20 \$8.20 \$8.20 \$8.20 \$8.20 \$8.20 \$8.20 \$8.20	\$5.94 \$6.48 \$7.02 \$18.86 \$19.40 \$19.94 \$21.02 Pension \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$33.68 \$42.17 \$45.26 \$48.34 \$62.73 \$65.82 \$68.91 \$75.08 Total Rate
\$ 60 \$30.58 \$8.20 \$6.48 \$0.00 \$45.20 \$4 65 \$33.12 \$8.20 \$7.02 \$0.00 \$48.30 \$5 70 \$35.67 \$8.20 \$18.86 \$0.00 \$62.70 \$6 75 \$38.22 \$8.20 \$19.40 \$0.00 \$65.80 \$7 80 \$44.77 \$8.20 \$19.94 \$0.00 \$68.9 \$8 90 \$45.86 \$8.20 \$21.02 \$0.00 \$75.00 \$10	\$30.58 \$33.12 \$35.67 \$38.22 \$40.77 \$45.86 exprentice Base Wage \$25.76 \$28.33 \$30.91	\$8.20 \$8.20 \$8.20 \$8.20 \$8.20 \$8.20 \$8.20	\$6.48 \$7.02 \$18.86 \$19.40 \$19.94 \$21.02 Pension \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$45.26 \$48.34 \$62.73 \$65.82 \$68.91 \$75.08 Total Rate
\$\frac{4}{5}\$ \text{53} \text{\$\sum \text{33}} \text{\$\sum \text{820}} \text{\$\sum \text{87.02}} \text{\$\sum \text{80.00}} \text{\$\sum \text{84.36}} \text{\$\sum \text{80.00}} \text{\$\sum \text{86.82}} \text{\$\sum \text{80.00}} \text{\$\sum \text{86.82}} \text{\$\sum \text{80.00}} \text{\$\sum \text{80.00}} \text{\$\sum \text{86.90}} \text{\$\sum \text{80.00}} \text{\$\sum \text{80.00}} \text{\$\sum \text{80.00}} \text{\$\sum \text{80.00}} \text{\$\sum \text{80.00}} \text{\$\sum \text{80.00}} \qu	\$33.12 \$35.67 \$38.22 \$40.77 \$45.86 operentice Base Wage \$25.76 \$28.33 \$30.91	\$8.20 \$8.20 \$8.20 \$8.20 \$8.20 Health \$8.25 \$8.25	\$7.02 \$18.86 \$19.40 \$19.94 \$21.02 Pension \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$48.34 \$62.73 \$65.82 \$68.91 \$75.08 Total Rate
5 70 \$35.67 \$8.20 \$18.86 \$0.00 \$62.75 6 75 \$38.22 \$8.20 \$19.40 \$0.00 \$65.85 7 80 \$40.77 \$8.20 \$19.94 \$0.00 \$68.9 8 90 \$45.86 \$8.20 \$21.02 \$0.00 \$75.00 Effective Date - 07/01/2020 Step percent Apprentice Base Wage Health Pension Supplemental Unemployment Total Rate 1 50 \$25.76 \$8.25 \$0.00 \$0.00 \$34.0 2 55 \$28.33 \$8.25 \$6.05 \$0.00 \$42.6 3 60 \$30.91 \$8.25 \$6.60 \$0.00 \$45.70 4 65 \$33.48 \$8.25 \$7.15 \$0.00 \$64.50 5 70 \$36.06 \$8.25 \$19.10 \$0.00 \$66.50 7 80 \$41.21 \$8.25 \$20.20 \$0.00 \$66.50 8 <td>\$35.67 \$38.22 \$40.77 \$45.86 operatice Base Wage \$25.76 \$28.33 \$30.91</td> <td>\$8.20 \$8.20 \$8.20 \$8.20 Health \$8.25 \$8.25</td> <td>\$18.86 \$19.40 \$19.94 \$21.02 Pension \$0.00</td> <td>\$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment</td> <td>\$62.73 \$65.82 \$68.91 \$75.08 Total Rate</td>	\$35.67 \$38.22 \$40.77 \$45.86 operatice Base Wage \$25.76 \$28.33 \$30.91	\$8.20 \$8.20 \$8.20 \$8.20 Health \$8.25 \$8.25	\$18.86 \$19.40 \$19.94 \$21.02 Pension \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$62.73 \$65.82 \$68.91 \$75.08 Total Rate
Signature Sign	\$38.22 \$40.77 \$45.86 oprentice Base Wage \$25.76 \$28.33 \$30.91	\$8.20 \$8.20 \$8.20 Health \$8.25 \$8.25	\$19.40 \$19.94 \$21.02 Pension \$0.00	\$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$65.82 \$68.91 \$75.08 Total Rate \$34.01
80 \$40.77 \$8.20 \$19.94 \$0.00 \$68.9 8 90 \$45.86 \$8.20 \$21.02 \$0.00 \$75.00 Effective Date - 07/01/2020 Step percent Apprentice Base Wage Health Pension Supplemental Unemployment Total Rate 1 50 \$25.76 \$8.25 \$0.00 \$0.00 \$34.0 2 55 \$28.33 \$8.25 \$6.05 \$0.00 \$42.6 3 60 \$30.91 \$8.25 \$6.60 \$0.00 \$45.70 4 65 \$33.48 \$8.25 \$7.15 \$0.00 \$48.80 5 70 \$36.06 \$8.25 \$19.10 \$0.00 \$65.50 7 80 \$41.21 \$8.25 \$20.20 \$0.00 \$66.50 8 90 \$46.36 \$8.25 \$21.30 \$0.00 \$75.9 Notes: Steps are 750 hrs.	\$40.77 \$45.86 operatice Base Wage \$25.76 \$28.33 \$30.91	\$8.20 \$8.20 Health \$8.25 \$8.25	\$19.94 \$21.02 Pension \$0.00	\$0.00 \$0.00 Supplemental Unemployment	\$68.91 \$75.08 Total Rate \$34.01
Step percent Apprentice Base Wage Health Pension Unemployment Total Rate Step percent Apprentice Base Wage Health Pension Unemployment Total Rate Step S	\$45.86 operentice Base Wage \$25.76 \$28.33 \$30.91	\$8.20 Health \$8.25 \$8.25	\$21.02 Pension \$0.00	\$0.00 Supplemental Unemployment \$0.00	\$75.08 Total Rate \$34.01
Effective Date - 07/01/2020 Supplemental Demonstration of the person of the pe	\$25.76 \$28.33 \$30.91	Health \$8.25 \$8.25	Pension \$0.00	Supplemental Unemployment \$0.00	Total Rate
Step percent Apprentice Base Wage Health Pension Unemployment Total Rate 1 50 \$25.76 \$8.25 \$0.00 \$0.00 \$34.0 2 55 \$28.33 \$8.25 \$6.05 \$0.00 \$42.6 3 60 \$30.91 \$8.25 \$6.60 \$0.00 \$45.7 4 65 \$33.48 \$8.25 \$7.15 \$0.00 \$48.8 5 70 \$36.06 \$8.25 \$19.10 \$0.00 \$63.4 6 75 \$38.63 \$8.25 \$19.65 \$0.00 \$66.5 7 80 \$41.21 \$8.25 \$20.20 \$0.00 \$69.6 8 90 \$46.36 \$8.25 \$21.30 \$0.00 \$75.9 Notes: Steps are 750 hrs.	\$25.76 \$28.33 \$30.91	\$8.25 \$8.25	\$0.00	Unemployment \$0.00	\$34.01
1 50 \$25.76 \$8.25 \$0.00 \$0.00 \$34.0 2 55 \$28.33 \$8.25 \$6.05 \$0.00 \$42.6 3 60 \$30.91 \$8.25 \$6.60 \$0.00 \$45.70 4 65 \$33.48 \$8.25 \$7.15 \$0.00 \$48.80 5 70 \$36.06 \$8.25 \$19.10 \$0.00 \$63.4 6 75 \$38.63 \$8.25 \$19.65 \$0.00 \$66.50 7 80 \$41.21 \$8.25 \$20.20 \$0.00 \$69.60 8 90 \$46.36 \$8.25 \$21.30 \$0.00 \$75.9	\$25.76 \$28.33 \$30.91	\$8.25 \$8.25	\$0.00	\$0.00	\$34.01
2 55 \$28.33 \$8.25 \$6.05 \$0.00 \$42.60 \$30.91 \$8.25 \$6.60 \$0.00 \$45.70 \$4 65 \$33.48 \$8.25 \$7.15 \$0.00 \$48.80 \$5 70 \$36.06 \$8.25 \$19.10 \$0.00 \$63.40 \$6 75 \$38.63 \$8.25 \$19.65 \$0.00 \$66.50 \$7 80 \$41.21 \$8.25 \$20.20 \$0.00 \$69.60 \$8 90 \$46.36 \$8.25 \$21.30 \$0.00 \$75.9	\$28.33 \$30.91	\$8.25			
3 60 \$30.91 \$8.25 \$6.60 \$0.00 \$45.70 \$4 65 \$33.48 \$8.25 \$7.15 \$0.00 \$48.80 \$5 70 \$36.06 \$8.25 \$19.10 \$0.00 \$63.4 66 75 \$38.63 \$8.25 \$19.65 \$0.00 \$66.55 7 80 \$41.21 \$8.25 \$20.20 \$0.00 \$69.60 \$8 90 \$46.36 \$8.25 \$21.30 \$0.00 \$75.9	\$30.91		\$6.05	00.02	\$42.63
4 65 \$33.48 \$8.25 \$7.15 \$0.00 \$48.88 \$5 70 \$36.06 \$8.25 \$19.10 \$0.00 \$63.4 \$6 75 \$38.63 \$8.25 \$19.65 \$0.00 \$66.55 \$7 80 \$41.21 \$8.25 \$20.20 \$0.00 \$69.66 \$8 90 \$46.36 \$8.25 \$21.30 \$0.00 \$75.9		\$8.25		\$0.00	φ.=.02
5 70 \$36.06 \$8.25 \$19.10 \$0.00 \$63.4 6 75 \$38.63 \$8.25 \$19.65 \$0.00 \$66.55 7 80 \$41.21 \$8.25 \$20.20 \$0.00 \$69.66 8 90 \$46.36 \$8.25 \$21.30 \$0.00 \$75.9	\$33.48		\$6.60	\$0.00	\$45.76
6 75 \$38.63 \$8.25 \$19.65 \$0.00 \$66.55 7 80 \$41.21 \$8.25 \$20.20 \$0.00 \$69.66 8 90 \$46.36 \$8.25 \$21.30 \$0.00 \$75.9	•	\$8.25	\$7.15	\$0.00	\$48.88
7 80 \$41.21 \$8.25 \$20.20 \$0.00 \$69.60 8 90 \$46.36 \$8.25 \$21.30 \$0.00 \$75.9	\$36.06	\$8.25	\$19.10	\$0.00	\$63.41
8 90 \$46.36 \$8.25 \$21.30 \$0.00 \$75.9 Notes: Steps are 750 hrs.	\$38.63	\$8.25	\$19.65	\$0.00	\$66.53
Notes: Steps are 750 hrs.	\$41.21	\$8.25	\$20.20	\$0.00	\$69.66
Steps are 750 hrs.	\$46.36	\$8.25	\$21.30	\$0.00	\$75.91
Apprentice to Journeyworker Ratio:1:1					i
PRAY OR SANDBLAST, NEW) * nore of surfaces to be painted are new construction,					

01/01/2021

\$42.96

Page 21 of 42 **Issue Date:** 06/02/2020 **Wage Request Number:** 20200602-048

Pension

Total Rate

Effecti	ive Date -	01/01/2020				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$20.93	\$8.20	\$0.00	\$0.00	\$29.13
2	55		\$23.02	\$8.20	\$5.94	\$0.00	\$37.16
3	60		\$25.12	\$8.20	\$6.48	\$0.00	\$39.80
4	65		\$27.21	\$8.20	\$7.02	\$0.00	\$42.43
5	70		\$29.30	\$8.20	\$18.86	\$0.00	\$56.36
6	75		\$31.40	\$8.20	\$19.40	\$0.00	\$59.00
7	80		\$33.49	\$8.20	\$19.94	\$0.00	\$61.63
8	90		\$37.67	\$8.20	\$21.02	\$0.00	\$66.89
Effecti	ive Date -	07/01/2020				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate

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

Effect	ive Date -	07/01/2020				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$20.61	\$8.25	\$0.00	\$0.00	\$28.86
2	55		\$22.67	\$8.25	\$6.05	\$0.00	\$36.97
3	60		\$24.73	\$8.25	\$6.60	\$0.00	\$39.58
4	65		\$26.79	\$8.25	\$7.15	\$0.00	\$42.19
5	70		\$28.85	\$8.25	\$19.10	\$0.00	\$56.20
6	75		\$30.91	\$8.25	\$19.65	\$0.00	\$58.81
7	80		\$32.97	\$8.25	\$20.20	\$0.00	\$61.42
8	90		\$37.09	\$8.25	\$21.30	\$0.00	\$66.64

Notes:				
Steps are 750 hrs.				
Apprentice to Journeyworker Ratio:1:1	 	 	- — —	

PAINTER (SPRAY OR SANDBLAST, REPAINT)	01/01/2020	\$39.92	\$8.20	\$22.10	\$0.00	\$70.22
PAINTERS LOCAL 35 - ZONE 2	07/01/2020	\$40.47	\$8.25	\$22.40	\$0.00	\$71.12
	01/01/2021	\$41.02	\$8.25	\$22.75	\$0.00	\$72.02

Issue Date: 06/02/2020 Wage Request Number: 20200602-048 Page 22 of 42

Effective Date Base Wage Health

Pension

	Effecti	ive Date -	01/01/2020				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	e
	1	50		\$19.96	\$8.20	\$0.00	\$0.00	\$28.1	6
	2	55		\$21.96	\$8.20	\$5.94	\$0.00	\$36.1	0
	3	60		\$23.95	\$8.20	\$6.48	\$0.00	\$38.63	3
	4	65		\$25.95	\$8.20	\$7.02	\$0.00	\$41.1	7
	5	70		\$27.94	\$8.20	\$18.86	\$0.00	\$55.0	0
	6	75		\$29.94	\$8.20	\$19.40	\$0.00	\$57.5	4
	7	80		\$31.94	\$8.20	\$19.94	\$0.00	\$60.0	8
	8	90		\$35.93	\$8.20	\$21.02	\$0.00	\$65.1	5
	Effecti	ive Date -	07/01/2020				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	e
	1	50		\$20.24	\$8.25	\$0.00	\$0.00	\$28.4	9
	2	55		\$22.26	\$8.25	\$6.05	\$0.00	\$36.5	6
	3	60		\$24.28	\$8.25	\$6.60	\$0.00	\$39.1	3
	4	65		\$26.31	\$8.25	\$7.15	\$0.00	\$41.7	1
	5	70		\$28.33	\$8.25	\$19.10	\$0.00	\$55.6	8
	6	75		\$30.35	\$8.25	\$19.65	\$0.00	\$58.2	5
	7	80		\$32.38	\$8.25	\$20.20	\$0.00	\$60.8	3
	8	90		\$36.42	\$8.25	\$21.30	\$0.00	\$65.9	7
	Notes:								
		Steps are 7	750 hrs.						
	Appre	ntice to Jou	rneyworker Ratio:1:1						
		MARKINGS	S)	06/01/2020	\$39.15	\$8.60	\$17.09	\$0.00	\$64.84
ORERS - ZON	E I			12/01/2020	\$40.13	\$8.60	\$17.09	\$0.00	\$65.82
				06/01/2021	\$41.15	\$8.60	\$17.09	\$0.00	\$66.84
For Apprentic	ce rates see	"Apprentice- L	ABORER"	12/01/2021	\$42.16	\$8.60	\$17.09	\$0.00	\$67.85
• • •		RUSH, NEV		01/01/2020	\$40.46	¢0.20	\$22.10	\$0.00	\$70.76
	,		painted are new construction				\$22.10	\$0.00	\$70.76 \$71.66
W paint rate	e shall be	used.PAINT	ERS LOCAL 35 - ZONE 2	07/01/2020	\$41.01	\$6.23	\$22.40	\$0.00	J/1.00

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

Pension

\$22.40

\$22.75

\$0.00

\$0.00

\$69.72

\$70.62

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW 01/01/2020 **Effective Date -**Supplemental Total Rate Unemployment Step percent Apprentice Base Wage Health Pension 1 50 \$20.23 \$8.20 \$0.00 \$0.00 \$28.43 2 55 \$22.25 \$8.20 \$5.94 \$0.00 \$36.39 3 60 \$24.28 \$8.20 \$6.48 \$0.00 \$38.96 4 65 \$26.30 \$8.20 \$7.02 \$0.00 \$41.52 5 70 \$28.32 \$0.00 \$8.20 \$18.86 \$55.38 6 75 \$30.35 \$8.20 \$19.40 \$0.00 \$57.95 7 80 \$32.37 \$8.20 \$19.94 \$0.00 \$60.51 8 90 \$36.41 \$8.20 \$21.02 \$0.00 \$65.63 07/01/2020 **Effective Date -**Supplemental Apprentice Base Wage Health Pension Unemployment Total Rate Step percent 1 50 \$20.51 \$8.25 \$0.00 \$0.00 \$28.76 2 55 \$22.56 \$8.25 \$6.05 \$0.00 \$36.86 3 60 \$24.61 \$8.25 \$6.60 \$0.00 \$39.46 4 65 \$0.00 \$26.66 \$8.25 \$7.15 \$42.06 5 70 \$28.71 \$8.25 \$19.10 \$0.00 \$56.06 6 75 \$30.76 \$8.25 \$19.65 \$0.00 \$58.66 7 80 \$0.00 \$61.26 \$32.81 \$8.25 \$20.20 8 90 \$36.91 \$8.25 \$0.00 \$21.30 \$66.46 Notes: Steps are 750 hrs. Apprentice to Journeyworker Ratio:1:1 PAINTER / TAPER (BRUSH, REPAINT) 01/01/2020 \$22.10 \$0.00 \$38.52 \$8.20 \$68.82 PAINTERS LOCAL 35 - ZONE 2

07/01/2020

01/01/2021

\$39.07

\$39.62

\$8.25

\$8.25

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PILE DRIVER LOCAL 56 (ZONE 1)

	Effecti	ve Date - 01	1/01/2020				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	2
	1	50		\$19.26	\$8.20	\$0.00	\$0.00	\$27.40	5
	2	55		\$21.19	\$8.20	\$5.94	\$0.00	\$35.33	3
	3	60		\$23.11	\$8.20	\$6.48	\$0.00	\$37.79)
	4	65		\$25.04	\$8.20	\$7.02	\$0.00	\$40.20	5
	5	70		\$26.96	\$8.20	\$18.86	\$0.00	\$54.02	2
	6	75		\$28.89	\$8.20	\$19.40	\$0.00	\$56.49)
	7	80		\$30.82	\$8.20	\$19.94	\$0.00	\$58.96	5
	8	90		\$34.67	\$8.20	\$21.02	\$0.00	\$63.89)
	Effecti	ve Date - 07	7/01/2020				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	2
	1	50		\$19.54	\$8.25	\$0.00	\$0.00	\$27.79)
	2	55		\$21.49	\$8.25	\$6.05	\$0.00	\$35.79)
	3	60		\$23.44	\$8.25	\$6.60	\$0.00	\$38.29)
	4	65		\$25.40	\$8.25	\$7.15	\$0.00	\$40.80)
	5	70		\$27.35	\$8.25	\$19.10	\$0.00	\$54.70)
	6	75		\$29.30	\$8.25	\$19.65	\$0.00	\$57.20)
	7	80		\$31.26	\$8.25	\$20.20	\$0.00	\$59.7	l
	8	90		\$35.16	\$8.25	\$21.30	\$0.00	\$64.7	[
	Notes:								
	İ	Steps are 750) hrs.					i	
	Appre	ntice to Journ	eyworker Ratio:1:1						
PANEL & PIC				06/01/2020	\$36.08	\$12.41	\$13.72	\$0.00	\$62.21
TEAMSTERS JOIN	II COUNC.	IL NO. 10 ZONE A	i	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
DECK) pile driver lo	CAL 56 (ZC		(UNDERPINNING AND DRIVER"	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
PILE DRIVER				08/01/2019	9 \$48.94	\$9.90	\$21.15	\$0.00	\$79.99

Step	tive Date - percent	08/01/2019	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$24.47	\$9.90	\$21.15	\$0.00	\$55.52	,
2	60		\$29.36	\$9.90	\$21.15	\$0.00	\$60.41	
3	70		\$34.26	\$9.90	\$21.15	\$0.00	\$65.31	
4	75		\$36.71	\$9.90	\$21.15	\$0.00	\$67.76	
5	80		\$39.15	\$9.90	\$21.15	\$0.00	\$70.20	
6	80		\$39.15	\$9.90	\$21.15	\$0.00	\$70.20	
7	90		\$44.05	\$9.90	\$21.15	\$0.00	\$75.10	
8	90		\$44.05	\$9.90	\$21.15	\$0.00	\$75.10	
Notes	;;							
		urneyworker Ratio:1:5						
ER & STEA RS LOCAL 537	MFITTER		03/01/2020	\$56.19	\$10.95	\$19.74	\$0.00	\$86.8
			09/01/2020 03/01/202		\$10.95 \$10.95	\$19.74 \$19.74	\$0.00 \$0.00	
Annw	ontino Pl	IPFFITTER - Local 537						
	entice - PI tive Date - percent	PEFITTER - Local 537 03/01/2020		1 \$59.19				\$89.8
Effect	tive Date -		03/01/202	1 \$59.19	\$10.95	\$19.74 Supplemental	\$0.00	\$89.8
Effect Step	tive Date -		03/01/202 Apprentice Base Wage	1 \$59.19 Health	\$10.95 Pension	\$19.74 Supplemental Unemployment	\$0.00 Total Rate	\$89.8
Effect Step	percent 40		03/01/202 Apprentice Base Wage \$22.48	Health \$10.95	\$10.95 Pension \$8.00	\$19.74 Supplemental Unemployment \$0.00	\$0.00 Total Rate \$41.43	\$89.8
Step 1 2	percent 40 45		03/01/202 Apprentice Base Wage \$22.48 \$25.29	Health \$10.95 \$10.95	\$10.95 Pension \$8.00 \$19.74	\$19.74 Supplemental Unemployment \$0.00 \$0.00	\$0.00 Total Rate \$41.43 \$55.98	\$89.8
Step 1 2 3	40 45 60		03/01/202 Apprentice Base Wage \$22.48 \$25.29 \$33.71	Health \$10.95 \$10.95 \$10.95	\$10.95 Pension \$8.00 \$19.74 \$19.74	\$19.74 Supplemental Unemployment \$0.00 \$0.00 \$0.00	\$0.00 Total Rate \$41.43 \$55.98 \$64.40	
Effect Step 1 2 3 4 5	40 45 60 70 80 tive Date -		03/01/202 Apprentice Base Wage \$22.48 \$25.29 \$33.71 \$39.33	Health \$10.95 \$10.95 \$10.95 \$10.95 \$10.95	\$10.95 Pension \$8.00 \$19.74 \$19.74	\$19.74 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 Total Rate \$41.43 \$55.98 \$64.40 \$70.02 \$75.64	\$89.8
Step 1 2 3 4 5	40 45 60 70 80 tive Date -	03/01/2020	03/01/202 Apprentice Base Wage \$22.48 \$25.29 \$33.71 \$39.33 \$44.95 Apprentice Base Wage	Health \$10.95 \$10.95 \$10.95 \$10.95 \$Health	\$10.95 Pension \$8.00 \$19.74 \$19.74 \$19.74 \$19.74	\$19.74 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$0.00 Total Rate \$41.43 \$55.98 \$64.40 \$70.02 \$75.64 Total Rate	\$89.8
Step 1 2 3 4 5 Effect Step	40 45 60 70 80 tive Date - percent	03/01/2020	\$22.48 \$25.29 \$33.71 \$39.33 \$44.95 Apprentice Base Wage	Health \$10.95 \$10.95 \$10.95 \$10.95 \$10.95	\$10.95 Pension \$8.00 \$19.74 \$19.74 \$19.74 \$19.74 \$19.74	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$0.00 Total Rate \$41.43 \$55.98 \$64.40 \$70.02 \$75.64 Total Rate \$42.03	\$89.8
Step 1 2 3 4 5	40 45 60 70 80 tive Date -	03/01/2020	03/01/202 Apprentice Base Wage \$22.48 \$25.29 \$33.71 \$39.33 \$44.95 Apprentice Base Wage	Health \$10.95 \$10.95 \$10.95 \$10.95 \$Health	\$10.95 Pension \$8.00 \$19.74 \$19.74 \$19.74 \$19.74	\$19.74 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$0.00 Total Rate \$41.43 \$55.98 \$64.40 \$70.02 \$75.64 Total Rate	\$89.8

** 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.

5

Notes:

80

\$46.15

Refrig/AC Mechanic **1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)

\$10.95

\$19.74

\$0.00

\$76.84

							<u>l</u>	nemployment	
PELAYER	F I			06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
JOREAG - ZUM	<i>-</i> 1			12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00	\$66.07
				06/01/2021	\$41.40	\$8.60	\$17.09	\$0.00	\$67.09
For apprentice	e rates see ".	Apprentice- L	ABORER"	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10
UMBERS &	c GASFI	ΓTERS		03/01/2020	\$58.69	\$12.07	\$17.26	\$0.00	\$88.02
JMBERS & GA	SFITTERS I	LOCAL 12		09/01/2020	\$60.19	\$12.07	\$17.26	\$0.00	\$89.52
				03/01/2021	\$61.69	\$12.07	\$17.26	\$0.00	\$91.02
			UMBER/GASFITTER - Local	12					
		ve Date -	03/01/2020				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	35		\$20.54	\$12.07	\$6.24	\$0.00	\$38.85	
	2	40		\$23.48	\$12.07	\$7.08	\$0.00	\$42.63	
	3	55		\$32.28	\$12.07	\$9.63	\$0.00	\$53.98	
	4	65		\$38.15	\$12.07	\$11.33	\$0.00	\$61.55	
	5	75		\$44.02	\$12.07	\$13.03	\$0.00	\$69.12	
		ve Date -	09/01/2020				Supplemental		
	Step	percent		Apprentice Base Wage		Pension	Unemployment	Total Rate	
	1	35		\$21.07	\$12.07	\$6.24	\$0.00	\$39.38	
	2	40		\$24.08	\$12.07	\$7.08	\$0.00	\$43.23	
	3	55		\$33.10	\$12.07	\$9.63	\$0.00	\$54.80	
	4	65		\$39.12	\$12.07	\$11.33	\$0.00	\$62.52	
	5	75		\$45.14	\$12.07	\$13.03	\$0.00	\$70.24	
	Notes:								
			6; 3:10; 4:14; 5:19/Steps are 1 h lic\$65.32, Step5 with lic\$72	=					
	Apprei		urneyworker Ratio:**						
IEUMATIC				03/01/2020	\$56.19	\$10.95	\$19.74	\$0.00	\$86.88
PEFITTERS LOC	CAL 537			09/01/2020		\$10.95	\$19.74	\$0.00	\$88.38
				03/01/2021		\$10.95	\$19.74	\$0.00	\$89.86
For apprentice	e rates see ".	Apprentice- P	IPEFITTER" or "PLUMBER/PIPEFI						
EUMATIC :		OOL OPE	RATOR	06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
SONENS - ZUNI	<i>ப</i> 1			12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00	\$66.07
				06/01/2021	\$41.40	\$8.60	\$17.09	\$0.00	\$67.09
For apprentice	e rates see "	Apprentice- I	ABORER"	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10
-FF- childe	N & BLA			06/01/2020	\$40.15	\$8.60	\$17.09	\$0.00	\$65.84
	E.1			12/01/2020	\$41.13	\$8.60	\$17.09	\$0.00	\$66.82
OWDERMAN BORERS - ZONI				06/01/2021	\$42.15	\$8.60	\$17.09	\$0.00	\$67.84

Effective Date Base Wage

Health

Pension

Classification

Supplemental

Unemployment

Total Rate

 Issue Date:
 06/02/2020
 Wage Request Number:
 20200602-048
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWER SHOVEL/DERRICK/TRENCHING MACHINE	06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$50.98	\$12.50	\$15.70	\$0.00	\$79.18
	06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
	12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 4	06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
SI EMITINO ENGINEERO LOCAL 4	12/01/2020	\$50.98	\$12.50	\$15.70	\$0.00	\$79.18
	06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
	12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 4	06/01/2020	\$33.22	\$12.50	\$15.70	\$0.00	\$61.42
	12/01/2020	\$34.00	\$12.50	\$15.70	\$0.00	\$62.20
	06/01/2021	\$34.75	\$12.50	\$15.70	\$0.00	\$62.95
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$35.54	\$12.50	\$15.70	\$0.00	\$63.74
READY MIX CONCRETE DRIVERS after 4/30/12	05/01/2020	\$27.00	¢10.41	\$14.12	¢0.00	¢50.42
(Drivers Hired After 4/30/2012) TEAMSTERS 25 (Suburban) - Aggregate	05/01/2020	\$27.90	\$10.41		\$0.00	\$52.43
	08/01/2020	\$27.90	\$10.91	\$14.12	\$0.00	\$52.93
	05/01/2021	\$29.15	\$10.91	\$15.25	\$0.00	\$55.31
	08/01/2021	\$29.15	\$11.41	\$15.25	\$0.00	\$55.81
	05/01/2022	\$30.40	\$11.41	\$15.25	\$0.00	\$57.06
DEADY MIX CONCRETE DRIVER	08/01/2022	\$30.40	\$11.91	\$15.25	\$0.00	\$57.56
READY-MIX CONCRETE DRIVER TEAMSTERS 25 (Suburban) - Aggregate	05/01/2020	\$29.00	\$10.41	\$14.12	\$0.00	\$53.53
	08/01/2020	\$29.00	\$10.91	\$14.12	\$0.00	\$54.03
	05/01/2021	\$29.75	\$10.91	\$15.25	\$0.00	\$55.91
	08/01/2021	\$29.75	\$11.41	\$15.25	\$0.00	\$56.41
	05/01/2022	\$30.50	\$11.41	\$15.25	\$0.00	\$57.16
	08/01/2022	\$30.50	\$11.91	\$15.25	\$0.00	\$57.66
RECLAIMERS OPERATING ENGINEERS LOCAL 4	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
SI ERATINO ENGINEERO LOCAL 4	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR LABORERS - ZONE 1	06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
	12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00	\$66.07
	06/01/2021	\$41.40	\$8.60	\$17.09	\$0.00	\$67.09
For appropriate votes are "Appropriate LADODED"	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER" ROLLER/SPREADER/MULCHING MACHINE	0.7/01/2022	040.21	010.50	¢15.70	¢0.00	ф 77. 51
OPERATING ENGINEERS LOCAL 4	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
ROOFER (Inc.Roofer Waterproofing &Roofer Damproofg)	02/01/2020	¢45.67	¢11.50	\$15.00	\$0.00	¢72.07
ROOFERS LOCAL 33	03/01/2020	\$45.67 \$47.10	\$11.50	\$15.90 \$15.90	\$0.00	\$73.07 \$74.50
	08/01/2020	\$47.10	\$11.50	\$15.90 \$15.00	\$0.00	\$74.50 \$75.02
	02/01/2021	\$48.53	\$11.50	\$15.90	\$0.00	\$75.93
	08/01/2021	\$49.96	\$11.50	\$15.90	\$0.00	\$77.36
	02/01/2022	\$51.39	\$11.50	\$15.90	\$0.00	\$78.79

 Issue Date:
 06/02/2020
 Wage Request Number:
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Apprentice - ROOFER - Local 33

Pension

Effect								
	tive Date -	03/01/2020				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$22.84	\$11.50	\$3.69	\$0.00	\$38.03	
2	60		\$27.40	\$11.50	\$15.90	\$0.00	\$54.80	
3	65		\$29.69	\$11.50	\$15.90	\$0.00	\$57.09	
4	75		\$34.25	\$11.50	\$15.90	\$0.00	\$61.65	
5	85		\$38.82	\$11.50	\$15.90	\$0.00	\$66.22	
Effect	tive Date -	08/01/2020				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$23.55	\$11.50	\$3.69	\$0.00	\$38.74	
2	60		\$28.26	\$11.50	\$15.90	\$0.00	\$55.66	
3	65		\$30.62	\$11.50	\$15.90	\$0.00	\$58.02	
4	75		\$35.33	\$11.50	\$15.90	\$0.00	\$62.73	
5	85		\$40.04	\$11.50	\$15.90	\$0.00	\$67.44	
Notes	-	5-10, the 1:10; Reroofing: 2000 hrs.; Steps 2-5 are 10	-					
		n Mechanics' receive \$1.00					į	
Appro	(Hot Pitch							
OOFER SLATE / TII	(Hot Pitch rentice to Jon	n Mechanics' receive \$1.00 urneyworker Ratio:**) \$45.92	\$11.50	\$15.90	\$0.00	\$73.32
OOFER SLATE / TII	(Hot Pitch rentice to Jon	n Mechanics' receive \$1.00 urneyworker Ratio:**	Ohr. above ROOFER)		\$11.50 \$11.50	\$15.90 \$15.90	\$0.00 \$0.00	\$73.32 \$74.75
OOFER SLATE / TII	(Hot Pitch rentice to Jon	n Mechanics' receive \$1.00 urneyworker Ratio:**	03/01/2020	\$47.35				
OOFER SLATE / TII	(Hot Pitch rentice to Jon	n Mechanics' receive \$1.00 urneyworker Ratio:**	03/01/2020 08/01/2020	\$47.35 \$48.78	\$11.50	\$15.90	\$0.00	\$74.75
OOFER SLATE / TII	(Hot Pitch rentice to Jon	n Mechanics' receive \$1.00 urneyworker Ratio:**	03/01/2020 08/01/2020 02/01/202	\$47.35 \$48.78 \$50.21	\$11.50 \$11.50	\$15.90 \$15.90	\$0.00 \$0.00	\$74.75 \$76.18
OOFER SLATE / TII	(Hot Pitch rentice to Jon LE / PRECA	n Mechanics' receive \$1.00 urneyworker Ratio:** AST CONCRETE	03/01/2020 08/01/2020 02/01/2021 02/01/2022	\$47.35 \$48.78 \$50.21 \$51.64	\$11.50 \$11.50 \$11.50 \$11.50	\$15.90 \$15.90 \$15.90 \$15.90	\$0.00 \$0.00 \$0.00 \$0.00	\$74.75 \$76.18 \$77.61 \$79.04
OOFER SLATE / TII DOFERS LOCAL 33 For apprentice rates see HEETMETAL WOR	(Hot Pitch rentice to Jon LE / PRECA	n Mechanics' receive \$1.00 urneyworker Ratio:** AST CONCRETE	03/01/2020 08/01/2020 02/01/2022 02/01/2022 02/01/2022	\$47.35 \$48.78 \$50.21 \$51.64 \$49.36	\$11.50 \$11.50 \$11.50	\$15.90 \$15.90 \$15.90 \$15.90 \$24.12	\$0.00 \$0.00 \$0.00 \$0.00	\$74.75 \$76.18 \$77.61 \$79.04
OOFER SLATE / TII OOFERS LOCAL 33 For apprentice rates see HEETMETAL WOR	(Hot Pitch rentice to Jon LE / PRECA	n Mechanics' receive \$1.00 urneyworker Ratio:** AST CONCRETE	03/01/2020 08/01/2020 02/01/2021 02/01/2022	\$47.35 \$48.78 \$50.21 \$51.64 \$49.36	\$11.50 \$11.50 \$11.50 \$11.50	\$15.90 \$15.90 \$15.90 \$15.90 \$24.12 \$24.12	\$0.00 \$0.00 \$0.00 \$0.00 \$2.61 \$2.66	\$74.75 \$76.18 \$77.61 \$79.04
OOFER SLATE / TII	(Hot Pitch rentice to Jon LE / PRECA	n Mechanics' receive \$1.00 urneyworker Ratio:** AST CONCRETE	03/01/2020 08/01/2020 02/01/2022 02/01/2022 02/01/2022	\$47.35 \$48.78 \$50.21 \$51.64 \$49.36 \$50.96	\$11.50 \$11.50 \$11.50 \$11.50	\$15.90 \$15.90 \$15.90 \$15.90 \$24.12 \$24.12 \$24.12	\$0.00 \$0.00 \$0.00 \$0.00 \$2.61 \$2.66 \$2.71	\$74.75 \$76.18 \$77.61 \$79.04
OOFER SLATE / TII OOFERS LOCAL 33 For apprentice rates see HEETMETAL WOR	(Hot Pitch rentice to Jon LE / PRECA	n Mechanics' receive \$1.00 urneyworker Ratio:** AST CONCRETE	0 hr. above ROOFER) 03/01/2020 08/01/2020 02/01/2020 02/01/2020 02/01/2020 08/01/2020	\$47.35 \$48.78 \$50.21 \$51.64 \$59.36 \$50.96 \$52.61	\$11.50 \$11.50 \$11.50 \$11.50 \$13.35	\$15.90 \$15.90 \$15.90 \$15.90 \$24.12 \$24.12	\$0.00 \$0.00 \$0.00 \$0.00 \$2.61 \$2.66	\$74.75 \$76.18 \$77.61 \$79.04 \$89.44 \$91.09

Apprentice - SHEET METAL WORKER - Local 17-A

02/01/2020

Effective Date -

Pension

Supplemental

	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	42	\$20.73	\$13.35	\$5.89	\$0.00	\$39.97	
	2	42	\$20.73	\$13.35	\$5.89	\$0.00	\$39.97	
	3	47	\$23.20	\$13.35	\$11.13	\$1.43	\$49.11	
	4	47	\$23.20	\$13.35	\$11.13	\$1.43	\$49.11	
	5	52	\$25.67	\$13.35	\$12.08	\$1.53	\$52.63	
	6	52	\$25.67	\$13.35	\$12.33	\$1.54	\$52.89	
	7	60	\$29.62	\$13.35	\$13.70	\$1.70	\$58.37	
	8	65	\$32.08	\$13.35	\$15.15	\$1.80	\$62.38	
	9	75	\$37.02	\$13.35	\$16.56	\$2.01	\$68.94	
	10	85	\$41.96	\$13.35	\$17.96	\$2.20	\$75.47	
	Effecti	ve Date - 08/01/2020				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	42	\$21.40	\$13.35	\$5.89	\$0.00	\$40.64	
	2	42	\$21.40	\$13.35	\$5.89	\$0.00	\$40.64	
	3	47	\$23.95	\$13.35	\$11.13	\$1.45	\$49.88	
	4	47	\$23.95	\$13.35	\$11.13	\$1.45	\$49.88	
	5	52	\$26.50	\$13.35	\$12.08	\$1.56	\$53.49	
	6	52	\$26.50	\$13.35	\$12.33	\$1.57	\$53.75	
	7	60	\$30.58	\$13.35	\$13.70	\$1.73	\$59.36	
	8	65	\$33.12	\$13.35	\$15.15	\$1.85	\$63.47	
	9	75	\$38.22	\$13.35	\$16.56	\$2.04	\$70.17	
	10	85	\$43.32	\$13.35	\$17.96	\$2.24	\$76.87	
	Notes:							
		Steps are 6 mos.					i	
DECLA LIZE		ntice to Journeyworker Ratio:1:4						
		H MOVING EQUIP < 35 TONS IL NO. 10 ZONE A	06/01/2020		5.54 \$12.41		\$0.00	\$62.67
			08/01/2020		5.54 \$12.91		\$0.00	\$63.17
			12/01/2020		5.54 \$12.91		\$0.00	\$64.27
			06/01/202		7.34 \$12.91		\$0.00	\$65.07
			08/01/202		7.34 \$13.41		\$0.00	\$65.57
DECIALIZET	LADTI	H MOVING EQUIP > 35 TONS	12/01/202		7.34 \$13.41		\$0.00	\$66.76
		IL NO. 10 ZONE A	06/01/2020		5.83 \$12.41		\$0.00	\$62.96
			08/01/2020		5.83 \$12.91		\$0.00	\$63.46
			12/01/2020		5.83 \$12.91		\$0.00	\$64.56
			06/01/202		7.63 \$12.91		\$0.00	\$65.36
			00/01/202	. ຕາາ	/ 63 C12 //1	\$14.82	\$0.00	\$65.86
			08/01/202 12/01/202		7.63 \$13.41 7.63 \$13.41		\$0.00	\$67.05

Classification			Effective Date	e Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
	NKLER FITTER KLER FITTERS LOCAL 550 - (Section A) Zone 1	03/01/2020	\$60.82	\$9.68	\$20.55	\$0.00	\$91.05	
PRINKLER FITTE	KS LOCA	L 330 - (Section A) Zone 1	10/01/2020	\$62.32	\$9.68	\$20.55	\$0.00	\$92.55
			03/01/2021	\$63.82	\$9.68	\$20.55	\$0.00	\$94.05
		ntice - SPRINKLER FITTER - Local ive Date - 03/01/2020	550 (Section A) Zone 1			Samulananta		
	Step	percent	Apprentice Base Wage	Health	Pension	Supplementa Unemploymen		
	1	35	\$21.29	\$9.68	\$11.61	\$0.00	\$42.58	
	2	40	\$24.33	\$9.68	\$12.30	\$0.00	\$46.31	
	3	45	\$27.37	\$9.68	\$12.99	\$0.00	\$50.04	
	4	50	\$30.41	\$9.68	\$13.73	\$0.00	\$53.82	
	5	55	\$33.45	\$9.68	\$14.36	\$0.00	\$57.49	
	6	60	\$36.49	\$9.68	\$15.05	\$0.00		
	7	65	\$39.53	\$9.68	\$15.74	\$0.00	\$64.95	
	8	70	\$42.57	\$9.68	\$16.43	\$0.00		
	9	75	\$45.62	\$9.68	\$17.11	\$0.00	\$72.41	
	10	80	\$48.66	\$9.68	\$17.80	\$0.00	\$76.14	
		ive Date - 10/01/2020	Apprentice Base Wage	Haalth	Pension	Supplementa Unemploymen		
	$\frac{\text{Step}}{1}$	percent						
	2	35	\$21.81	\$9.68	\$11.61	\$0.00		
	3	40 45	\$24.93	\$9.68	\$12.30	\$0.00		
	4	50	\$28.04	\$9.68	\$12.99	\$0.00		
	5		\$31.16	\$9.68	\$13.73	\$0.00		
	6	55 60	\$34.28	\$9.68	\$14.36	\$0.00		
	7		\$37.39	\$9.68	\$15.05	\$0.00		
	8	65 70	\$40.51	\$9.68	\$15.74	\$0.00		
	9	75 75	\$43.62	\$9.68	\$16.43	\$0.00		
	10	80	\$46.74	\$9.68	\$17.11	\$0.00		
	10	00	\$49.86	\$9.68	\$17.80	\$0.00	\$77.34	
	Notes:	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 BOILE	ER OPE	RATOR	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
OPERATING ENGI	NEERS L	OCAL 4	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
			06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
			12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
		'Apprentice- OPERATING ENGINEERS"						
TAMPERS, SE		OPELLED OR TRACTOR DRAWN	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
I EIGITING ENGI	THERE E	JOHL I	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
			06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
P		A ODER LERVO EN CRITERIO	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
For apprentice	rates see '	'Apprentice- OPERATING ENGINEERS"						

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			Enecuve Da	te Base wage	- Heaten	T CHISTON U	Jnemployment	
		ON TECHNICIAN	03/01/2020	\$40.13	\$13.00	\$17.12	\$0.00	\$70.25
ECTRICIANS LC	JCAL 103		09/01/2020	\$41.20	\$13.00	\$17.16	\$0.00	\$71.36
			03/01/2021	\$42.66	\$13.00	\$17.27	\$0.00	\$72.93
			09/01/2021	\$44.32	\$13.00	\$17.38	\$0.00	\$74.70
			03/01/2022	\$45.83	\$13.00	\$17.49	\$0.00	\$76.32
			09/01/2022	\$47.55	\$13.00	\$17.62	\$0.00	\$78.17
			03/01/2023	3 \$49.11	\$13.00	\$17.73	\$0.00	\$79.84
		ntice - TELECOMMUNICATION	TECHNICIAN Local 102					
		ve Date - 03/01/2020	TECHNICIAN - Locui 103			0 1		
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	45	\$18.06	\$13.00	\$0.54	\$0.00	\$31.60	
	2	45	\$18.06	\$13.00	\$0.54	\$0.00	\$31.60	
	3	50	\$20.07	\$13.00	\$14.00	\$0.00	\$47.07	
	4	50	\$20.07	\$13.00	\$14.00	\$0.00	\$47.07 \$47.07	
	5	55	\$22.07	\$13.00	\$14.31	\$0.00	\$49.38	
	6	60	\$24.08	\$13.00	\$14.62	\$0.00	\$51.70	
	7	65	\$26.08	\$13.00	\$14.94	\$0.00	\$54.02	
	8	70	\$28.09	\$13.00	\$15.25	\$0.00	\$56.34	
	9	75	\$30.10	\$13.00	\$15.56	\$0.00	\$58.66	
	10	80	\$32.10	\$13.00	\$15.87	\$0.00	\$60.97	
		- 00/01/2020						
	Effective Step	ve Date - 09/01/2020	Apprentice Base Wage	Uaalth	Pension	Supplemental Unemployment	Total Rate	
	1 step	percent 45						
	2		\$18.54	\$13.00	\$0.57	\$0.00	\$32.11	
	3	45 50	\$18.54	\$13.00	\$0.57	\$0.00	\$32.11	
	4		\$20.60	\$13.00	\$14.02	\$0.00	\$47.62	
	5	50	\$20.60	\$13.00	\$14.02	\$0.00	\$47.62	
	6	55	\$22.66	\$13.00	\$14.33	\$0.00	\$49.99	
	7	60	\$24.72	\$13.00	\$14.64	\$0.00	\$52.36	
	8	65	\$26.78	\$13.00	\$14.96	\$0.00	\$54.74	
	9	70	\$28.84	\$13.00	\$15.28	\$0.00	\$57.12	
	10	75	\$30.90	\$13.00	\$15.59	\$0.00	\$59.49	
	10	80	\$32.96	\$13.00	\$15.90	\$0.00	\$61.86	
	Notes:							
							i	
	Apprei	ntice to Journeyworker Ratio:1:1					'	
ERRAZZO FI			02/01/2020	\$53.34	\$10.75	\$21.94	\$0.00	\$86.03
ICKLAYERS LO	CAL 3 - MA	ARBLE & TILE	08/01/2020		\$10.75	\$22.09	\$0.00	\$87.53
			02/01/2021		\$10.75	\$22.09	\$0.00	\$88.17
						#22.25	¢0.00	
			08/01/2021	\$56.73	\$10.75	\$22.25	\$0.00	\$89.73

Effective Date Base Wage Health

Classification

Supplemental

Unemployment

Pension

Total Rate

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Str. 1 2 3	ffective p	50 50 70 80 90 Date - 08/01/2020 ercent	\$26.67 \$32.00 \$37.34 \$42.67 \$48.01 Apprentice Base Wage	\$10.75 \$10.75 \$10.75 \$10.75 \$10.75	\$21.94 \$21.94 \$21.94 \$21.94 \$21.94	\$0.00 \$0.00 \$0.00 \$0.00	\$59.36 \$64.69 \$70.03 \$75.36 \$80.70	
3 4 5 Ef Str 1 2 3	ffective tep p	20 80 90 Date - 08/01/2020 ercent	\$37.34 \$42.67 \$48.01 Apprentice Base Wage	\$10.75 \$10.75 \$10.75	\$21.94 \$21.94	\$0.00 \$0.00 \$0.00	\$70.03 \$75.36	
4 5 Eff Str 1 2 3	ffective tep p	Date - 08/01/2020 ercent	\$42.67 \$48.01 Apprentice Base Wage	\$10.75 \$10.75	\$21.94	\$0.00 \$0.00	\$75.36	
5 Ef Str 1 2 3	ffective tep p	Date - 08/01/2020 ercent	\$48.01 Apprentice Base Wage	\$10.75		\$0.00		
Ef St 1 2 3	ffective tep p	Date - 08/01/2020 ercent	Apprentice Base Wage		\$21.94		\$80.70	
Str. 1 2 3	tep p	ercent 50		Haalth		g 1		
2	:		**- *-	Health	Pension	Supplemental Unemployment	Total Rate	
3	`	50	\$27.35	\$10.75	\$22.09	\$0.00	\$60.19	
	7	· · ·	\$32.81	\$10.75	\$22.09	\$0.00	\$65.65	
1		70	\$38.28	\$10.75	\$22.09	\$0.00	\$71.12	
4	3	30	\$43.75	\$10.75	\$22.09	\$0.00	\$76.59	
5	9	00	\$49.22	\$10.75	\$22.09	\$0.00	\$82.06	
No	otes:							
Aj	pprenti	ce to Journeyworker Ratio:1:3						
EST BORING DE			06/01/2020	\$40.55	\$8.60	\$17.24	\$0.00	\$66.39
BORERS - FOUNDA	ITION AN	D MARINE	12/01/2020	\$41.53	\$8.60	\$17.24	\$0.00	\$67.37
			06/01/2021	\$42.55	\$8.60	\$17.24	\$0.00	\$68.39
For apprentice rates	es see "App	orentice- LABORER"	12/01/202	\$43.56	\$8.60	\$17.24	\$0.00	\$69.40
EST BORING DE	RILLER	HELPER	06/01/2020	39.27	\$8.60	\$17.24	\$0.00	\$65.11
BORERS - FOUNDA	TION AN	D MARINE	12/01/2020		\$8.60	\$17.24	\$0.00	\$66.09
			06/01/2021		\$8.60	\$17.24	\$0.00	\$67.11
			12/01/202	\$42.28	\$8.60	\$17.24	\$0.00	\$68.12
		orentice- LABORER"						
EST BORING LA BORERS - FOUNDA			06/01/2020	\$39.15	\$8.60	\$17.24	\$0.00	\$64.99
BORERS TOUNDA	11101111111	J IIIIIIII	12/01/2020	\$40.13	\$8.60	\$17.24	\$0.00	\$65.97
			06/01/2021	\$41.15	\$8.60	\$17.24	\$0.00	\$66.99
For appropriate and	ng goo !! A	prantica I ADODED"	12/01/202	\$42.16	\$8.60	\$17.24	\$0.00	\$68.00
		orentice- LABORER" STEAM GENERATORS	07/01/202	n d40.21	ф1 2 50	¢15.70	\$0.00	ф 77.5 1
PERATING ENGINEE			06/01/2020		\$12.50	\$15.70	\$0.00	\$77.51
			12/01/2020		\$12.50	\$15.70 \$15.70	\$0.00	\$78.65
			06/01/2023 12/01/2023		\$12.50 \$12.50	\$15.70 \$15.70	\$0.00 \$0.00	\$79.74 \$80.88

Health	Date Base Wage	Pension	Supplemental Unemployment	Total Rate
\$12.41	20 \$37.12	\$13.72	\$0.00	\$63.25
\$12.91	20 \$37.12	\$13.72	\$0.00	\$63.75
\$12.91	20 \$37.12	\$14.82	\$0.00	\$64.85
\$12.91	21 \$37.92	\$14.82	\$0.00	\$65.65
\$13.41	21 \$37.92	\$14.82	\$0.00	\$66.15
\$13.41	21 \$37.92	\$16.01	\$0.00	\$67.34
\$8.60	20 \$51.38	\$17.69	\$0.00	\$77.67
\$8.60	20 \$52.36	\$17.69	\$0.00	\$78.65
\$8.60	21 \$53.38	\$17.69	\$0.00	\$79.67
\$8.60	21 \$54.39	\$17.69	\$0.00	\$80.68
\$8.60	20 \$53.38	\$17.69	\$0.00	\$79.67
\$8.60	20 \$54.36	\$17.69	\$0.00	\$80.65
\$8.60	21 \$55.38	\$17.69		\$81.67
\$8.60	21 \$56.39	\$17.69	\$0.00	\$82.68
\$8.60	20 \$43.45	\$17.69	\$0.00	\$69.74
\$8.60	20 \$44.43	\$17.69	\$0.00	\$70.72
\$8.60	21 \$45.45	\$17.69	\$0.00	\$71.74
\$8.60	21 \$46.46	\$17.69	\$0.00	\$72.75
\$8.60	20 \$45.45	\$17.69	\$0.00	\$71.74
\$8.60	20 \$46.43	\$17.69		\$72.72
\$8.60	21 \$47.45	\$17.69	\$0.00	\$73.74
\$8.60	21 \$48.46	\$17.69	\$0.00	\$74.75
\$12.41	20 \$36.54	\$13.72	\$0.00	\$62.67
\$12.91	20 \$36.54	\$13.72		\$63.17
\$12.91	20 \$36.54	\$14.82		\$64.27
\$12.91	21 \$37.34	\$14.82		\$65.07
\$13.41	21 \$37.34	\$14.82		\$65.57
\$13.41	21 \$37.34	\$16.01	\$0.00	\$66.76
\$8.60	20 \$39.40	\$17.09		\$65.09
\$8.60	20 \$40.38	\$17.09		\$66.07
\$8.60	21 \$41.40	\$17.09		\$67.09
\$8.60	21 \$42.41	\$17.09		\$68.10
φο.σσ	21	Ψ17.02	ψ0.00	\$00.10
\$12.50	20 \$49.83	\$15.70	\$0.00	\$78.03
\$12.50	20 \$50.98	\$15.70	\$0.00	\$79.18
\$12.50	21 \$52.08	\$15.70	\$0.00	\$80.28
\$12.50	21 \$53.23	\$15.70	\$0.00	\$81.43
\$12.07	20 \$58.69	\$17.26	\$0.00	\$88.02
\$12.07	20 \$60.19	\$17.26	\$0.00	\$89.52
\$12.07	21 \$61.69	\$17.26	\$0.00	\$91.02
\$1	21 \$61.69	12.07	12.07 \$17.26	12.07 \$17.26 \$0.00

Outside Electrical - East

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CABLE TECHNICIAN (Power Zone)	09/01/2019	\$28.83	\$8.75	\$1.86	\$0.00	\$39.44
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$29.67	\$9.25	\$1.89	\$0.00	\$40.81
For apprentice rates see "Apprentice- LINEMAN"						
CABLEMAN (Underground Ducts & Cables)	09/01/2019	\$40.84	\$8.75	\$10.02	\$0.00	\$59.61
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN"	08/30/2020	\$42.03	\$9.25	\$10.27	\$0.00	\$61.55
DRIVER / GROUNDMAN CDL	09/01/2019	\$33.64	\$8.75	\$9.86	\$0.00	\$52.25
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$34.62	\$9.25	\$10.07	\$0.00	\$53.94
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2019	\$26.43	\$8.75	\$1.79	\$0.00	\$36.97
	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class A CDL)	09/01/2019	\$40.84	\$8.75	\$14.10	\$0.00	\$63.69
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$42.03	\$9.25	\$14.35	\$0.00	\$65.63
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class B CDL)	09/01/2019	\$36.04	\$8.75	\$10.65	\$0.00	\$55.44
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$37.09	\$9.25	\$10.87	\$0.00	\$57.21
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN	09/01/2019	\$21.62	\$8.75	\$1.65	\$0.00	\$32.02
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$22.25	\$9.25	\$1.67	\$0.00	\$33.17
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN -Inexperienced (<2000 Hrs.)	09/01/2019	\$26.43	\$8.75	\$1.79	\$0.00	\$36.97
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN	09/01/2019	\$48.05	\$8.75	\$17.19	\$0.00	\$73.99
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$49.45	\$9.25	\$17.48	\$0.00	\$76.18

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Effective Date Base Wage Health

Pension

	Step	ve Date - 09/01/2019 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60	\$28.83	\$8.75	\$3.36	\$0.00	\$40.94	
	2	65	\$31.23	\$8.75	\$3.44	\$0.00	\$43.42	
	3	70	\$33.64	\$8.75	\$3.51	\$0.00	\$45.90	
	4	75	\$36.04	\$8.75	\$5.08	\$0.00	\$49.87	
	5	80	\$38.44	\$8.75	\$5.15	\$0.00	\$52.34	
	6	85	\$40.84	\$8.75	\$5.23	\$0.00	\$54.82	
	7	90	\$43.25	\$8.75	\$7.30	\$0.00	\$59.30	
	Effecti	ve Date - 08/30/2020				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	:
	1	60	\$29.67	\$9.25	\$3.39	\$0.00	\$42.31	
	2	65	\$32.14	\$9.25	\$3.46	\$0.00	\$44.85	
	3	70	\$34.62	\$9.25	\$3.54	\$0.00	\$47.41	
	4	75	\$37.09	\$9.25	\$5.11	\$0.00	\$51.45	
	5	80	\$39.56	\$9.25	\$5.19	\$0.00	\$54.00	
	6	85	\$42.03	\$9.25	\$5.26	\$0.00	\$56.54	
	7	90	\$44.51	\$9.25	\$7.34	\$0.00	\$61.10	
	Notes:	ntice to Journeyworker Ratio:1:2						
LEDATA C		PLICER RKERS - EAST LOCAL 104	02/04/2019	\$30.73	\$4.70	\$3.17	\$0.00	\$38.6
		N/EQUIPMENT OPERATOR RKERS - EAST LOCAL 104	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.7
		N/INSTALLER/TECHNICIAN RKERS - EAST LOCAL 104	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.7
ntal of Equ								
,		QUIPMENT L no. 10 zone a	06/01/2020	\$36.25	\$12.41	\$0.00	\$0.00	\$48.6
	.1 COUNCI	2.10.10 2012 11	08/01/2020	\$36.25	\$12.91	\$0.00	\$0.00	\$49.1
			12/01/2020	\$36.25	\$12.91	\$0.00	\$0.00	\$49.1
			06/01/2021	\$37.05	\$12.91	\$0.00	\$0.00	\$49.9
			08/01/2021	\$37.05	\$13.41	\$0.00	\$0.00	\$50.4
			12/01/2021	\$37.05	\$13.41	\$0.00	\$0.00	\$50.4
AXLE) DRIVER - EQUIPMENT			06/01/2020	\$36.32	\$12.41	\$0.00	\$0.00	\$48.7
	,, coonci	Eno. 10 Eone n	08/01/2020	\$36.32	\$12.91	\$0.00	\$0.00	\$49.2
MSTERS JOII			12/01/2020	\$36.32	\$12.91	\$0.00	\$0.00	\$49.2
					A48 04	Φ0.00	¢0.00	
			06/01/2021	\$37.12	\$12.91	\$0.00	\$0.00	\$50.0
			06/01/2021 08/01/2021			\$0.00	\$0.00	\$50.0 \$50.5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
(4 & 5 AXLE) DRIVER - EQUIPMENT	06/01/2020	\$36.44	\$12.41	\$0.00	\$0.00	\$48.85
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	08/01/2020	\$36.44	\$12.91	\$0.00	\$0.00	\$49.35
	12/01/2020	\$36.44	\$12.91	\$0.00	\$0.00	\$49.35
	06/01/2021	\$37.24	\$12.91	\$0.00	\$0.00	\$50.15
	08/01/2021	\$37.24	\$13.41	\$0.00	\$0.00	\$50.65
	12/01/2021	\$37.24	\$13.41	\$0.00	\$0.00	\$50.65
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2019	\$102.78	\$9.90	\$0.00	\$0.00	\$112.68
For apprentice rates see "Apprentice- PILE DRIVER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	06/01/2020	\$49.83	\$12.50	\$0.00	\$0.00	\$62.33
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$50.98	\$12.50	\$0.00	\$0.00	\$63.48
	06/01/2021	\$52.08	\$12.50	\$0.00	\$0.00	\$64.58
	12/01/2021	\$53.23	\$12.50	\$0.00	\$0.00	\$65.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATING ENGINEERS LOCAL 4	06/01/2020	\$49.83	\$12.50	\$0.00	\$0.00	\$62.33
OI EMITING ENGINEERS EXCAL 7	12/01/2020	\$50.98	\$12.50	\$0.00	\$0.00	\$63.48
	06/01/2021	\$52.08	\$12.50	\$0.00	\$0.00	\$64.58
	12/01/2021	\$53.23	\$12.50	\$0.00	\$0.00	\$65.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BULLDOZER/GRADER/SCRAPER OPERATING ENGINEERS LOCAL 4	06/01/2020	\$49.31	\$12.50	\$0.00	\$0.00	\$61.81
	12/01/2020	\$50.45	\$12.50	\$0.00	\$0.00	\$62.95
	06/01/2021	\$51.54	\$12.50	\$0.00	\$0.00	\$64.04
Description of the second of t	12/01/2021	\$52.68	\$12.50	\$0.00	\$0.00	\$65.18
For apprentice rates see "Apprentice- OPERATING ENGINEERS" CLAM CHELL COLUMN PLICKETS (HEADING MACHINES)						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES OPERATING ENGINEERS LOCAL 4	06/01/2020	\$50.83	\$12.50	\$0.00	\$0.00	\$63.33
	12/01/2020	\$51.98	\$12.50	\$0.00	\$0.00	\$64.48
	06/01/2021	\$53.08	\$12.50	\$0.00	\$0.00	\$65.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$54.23	\$12.50	\$0.00	\$0.00	\$66.73
COMPRESSOR OPERATOR	06/01/2020	\$22.22	¢12.50	\$0.00	¢0.00	¢45.72
OPERATING ENGINEERS LOCAL 4	06/01/2020	\$33.22	\$12.50	\$0.00	\$0.00	\$45.72
	12/01/2020	\$34.00	\$12.50	\$0.00	\$0.00	\$46.50
	06/01/2021	\$34.75	\$12.50	\$0.00	\$0.00	\$47.25
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$35.54	\$12.50	\$0.00	\$0.00	\$48.04
DIVER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2019	\$68.52	\$9.90	\$0.00	\$0.00	\$78.42
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2019	\$48.94	\$9.90	\$0.00	\$0.00	\$58.84
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2019	\$73.41	\$9.90	\$0.00	\$0.00	\$83.31
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2019	\$102.78	\$9.90	\$0.00	\$0.00	\$112.68
For apprentice rates see "Apprentice- PILE DRIVER"						

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FLAGGER & SIGNALER	06/01/2020	\$23.50	\$8.60	\$0.00	\$0.00	\$32.10
LABORERS - ZONE 1	12/01/2020	\$24.50	\$8.60	\$0.00	\$0.00	\$33.10
	06/01/2021	\$24.50	\$8.60	\$0.00	\$0.00	\$33.10
	12/01/2021	\$24.50	\$8.60	\$0.00	\$0.00	\$33.10
For apprentice rates see "Apprentice- LABORER"						
FORK LIFT/CHERRY PICKER	06/01/2020	\$49.83	\$12.50	\$0.00	\$0.00	\$62.33
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$50.98	\$12.50	\$0.00	\$0.00	\$63.48
	06/01/2021	\$52.08	\$12.50	\$0.00	\$0.00	\$64.58
	12/01/2021	\$53.23	\$12.50	\$0.00	\$0.00	\$65.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS	06/01/2020	\$33.22	\$12.50	\$0.00	\$0.00	\$45.72
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$34.00	\$12.50	\$0.00	\$0.00	\$46.50
	06/01/2021	\$34.75	\$12.50	\$0.00	\$0.00	\$47.25
	12/01/2021	\$35.54	\$12.50	\$0.00	\$0.00	\$48.04
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HOISTING ENGINEER/CRANES/GRADALLS	06/01/2020	\$49.83	\$12.50	\$0.00	\$0.00	\$62.33
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$50.98	\$12.50	\$0.00	\$0.00	\$63.48
	06/01/2021	\$52.08	\$12.50	\$0.00	\$0.00	\$64.58
	12/01/2021	\$53.23	\$12.50	\$0.00	\$0.00	\$65.73

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Apprentice - OPERATING ENGINEERS - Local 4

Total Rate

Effect	ive Date -	06/01/2020				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	55		\$27.41	\$12.50	\$0.00	\$0.00	\$39.91	
2	60		\$29.90	\$12.50	\$0.00	\$0.00	\$42.40	
3	65		\$32.39	\$12.50	\$0.00	\$0.00	\$44.89	
4	70		\$34.88	\$12.50	\$0.00	\$0.00	\$47.38	
5	75		\$37.37	\$12.50	\$0.00	\$0.00	\$49.87	
6	80		\$39.86	\$12.50	\$0.00	\$0.00	\$52.36	
7	85		\$42.36	\$12.50	\$0.00	\$0.00	\$54.86	
8	90		\$44.85	\$12.50	\$0.00	\$0.00	\$57.35	
Effect	ive Date -	12/01/2020				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	55		\$28.04	\$12.50	\$0.00	\$0.00	\$40.54	
2	60		\$30.59	\$12.50	\$0.00	\$0.00	\$43.09	
3	65		\$33.14	\$12.50	\$0.00	\$0.00	\$45.64	
4	70		\$35.69	\$12.50	\$0.00	\$0.00	\$48.19	
5	75		\$38.24	\$12.50	\$0.00	\$0.00	\$50.74	
6	80		\$40.78	\$12.50	\$0.00	\$0.00	\$53.28	
7	85		\$43.33	\$12.50	\$0.00	\$0.00	\$55.83	
8	90		\$45.88	\$12.50	\$0.00	\$0.00	\$58.38	
Notes	:							
Appr	entice to Jo	urneyworker Ratio:1:6						
E 1			06/01/2020	\$39	.15 \$8.60	\$0.00	\$0.00	\$47.
L 1			12/01/2020	\$40	.13 \$8.60	\$0.00	\$0.00	\$48.
			06/01/2021	\$41	.15 \$8.60	\$0.00	\$0.00	\$49.7
			12/01/2021	\$42	.16 \$8.60	\$0.00	\$0.00	\$50.7

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Pension

Apprentice - LABORER - Zone 1 06/01/2020 **Effective Date -**Supplemental Apprentice Base Wage Health Unemployment Total Rate Step percent Pension 1 60 \$32.09 \$23.49 \$8.60 \$0.00 \$0.00 2 70 \$27.41 \$8.60 \$0.00 \$0.00 \$36.01 3 80 \$31.32 \$8.60 \$0.00 \$0.00 \$39.92 4 90 \$35.24 \$8.60 \$0.00 \$0.00 \$43.84 12/01/2020 **Effective Date -**Supplemental Unemployment Total Rate Step percent Apprentice Base Wage Health Pension 1 60 \$24.08 \$8.60 \$0.00 \$0.00 \$32.68 2 70 \$28.09 \$0.00 \$0.00 \$8.60 \$36.69 3 80 \$32.10 \$0.00 \$8.60 \$0.00 \$40.70 4 90 \$36.12 \$8.60 \$0.00 \$0.00 \$44.72 Notes: Apprentice to Journeyworker Ratio:1:5 OILER (OTHER THAN TRUCK CRANES, GRADALLS) \$0.00 \$0.00 06/01/2020 \$23.63 \$12.50 \$36.13 OPERATING ENGINEERS LOCAL 4 \$0.00 \$0.00 \$36.70 12/01/2020 \$24.20 \$12.50 06/01/2021 \$24.75 \$12.50 \$0.00 \$0.00 \$37.25 12/01/2021 \$25.33 \$0.00 \$0.00 \$37.83 \$12.50 For apprentice rates see "Apprentice- OPERATING ENGINEERS" OILER (TRUCK CRANES, GRADALLS) \$12.50 \$0.00 \$0.00 06/01/2020 \$28.29 \$40.79 OPERATING ENGINEERS LOCAL 4 \$0.00 \$0.00 12/01/2020 \$28.97 \$12.50 \$41.47 \$0.00 06/01/2021 \$29.61 \$12.50 \$0.00 \$42.11 \$0.00 \$0.00 12/01/2021 \$30.29 \$12.50 \$42.79 For apprentice rates see "Apprentice- OPERATING ENGINEERS" OTHER POWER DRIVEN EQUIPMENT - CLASS II 06/01/2020 \$12.50 \$0.00 \$0.00 \$61.81 \$49.31 OPERATING ENGINEERS LOCAL 4 12/01/2020 \$50.45 \$12.50 \$0.00 \$0.00 \$62.95 \$0.00 06/01/2021 \$51.54 \$12.50 \$0.00 \$64.04 12/01/2021 \$52.68 \$12.50 \$0.00 \$0.00 \$65.18 For apprentice rates see "Apprentice- OPERATING ENGINEERS" PANEL & PICKUP TRUCKS DRIVER 06/01/2020 \$36.08 \$12.41 \$0.00 \$0.00 \$48.49 TEAMSTERS JOINT COUNCIL NO. 10 ZONE A \$0.00 \$0.00 08/01/2020 \$36.08 \$12.91 \$48.99 12/01/2020 \$0.00 \$0.00 \$48.99 \$36.08 \$12.91 06/01/2021 \$36.88 \$12.91 \$0.00 \$0.00 \$49.79 \$0.00 08/01/2021 \$36.88 \$13.41 \$0.00 \$50.29 12/01/2021 \$36.88 \$13.41 \$0.00 \$0.00 \$50.29 POWER SHOVEL/DERRICK/TRENCHING MACHINE 06/01/2020 \$49.83 \$12.50 \$0.00 \$0.00 \$62.33 OPERATING ENGINEERS LOCAL 4 12/01/2020 \$50.98 \$12.50 \$0.00 \$0.00 \$63.48 \$0.00 \$0.00 06/01/2021 \$52.08 \$12.50 \$64.58 \$0.00 \$0.00 12/01/2021 \$53.23 \$12.50 \$65.73 For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PUMP OPERATOR (CONCRETE)	06/01/2020	\$49.83	\$12.50	\$0.00	\$0.00	\$62.33
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$50.98	\$12.50	\$0.00	\$0.00	\$63.48
	06/01/2021	\$52.08	\$12.50	\$0.00	\$0.00	\$64.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$53.23	\$12.50	\$0.00	\$0.00	\$65.73
PUMP OPERATOR (DEWATERING, OTHER)	06/01/2020	\$33.22	\$12.50	\$0.00	\$0.00	\$45.72
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$34.00	\$12.50	\$0.00	\$0.00	\$46.50
	06/01/2021	\$34.75	\$12.50	\$0.00	\$0.00	\$47.25
	12/01/2021	\$35.54	\$12.50	\$0.00	\$0.00	\$48.04
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROLLER/SPREADER/MULCHING MACHINE	06/01/2020	\$49.31	\$12.50	\$0.00	\$0.00	\$61.81
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$50.45	\$12.50	\$0.00	\$0.00	\$62.95
	06/01/2021	\$51.54	\$12.50	\$0.00	\$0.00	\$64.04
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$52.68	\$12.50	\$0.00	\$0.00	\$65.18
SPECIALIZED EARTH MOVING EQUIP < 35 TONS	06/01/2020	\$36.54	\$12.41	\$0.00	\$0.00	\$48.95
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	08/01/2020	\$36.54	\$12.91	\$0.00	\$0.00	\$49.45
	12/01/2020	\$36.54	\$12.91	\$0.00	\$0.00	\$49.45
	06/01/2021	\$37.34	\$12.91	\$0.00	\$0.00	\$50.25
	08/01/2021	\$37.34	\$13.41	\$0.00	\$0.00	\$50.75
	12/01/2021	\$37.34	\$13.41	\$0.00	\$0.00	\$50.75
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	06/01/2020	\$36.83	\$12.41	\$0.00	\$0.00	\$49.24
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	08/01/2020	\$36.83	\$12.91	\$0.00	\$0.00	\$49.74
	12/01/2020	\$36.83	\$12.91	\$0.00	\$0.00	\$49.74
	06/01/2021	\$37.63	\$12.91	\$0.00	\$0.00	\$50.54
	08/01/2021	\$37.63	\$13.41	\$0.00	\$0.00	\$51.04
	12/01/2021	\$37.63	\$13.41	\$0.00	\$0.00	\$51.04
TRACTORS/PORTABLE STEAM GENERATORS	06/01/2020	\$49.31	\$12.50	\$0.00	\$0.00	\$61.81
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$50.45	\$12.50	\$0.00	\$0.00	\$62.95
	06/01/2021	\$51.54	\$12.50	\$0.00	\$0.00	\$64.04
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$52.68	\$12.50	\$0.00	\$0.00	\$65.18
TRAILERS FOR EARTH MOVING EQUIPMENT	06/01/2020	\$37.12	\$12.41	\$0.00	\$0.00	\$49.53
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	08/01/2020	\$37.12	\$12.91	\$0.00	\$0.00	\$50.03
	12/01/2020	\$37.12	\$12.91	\$0.00	\$0.00	\$50.03
	06/01/2021	\$37.92	\$12.91	\$0.00	\$0.00	\$50.83
	08/01/2021	\$37.92	\$13.41	\$0.00	\$0.00	\$51.33
	12/01/2021	\$37.92	\$13.41	\$0.00	\$0.00	\$51.33
VAC-HAUL/CATCH BASIN CLEANING	06/01/2020	\$36.54	\$12.41	\$0.00	\$0.00	\$48.95
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	08/01/2020	\$36.54	\$12.91	\$0.00	\$0.00	\$49.45
	12/01/2020	\$36.54	\$12.91	\$0.00	\$0.00	\$49.45
	06/01/2021	\$37.34	\$12.91	\$0.00	\$0.00	\$50.25
	08/01/2021	\$37.34	\$13.41	\$0.00	\$0.00	\$50.75
	12/01/2021	\$37.34	\$13.41	\$0.00	\$0.00	\$50.75
	12/01/2021	φ31.3 4	φ13.41	φ υ. 00	ψ0.00	φυ0./3

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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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