

CHARLES D. BAKER Governor

KARYN E. POLITO Lt. Governor

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

Prevailing Wage Rates

As determined by the Director under the provisions of the Massachusetts General Laws, Chapter 149, Sections 26 to 27H ROSALIN ACOSTA Secretary MICHAEL FLANAGAN Director

Awarding Authority:	City of Waltham		
Contract Number:		City/Town:	WALTHAM
Description of Work:	Bear Hill Valley 13/14 B-2 Sewer and Manhole Rehabilitation		

Job Location:

610 Main Street

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

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

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

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

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

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

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

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

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction (2 AXLE) DRIVER - EQUIPMENT	0(/01/2020	\$ 26.25	¢12.41	¢12.70	\$0.00	¢(2 20
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2020	\$36.25 \$26.25	\$12.41 \$12.01	\$13.72 \$12.72		\$62.38 \$62.88
	08/01/2020	\$36.25	\$12.91	\$13.72	\$0.00 \$0.00	\$62.88
	12/01/2020	\$36.25	\$12.91	\$14.82	\$0.00 \$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
2 AVI E) DDIVED EQUIDMENT	12/01/2021	\$37.05	\$13.41	\$16.01	\$0.00	\$66.47
3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2020	\$36.32	\$12.41	\$13.72	\$0.00	\$62.45
	08/01/2020	\$36.32	\$12.91	\$13.72	\$0.00	\$62.95
	12/01/2020	\$36.32	\$12.91	\$14.82	\$0.00	\$64.05
	06/01/2021	\$37.12	\$12.91	\$14.82	\$0.00	\$64.85
	08/01/2021	\$37.12	\$13.41	\$14.82	\$0.00	\$65.35
	12/01/2021	\$37.12	\$13.41	\$16.01	\$0.00	\$66.54
4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2020	\$36.44	\$12.41	\$13.72	\$0.00	\$62.57
	08/01/2020	\$36.44	\$12.91	\$13.72	\$0.00	\$63.07
	12/01/2020	\$36.44	\$12.91	\$14.82	\$0.00	\$64.17
	06/01/2021	\$37.24	\$12.91	\$14.82	\$0.00	\$64.97
	08/01/2021	\$37.24	\$13.41	\$14.82	\$0.00	\$65.47
	12/01/2021	\$37.24	\$13.41	\$16.01	\$0.00	\$66.66
ADS/SUBMERSIBLE PILOT 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 LABORERS - ZONE 1	06/01/2020	\$39.90	\$8.60	\$17.09	\$0.00	\$65.59
	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
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$42.91	\$8.60	\$17.09	\$0.00	\$68.60
ASBESTOS REMOVER - PIPE / MECH. EQUIPT.	06/01/2020	\$38.00	\$12.50	\$8.85	\$0.00	\$59.35
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	12/01/2020	\$39.00	\$12.50	\$8.85	\$0.00	\$60.35
ASPHALT RAKER	06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
ABORERS - ZONE 1	12/01/2020	\$39.40 \$40.38	\$8.60 \$8.60	\$17.09	\$0.00	\$66.07
				\$17.09	\$0.00	\$67.09
	06/01/2021	\$41.40 \$42.41	\$8.60	\$17.09	\$0.00	
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	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	\$52.08 \$53.23	\$12.50	\$15.70	\$0.00	\$80.28 \$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	ΨJJ.LJ	ψ12.30	<i>Q12.10</i>	<i>40.00</i>	ψ01.τJ
BACKHOE/FRONT-END LOADER	06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
DPERATING 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"						

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
LADOKEKS - 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

Apprentice -	BOILERMAKER - Local 29
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	ive Date -	01/01/2020				Supplemental		
Step	percent	A	pprentice Base Wage	Health	Pension	Unemployment	Total Rat	e
1	65		\$29.97	\$7.07	\$11.69	\$0.00	\$48.7	3
2	65		\$29.97	\$7.07	\$11.69	\$0.00	\$48.7	3
3	70		\$32.27	\$7.07	\$12.59	\$0.00	\$51.9	3
4	75		\$34.58	\$7.07	\$13.49	\$0.00	\$55.1	4
5	80		\$36.88	\$7.07	\$14.38	\$0.00	\$58.3	3
6	85		\$39.19	\$7.07	\$15.29	\$0.00	\$61.5	5
7	90		\$41.49	\$7.07	\$16.18	\$0.00	\$64.7	4
8	95		\$43.80	\$7.07	\$17.09	\$0.00	\$67.9	6
Notes	:							
Appre	entice to Jou	rneyworker Ratio:1:4						
	FICIAL MA	SONRY (INCL. MASONRY	02/01/2020	\$54.40	\$10.75	\$21.94	\$0.00	\$87.09
,			08/01/2020	\$55.75	\$10.75	\$22.09	\$0.00	\$88.59
DIGERLATERS LOCAL 5 (W	лынаму		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
BRICK/STONE/ARTII WATERPROOFING) BRICKLAYERS LOCAL 3 (W		SONRY (INCL. MASONRY	02/01/2020 08/01/2021 08/01/2021	\$55.75 \$56.39 \$57.79	\$10.75 \$10.75 \$10.75	\$22.09 \$22.09 \$22.25	\$0.00 \$0.00 \$0.00	\$88.59 \$89.23 \$90.79

			2/01/2020	MASON - Local 3 Waltha			Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$27.20	\$10.75	\$21.94	\$0.00	\$59.89	
	2	60		\$32.64	\$10.75	\$21.94	\$0.00	\$65.33	
	3	70		\$38.08	\$10.75	\$21.94	\$0.00	\$70.77	
	4	80		\$43.52	\$10.75	\$21.94	\$0.00	\$76.21	
	5	90		\$48.96	\$10.75	\$21.94	\$0.00	\$81.65	
	Effecti	ive Date - 08	8/01/2020				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$27.88	\$10.75	\$22.09	\$0.00	\$60.72	
	2	60		\$33.45	\$10.75	\$22.09	\$0.00	\$66.29	
	3	70		\$39.03	\$10.75	\$22.09	\$0.00	\$71.87	
	4	80		\$44.60	\$10.75	\$22.09	\$0.00	\$77.44	
	5	90		\$50.18	\$10.75	\$22.09	\$0.00	\$83.02	
	Notes:								
			eyworker Ratio:1:5						
ULLDOZER/ PERATING ENG		ER/SCRAPER		06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
Elernito Eltor	IIIEERO EC			12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
				06/01/202	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
For apprentice	e rates see "	'Apprentice- OPER	RATING ENGINEERS"	12/01/202	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
		INNING BOT	TOM MAN	06/01/2020	\$40.30	\$8.60	\$17.24	\$0.00	\$66.14
ABORERS - FOU	NDATION	AND MARINE		12/01/2020) \$41.28	\$8.60	\$17.24	\$0.00	\$67.12
				06/01/202	\$42.30	\$8.60	\$17.24	\$0.00	\$68.14
				12/01/202	\$43.31	\$8.60	\$17.24	\$0.00	\$69.15
		'Apprentice- LABO							
AISSON & U 1borers - foui		INNING LAB	ORER	06/01/2020	\$39.15	\$8.60	\$17.24	\$0.00	\$64.99
				12/01/2020	\$40.13	\$8.60	\$17.24	\$0.00	\$65.97
				06/01/202	\$41.15	\$8.60	\$17.24	\$0.00	\$66.99
F		Annuation I ADC	2050"	12/01/202	\$42.16	\$8.60	\$17.24	\$0.00	\$68.00
		'Apprentice- LABO		0.(101/2020	. ¢20.15	¢9.70	¢17.24	\$0.00	¢(100
ABORERS - FOUL				06/01/2020			\$17.24	\$0.00	\$64.99
				12/01/2020			\$17.24 \$17.24	\$0.00	\$65.97
				06/01/202			\$17.24 \$17.24	\$0.00	\$66.99
	e rates see "	'Apprentice- LABO	ORER"	12/01/202	\$42.16	\$8.60	\$17.24	\$0.00	\$68.00
For apprentice			R	06/01/2020) \$39.40	\$8.60	\$17.09	\$0.00	\$65.09
		LL OPERATO	it in the second						
ARBIDE COI	RE DRII	LL OPERATO		12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00	\$66.07
	RE DRII	LL OPERATO					\$17.09 \$17.09	\$0.00 \$0.00	\$66.07 \$67.09

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

Issue Date: 06/04/2020

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARPENTER	03/01/2020	\$42.50	\$9.40	\$18.95	\$0.00	\$70.85
CARPENTERS -ZONE 2 (Eastern Massachusetts)	09/01/2020	\$43.15	\$9.40	\$18.95	\$0.00	\$71.50
	03/01/2021	\$43.75	\$9.40	\$18.95	\$0.00	\$72.10
	09/01/2021	\$44.40	\$9.40	\$18.95	\$0.00	\$72.75
	03/01/2022	\$45.00	\$9.40	\$18.95	\$0.00	\$73.35
	09/01/2022	\$45.65	\$9.40	\$18.95	\$0.00	\$74.00
	03/01/2023	\$46.25	\$9.40	\$18.95	\$0.00	\$74.60

Apprentice - CARPENTER - Zone 2 Eastern MA

Effect	ive Date - 03/01/2020				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$21.25	\$9.40	\$1.73	\$0.00	\$32.38
2	60	\$25.50	\$9.40	\$1.73	\$0.00	\$36.63
3	70	\$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

Effective Date - 09/01/2020

Effectiv	ve Date - 0	09/01/2020				Supplemental		
Step	percent	Apprentice	e 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	
8	90		\$38.84	\$9.40	\$17.22	\$0.00	\$65.46	
Notes:		·						
	% Indenture	d After 10/1/17; 45/45/55/55/70/70/8	80/80					
	Step 1&2 \$3	80.26/ 3&4 \$36.18/ 5&6 \$54.64/ 7&8	\$60.62					
Appren	ntice to Journ	neyworker Ratio:1:5						
CARPENTER WOOD F CARPENTERS -ZONE 2 (Wood			10/01/2019	\$27.95	\$7.07	\$7.86	\$0.00	\$42.88

All Aspects of New Wood Frame Work

Effecti	ve Date -	10/01/2019				Supplemental		
Step	percent	Apprentice	e Base Wage	Health	Pension	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	1
4	70		\$19.57	\$7.07	\$7.86	\$0.00	\$34.50	I
5	75		\$20.96	\$7.07	\$7.86	\$0.00	\$35.89	1
6	80		\$22.36	\$7.07	\$7.86	\$0.00	\$37.29	1
7	85		\$23.76	\$7.07	\$7.86	\$0.00	\$38.69	1
8	90		\$25.16	\$7.07	\$7.86	\$0.00	\$40.09	1
Notes:								
	% Indentur	ed After 10/1/17; 45/45/55/55/70/70/8	80/80					
	Step 1&2 \$	19.65/ 3&4 \$27.19/ 5&6 \$34.50/ 7&8	\$37.29					
Appre	ntice to Jour	neyworker Ratio:1:5						
CEMENT MASONRY/ BRICKLAYERS LOCAL 3 (WA		١G	01/01/2020	\$49.07	\$12.75	\$22.41	\$0.62	\$84.85

Apprentice -	CARPENTER (Wood Frame) - Zone 2
Effective Date	= 10/01/2019

Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (Waltham)

2	ctive Date - 01/01/2	020				Supplemental		
Step	percent	Apprent	ice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$24.54	\$12.75	\$15.41	\$0.00	\$52.70	
2	60		\$29.44	\$12.75	\$17.41	\$0.62	\$60.22	
3	65		\$31.90	\$12.75	\$18.41	\$0.62	\$63.68	
4	70		\$34.35	\$12.75	\$19.41	\$0.62	\$67.13	
5	75		\$36.80	\$12.75	\$20.41	\$0.62	\$70.58	
6	80		\$39.26	\$12.75	\$21.41	\$0.62	\$74.04	
7	90		\$44.16	\$12.75	\$22.41	\$0.62	\$79.94	
Note		rs. All other steps are 1,000	hrs					
App	rentice to Journeywor							
CHAIN SAW OPERA	rentice to Journeywo		06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
CHAIN SAW OPERA	rentice to Journeywo				\$8.60 \$8.60	\$17.09 \$17.09	\$0.00 \$0.00	\$65.09 \$66.07
Appa CHAIN SAW OPERA LABORERS - ZONE 1	rentice to Journeywo		06/01/2020	\$40.38				
CHAIN SAW OPERA LABORERS - ZONE 1	rentice to Journeywo	rker Ratio:1:3	06/01/2020	\$40.38 \$41.40	\$8.60	\$17.09	\$0.00	\$66.07
CHAIN SAW OPERA LABORERS - ZONE 1 For apprentice rates se CLAM SHELLS/SLU	rentice to Journeywoo ATOR ee "Apprentice- LABORER" JRRY BUCKETS/HEJ	rker Ratio:1:3	06/01/2020 12/01/2020 06/01/2021	\$40.38 \$41.40 \$42.41	\$8.60 \$8.60	\$17.09 \$17.09	\$0.00 \$0.00	\$66.07 \$67.09
CHAIN SAW OPERA LABORERS - ZONE 1	rentice to Journeywoo ATOR ee "Apprentice- LABORER" JRRY BUCKETS/HEJ	rker Ratio:1:3	06/01/2020 12/01/2020 06/01/2021 12/01/2021	 \$40.38 \$41.40 \$42.41 \$50.83 	\$8.60 \$8.60 \$8.60	\$17.09 \$17.09 \$17.09	\$0.00 \$0.00 \$0.00	\$66.07 \$67.09 \$68.10
CHAIN SAW OPERA LABORERS - ZONE 1 For apprentice rates se CLAM SHELLS/SLU	rentice to Journeywoo ATOR ee "Apprentice- LABORER" JRRY BUCKETS/HEJ	rker Ratio:1:3	06/01/2020 12/01/2020 06/01/2021 12/01/2021 06/01/2020	 \$40.38 \$41.40 \$42.41 \$50.83 \$51.98 	\$8.60 \$8.60 \$8.60 \$12.50	\$17.09 \$17.09 \$17.09 \$15.70	\$0.00 \$0.00 \$0.00 \$0.00	\$66.07 \$67.09 \$68.10 \$79.03

. **Issue Date:** 06/04/2020

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
COMPRESSOR OPERATOR	06/01/2020	\$33.22	\$12.50	\$15.70	\$0.00	\$61.42
OPERATING ENGINEERS LOCAL 4	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
DELEADER (BRIDGE)	01/01/2020	\$50.96	\$8.20	\$22.10	\$0.00	\$81.26
PAINTERS LOCAL 35 - ZONE 2	07/01/2020	\$51.51	\$8.25	\$22.40	\$0.00	\$82.16
	01/01/2021	\$52.06	\$8.25	\$22.75	\$0.00	\$83.06

Apprentice - PAINTER Local 35 - BRIDGES/TANKS Effective Date - 01/01/2020 Stop paragent Image: Stop paragent												
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate						
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						

Effecti	ve Date - 07/01/2020				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$25.76	\$8.25	\$0.00	\$0.00	\$34.01	
2	55	\$28.33	\$8.25	\$6.05	\$0.00	\$42.63	
3	60	\$30.91	\$8.25	\$6.60	\$0.00	\$45.76	
4	65	\$33.48	\$8.25	\$7.15	\$0.00	\$48.88	
5	70	\$36.06	\$8.25	\$19.10	\$0.00	\$63.41	
6	75	\$38.63	\$8.25	\$19.65	\$0.00	\$66.53	
7	80	\$41.21	\$8.25	\$20.20	\$0.00	\$69.66	
8	90	\$46.36	\$8.25	\$21.30	\$0.00	\$75.91	
Notes:							
	Steps are 750 hrs.					i	
Appre	ntice to Journeyworker Ratio:1:1						
DEMO: ADZEMAN LABORERS - ZONE 1		12/01/2019	9 \$39.30	\$8.10	\$16.60	\$0.00	\$64.00
For apprentice rates see "	Apprentice- LABORER"						
DEMO: BACKHOE/LC LABORERS - ZONE 1	ADER/HAMMER OPERATOR	12/01/2019	9 \$40.30	\$8.10	\$16.60	\$0.00	\$65.00
For apprentice rates see "	Apprentice- LABORER"						
DEMO: BURNERS LABORERS - ZONE 1		12/01/2019	9 \$40.05	\$8.10	\$16.60	\$0.00	\$64.75

12/01/2019

\$40.30

For apprentice rates see "Apprentice- LABORER"

\$65.00

\$16.60

\$8.10

\$0.00

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
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	\$53.50 \$54.93	\$13.00	\$19.25	\$0.00	\$83.70 \$87.18
	03/01/2020	\$34.93 \$56.13	\$13.00	\$19.23	\$0.00	\$87.18 \$88.41
	09/01/2021			\$19.33	\$0.00	\$89.89
		\$57.56 \$58.76	\$13.00 \$12.00	\$19.35	\$0.00 \$0.00	
	03/01/2022	\$58.76 \$60.10	\$13.00			\$91.12 \$92.60
	09/01/2022	\$60.19	\$13.00	\$19.41 \$10.44	\$0.00 \$0.00	\$92.60
	03/01/2023	\$61.39	\$13.00	\$19.44	\$0.00	\$93.83

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

Apprentice - ELECTRICIAN - Local 103

Effective Date -	09/01/2020
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Step	percent	Apprentice Base Wage	Health	Pension	Supplemental 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

Apprentice to Journeyworker Ratio:2:3***

ELEVATOR CONSTRUCTOR	01/01/2020	\$61.42	\$15.73	\$18.41	\$0.00	\$95.56
ELEVATOR CONSTRUCTORS LOCAL 4	01/01/2021	\$63.47	\$15.88	\$19.31	\$0.00	\$98.66
	01/01/2022	\$65.62	\$16.03	\$20.21	\$0.00	\$101.86

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	Effective Date - 01/01/2020								
	Step	percent		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	
	Effectiv	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	
	Notes:	Steps 1-2	are 6 mos.; Steps 3-5 are 1						
1	Apprei	ntice to Jo	urneyworker Ratio:1:1						
LEVATOR CC			ELPER	01/01/2020	0 \$42.9	9 \$15.73	\$18.41	\$0.00	\$77.13
EVATOR CONSTI	RUCTOR	S LOCAL 4		01/01/202	1 \$44.4	\$15.88	\$19.31	\$0.00	\$79.62
For apprentice 1	ates see ".	Apprentice - I	ELEVATOR CONSTRUCTOR"	01/01/2022	2 \$45.9	\$16.03	\$20.21	\$0.00	\$82.17
ENCE & GUA	RD RA	IL ERECT	OR	06/01/2020	0 \$39.4	40 \$8.60	\$17.09	\$0.00	\$65.09
BORERS - ZONE	1			12/01/2020			\$17.09	\$0.00	\$66.07
				06/01/202			\$17.09	\$0.00	\$67.09
				12/01/202			\$17.09	\$0.00	\$68.10
For apprentice r	ates see ".	Apprentice- L	ABORER"						
			G,SITE,HVY/HWY	05/01/2020	0 \$44.7	\$12.50	\$15.70	\$0.00	\$72.93
PERATING ENGIN	VEERS LC	ICAL 4		11/01/2020	0 \$45.7	\$12.50	\$15.70	\$0.00	\$73.93
				05/01/202	1 \$46.8	\$12.50	\$15.70	\$0.00	\$75.08
				11/01/202	1 \$47.8	\$12.50	\$15.70	\$0.00	\$76.08
				05/01/2022	2 \$49.0	\$12.50	\$15.70	\$0.00	\$77.23
			DPERATING ENGINEERS"						
IELD ENG.PA PERATING ENGIN			G,SITE,HVY/HWY	05/01/2020	0 \$46.2	\$12.50	\$15.70	\$0.00	\$74.43
		-		11/01/2020	0 \$47.2	\$12.50	\$15.70	\$0.00	\$75.44
				05/01/202		\$12.50	\$15.70	\$0.00	\$76.60
				11/01/202	1 \$49.4	\$12.50	\$15.70	\$0.00	\$77.61
For apprentice t	ates see "	Apprentice- C	PERATING ENGINEERS"	05/01/2022	2 \$50.5	\$12.50	\$15.70	\$0.00	\$78.77

Apprentice - ELEVATOR CONSTRUCTOR - Local 4

FIEL DANG ROD PERSON-BLIDGSTIE,HVY/HWY 05/01/2020 \$22.64 \$12.50 \$15.70 \$0.00 \$50.84 00PERATING ENGINEERS LOCAL 4 11/01/2020 \$52.32 \$12.50 \$15.70 \$0.00 \$51.43 05/01/2021 \$22.91 \$12.20 \$15.70 \$0.00 \$52.71 11/01/2021 \$22.51 \$12.50 \$15.70 \$0.00 \$53.38 FIRE ALARM INSTALLER 03/01/2020 \$53.50 \$13.00 \$19.25 \$0.00 \$88.71 ELECTRICLESS LOCAL 10 09/01/2021 \$55.61 \$13.00 \$19.28 \$0.00 \$88.71 DOUT/2021 \$57.61 \$13.00 \$19.28 \$0.00 \$88.841 09/01/2021 \$56.13 \$13.00 \$19.28 \$0.00 \$93.83 EXCRIDENS LOCAL 10 09/01/2021 \$56.13 \$13.00 \$19.44 \$0.00 \$92.60 03/01/2022 \$58.76 \$13.00 \$17.12 \$0.00 \$77.25 EXCRIDENS LOCAL 103 \$10.00 \$17.25 \$0.00 \$77.25 <	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS" 05/01/2021 \$23.23 \$15.70 \$0.00 \$52.11 For apprentice rates see "Apprentice- OPERATING ENGINEERS" 05/01/2022 \$25.18 \$12.50 \$15.70 \$0.00 \$53.38 FIRE ALARM INSTALLER 05/01/2020 \$53.50 \$13.00 \$19.20 \$0.00 \$85.70 ELECTRICLASS LOCAL 103 09/01/2020 \$53.50 \$13.00 \$19.25 \$0.00 \$89.89 03/01/2021 \$56.13 \$13.30 \$19.25 \$0.00 \$89.89 03/01/2022 \$66.13 \$13.30 \$19.33 \$0.00 \$89.89 03/01/2022 \$66.13 \$13.30 \$19.35 \$0.00 \$89.89 03/01/2022 \$66.13 \$13.00 \$19.41 \$0.00 \$92.60 03/01/2022 \$61.30 \$13.00 \$17.12 \$0.00 \$70.25 LOCAL 163 /COMMISSIONINGELECTRICLAS* \$03/01/2020 \$41.20 \$13.00 \$17.12 \$0.00 \$71.25 LOCAL 163 09/01/2021 \$42.66 \$13.00		05/01/2020	\$22.64	\$12.50	\$15.70	\$0.00	\$50.84
International products of the sets "Approative- OPERATING ENGINEERS" International products of the sets of the set	OPERATING ENGINEERS LOCAL 4	11/01/2020	\$23.23	\$12.50	\$15.70	\$0.00	\$51.43
For apprentice rates see "Apprentice-OPERATING ENGINEERS" 05/01/2022 \$25.18 \$12.50 \$15.70 \$0.00 \$53.38 ELECERICLANS LOCAL 103 03/01/2020 \$53.53 \$13.00 \$19.25 \$0.00 \$85.70 D9/01/2021 \$56.13 \$13.00 \$19.25 \$0.00 \$85.71 03/01/2021 \$56.13 \$13.00 \$19.28 \$0.00 \$88.41 09/01/2021 \$57.56 \$13.00 \$19.28 \$0.00 \$88.98 03/01/2022 \$58.76 \$13.00 \$19.41 \$0.00 \$82.60 03/01/2022 \$58.139 \$13.00 \$19.44 \$0.00 \$82.60 03/01/2022 \$61.39 \$13.00 \$17.12 \$0.00 \$71.26 ICCLL 103 03/01/2021 \$41.20 \$13.00 \$17.17 \$0.00 \$72.93 09/01/2021 \$44.22 \$13.00 \$17.17 \$0.00 \$76.32 09/01/2022 \$45.83 \$13.00 \$17.73 \$0.00 \$76.32 09/01/2022 \$44.32 \$1		05/01/2021	\$23.91	\$12.50	\$15.70	\$0.00	\$52.11
For apprentice rules set "Apprentice- OPERATING ENGINEERS" FIRE ALARM INSTALLER 03/01/2020 \$\$3,50 \$\$13.00 \$\$19.20 \$\$0.00 \$\$85.70 ELECTRICLASS LOCAL 1/3 09/01/2020 \$\$54.93 \$\$13.00 \$\$19.20 \$\$0.00 \$\$85.70 09/01/2021 \$\$57.56 \$\$13.00 \$\$19.28 \$\$0.00 \$\$88.41 09/01/2021 \$\$57.56 \$\$13.00 \$\$19.38 \$\$0.00 \$\$89.89 03/01/2022 \$\$60.19 \$\$13.00 \$\$19.34 \$\$0.00 \$\$92.60 09/01/2021 \$\$61.39 \$\$13.00 \$\$19.41 \$\$0.00 \$\$72.56 For apprentice rules see "Apprentice- ELECTRICLAS" 03/01/2020 \$\$40.13 \$\$13.00 \$\$17.12 \$\$0.00 \$\$72.35 ECCLI 1/3 / COMMINSIONINGELECTRICLASS 03/01/2021 \$\$41.20 \$\$13.00 \$\$17.72 \$\$0.00 \$\$78.17 ECCLI 1/3 / COMMINSIONINGELECTRICLASS 03/01/2021 \$\$42.66 \$\$13.00 \$\$17.49 \$0.00 \$\$78.17 03/01/2021 \$\$42.61 \$\$13.00 \$\$17.49 <t< td=""><td></td><td>11/01/2021</td><td>\$24.51</td><td>\$12.50</td><td>\$15.70</td><td>\$0.00</td><td>\$52.71</td></t<>		11/01/2021	\$24.51	\$12.50	\$15.70	\$0.00	\$52.71
FIRE ALARM INSTALLER 03/01/2020 \$\$3.50 \$\$13.00 \$\$19.20 \$0.00 \$\$8.70 ELECTRICLANS LOCAL 1/3 09/01/2020 \$\$4.93 \$\$13.00 \$\$19.25 \$0.00 \$\$8.718 BELECTRICLANS LOCAL 1/3 09/01/2021 \$\$56.13 \$\$13.00 \$\$19.25 \$\$0.00 \$\$8.41 09/01/2021 \$\$57.65 \$\$13.00 \$\$19.33 \$\$0.00 \$\$8.841 09/01/2022 \$\$58.76 \$\$13.00 \$\$19.34 \$\$0.00 \$\$8.99 03/01/2022 \$\$68.19 \$\$19.41 \$\$0.00 \$\$93.83 For appendice- ILECTRICIAN* 03/01/2021 \$\$40.13 \$\$13.00 \$\$17.12 \$\$0.00 \$\$72.93 09/01/2021 \$\$42.66 \$\$13.00 \$\$17.27 \$\$0.00 \$\$76.32 LOCAL 1/3 \$\$13.00 \$\$17.27 \$\$0.00 \$\$78.17 09/01/2021 \$\$44.32 \$\$13.00 \$\$17.27 \$\$0.00 \$\$78.17 09/01/2022 \$\$47.55 \$\$13.00 \$\$17.26 \$\$0.00 \$\$78.17 09/01/2022 \$\$44.52<		05/01/2022	\$25.18	\$12.50	\$15.70	\$0.00	\$53.38
ELECTRICLANS LOCAL 103 60.001/2020 55.49 3 51.00 51.90 58.718 69.01/2020 55.49 3 51.30 51.928 50.00 587.18 03.01/2021 55.61 3 51.30 51.928 50.00 587.18 03.01/2021 55.61 3 51.30 519.33 50.00 589.89 03.01/2022 58.76 51.30 519.36 50.00 593.83 FIRE ALARM REPAIR / MAINTENANCE: 03.01/2021 561.39 513.00 517.12 50.00 572.93 09.01/2020 541.30 517.27 50.00 572.93 09.01/2020 541.30 517.47 50.00 572.93 09.01/2021 544.32 513.00 517.27 50.00 572.93 09.01/2021 544.32 513.00 517.49 50.00 572.93 09.01/2022 545.83 513.00 517.49 50.00 572.93 09.01/2022 547.55 513.00 517.49 50.00 573.81 09.01/2022 547.5							
69901/2020 \$54.93 \$13.00 \$19.25 \$0.00 \$87.18 0301/2021 \$56.13 \$19.28 \$0.00 \$88.41 0901/2021 \$57.56 \$13.00 \$19.28 \$0.00 \$89.89 0301/2021 \$57.56 \$13.00 \$19.33 \$0.00 \$89.89 0301/2022 \$68.76 \$13.00 \$19.44 \$0.00 \$92.60 0301/2023 \$61.39 \$13.00 \$17.44 \$0.00 \$93.83 FOR apprentice- ILECTRICIAN* 03/01/2020 \$40.13 \$13.00 \$17.12 \$0.00 \$77.25 LOCAL 103 /COMMISSIONINGELECTRICIANS 03/01/2020 \$41.20 \$13.00 \$17.16 \$0.00 \$77.36 LOCAL 103 /COMMISSIONINGELECTRICIANS 03/01/2021 \$44.32 \$13.00 \$17.49 \$0.00 \$77.25 LOCAL 103 03/01/2021 \$44.32 \$13.00 \$17.73 \$0.00 \$78.47 03/01/2022 \$45.83 \$13.00 \$17.73 \$0.00 \$78.17 03/01/2022<		03/01/2020	\$53.50	\$13.00	\$19.20	\$0.00	\$85.70
		09/01/2020	\$54.93	\$13.00	\$19.25	\$0.00	\$87.18
03/01/2022 \$58,76 \$13.00 \$19.36 \$0.00 \$59.12 09/01/2022 \$60.19 \$13.00 \$19.44 \$0.00 \$93.83 Fire apprentice rates see "Apprentice- ELECTRICIAN" 03/01/2020 \$40.13 \$13.00 \$17.12 \$0.00 \$72.59 ICCAL 103 /COMMISSIONINGELECTRICIANS 03/01/2020 \$41.20 \$13.00 \$17.16 \$0.00 \$71.36 03/01/2021 \$44.32 \$13.00 \$17.45 \$0.00 \$71.36 03/01/2021 \$44.32 \$13.00 \$17.45 \$0.00 \$77.37 03/01/2021 \$44.32 \$13.00 \$17.45 \$0.00 \$77.37 03/01/2022 \$47.55 \$13.00 \$17.73 \$0.00 \$78.17 03/01/2022 \$47.55 \$13.00 \$17.73 \$0.00 \$78.17 03/01/2020 \$41.75 \$12.50 \$15.70 \$0.00 \$69.90 07ERATING ENGINEERS 06/01/2020 \$40.80 \$12.50 \$15.70 \$0.00 \$78.181 07ERATING ENGINEERS		03/01/2021	\$56.13	\$13.00	\$19.28	\$0.00	\$88.41
09/01/2022 \$60.19 \$13.00 \$19.41 \$0.00 \$92.60 Bre appentice rates see "Apprentice- ELECTRICIAN" 03/01/2023 \$61.39 \$13.00 \$19.44 \$0.00 \$93.83 FIRE ALARM REPAIR / MAINTENANCE 03/01/2020 \$40.13 \$13.00 \$17.12 \$0.00 \$77.25 LOCLL 103 03/01/2020 \$41.20 \$13.00 \$17.27 \$0.00 \$77.36 03/01/2021 \$44.32 \$13.00 \$17.48 \$0.00 \$77.38 03/01/2021 \$44.32 \$13.00 \$17.49 \$0.00 \$77.37 03/01/2022 \$47.55 \$13.00 \$17.73 \$0.00 \$78.17 03/01/2022 \$47.55 \$13.00 \$17.73 \$0.00 \$78.17 03/01/2020 \$41.15 \$12.50 \$15.70 \$0.00 \$59.90 For apprentice- rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" \$12/01/2020 \$41.75 \$12.50 \$15.70 \$0.00 \$50.90 OPERATING ENGINEERS 12/01/2020 \$41.75 \$12.50 \$15.70		09/01/2021	\$57.56	\$13.00	\$19.33	\$0.00	\$89.89
Por apprentice rates see "Apprentice- ELECTRICIAN" 03/01/2023 \$61.39 \$13.00 \$19.44 \$0.00 \$93.83 FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING ELECTRICIANS 03/01/2020 \$40.13 \$13.00 \$17.12 \$0.00 \$70.25 LOCAL 103 / COMMISSIONING ELECTRICIANS 09/01/2020 \$41.20 \$13.00 \$17.16 \$0.00 \$72.93 09/01/2021 \$42.66 \$13.00 \$17.49 \$0.00 \$76.32 09/01/2022 \$45.38 \$13.00 \$17.49 \$0.00 \$76.32 09/01/2022 \$45.38 \$13.00 \$17.73 \$0.00 \$78.17 03/01/2022 \$44.30 \$13.00 \$17.73 \$0.00 \$78.81 03/01/2022 \$44.30 \$12.50 \$15.70 \$0.00 \$79.84 FIREMAN (ASST. ENGINEER) 06/01/2020 \$40.80 \$12.50 \$15.70 \$0.00 \$69.90 OPERATING ENGINEERS 06/01/2020 \$42.66 \$12.50 \$15.70 \$0.00 \$70.86 IZ/01/2021 \$42.66 \$12.50		03/01/2022	\$58.76	\$13.00	\$19.36	\$0.00	\$91.12
For apprentice- Tates see "Apprentice- ELECTRICIAN" 03/01/2020 \$40.13 \$13.00 \$17.12 \$0.00 \$70.25 LOCAL 103 / COMMISSIONINGELECTRICIANS 09/01/2020 \$41.20 \$13.00 \$17.16 \$0.00 \$71.36 LOCAL 103 09/01/2021 \$42.66 \$13.00 \$17.27 \$0.00 \$72.93 09/01/2021 \$44.32 \$13.00 \$17.38 \$0.00 \$76.32 09/01/2022 \$47.55 \$13.00 \$17.42 \$0.00 \$76.32 09/01/2022 \$47.55 \$13.00 \$17.62 \$0.00 \$77.81 09/01/2023 \$49.11 \$10.00 \$17.73 \$0.00 \$78.17 09/01/2020 \$44.55 \$13.00 \$17.62 \$0.00 \$78.17 09/01/2020 \$44.80 \$12.50 \$15.70 \$0.00 \$69.90 0PERATING ENGINEERS 06/01/2020 \$44.80 \$12.50 \$15.70 \$0.00 \$78.60 0PERATING ENGINEERS LOCAL 4 12/01/2020 \$23.50 \$8.60 \$17.09 \$0.00		09/01/2022	\$60.19	\$13.00	\$19.41	\$0.00	\$92.60
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COMMISSIONINGELECTRICIANS 00/01/2020 \$41.20 \$13.00 \$17.12 \$30.00 \$71.36 LOCAL 103 09/01/2021 \$44.20 \$13.00 \$17.16 \$0.00 \$72.93 09/01/2021 \$44.32 \$13.00 \$17.48 \$0.00 \$72.93 09/01/2021 \$44.32 \$13.00 \$17.49 \$0.00 \$76.32 09/01/2022 \$44.33 \$13.00 \$17.49 \$0.00 \$76.32 09/01/2022 \$44.33 \$13.00 \$17.49 \$0.00 \$78.17 03/01/2022 \$44.33 \$13.00 \$17.42 \$0.00 \$78.17 03/01/2022 \$44.33 \$13.00 \$17.43 \$0.00 \$78.17 03/01/2023 \$49.11 \$13.00 \$17.73 \$0.00 \$79.84 FOR apprentice- rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" 66/01/2020 \$40.80 \$12.50 \$15.70 \$0.00 \$69.90 0PEATING ENGINEERS 06/01/2021 \$42.66 \$12.50 \$15.70 \$0.00 \$69.95 For							
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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 \$49.11 \$13.00 \$17.62 \$0.00 \$78.17 03/01/2023 \$49.11 \$13.00 \$17.73 \$0.00 \$78.17 05/01/2023 \$49.11 \$13.00 \$17.73 \$0.00 \$69.00 05/01/2020 \$41.75 \$12.50 \$15.70 \$0.00 \$69.00 05/01/2020 \$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 FLAGGER & SIGNALER 06/01/2021 \$24.50 \$8.60 \$17.09 \$0.00 \$50.19 12/01/2020 \$24.50 \$8.60 \$17.09 \$0.00 \$50.19 12/01/2021 \$24.50 \$8.60 \$17.09 \$0.00 \$50.19 <t< td=""><td></td><td>03/01/2021</td><td>\$42.66</td><td>\$13.00</td><td>\$17.27</td><td>\$0.00</td><td>\$72.93</td></t<>		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 Sor apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" \$13.00 \$17.73 \$0.00 \$69.00 FIREMAN (ASST. ENGINEER) 06/01/2020 \$40.80 \$12.50 \$15.70 \$0.00 \$69.00 12/01/2020 \$41.75 \$12.50 \$15.70 \$0.00 \$69.95 06/01/2021 \$42.66 \$12.50 \$15.70 \$0.00 \$70.86 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 \$42.66 \$12.50 \$15.70 \$0.00 \$70.86 12/01/2021 \$24.50 \$8.60 \$17.09 \$0.00 \$49.19 12/01/2020 \$24.50 \$8.60 \$17.09 \$0.00 \$50.19 12/01/2021 \$24.50 \$8.60 \$17.09 \$0.00 \$50.19 12/01/2021 \$24.50 \$8.60 \$17.09 \$0.00 \$5		09/01/2021	\$44.32	\$13.00		\$0.00	\$74.70
O3/01/2023 \$49.11 \$13.00 \$17.73 \$0.00 \$79.84 For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" 06/01/2020 \$40.80 \$12.50 \$15.70 \$0.00 \$69.00 OPERATING ENGINEERS 06/01/2020 \$41.75 \$12.50 \$15.70 \$0.00 \$69.95 06/01/2020 \$41.75 \$12.50 \$15.70 \$0.00 \$70.86 IZ/01/2020 \$41.75 \$12.50 \$15.70 \$0.00 \$69.95 OF apprentice rates see "Apprentice- OPERATING ENGINEERS" \$12/01/2020 \$43.61 \$12.50 \$15.70 \$0.00 \$70.86 FLAGGER & SIGNALER LABORERS - ZONE 1 06/01/2020 \$23.50 \$8.60 \$17.09 \$0.00 \$50.19 FLAGGER & SIGNALER LABORERS - ZONE 1 06/01/2021 \$24.50 \$8.60 \$17.09 \$0.00 \$50.19 FOR apprentice- LABORER" FLOORCOVERER FLOORCOVERER 03/01/2020 \$47.05 \$9.40 \$19.25 \$0.00 </td <td></td> <td>03/01/2022</td> <td>\$45.83</td> <td>\$13.00</td> <td>\$17.49</td> <td>\$0.00</td> <td>\$76.32</td>		03/01/2022	\$45.83	\$13.00	\$17.49	\$0.00	\$76.32
For apprentice- TELECOMMUNICATIONS TECHNICIAN" FIREMAN (ASST. ENGINEER) OPERATING ENGINEERS LOCAL 4 06/01/2020 \$40.80 \$12.50 \$15.70 \$0.00 \$69.90 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 FILAGGER & SIGNALER LABORERS - ZONE 1 06/01/2020 \$23.50 \$8.60 \$17.09 \$0.00 \$49.19 LABORERS - ZONE 1 06/01/2020 \$23.50 \$8.60 \$17.09 \$0.00 \$50.19 06/01/2021 \$24.50 \$8.60 \$17.09 \$0.00 \$50.19 I2/01/2020 \$24.50 \$8.60 \$17.09 \$0.00 \$50.19 I2/01/2021 \$24.50 \$8.60 \$17.09 \$0.00 \$50.19 I2/01/2021 \$24.50 \$8.60 \$17.09 \$0.00 \$50.19 I2/01/2020		09/01/2022	\$47.55	\$13.00	\$17.62	\$0.00	\$78.17
FIREMAN (ASST. ENGINEER) 06/01/2020 \$40.80 \$12.50 \$15.70 \$0.00 \$69.00 0PERATING ENGINEERS LOCAL 4 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 \$70.86 12/01/2021 \$43.61 \$12.50 \$15.70 \$0.00 \$71.81 For apprentice- OPERATING ENGINEERS" FLAGGER & SIGNALER LABORERS - ZONE 1 06/01/2020 \$23.50 \$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- LABORER" FLOORCOVERER FLOORCOVERER 03/01/2020 \$47.05 \$9.40 \$19.25 \$0.00 \$75.70 90/01/2020 \$47.05 \$9.40 \$19.25 \$0.00 \$76.50 03/01/2021 \$48.65 \$9.40		03/01/2023	\$49.11	\$13.00	\$17.73	\$0.00	\$79.84
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LABORERS - ZONE 1 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 For apprentice- LABORER" FLOORCOVERER FLOORCOVERER 03/01/2020 \$47.05 \$9.40 \$19.25 \$0.00 \$75.70 09/01/2020 \$47.85 \$9.40 \$19.25 \$0.00 \$76.50 03/01/2021 \$48.65 \$9.40 \$19.25 \$0.00 \$76.50 09/01/2021 \$49.45 \$9.40 \$19.25 \$0.00 \$77.30 09/01/2021 \$49.45 \$9.40 \$19.25 \$0.00 \$78.10		06/01/2020	\$23.50	\$8.60	\$17.09	\$0.00	\$49.19
06/01/2021 \$24.50 \$8.60 \$17.09 \$0.00 \$50.19 For apprentice rates see "Apprentice- LABORER" \$24.50 \$8.60 \$17.09 \$0.00 \$50.19 FLOORCOVERER 03/01/2020 \$47.05 \$9.40 \$19.25 \$0.00 \$75.70 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	LABORERS - ZONE I						
For apprentice rates see "Apprentice- LABORER" 12/01/2021 \$24.50 \$8.60 \$17.09 \$0.00 \$50.19 FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE I 03/01/2020 \$47.05 \$9.40 \$19.25 \$0.00 \$75.70 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							
For apprentice- LABORER" FLOORCOVERER 03/01/2020 \$47.05 \$9.40 \$19.25 \$0.00 \$75.70 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							
FLOORCOVERERS LOCAL 2168 ZONE I 05/01/2020 \$47.85 \$9.40 \$19.25 \$0.00 \$76.50 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	For apprentice rates see "Apprentice- LABORER"	12/01/2021	ΨΔΠ.ΟΟ	ψ0.00	<i><i><i>q</i></i> • • • • • • • • • • • • • • • • • • </i>	<i>40.00</i>	ψυ0.17
09/01/2020\$47.85\$9.40\$19.25\$0.00\$76.5003/01/2021\$48.65\$9.40\$19.25\$0.00\$77.3009/01/2021\$49.45\$9.40\$19.25\$0.00\$78.10		03/01/2020	\$47.05	\$9.40	\$19.25	\$0.00	\$75.70
09/01/2021 \$49.45 \$9.40 \$19.25 \$0.00 \$78.10	FLOORCOVERERS LOCAL 2168 ZONE I	09/01/2020	\$47.85	\$9.40	\$19.25	\$0.00	\$76.50
09/01/2021 \$49.45 \$9.40 \$19.25 \$0.00 \$78.10		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
		03/01/2022			\$19.25	\$0.00	

Effecti	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		

Apprentice - FLOORCOVERER - Local 2168 Zone I

Effective Date - 09/01/2020

Eff	fective	Date - 09/01/2020				Supplemental		
Ste	ep I	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total	Rate
1		50	\$23.93	\$9.40	\$1.79	\$0.00	\$3	35.12
2		55	\$26.32	\$9.40	\$1.79	\$0.00	\$3	37.51
3		60	\$28.71	\$9.40	\$13.88	\$0.00	\$5	51.99
4		65	\$31.10	\$9.40	\$13.88	\$0.00	\$5	54.38
5		70	\$33.50	\$9.40	\$15.67	\$15.67 \$0.00		58.57
6		75	\$35.89	\$9.40	\$15.67	\$0.00	\$ <i>€</i>	50.96
7		80	\$38.28	\$9.40	\$17.46	\$0.00	\$6	55.14
8		85	\$40.67	\$9.40	\$17.46	\$0.00	\$6	57.53
No	tes: St	eps are 750 hrs.						_
		Å After 09/1/17; 45/45/55/55/70/70 åtep 1&2 \$32.36/ 3&4 \$38.80/ 5&6	· · · ·					
Ар	prent	ice to Journeyworker Ratio:1:1						
FORK LIFT/CHER			06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
OPERATING ENGINEEI	RS LOC.	4L 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
For apprentice rates	see "Ap	prentice- OPERATING ENGINEERS"	12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43
		G PLANT/HEATERS	06/01/2020	\$33.22	\$12.50	\$15.70	\$0.00	\$61.42
OPERATING ENGINEEI	RS LOC.	4L 4	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
			12/01/2021	\$35.54	\$12.50	\$15.70	\$0.00	\$63.74
For apprentice rates	see "Ap	prentice- OPERATING ENGINEERS"						
	PLAN	K/AIR BARRIER/INTERIOR	01/01/2020	\$40.46	\$8.20	\$22.10	\$0.00	\$70.76
SYSTEMS) Glaziers local 35 (z	CONE 2)		07/01/2020	\$41.01	\$8.25	\$22.40	\$0.00	\$71.66
			01/01/2021	\$41.56	\$8.25	\$21.75	\$0.00	\$71.56

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\$15.70

\$12.50

\$0.00

Effecti	ive Date -	01/01/2020				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
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	\$8.20	\$18.86	\$0.00	\$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	

Apprentice - GLAZIER - Local 35 Zone 2

Effective Date - 07/01/2020

Effecti	ve Date - 07/01/2020				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
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	\$26.66	\$8.25	\$7.15	\$0.00	\$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	\$32.81	\$8.25	\$20.20	\$0.00	\$61.26	
8	90	\$36.91	\$8.25	\$21.30	\$0.00	\$66.46	
Notes:	·						
	Steps are 750 hrs.						
Appre	ntice to Journeyworker Ratio:1:1						
	R/CRANES/GRADALLS	06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
OPERATING ENGINEERS LC	OCAL 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

12/01/2021

\$53.23

\$81.43

Effecti	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	\$15.70	\$0.00	\$58.10	
3	65		\$32.39	\$12.50	\$15.70	\$0.00	\$60.59	
4	70		\$34.88	\$12.50	\$15.70	\$0.00	\$63.08	
5	75		\$37.37	\$12.50	\$15.70	\$0.00	\$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	

Apprentice - OPERATING ENGINEERS - Local 4

12/01/2020 Effective Date -

Effecti	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	\$15.70	\$0.00	\$58.79
3	65		\$33.14	\$12.50	\$15.70	\$0.00	\$61.34
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	\$12.50	\$15.70	\$0.00	\$68.98
7	85		\$43.33	\$12.50	\$15.70	\$0.00	\$71.53
8	90		\$45.88	\$12.50	\$15.70	\$0.00	\$74.08

Notes:

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|------|------|------|------|------|------|------|------|--|

Apprentice to Journeyworker Ratio:1:6						
HVAC (DUCTWORK)	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
For apprentice rates see "Apprentice- SHEET METAL WORKER"	02/01/2022	\$56.11	\$13.35	\$24.12	\$2.81	\$96.39
IVAC (ELECTRICAL CONTROLS)	03/01/2020	\$53.50	\$13.00	\$19.20	\$0.00	\$85.70
LECTRICIANS 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
	03/01/2023	\$61.39	\$13.00	\$19.44	\$0.00	\$93.83

For apprentice rates see "Apprentice- ELECTRICIAN"

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
	03/01/2021	\$59.19	\$10.95	\$19.74	\$0.00	\$89.88
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
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

Step	ive Date - 09/01/2019 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Step	percent	Appleitice Dase wage	Incantin	1 clision	enempioyment	
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:						
	Steps are 1 year					
Appre	ntice to Journeyworker Ratio	:1:4				
ONWORKER/WELI	DER	03/16/2019	9 \$46.60	5 \$8.00	\$23.50	\$0.00 \$78.16

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IRONWORKERS LOCAL 7 (BOSTON AREA)

	Effecti	ve Date - 03/16/2019				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	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	
Ī	Notes:							
		** Structural 1:6; Ornamental 1:4						
L.	Appre	ntice to Journeyworker Ratio:**						
-		VING BREAKER OPERATOR	06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
ABORERS - ZONE	l		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 r	ates see "	Apprentice- LABORER"						
LABORER LABORERS - ZONE	1		06/01/2020	\$39.15	\$8.60	\$17.09	\$0.00	\$64.84
ADURENS - LUNE .	L		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
			12/01/2021	\$42.16	\$8.60	\$17.09	\$0.00	\$67.85

Apprentice - IRONWORKER - Local 7 Boston

	ive Date - 06/01		an Haaldh	Densien	Supplemental Unemployment	Tatal Data
Step	percent	Apprentice Base Wa	ge Health	Pension	Unemployment	Total Rate
1	60	\$23.49	\$8.60	\$17.09	\$0.00	\$49.18
2	70	\$27.41	\$8.60	\$17.09	\$0.00	\$53.10
3	80	\$31.32	\$8.60	\$17.09	\$0.00	\$57.01
4	90	\$35.24	\$8.60	\$17.09	\$0.00	\$60.93
Effect	ive Date - 12/01	2020			Supplemental	
Step	percent	Apprentice Base Wa	ge Health	Pension	Unemployment	Total Rate
1	60	\$24.08	\$8.60	\$17.09	\$0.00	\$49.77
2	70	\$28.09	\$8.60	\$17.09	\$0.00	\$53.78
3	80	\$32.10	\$8.60	\$17.09	\$0.00	\$57.79
	90	\$36.12	\$8.60	\$17.09	\$0.00	\$61.81

Apprentice to Journeyworker Ratio:1:5

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 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
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 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
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$42.16	\$8.60	\$17.09	\$0.00	\$67.85
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 LABORERS - ZONE 1	06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
LADORERS - 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
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10
LABORER: MULTI-TRADE TENDER	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
	12/01/2021	\$42.16	\$8.60	\$17.09	\$0.00	\$67.85
For apprentice rates see "Apprentice- LABORER" LABORER: TREE REMOVER	0.6/01/2020	#20.15	#0.60	¢17.00	¢0.00	
LABORERS - ZONE 1	06/01/2020	\$39.15	\$8.60	\$17.09	\$0.00	\$64.84
	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 and remov clearance incidental to construction. For apprentice rates see "Apprentice- LABORER!		\$42.16 bs when related t	\$8.60 to public work	\$17.09 is construction	\$0.00 or site	\$67.85
LASER BEAM OPERATOR	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"						
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	\$73.59
	02/01/2021	\$43.08	\$10.75	\$20.27	\$0.00	\$74.10
	08/01/2021	\$44.20	\$10.75	\$20.43	\$0.00	\$75.38
	02/01/2022	\$44.67	\$10.75	\$20.43	\$0.00	\$75.85

Effec	tive 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	
Effec	tive 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	
3	70		\$29.80	\$10.75	\$20.27	\$0.00	\$60.82	
4	80		\$34.06	\$10.75	\$20.27	\$0.00	\$65.08	
5	90		\$38.31	\$10.75	\$20.27	\$0.00	\$69.33	
Notes								
İ								
Appr	entice to Jo	urneyworker Ratio:1:3						
		RS & TERRAZZO MECH	02/01/2020	\$54.42	\$10.75	\$21.93	\$0.00	\$87.10
BRICKLAYERS LOCAL 3 - 1	MARBLE & III	LE	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

Apprentice - M	ARBLE & TILE FINISHER - Local 3 Marble & Tile
Effective Date -	02/01/2020

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Effective 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	
Effec	ctive 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	
Note	s:							
ĺ								
App	rentice to Jo	urneyworker Ratio:1:5						
MECH. SWEEPER O		ON CONST. SITES)	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
			06/01/202	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
For apprentice rates se	e "Apprentice- C	PERATING ENGINEERS"	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
MECHANICS MAIN	TENANCE		06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
OPERATING ENGINEERS	LOCAL 4		12/01/2020		\$12.50	\$15.70	\$0.00	\$78.65
			06/01/2021			\$15.70	\$0.00	\$79.74
For apprentice rates se	e "Annrentice- (PERATING ENGINEERS"	12/01/202	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
MILLWRIGHT (Zone			04/01/2019	9 \$42.22	\$9.90	\$18.50	\$0.00	\$70.62
MILLWRIGHTS LOCAL 11	21 - Zone 1			* ·=·-=				

Apprentice -	MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile
Effective Date	- 02/01/2020

		ve Date - 04/01/2019						
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1 55		\$23.22	\$9.90	\$5.31	\$0.00	\$38.43	
	2	65	\$27.44	\$9.90	\$15.13	\$0.00	\$52.47	
	3	75	\$31.67	\$9.90	\$16.10	\$0.00	\$57.67	
	4	85	\$35.89	\$9.90	\$17.06	\$0.00	\$62.85	
Ī	Notes:							
		Steps are 2,000 hours						
h	Appre	ntice to Journeyworker Ratio:1:5						
MORTAR MIXE			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 ra	ates see "	'Apprentice- LABORER"						
		N TRUCK CRANES, GRADALLS)	06/01/2020	\$23.63	\$12.50	\$15.70	\$0.00	\$51.83
OPERATING ENGIN	EERS LO	JCAL 4	12/01/2020	\$24.20	\$12.50	\$15.70	\$0.00	\$52.40
			06/01/2021	\$24.75	\$12.50	\$15.70	\$0.00	\$52.95
			12/01/2021	\$25.33	\$12.50	\$15.70	\$0.00	\$53.53
		Apprentice- OPERATING ENGINEERS"						
OILER (TRUCK OPERATING ENGIN		NES, GRADALLS)	06/01/2020	\$28.29	\$12.50	\$15.70	\$0.00	\$56.49
n Ekonino Ekoni	LLI() L(12/01/2020	\$28.97	\$12.50	\$15.70	\$0.00	\$57.17
			06/01/2021	\$29.61	\$12.50	\$15.70	\$0.00	\$57.81
			12/01/2021	\$30.29	\$12.50	\$15.70	\$0.00	\$58.49
		Apprentice- OPERATING ENGINEERS"						
OTHER POWEF OPERATING ENGIN		VEN EQUIPMENT - CLASS II DCAL 4	06/01/2020				\$0.00	\$77.51
			12/01/2020	\$50.45	\$12.50		\$0.00	\$78.65
			06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
P			12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
		Apprentice- OPERATING ENGINEERS"						
PAINTER (BRII PAINTERS LOCAL 3		· · · · · · · · · · · · · · · · · · ·	01/01/2020			\$22.10	\$0.00	\$81.26
			07/01/2020	\$51.51		\$22.40	\$0.00	\$82.16
			01/01/2021	\$52.06	\$8.25	\$22.75	\$0.00	\$83.06

Apprentice -	MILLWRIGHT - Local 1121 Zone 1
	0.1/0.1/0.010

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Effect	ive Date - 01/01/2020	e - 01/01/2020 Su				
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
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

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective I	Date -	07/01/2020

Effect	tive Date - 07/01/2020				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$25.76	\$8.25	\$0.00	\$0.00	\$34.01	
2	55	\$28.33	\$8.25	\$6.05	\$0.00	\$42.63	
3	60	\$30.91	\$8.25	\$6.60	\$0.00	\$45.76	
4	65	\$33.48	\$8.25	\$7.15	\$0.00	\$48.88	
5	70	\$36.06	\$8.25	\$19.10	\$0.00	\$63.41	
6	75	\$38.63	\$8.25	\$19.65	\$0.00	\$66.53	
7	80	\$41.21	\$8.25	\$20.20	\$0.00	\$69.66	
8	90	\$46.36	\$8.25	\$21.30	\$0.00	\$75.91	
Notes							
	Steps are 750 hrs.						
Appro	entice to Journeyworker Ratio:1:1						
	R SANDBLAST, NEW) *	01/01/2020) \$41.86	\$8.20	\$22.10	\$0.00	\$72.16
	arfaces to be painted are new construction e used. PAINTERS LOCAL 35 - ZONE 2	on, 07/01/2020	\$41.21	\$8.25	\$22.40	\$0.00	\$71.86
THE W paint rate shall 0	C USCULI AINTERS LOCAL 33 - ZONE 2	01/01/202	\$42.96	\$8.25	\$22.75	\$0.00	\$73.96

Effecti						
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

Apprentice -	PAINTER Local 35 Zone 2 - Spray/Sandblast - New
	01/01/2020

Effective Date - 07/01/2020

Effecti	ve 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.						
Appre	ntice to Journeyworker Ratio:1:1						
	SANDBLAST, REPAINT)	01/01/2020	\$39.92	\$8.20	\$22.10	\$0.00	\$70.22
PAINTERS LOCAL 35 - ZONE	3.2	07/01/2020	\$40.47	\$8.25	\$22.40	\$0.00	\$71.12
		01/01/202	\$41.02	\$8.25	\$22.75	\$0.00	\$72.02

Effecti	ve Date -	01/01/2020				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$19.96	\$8.20	\$0.00	\$0.00	\$28.16
2	55		\$21.96	\$8.20	\$5.94	\$0.00	\$36.10
3	60		\$23.95	\$8.20	\$6.48	\$0.00	\$38.63
4	65		\$25.95	\$8.20	\$7.02	\$0.00	\$41.17
5	70		\$27.94	\$8.20	\$18.86	\$0.00	\$55.00
6	75		\$29.94	\$8.20	\$19.40	\$0.00	\$57.54
7	80		\$31.94	\$8.20	\$19.94	\$0.00	\$60.08
8	90		\$35.93	\$8.20	\$21.02	\$0.00	\$65.15

Apprentice -	PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint
Effortivo Doto	01/01/2020

Effective Date -	07/01/2020

Effecti	ive Date - 07/01/2020				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
1	50	\$20.24	\$8.25	\$0.00	\$0.00	\$28.49	J
2	55	\$22.26	\$8.25	\$6.05	\$0.00	\$36.56	1
3	60	\$24.28	\$8.25	\$6.60	\$0.00	\$39.13	1
4	65	\$26.31	\$8.25	\$7.15	\$0.00	\$41.71	
5	70	\$28.33	\$8.25	\$19.10	\$0.00	\$55.68	i.
6	75	\$30.35	\$8.25	\$19.65	\$0.00	\$58.25	
7	80	\$32.38	\$8.25	\$20.20	\$0.00	\$60.83	1
8	90	\$36.42	\$8.25	\$21.30	\$0.00	\$65.97	
Notes:	Steps are 750 hrs.					 	
Appre	ntice to Journeyworker Ratio:1:1						
PAINTER (TRAFFIC N	MARKINGS)	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
		12/01/2021	\$42.16	\$8.60	\$17.09	\$0.00	\$67.85
For Apprentice rates see	"Apprentice- LABORER"						
PAINTER / TAPER (B		01/01/2020	\$40.46	\$8.20	\$22.10	\$0.00	\$70.76
	faces to be painted are new construction used.PAINTERS LOCAL 35 - ZONE 2	n, 07/01/2020	\$41.01	\$8.25	\$22.40	\$0.00	\$71.66
1.2 punt lute bluit de		01/01/2021	\$41.56	\$8.25	\$22.75	\$0.00	\$72.56

Effect	ive Date - 01/01/2020				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
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	\$8.20	\$18.86	\$0.00	\$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

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date -	07/01/2020
Effective Date -	07/01/2020

Effecti	ve Date - 07/01/2020				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
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	\$26.66	\$8.25	\$7.15	\$0.00	\$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	\$32.81	\$8.25	\$20.20	\$0.00	\$61.26	
8	90	\$36.91	\$8.25	\$21.30	\$0.00	\$66.46	
Notes:							
	Steps are 750 hrs.						
Appre	ntice to Journeyworker Ratio:1:1						
PAINTER / TAPER (BI		01/01/2020	\$38.52	\$8.20	\$22.10	\$0.00	\$68.82
PAINTERS LOCAL 35 - ZONE	5.2	07/01/2020	\$39.07	\$8.25	\$22.40	\$0.00	\$69.72
		01/01/202	\$39.62	\$8.25	\$22.75	\$0.00	\$70.62

Effect	ive Date -	01/01/2020				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$19.26	\$8.20	\$0.00	\$0.00	\$27.46	
2	55		\$21.19	\$8.20	\$5.94	\$0.00	\$35.33	
3	60		\$23.11	\$8.20	\$6.48	\$0.00	\$37.79	
4	65		\$25.04	\$8.20	\$7.02	\$0.00	\$40.26	
5	70		\$26.96	\$8.20	\$18.86	\$0.00	\$54.02	
6	75		\$28.89	\$8.20	\$19.40	\$0.00	\$56.49	
7	80		\$30.82	\$8.20	\$19.94	\$0.00	\$58.96	
8	90		\$34.67	\$8.20	\$21.02	\$0.00	\$63.89	

Apprentice -	PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date -	07/01/2020
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Effectiv	ve Date - 07/01/2020				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
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	\$59.71	
8	90	\$35.16	\$8.25	\$21.30	\$0.00	\$64.71	
Notes:	Steps are 750 hrs.						
Appre	ntice to Journeyworker Ratio:1:1						
PANEL & PICKUP TR		06/01/2020	\$36.08	\$12.41	\$13.72	\$0.00	\$62.21
TEAMSTERS JOINT COUNCI	IL NO. 10 ZONE A	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
		06/01/202	\$36.88	\$12.91	\$14.82	\$0.00	\$64.61
		08/01/202	\$36.88	\$13.41	\$14.82	\$0.00	\$65.11
		12/01/202	1 \$36.88	\$13.41	\$16.01	\$0.00	\$66.30
DECK) Pile driver local 56 (ZO	NSTRUCTOR (UNDERPINNING AN NE 1) Apprentice- PILE DRIVER"	ID 08/01/2019	9 \$48.94	\$9.90	\$21.15	\$0.00	\$79.99
PILE DRIVER PILE DRIVER LOCAL 56 (ZO	NE 1)	08/01/2019	9 \$48.94	\$9.90	\$21.15	\$0.00	\$79.99

Effective Dat	te - 08/01/2019				Supplemental		
Step perce	ent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1 50		\$24.47	\$9.90	\$21.15	\$0.00	\$55.52	
2 60		\$29.36	\$9.90	\$21.15	\$0.00	\$60.41	
3 70		\$34.26	\$9.90	\$21.15	\$0.00	\$65.31	
4 75		\$36.71	\$9.90	\$21.15	\$0.00	\$67.76	
5 80		\$39.15	\$9.90	\$21.15	\$0.00	\$70.20	
6 80		\$39.15	\$9.90	\$21.15	\$0.00	\$70.20	
7 90		\$44.05	\$9.90	\$21.15	\$0.00	\$75.10	
8 90		\$44.05	\$9.90	\$21.15	\$0.00	\$75.10	
Notes:							
Apprentice t	to Journeyworker Ratio:1:5						
PIPEFITTER & STEAMFITT	TER	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
		03/01/2021	\$59.19	\$10.95	\$19.74	\$0.00	\$89.88

Apprentice - PILE DRIVER - Local 56 Zone 1

Apprentice - *PIPEFITTER - Local 537* Effective Data 03/01/2020

Effecti	ve Date - 03/01/202	0			Supplemental		
Step	percent	Apprentice Base Wag	e Health	Pension	Unemployment	Total Rate	
1	40	\$22.48	\$10.95	\$8.00	\$0.00	\$41.43	
2	45	\$25.29	\$10.95	\$19.74	\$0.00	\$55.98	
3	60	\$33.71	\$10.95	\$19.74	\$0.00	\$64.40	
4	70	\$39.33	\$10.95	\$19.74	\$0.00	\$70.02	
5	80	\$44.95	\$10.95	\$19.74	\$0.00	\$75.64	

	ive Date - 09/01/2020				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40	\$23.08	\$10.95	\$8.00	\$0.00	\$42.03
2	45	\$25.96	\$10.95	\$19.74	\$0.00	\$56.65
3	60	\$34.61	\$10.95	\$19.74	\$0.00	\$65.30
4	70	\$40.38	\$10.95	\$19.74	\$0.00	\$71.07
5	80	\$46.15	\$10.95	\$19.74	\$0.00	\$76.84
Notes:					·	
	** 1:3; 3:15; 1:10 thereafter / S	teps are 1 yr.				
	Refrig/AC Mechanic **1:1;1:2	;2:4;3:6;4:8;5:10;6:12;7:14;8:1	7;9:20;10:2	3(Max)		

Apprentice to Journeyworker Ratio:**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIPELAYER	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
PLUMBERS & GASFITTERS	03/01/2020	\$58.69	\$12.07	\$17.26	\$0.00	\$88.02
PLUMBERS & GASFITTERS 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

	Effecti	ve Date -	03/01/2020						
	Step	percent		pprentice Base Wage	Health	Pension	Supplemental 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	
	Effecti	ve Date -	09/01/2020				Supplemental		
	Step	percent	Α	pprentice Base Wage	Health	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	
	Appre	Step4 with	3:10; 4:14; 5:19/Steps are 1 lic\$65.32, Step5 with lic\$72. rneyworker Ratio:**						
NEUMATIC (
PNEUMATIC CONTROLS (TEMP.) PIPEFITTERS LOCAL 537		OLS (TEMP	.)	03/01/2020	\$56.19	\$10.95	\$19.74	\$0.00	\$86.88
		OLS (TEMP	.)	03/01/2020		\$10.95 \$10.95	\$19.74 \$19.74	\$0.00 \$0.00	\$86.88 \$88.38
		OLS (TEMP	.)	09/01/2020	\$57.69	\$10.95	\$19.74	\$0.00	\$88.38
PEFITTERS LOC.	AL 537		.) PEFITTER" or "PLUMBER/PIPEFIT	09/01/2020 03/01/2021	\$57.69				
For apprentice	AL 537 rates see " DRILL/7	Apprentice- PIF	PEFITTER" or "PLUMBER/PIPEFIT	09/01/2020 03/01/2021) \$57.69 I \$59.17	\$10.95	\$19.74	\$0.00	\$88.38
For apprentice	AL 537 rates see " DRILL/7	Apprentice- PIF	PEFITTER" or "PLUMBER/PIPEFIT	09/01/2020 03/01/2021 TER") \$57.69 I \$59.17) \$39.40	\$10.95 \$10.95	\$19.74 \$19.74	\$0.00 \$0.00	\$88.38 \$89.86
For apprentice	AL 537 rates see " DRILL/7	Apprentice- PIF	PEFITTER" or "PLUMBER/PIPEFIT	09/01/2020 03/01/2021 TER" 06/01/2020) \$57.69 1 \$59.17) \$39.40) \$40.38	\$10.95 \$10.95 \$8.60	\$19.74 \$19.74 \$17.09	\$0.00 \$0.00 \$0.00	\$88.38 \$89.86 \$65.09
For apprentice 1 For apprentice 1 NEUMATIC I ABORERS - ZONE	rates see " DRILL/"]	Apprentice- PIF	PEFITTER" or "PLUMBER/PIPEFIT	09/01/2020 03/01/2021 TER" 06/01/2020 12/01/2020) \$57.69 1 \$59.17) \$39.40) \$40.38 1 \$41.40	\$10.95 \$10.95 \$8.60 \$8.60	\$19.74 \$19.74 \$17.09 \$17.09	\$0.00 \$0.00 \$0.00 \$0.00	\$88.38 \$89.86 \$65.09 \$66.07
IPEFITTERS LOC.	AL 537 rates see " DRILL/T rates see "	Apprentice- PIF TOOL OPER	PEFITTER" or "PLUMBER/PIPEFIT	09/01/2020 03/01/2021 TER" 06/01/2020 12/01/2021 12/01/2021) \$57.69 1 \$59.17) \$39.40) \$40.38 1 \$41.40 1 \$42.41	\$10.95 \$10.95 \$8.60 \$8.60 \$8.60 \$8.60	\$19.74 \$19.74 \$17.09 \$17.09 \$17.09 \$17.09 \$17.09	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$88.38 \$89.86 \$65.09 \$66.07 \$67.09 \$68.10
PEFITTERS LOC. For apprentice a NEUMATIC E IBORERS - ZONE For apprentice a OWDERMAN	AL 537 rates see " DRILL/] rates see " rates see " (& BLA	Apprentice- PIF TOOL OPER	PEFITTER" or "PLUMBER/PIPEFIT	09/01/2020 03/01/2021 TER" 06/01/2020 12/01/2021 12/01/2021 06/01/2021 06/01/2020) \$57.69) \$59.17) \$39.40) \$40.38 1 \$41.40 1 \$42.41) \$40.15	\$10.95 \$10.95 \$8.60 \$8.60 \$8.60 \$8.60 \$8.60	\$19.74 \$19.74 \$17.09 \$17.09 \$17.09 \$17.09 \$17.09	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$88.38 \$89.86 \$65.09 \$66.07 \$67.09 \$68.10 \$65.84
For apprentice a NEUMATIC E IBORERS - ZONE For apprentice a	AL 537 rates see " DRILL/] rates see " rates see " (& BLA	Apprentice- PIF TOOL OPER	PEFITTER" or "PLUMBER/PIPEFIT	09/01/2020 03/01/2021 12/01/2020 06/01/2021 12/01/2021 06/01/2021 06/01/2020 12/01/2020) \$57.69 1 \$59.17) \$39.40) \$40.38 1 \$41.40 1 \$42.41) \$40.15) \$41.13	\$10.95 \$10.95 \$8.60 \$8.60 \$8.60 \$8.60 \$8.60 \$8.60	\$19.74 \$19.74 \$17.09 \$17.09 \$17.09 \$17.09 \$17.09 \$17.09	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$88.38 \$89.86 \$65.09 \$66.07 \$67.09 \$68.10 \$65.84 \$66.82
For apprentice of NEUMATIC E ABORERS - ZONE	AL 537 rates see " DRILL/] rates see " rates see " (& BLA	Apprentice- PIF TOOL OPER	PEFITTER" or "PLUMBER/PIPEFIT	09/01/2020 03/01/2021 TER" 06/01/2020 12/01/2021 12/01/2021 06/01/2021 06/01/2020) \$57.69 1 \$59.17) \$39.40) \$40.38 1 \$41.40 1 \$42.41) \$40.15) \$41.13 1 \$42.15	\$10.95 \$10.95 \$8.60 \$8.60 \$8.60 \$8.60 \$8.60	\$19.74 \$19.74 \$17.09 \$17.09 \$17.09 \$17.09 \$17.09	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$88.38 \$89.86 \$65.09 \$66.07 \$67.09 \$68.10 \$65.84

Apprentice - PLUMBER/GASFITTER - Local 12

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
	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
	12/01/2021	\$35.54	\$12.50	\$15.70	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"		.		<i></i>		.
READY MIX CONCRETE DRIVERS after 4/30/12 (Drivers Hired After 4/30/2012) TEAMSTERS 25 (Suburban) - Aggregate	05/01/2020	\$27.90	\$10.41	\$14.12	\$0.00	\$52.43
211 010 111 00 110 0 2012)1211101210 20 (Swom Swith) 1.58, Swith	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
	08/01/2022	\$30.40	\$11.91	\$15.25	\$0.00	\$57.56
READY-MIX CONCRETE DRIVER	05/01/2020	\$29.00	\$10.41	\$14.12	\$0.00	\$53.53
EAMSTERS 25 (Suburban) - Aggregate	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	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"						
RIDE-ON MOTORIZED BUGGY OPERATOR	06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
ABORERS - 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"						
ROLLER/SPREADER/MULCHING MACHINE	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"						
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg)	03/01/2020	\$45.67	\$11.50	\$15.90	\$0.00	\$73.07
COOF LIGS LUCAL 33	08/01/2020	\$47.10	\$11.50	\$15.90	\$0.00	\$74.50
	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
ssue Date: 06/04/2020 Wage Request Numbe	er: 20200604	0 2 0				Page 28 of 36

Apprentice - ROOFER - Local 33						
Effective Date - 03/01/2020	A superior Days West	TT. 14	D	Supplemental	T. (.1 D. (.	
Step percent	Apprentice Base Wage		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	
Effective 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: ** 1:5, 2:6-10, the 1:10; Reroofin Step 1 is 2000 hrs.; Steps 2-5 are (Hot Pitch Mechanics' receive \$1 Apprentice to Journeyworker Ratio:**	1000 hrs.					
OOFER SLATE / TILE / PRECAST CONCRETE DOFERS LOCAL 33	03/01/2020			\$15.90	\$0.00	\$73.32
	08/01/2020			\$15.90	\$0.00	\$74.75
	02/01/202			\$15.90	\$0.00	\$76.18
	08/01/2021			\$15.90	\$0.00	\$77.61
For apprentice rates see "Apprentice- ROOFER"	02/01/2022	2 \$51.64	\$11.50	\$15.90	\$0.00	\$79.04
HEETMETAL WORKER	02/01/2020) ¢40.24	¢10.05	\$24.12	\$2.61	¢00.44
IEETMETAL WORKERS LOCAL 17 - A	02/01/2020					\$89.44
	08/01/2020			\$24.12 \$24.12	\$2.66	\$91.09
	02/01/202		\$13.35	\$24.12	\$2.71	\$92.79
	08/01/202			\$24.12	\$2.76	\$94.59
	02/01/2022	2 \$56.11	\$13.35	\$24.12	\$2.81	\$96.39

ROOFER - Local 33 Annrentice .

2020		Supplemental	1		
Apprentice Base Wage	Health Pension	Unemployment	Total Rate		
\$20.73	\$13.35 \$5.89	\$0.00	\$39.97		
\$20.73	\$13.35 \$5.89	\$0.00	\$39.97		
\$23.20	\$13.35 \$11.13	\$1.43	\$49.11		
\$23.20	\$13.35 \$11.13	\$1.43	\$49.11		
\$25.67	\$13.35 \$12.08	\$1.53	\$52.63		
\$25.67	\$13.35 \$12.33	\$1.54	\$52.89		
\$29.62	\$13.35 \$13.70	\$1.70	\$58.37		
\$32.08	\$13.35 \$15.15	\$1.80	\$62.38		
\$37.02	\$13.35 \$16.56	\$2.01	\$68.94		
\$41.96	\$13.35 \$17.96	\$2.20	\$75.47		
	\$41.96	\$41.96 \$13.35 \$17.96	\$41.96 \$13.35 \$17.96 \$2.20		

Apprentice - SHEET METAL WORKER - Local 17-A

	10	85	\$41.96	\$13.35	\$17.96	\$2.20	\$75.47	
	Effecti Step	ive Date - 08/01/2020 percent	Apprentice Base Wage	Health	Pension	Supplemental 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.						
	Appre	ntice to Journeyworker Ratio:1:4						
		H MOVING EQUIP < 35 TONS	06/01/2020) \$36.54	\$12.41	\$13.72	\$0.00	\$62.67
TEAMSTERS JOINT	COUNC	IL NO. 10 ZONE A	08/01/2020	\$36.54	\$12.91	\$13.72	\$0.00	\$63.17
			12/01/2020	\$36.54	\$12.91	\$14.82	\$0.00	\$64.27
			06/01/202	1 \$37.34	\$12.91	\$14.82	\$0.00	\$65.07
			08/01/202	1 \$37.34	\$13.41	\$14.82	\$0.00	\$65.57
			12/01/202	1 \$37.34	\$13.41	\$16.01	\$0.00	\$66.76
		H MOVING EQUIP > 35 TONS	06/01/2020	\$36.83	\$12.41	\$13.72	\$0.00	\$62.96
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A		08/01/2020	\$36.83	\$12.91	\$13.72	\$0.00	\$63.46	
			12/01/2020	\$36.83	\$12.91	\$14.82	\$0.00	\$64.56
			06/01/202	\$37.63	\$12.91	\$14.82	\$0.00	\$65.36
			08/01/202	\$37.63	\$13.41	\$14.82	\$0.00	\$65.86
			12/01/202	1 \$37.63	\$13.41	\$16.01	\$0.00	\$67.05

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPRINKLER FITTER	03/01/2020	\$60.82	\$9.68	\$20.55	\$0.00	\$91.05
SPRINKLER FITTERS LOCAL 550 - (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

Effecti Step	ive Date -	03/01/2020	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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	\$61.22
7	65		\$39.53	\$9.68	\$15.74	\$0.00	\$64.95
8	70		\$42.57	\$9.68	\$16.43	\$0.00	\$68.68
9	75		\$45.62	\$9.68	\$17.11	\$0.00	\$72.41
10	80		\$48.66	\$9.68	\$17.80	\$0.00	\$76.14

10	80		\$48.66	\$9.68	\$17.80	\$0.00	\$76.14	
Effec	tive Date - 10/01/202	0				Supplemental		
Step	percent	Аррі	rentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	35		\$21.81	\$9.68	\$11.61	\$0.00	\$43.10	
2	40		\$24.93	\$9.68	\$12.30	\$0.00	\$46.91	
3	45		\$28.04	\$9.68	\$12.99	\$0.00	\$50.71	
4	50		\$31.16	\$9.68	\$13.73	\$0.00	\$54.57	
5	55		\$34.28	\$9.68	\$14.36	\$0.00	\$58.32	
6	60		\$37.39	\$9.68	\$15.05	\$0.00	\$62.12	
7	65		\$40.51	\$9.68	\$15.74	\$0.00	\$65.93	
8	70		\$43.62	\$9.68	\$16.43	\$0.00	\$69.73	
9	75		\$46.74	\$9.68	\$17.11	\$0.00	\$73.53	
10	80		\$49.86	\$9.68	\$17.80	\$0.00	\$77.34	
Notes	Apprentice entered pri 40/45/50/55/60/65/70 Steps are 850 hours		·					
Appr	entice to Journeyworke	er Ratio:1:3						
STEAM BOILER OPP			06/01/202	0 \$49.31	\$12.50	\$15.70	\$0.00	\$77.51
OPERATING ENGINEERS	LOCAL 4		12/01/2020	0 \$50.45	\$12.50	\$15.70	\$0.00	\$78.65
			06/01/202	1 \$51.54	\$12.50	\$15.70	\$0.00	\$79.74
			12/01/202	1 \$52.68	\$12.50	\$15.70	\$0.00	\$80.88
	e "Apprentice- OPERATING E							
TAMPERS, SELF-PR OPERATING ENGINEERS	OPELLED OR TRACT	OR DRAWN	06/01/2020	9 \$49.31	\$12.50	\$15.70	\$0.00	\$77.51
OI EMITING ENGINEERD I			12/01/2020	0 \$50.45	\$12.50	\$15.70	\$0.00	\$78.65
			06/01/202	1 \$51.54	\$12.50	\$15.70	\$0.00	\$79.74
For apprentice rates see	Apprentice- OPERATING E	NGINEERS"	12/01/202	1 \$52.68	\$12.50	\$15.70	\$0.00	\$80.88

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TELECOMMUNICATION TECHNICIAN	03/01/2020	\$40.13	\$13.00	\$17.12	\$0.00	\$70.25
ELECTRICIANS LOCAL 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	\$49.11	\$13.00	\$17.73	\$0.00	\$79.84

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103 Effective Date - 03/01/2020

Effect	ive Date - 03/01/2020				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	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	
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	

Effectiv	ve Date - 09/01/2020				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	45	\$18.54	\$13.00	\$0.57	\$0.00	\$32.11	
2	45	\$18.54	\$13.00	\$0.57	\$0.00	\$32.11	
3	50	\$20.60	\$13.00	\$14.02	\$0.00	\$47.62	
4	50	\$20.60	\$13.00	\$14.02	\$0.00	\$47.62	
5	55	\$22.66	\$13.00	\$14.33	\$0.00	\$49.99	
6	60	\$24.72	\$13.00	\$14.64	\$0.00	\$52.36	
7	65	\$26.78	\$13.00	\$14.96	\$0.00	\$54.74	
8	70	\$28.84	\$13.00	\$15.28	\$0.00	\$57.12	
9	75	\$30.90	\$13.00	\$15.59	\$0.00	\$59.49	
10	80	\$32.96	\$13.00	\$15.90	\$0.00	\$61.86	
Notes:	·						
Appre	ntice to Journeyworker Ratio:1:						
TERRAZZO FINISHER		02/01/2020	\$53.34	\$10.75	\$21.94	\$0.00	\$86.03
BRICKLAYERS LOCAL 3 - MA	BRICKLAYERS LOCAL 3 - MARBLE & TILE		\$54.69	\$10.75	\$22.09	\$0.00	\$87.53
		02/01/2021	\$55.33	\$10.75	\$22.09	\$0.00	\$88.17
		08/01/2021	\$56.73	\$10.75	\$22.25	\$0.00	\$89.73
		02/01/2022	\$57.32	\$10.75	\$22.25	\$0.00	\$90.32

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\$64.99
\$65.97
\$66.99
\$68.00
\$77.51
\$78.65
\$79.74
\$80.88

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile Effective Date - 02/01/2020

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRAILERS FOR EARTH MOVING EQUIPMENT	06/01/2020	\$37.12	\$12.41	\$13.72	\$0.00	\$63.25
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	08/01/2020	\$37.12	\$12.91	\$13.72	\$0.00	\$63.75
	12/01/2020	\$37.12	\$12.91	\$14.82	\$0.00	\$64.85
	06/01/2021	\$37.92	\$12.91	\$14.82	\$0.00	\$65.65
	08/01/2021	\$37.92	\$13.41	\$14.82	\$0.00	\$66.15
	12/01/2021	\$37.92	\$13.41	\$16.01	\$0.00	\$67.34
TUNNEL WORK - COMPRESSED AIR	06/01/2020	\$51.38	\$8.60	\$17.69	\$0.00	\$77.67
LABORERS (COMPRESSED AIR)	12/01/2020	\$52.36	\$8.60	\$17.69	\$0.00	\$78.65
	06/01/2021	\$53.38	\$8.60	\$17.69	\$0.00	\$79.67
	12/01/2021	\$54.39	\$8.60	\$17.69	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	06/01/2020	\$53.38	\$8.60	\$17.69	\$0.00	\$79.67
LABORERS (COMPRESSED AIR)	12/01/2020	\$54.36	\$8.60	\$17.69	\$0.00	\$80.65
	06/01/2021	\$55.38	\$8.60	\$17.69	\$0.00	\$81.67
	12/01/2021	\$56.39	\$8.60	\$17.69	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR LABORERS (FREE AIR TUNNEL)	06/01/2020	\$43.45	\$8.60	\$17.69	\$0.00	\$69.74
	12/01/2020	\$44.43	\$8.60	\$17.69	\$0.00	\$70.72
	06/01/2021	\$45.45	\$8.60	\$17.69	\$0.00	\$71.74
	12/01/2021	\$46.46	\$8.60	\$17.69	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL)	06/01/2020	\$45.45	\$8.60	\$17.69	\$0.00	\$71.74
	12/01/2020	\$46.43	\$8.60	\$17.69	\$0.00	\$72.72
	06/01/2021	\$47.45	\$8.60	\$17.69	\$0.00	\$73.74
	12/01/2021	\$48.46	\$8.60	\$17.69	\$0.00	\$74.75
For apprentice rates see "Apprentice- LABORER" VAC-HAUL				¢12.72	<u> </u>	
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2020	\$36.54	\$12.41	\$13.72	\$0.00	\$62.67
	08/01/2020	\$36.54	\$12.91	\$13.72	\$0.00	\$63.17
	12/01/2020	\$36.54	\$12.91	\$14.82	\$0.00	\$64.27
	06/01/2021	\$37.34	\$12.91	\$14.82	\$0.00	\$65.07
	08/01/2021	\$37.34	\$13.41	\$14.82	\$0.00	\$65.57
	12/01/2021	\$37.34	\$13.41	\$16.01	\$0.00	\$66.76
WAGON DRILL OPERATOR 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
	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
WASTE WATER PUMP OPERATOR 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
WATER METER INSTALLER	03/01/2020	\$58.69	\$12.07	\$17.26	\$0.00	\$88.02
PLUMBERS & GASFITTERS LOCAL 12	09/01/2020	\$60.19	\$12.07	\$17.26	\$0.00	\$89.52
						=

Outside Electrical - East

Issue Date: 06/04/2020

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	08/30/2020	\$42.03	\$9.25	\$10.27	\$0.00	\$61.55
For apprentice rates see "Apprentice- LINEMAN"	00,20,2020	¢.2.00	\$7.20			<i>Q</i> 01 .00
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"	00,20,2020	\$51.02	¢9.20			ψυυ.» Γ
DRIVER / 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"	00/50/2020	φ <i>21.</i> 20	ψ9.25	\$1.0 _	40.00	φ 50.2 7
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"	00/50/2020	φ12.0 <i>5</i>	ψ9.25	<i>Q</i> 10	40.00	φ05.05
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"	00/50/2020	\$57.07	Φ9.23	<i>\</i> 10.07	<i>40.00</i>	Φ07.21
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"	08/30/2020	\$22.23	\$7.25	ψ1.07	40.00	\$ 55. 17
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	\$20.43 \$27.20	\$9.25	\$1.82	\$0.00	\$38.27
For apprentice rates see "Apprentice- LINEMAN"	08/30/2020	\$27.20	\$9.23	φ1.02	φ 0.00	\$30.21
JOURNEYMAN LINEMAN	09/01/2019	\$48.05	\$8.75	\$17.19	\$0.00	\$73.99
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104		• • • • • •		\$17.48	\$0.00	
	08/30/2020	\$49.45	\$9.25	\$17.48	\$0.00	\$76.18

Effect	ive Date -	09/01/2019				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	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

Apprentice -	LINEMAN (Outside Electrical) - East Local 104
	00/01/2010

Effective Date -	08/30/2020
Effective Date -	08/30/2020

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

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.