

CHARLES D. BAKER Governor

KARYN E. POLITO Lt. Governor

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

### **Prevailing Wage Rates**

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

Awarding Authority:	City of Waltham			
<b>Contract Number:</b>		City/Town:	WALTHAM	
Description of Work:	Kenmore Terrace Sewer Replacement			
Job Location:	610 Main Street Waltham, MA 02451			

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

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

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

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

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

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

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

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

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	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 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 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)	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"				<i></i>	<b>*</b> **	
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	\$37.10	\$12.80	\$9.45	\$0.00	\$59.35
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	12/01/2020	\$37.10	\$12.80	\$9.45	\$0.00	\$60.35
ASPHALT RAKER	06/01/2020			\$17.09	\$0.00	\$65.09
LABORERS - ZONE 1		\$39.40 \$40.28	\$8.60	\$17.09	\$0.00 \$0.00	
	12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00 \$0.00	\$66.07
	06/01/2021	\$41.40 \$42.41	\$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
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
DPERATING ENGINEERS LOCAL 4	12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.58	\$13.00	\$15.70	\$0.00	\$80.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$52.73	\$13.00	\$15.70	\$0.00	\$81.43
BACKHOE/FRONT-END LOADER	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.58	\$13.00	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.73	\$13.00	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	Ψ32.13	ψ15.00	<i><i><i>q</i>12.70</i></i>	<i>40.00</i>	Ψ01.ΤJ
BARCO-TYPE JUMPING TAMPER	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"						•

**Issue Date:** 11/09/2020

e Date: 11/09/2020 Wage Request Number: 20201109-019 Page 2 of 3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
OCK PAVER, RAMMER / CURB SETTER	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

Effec Step	percent 01/01/2020	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total F	Rate
$\frac{\operatorname{step}}{1}$	65	\$29.97	\$7.07	\$11.69	\$0.00		3.73
2	65	\$29.97	\$7.07 \$7.07	\$11.69 \$11.69	\$0.00		3.73 3.73
3	70	\$32.27	\$7.07	\$12.59	\$0.00 \$0.00		1.93
4	75	\$34.58	\$7.07 \$7.07	\$13.49	\$0.00 \$0.00		5.14
5	80	\$36.88	\$7.07	\$14.38	\$0.00		3.33
6	85	\$39.19	\$7.07	\$15.29	\$0.00		.55
7	90	\$41.49	\$7.07	\$16.18	\$0.00	\$64	1.74
8	95	\$43.80	\$7.07	\$17.09	\$0.00	\$67	7.96
Note	s:						_
Арри	rentice to Journeyworker	Ratio:1:4					
	IFICIAL MASONRY (INC	CL. MASONRY 08/01/202	0 \$55.75	\$10.75	\$22.09	\$0.00	\$88.59
TERPROOFING) CKLAYERS LOCAL 3 (1	WALTHAM)	02/01/202	1 \$56.39	\$10.75	\$22.09	\$0.00	\$89.23
		08/01/202	1 \$57.79	\$10.75	\$22.25	\$0.00	\$90.79
		02/01/202	2 \$58.38	\$10.75	\$22.25	\$0.00	\$91.38

	Effecti	ve Date - 08/01/2020				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	
	Effecti	ve Date - 02/01/2021				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$28.20	\$10.75	\$22.09	\$0.00	\$61.04	
	2	60	\$33.83	\$10.75	\$22.09	\$0.00	\$66.67	
	3	70	\$39.47	\$10.75	\$22.09	\$0.00	\$72.31	
	4	80	\$45.11	\$10.75	\$22.09	\$0.00	\$77.95	
	5	90	\$50.75	\$10.75	\$22.09	\$0.00	\$83.59	
	Notes:							
							i i	
		ntice to Journeyworker Ratio:1:	5					
ULLDOZER/ PERATING ENG		ER/SCRAPER	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
ERITING ENG	INEERS E		12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
			06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
For apprentice	e rates see '	'Apprentice- OPERATING ENGINEERS"	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88
		INNING BOTTOM 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
			06/01/2021	\$42.30	\$8.60	\$17.24	\$0.00	\$68.14
			00/01/2021					
			12/01/2021		\$8.60	\$17.24	\$0.00	\$69.15
		Apprentice- LABORER"	12/01/2021	\$43.31				
AISSON & U	JNDERP	INNING LABORER	06/01/2020	\$43.31 ) \$39.15	\$8.60	\$17.24	\$0.00	\$64.99
AISSON & U	JNDERP	INNING LABORER	12/01/2021 06/01/2020 12/01/2020	<ul> <li>\$43.31</li> <li>\$39.15</li> <li>\$40.13</li> </ul>	\$8.60 \$8.60	\$17.24 \$17.24	\$0.00 \$0.00	\$64.99 \$65.97
	JNDERP	INNING LABORER	12/01/2021 06/01/2020 12/01/2020 06/01/2021	1         \$43.31           2)         \$39.15           2)         \$40.13           1         \$41.15	\$8.60 \$8.60 \$8.60	\$17.24 \$17.24 \$17.24	\$0.00 \$0.00 \$0.00	\$64.99 \$65.97 \$66.99
AISSON & U ABORERS - FOUL	JNDERP INDATION	INNING LABORER AND MARINE	12/01/2021 06/01/2020 12/01/2020	1         \$43.31           2)         \$39.15           2)         \$40.13           1         \$41.15	\$8.60 \$8.60	\$17.24 \$17.24	\$0.00 \$0.00	\$64.99 \$65.97
AISSON & U IBORERS - FOUL	JNDERP INDATION e rates see '	INNING LABORER	12/01/2021 06/01/2020 12/01/2021 12/01/2021	1       \$43.31         2)       \$39.15         2)       \$40.13         31       \$41.15         342.16	\$8.60 \$8.60 \$8.60 \$8.60	\$17.24 \$17.24 \$17.24 \$17.24	\$0.00 \$0.00 \$0.00 \$0.00	\$64.99 \$65.97 \$66.99 \$68.00
AISSON & U IBORERS - FOUL For apprentice AISSON & U	JNDERP INDATION e rates see ' JNDERP	INNING LABORER AND MARINE 'Apprentice- LABORER" INNING TOP MAN	12/01/2021 06/01/2020 12/01/2021 12/01/2021 12/01/2021 06/01/2020	1     \$43.31       2)     \$39.15       2)     \$40.13       31     \$41.15       34     \$42.16       339.15     \$39.15	\$8.60 \$8.60 \$8.60 \$8.60 \$8.60	\$17.24 \$17.24 \$17.24 \$17.24 \$17.24	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.99 \$65.97 \$66.99 \$68.00 \$64.99
AISSON & U BORERS - FOUL For apprentice AISSON & U	JNDERP INDATION e rates see ' JNDERP	INNING LABORER AND MARINE 'Apprentice- LABORER" INNING TOP MAN	12/01/2021 06/01/2020 12/01/2021 12/01/2021 06/01/2021 06/01/2020 12/01/2020	1       \$43.31         2)       \$39.15         2)       \$40.13         1       \$41.15         1       \$42.16         2)       \$39.15         2)       \$39.15         2)       \$40.13	\$8.60 \$8.60 \$8.60 \$8.60 \$8.60 \$8.60	\$17.24 \$17.24 \$17.24 \$17.24 \$17.24 \$17.24 \$17.24	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.99 \$65.97 \$66.99 \$68.00 \$64.99 \$65.97
AISSON & U BORERS - FOUL For apprentice	JNDERP INDATION e rates see ' JNDERP	INNING LABORER AND MARINE 'Apprentice- LABORER" INNING TOP MAN	12/01/2021 06/01/2020 12/01/2020 06/01/2021 12/01/2020 06/01/2020 12/01/2020 06/01/2021	1       \$43.31         2)       \$39.15         2)       \$40.13         1)       \$41.15         1)       \$42.16         2)       \$39.15         2)       \$39.15         2)       \$39.13         3)       \$40.13         40       \$41.15	\$8.60 \$8.60 \$8.60 \$8.60 \$8.60 \$8.60 \$8.60	\$17.24 \$17.24 \$17.24 \$17.24 \$17.24 \$17.24 \$17.24 \$17.24	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.99 \$65.97 \$66.99 \$68.00 \$64.99 \$65.97 \$66.99
AISSON & U IBORERS - FOUL For apprentice AISSON & U IBORERS - FOUL	JNDERP INDATION e rates see ' JNDERP INDATION	INNING LABORER AND MARINE 'Apprentice- LABORER" INNING TOP MAN	12/01/2021 06/01/2020 12/01/2021 12/01/2021 06/01/2021 06/01/2020 12/01/2020	1       \$43.31         2)       \$39.15         2)       \$40.13         1)       \$41.15         1)       \$42.16         2)       \$39.15         2)       \$39.15         2)       \$39.13         3)       \$40.13         40       \$41.15	\$8.60 \$8.60 \$8.60 \$8.60 \$8.60 \$8.60	\$17.24 \$17.24 \$17.24 \$17.24 \$17.24 \$17.24 \$17.24	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.99 \$65.97 \$66.99 \$68.00 \$64.99 \$65.97
AISSON & U ABORERS - FOUL For apprentice AISSON & U ABORERS - FOUL For apprentice	JNDERP INDATION e rates see ' JNDERP INDATION e rates see '	INNING LABORER AND MARINE 'Apprentice- LABORER" INNING TOP MAN AND MARINE	12/01/2021 06/01/2020 12/01/2020 06/01/2021 12/01/2020 06/01/2020 12/01/2020 06/01/2021	1       \$43.31         2)       \$39.15         2)       \$40.13         1       \$41.15         1       \$42.16         2)       \$39.15         2)       \$39.15         2)       \$40.13         40.13       \$41.15         2)       \$42.16         2)       \$42.16	\$8.60 \$8.60 \$8.60 \$8.60 \$8.60 \$8.60 \$8.60	\$17.24 \$17.24 \$17.24 \$17.24 \$17.24 \$17.24 \$17.24 \$17.24	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.99 \$65.97 \$66.99 \$68.00 \$64.99 \$65.97 \$66.99
AISSON & U ABORERS - FOUL For apprentice AISSON & U ABORERS - FOUL For apprentice	JNDERP INDATION e rates see ' JNDERP INDATION e rates see ' PRE DRII	INNING LABORER AND MARINE 'Apprentice- LABORER" INNING TOP MAN AND MARINE 'Apprentice- LABORER"	12/01/2021 06/01/2020 12/01/2021 12/01/2021 06/01/2020 12/01/2020 12/01/2020 06/01/2021 12/01/2021	1       \$43.31         2)       \$39.15         2)       \$40.13         1       \$41.15         1       \$42.16         2)       \$39.15         2)       \$39.15         2)       \$40.13         441.15       \$42.16         2)       \$39.40	\$8.60 \$8.60 \$8.60 \$8.60 \$8.60 \$8.60 \$8.60 \$8.60 \$8.60	\$17.24 \$17.24 \$17.24 \$17.24 \$17.24 \$17.24 \$17.24 \$17.24 \$17.24	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.99 \$65.97 \$66.99 \$68.00 \$64.99 \$65.97 \$66.99 \$66.99
AISSON & U ABORERS - FOUL For apprentice AISSON & U ABORERS - FOUL For apprentice ARBIDE COI	JNDERP INDATION e rates see ' JNDERP INDATION e rates see ' PRE DRII	INNING LABORER AND MARINE 'Apprentice- LABORER" INNING TOP MAN AND MARINE 'Apprentice- LABORER"	12/01/2021 06/01/2020 12/01/2021 12/01/2021 06/01/2020 12/01/2020 06/01/2021 12/01/2021 06/01/2021	1       \$43.31         2)       \$39.15         2)       \$40.13         1       \$41.15         1       \$42.16         2)       \$39.15         2)       \$39.15         2)       \$40.13         40       \$41.15         2)       \$40.13         4       \$41.15         2)       \$42.16         2)       \$40.38	\$8.60 \$8.60 \$8.60 \$8.60 \$8.60 \$8.60 \$8.60 \$8.60	\$17.24 \$17.24 \$17.24 \$17.24 \$17.24 \$17.24 \$17.24 \$17.24 \$17.24 \$17.24 \$17.24	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.99 \$65.97 \$66.99 \$68.00 \$64.99 \$65.97 \$66.99 \$66.99 \$65.09

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

**Issue Date:** 11/09/2020

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
09/01/2020	\$42.94	\$9.40	\$18.95	\$0.00	\$71.29
03/01/2021	\$43.54	\$9.40	\$18.95	\$0.00	\$71.89
09/01/2021	\$44.19	\$9.40	\$18.95	\$0.00	\$72.54
03/01/2022	\$44.79	\$9.40	\$18.95	\$0.00	\$73.14
09/01/2022	\$45.44	\$9.40	\$18.95	\$0.00	\$73.79
03/01/2023	\$46.04	\$9.40	\$18.95	\$0.00	\$74.39
-	09/01/2020 03/01/2021 09/01/2021 03/01/2022 09/01/2022	09/01/2020         \$42.94           03/01/2021         \$43.54           09/01/2021         \$44.19           03/01/2022         \$44.79           09/01/2022         \$45.44	09/01/2020         \$42.94         \$9.40           03/01/2021         \$43.54         \$9.40           09/01/2021         \$44.19         \$9.40           03/01/2022         \$44.79         \$9.40           03/01/2022         \$44.79         \$9.40           09/01/2022         \$44.79         \$9.40           09/01/2022         \$44.79         \$9.40	09/01/2020         \$42.94         \$9.40         \$18.95           03/01/2021         \$43.54         \$9.40         \$18.95           09/01/2021         \$44.19         \$9.40         \$18.95           03/01/2022         \$44.79         \$9.40         \$18.95           03/01/2022         \$44.79         \$9.40         \$18.95           09/01/2022         \$445.44         \$9.40         \$18.95	Effective Date         Base Wage         Health         Pension         Unemployment           09/01/2020         \$42.94         \$9.40         \$18.95         \$0.00           03/01/2021         \$43.54         \$9.40         \$18.95         \$0.00           09/01/2021         \$44.19         \$9.40         \$18.95         \$0.00           03/01/2021         \$44.79         \$9.40         \$18.95         \$0.00           03/01/2022         \$44.79         \$9.40         \$18.95         \$0.00           09/01/2022         \$445.44         \$9.40         \$18.95         \$0.00

### Apprentice - CARPENTER - Zone 2 Eastern MA

Effect	ive Date - 09/01/2020					
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.47	\$9.40	\$1.73	\$0.00	\$32.60
2	60	\$25.76	\$9.40	\$1.73	\$0.00	\$36.89
3	70	\$30.06	\$9.40	\$13.76	\$0.00	\$53.22
4	75	\$32.21	\$9.40	\$13.76	\$0.00	\$55.37
5	80	\$34.35	\$9.40	\$15.49	\$0.00	\$59.24
6	80	\$34.35	\$9.40	\$15.49	\$0.00	\$59.24
7	90	\$38.65	\$9.40	\$17.22	\$0.00	\$65.27
8	90	\$38.65	\$9.40	\$17.22	\$0.00	\$65.27

#### **Effective Date -** 03/01/2021

	Effecti	ive Date - 03/01/2	021			Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	te
	1	50	\$21.77	\$9.40	\$1.73	\$0.00	\$32.9	00
	2	60	\$26.12	\$9.40	\$1.73	\$0.00	\$37.2	25
	3	70	\$30.48	\$9.40	\$13.76	\$0.00	\$53.6	54
	4	75	\$32.66	\$9.40	\$13.76	\$0.00	\$55.8	32
	5	80	\$34.83	\$9.40	\$15.49	\$0.00	\$59.7	/2
	6	80	\$34.83	\$9.40	\$15.49	\$0.00	\$59.7	/2
	7	90	\$39.19	\$9.40	\$17.22	\$0.00	\$65.8	31
	8	90	\$39.19	\$9.40	\$17.22	\$0.00	\$65.8	31
	Notes:							
			10/1/17; 45/45/55/55/70/70/80/80 &4 \$36.42/ 5&6 \$54.95/ 7&8 \$60.97					
	Appre	ntice to Journeywo	ker Ratio:1:5					
CARPENTER			04/01/2020	0 \$27.12	\$7.21	\$5.80	\$0.00	\$40.13
CARPENTERS -ZO	NE 2 (Woo	od Frame)	04/01/202	1 \$27.87	\$7.21	\$5.80	\$0.00	\$40.88
			04/01/2022	2 \$28.62	\$7.21	\$5.80	\$0.00	\$41.63
			04/01/202	3 \$28.97	\$7.21	\$5.80	\$0.00	\$41.98

All Aspects of New Wood Frame Work

Effectiv	Effective Date - 04/01/2020 Supplemental								
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate			
1	60	\$16.27	\$7.21	\$0.00	\$0.00	\$23.48			
2	60	\$16.27	\$7.21	\$0.00	\$0.00	\$23.48			
3	65	\$17.63	\$7.21	\$2.00	\$0.00	\$26.84			
4	70	\$18.98	\$7.21	\$2.00	\$0.00	\$28.19			
5	75	\$20.34	\$7.21	\$5.80	\$0.00	\$33.35			
6	80	\$21.70	\$7.21	\$5.80	\$0.00	\$34.71			
7	85	\$23.05	\$7.21	\$5.80	\$0.00	\$36.06			
8	90	\$24.41	\$7.21	\$5.80	\$0.00	\$37.42			

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

#### Effective Date - 04/01/2021

		04/01/2021	Deer Weer	TT 141.	Densien	Supplemental	T-4-1 D-4-	
Step	percent	Apprenuce	Base Wage	Health	Pension	Unemployment	Total Rate	
1	60	\$	516.72	\$7.21	\$0.00	\$0.00	\$23.93	
2	60	\$	516.72	\$7.21	\$0.00	\$0.00	\$23.93	
3	65	\$	518.12	\$7.21	\$2.00	\$0.00	\$27.33	
4	70	\$	519.51	\$7.21	\$2.00	\$0.00	\$28.72	
5	75	\$	520.90	\$7.21	\$5.80	\$0.00	\$33.91	
6	80	\$	522.30	\$7.21	\$5.80	\$0.00	\$35.31	
7	85	\$	523.69	\$7.21	\$5.80	\$0.00	\$36.70	
8	90	\$	625.08	\$7.21	\$5.80	\$0.00	\$38.09	
Notes:								
	% Indentur	red After 10/1/17; 45/45/55/55/70/70/80	)/80					
	Step 1&2 \$	519.41/ 3&4 \$24.13/ 5&6 \$31.99/ 7&8 \$	\$34.71					
Apprei	ntice to Jour	rneyworker Ratio:1:5						
CEMENT MASONRY/I BRICKLAYERS LOCAL 3 (WA		٧G	01/01/2020	\$49.07	\$12.75	\$22.41	\$0.62	\$84.85

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

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

#### Notes:

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR	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"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES	06/01/2020	\$50.33	\$13.00	\$15.70	\$0.00	\$79.03
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$51.48	\$13.00	\$15.70	\$0.00	\$80.18
	06/01/2021	\$52.58	\$13.00	\$15.70	\$0.00	\$81.28
	12/01/2021	\$53.73	\$13.00	\$15.70	\$0.00	\$82.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR	06/01/2020	\$32.72	\$13.00	\$15.70	\$0.00	\$61.42
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$33.50	\$13.00	\$15.70	\$0.00	\$62.20
	06/01/2021	\$34.25	\$13.00	\$15.70	\$0.00	\$62.95
	12/01/2021	\$35.04	\$13.00	\$15.70	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE)	07/01/2020	\$51.51	\$8.25	\$22.40	\$0.00	\$82.16
PAINTERS LOCAL 35 - ZONE 2	01/01/2021	\$52.06	\$8.25	\$22.75	\$0.00	\$83.06

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

Effecti	ive 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

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.03	\$8.25	\$0.00	\$0.00	\$34.28
2	55	\$28.63	\$8.25	\$6.16	\$0.00	\$43.04
3	60	\$31.24	\$8.25	\$6.72	\$0.00	\$46.21
4	65	\$33.84	\$8.25	\$7.28	\$0.00	\$49.37
5	70	\$36.44	\$8.25	\$19.39	\$0.00	\$64.08
6	75	\$39.05	\$8.25	\$19.95	\$0.00	\$67.25
7	80	\$41.65	\$8.25	\$20.51	\$0.00	\$70.41
8	90	\$46.85	\$8.25	\$21.63	\$0.00	\$76.73
Notes						
	Steps are 750 hrs.					i i

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: ADZEMAN LABORERS - ZONE 1	12/01/2019	\$39.30	\$8.10	\$16.60	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS - ZONE 1	12/01/2019	\$40.30	\$8.10	\$16.60	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS LABORERS - ZONE 1	12/01/2019	\$40.05	\$8.10	\$16.60	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER LABORERS - ZONE 1	12/01/2019	\$40.30	\$8.10	\$16.60	\$0.00	\$65.00
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	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE - SEIU LOCAL 888	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN	09/01/2020	\$54.45	\$13.00	\$19.73	\$0.00	\$87.18
ELECTRICIANS LOCAL 103	03/01/2021	\$55.41	\$13.00	\$20.01	\$0.00	\$88.42
	09/01/2021	\$56.84	\$13.00	\$20.06	\$0.00	\$89.90
	03/01/2022	\$58.04	\$13.00	\$20.09	\$0.00	\$91.13
	09/01/2022	\$59.48	\$13.00	\$20.13	\$0.00	\$92.61
	03/01/2023	\$60.67	\$13.00	\$20.17	\$0.00	\$93.84
	05/01/2025	φ00.07	ψ1 <i>5</i> .00	+=0.17	<i>*</i>	φ20.01

Effect	ive Date -	09/01/2020				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40		\$21.78	\$13.00	\$0.65	\$0.00	\$35.43
2	40		\$21.78	\$13.00	\$0.65	\$0.00	\$35.43
3	45		\$24.50	\$13.00	\$14.87	\$0.00	\$52.37
4	45		\$24.50	\$13.00	\$14.87	\$0.00	\$52.37
5	50		\$27.23	\$13.00	\$15.31	\$0.00	\$55.54
6	55		\$29.95	\$13.00	\$15.75	\$0.00	\$58.70
7	60		\$32.67	\$13.00	\$16.19	\$0.00	\$61.86
8	65		\$35.39	\$13.00	\$16.63	\$0.00	\$65.02
9	70		\$38.12	\$13.00	\$17.07	\$0.00	\$68.19
10	75		\$40.84	\$13.00	\$17.53	\$0.00	\$71.37

## Apprentice - ELECTRICIAN - Local 103

Effective Date - 03
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Effecti	ve Date - 03/01/2021						
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	40	\$22.16	\$13.00	\$0.66	\$0.00	\$35.82	
2	40	\$22.16	\$13.00	\$0.66	\$0.00	\$35.82	
3	45	\$24.93	\$13.00	\$15.13	\$0.00	\$53.06	
4	45	\$24.93	\$13.00	\$15.13	\$0.00	\$53.06	
5	50	\$27.71	\$13.00	\$15.57	\$0.00	\$56.28	
6	55	\$30.48	\$13.00	\$16.01	\$0.00	\$59.49	
7	60	\$33.25	\$13.00	\$16.46	\$0.00	\$62.71	
8	65	\$36.02	\$13.00	\$16.90	\$0.00	\$65.92	
9	70	\$38.79	\$13.00	\$17.34	\$0.00	\$69.13	
10	75	\$41.56	\$13.00	\$17.80	\$0.00	\$72.36	
Notes:							
	App Prior 1/1/03; 30/35/4	0/45/50/55/65/70/75/80				i i	
Appre	ntice to Journeyworker R	atio:2:3***					
LEVATOR CONSTRU		01/01/2020	\$61.42	\$15.73	\$18.41	\$0.00	\$95.56
EVATOR CONSTRUCTOR	S LOCAL 4	01/01/2021	\$63.47	\$15.88	\$19.31	\$0.00	\$98.66

01/01/2022

\$16.03

\$65.62

\$20.21

\$0.00

\$101.86

	Effectiv	ve Date - 01/01	1/2020				Supplemental		
	Step	percent	Appr	entice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$30.71	\$15.73	\$0.00	\$0.00	\$46.44	
	2	55		\$33.78	\$15.73	\$18.41	\$0.00	\$67.92	
	3	65		\$39.92	\$15.73	\$18.41	\$0.00	\$74.06	
	4	70		\$42.99	\$15.73	\$18.41	\$0.00	\$77.13	
	5	80		\$49.14	\$15.73	\$18.41	\$0.00	\$83.28	
	Effectiv	ve Date - 01/01	1/2021				Supplemental		
	Step	percent	Appr	entice 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 n	nos.; Steps 3-5 are 1 year						
	Apprei	ntice to Journeyw	vorker Ratio:1:1						
LEVATOR CONSTRUCTOR HELPER			01/01/2020	\$42.99	\$15.73	\$18.41	\$0.00	\$77.13	
LEVATOR CONSTR	AUCTOR:	LUCAL 4		01/01/2021	\$44.43	\$15.88	\$19.31	\$0.00	\$79.62
<b>T</b>			OD CONSTRUCTOR	01/01/2022	2 \$45.93	\$16.03	\$20.21	\$0.00	\$82.17
			OR CONSTRUCTOR"				*·- · ·		
ENCE & GUA		IL ERECTOR		06/01/2020			\$17.09	\$0.00	\$65.09
				12/01/2020			\$17.09	\$0.00	\$66.07
				06/01/2021			\$17.09	\$0.00	\$67.09
For apprentice r	rates see "	Apprentice- LABORE	R"	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10
		SON-BLDG,SITI		11/01/2020	) \$45.23	\$13.00	\$15.70	\$0.00	\$73.93
OPERATING ENGIN	VEERS LC	CAL 4		05/01/2021			\$15.70	\$0.00	\$75.08
				11/01/2021			\$15.70	\$0.00	\$76.08
				05/01/2022			\$15.70	\$0.00	\$77.23
For apprentice r	rates see ".	Apprentice- OPERAT	ING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY			E,HVY/HWY	11/01/2020	) \$46.74	\$13.00	\$15.70	\$0.00	\$75.44
	OPERATING ENGINEERS LOCAL 4			05/01/2021	\$47.90	\$13.00	\$15.70	\$0.00	\$76.60
				11/01/2021	\$48.91	\$13.00	\$15.70	\$0.00	\$77.61
						<b>***</b>	\$15.70	\$0.00	\$78.77
PPERATING ENGIN				05/01/2022	2 \$50.07	\$13.00	\$15.70	\$0.00	<i><b>φ</b>i</i> <b>0·</b> <i>i i</i>
PPERATING ENGIN For apprentice r		Apprentice- OPERATI		05/01/2022	2 \$50.07	\$13.00		\$0.00	<i><i><i>ϕ</i></i>, <i>ϕ</i>, <i>ϕ</i>, <i>ϕ</i>, <i>ϕ</i>, <i>ϕ</i>, <i>ϕ</i>, <i>ϕ</i></i>
PPERATING ENGIN For apprentice r FIELD ENG.RO	DD PER	SON-BLDG,SITH		05/01/2022			\$15.70	\$0.00	\$51.43
For apprentice r	DD PER	SON-BLDG,SITH			) \$22.73	\$13.00			\$51.43
OPERATING ENGIN For apprentice r	DD PER	SON-BLDG,SITH		11/01/2020	) \$22.73 1 \$23.41	\$13.00 \$13.00	\$15.70	\$0.00	

### Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM INSTALLER	09/01/2020	\$54.45	\$13.00	\$19.73	\$0.00	\$87.18
ELECTRICIANS LOCAL 103	03/01/2021	\$55.41	\$13.00	\$20.01	\$0.00	\$88.42
	09/01/2021	\$56.84	\$13.00	\$20.06	\$0.00	\$89.90
	03/01/2022	\$58.04	\$13.00	\$20.09	\$0.00	\$91.13
	09/01/2022	\$59.48	\$13.00	\$20.13	\$0.00	\$92.61
	03/01/2023	\$60.67	\$13.00	\$20.17	\$0.00	\$93.84
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE	09/01/2020	\$40.84	\$13.00	\$17.53	\$0.00	\$71.37
/ COMMISSIONING <i>electricians</i>	03/01/2021	\$42.11	\$13.00	\$17.88	\$0.00	\$72.99
	09/01/2021	\$43.77	\$13.00	\$18.00	\$0.00	\$74.77
	03/01/2022	\$45.27	\$13.00	\$18.12	\$0.00	\$76.39
	09/01/2022	\$46.99	\$13.00	\$18.24	\$0.00	\$78.23
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"	03/01/2023	\$48.54	\$13.00	\$18.37	\$0.00	\$79.91
FIREMAN (ASST. ENGINEER)	06/01/2020	\$40.30	\$13.00	\$15.70	\$0.00	\$69.00
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$41.25	\$13.00	\$15.70	\$0.00	\$69.95
	06/01/2021	\$42.16	\$13.00	\$15.70	\$0.00	\$70.86
	12/01/2021	\$43.11	\$13.00	\$15.70	\$0.00	\$71.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER	06/01/2020	\$23.50	\$8.60	\$17.09	\$0.00	\$49.19
LABORERS - ZONE I	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 FLOORCOVERERS LOCAL 2168 ZONE I	09/01/2020	\$47.79	\$9.40	\$19.25	\$0.00	\$76.44
rloorcoverers local 2108 zone i	03/01/2021	\$48.59	\$9.40	\$19.25	\$0.00	\$77.24
	09/01/2021	\$49.39	\$9.40	\$19.25	\$0.00	\$78.04
	03/01/2022	\$50.19	\$9.40	\$19.25	\$0.00	\$78.84

Effect	ive Date -	09/01/2020				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$23.90	\$9.40	\$1.79	\$0.00	\$35.09
2	55		\$26.28	\$9.40	\$1.79	\$0.00	\$37.47
3	60		\$28.67	\$9.40	\$13.88	\$0.00	\$51.95
4	65		\$31.06	\$9.40	\$13.88	\$0.00	\$54.34
5	70		\$33.45	\$9.40	\$15.67	\$0.00	\$58.52
6	75		\$35.84	\$9.40	\$15.67	\$0.00	\$60.91
7	80		\$38.23	\$9.40	\$17.46	\$0.00	\$65.09
8	85		\$40.62	\$9.40	\$17.46	\$0.00	\$67.48

### Apprentice - FLOORCOVERER - Local 2168 Zone I

#### 03/01/2021 Effective Date -

	Effecti	ve Date - 03/01/2021						
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	:
	1	50	\$24.30	\$9.40	\$1.79	\$0.00	\$35.49	
	2	55	\$26.72	\$9.40	\$1.79	\$0.00	\$37.91	
	3	60	\$29.15	\$9.40	\$13.88	\$0.00	\$52.43	
	4	65	\$31.58	\$9.40	\$13.88	\$0.00	\$54.86	
	5	70	\$34.01	\$9.40	\$15.67	\$0.00	\$59.08	
	6	75	\$36.44	\$9.40	\$15.67	\$0.00	\$61.51	
	7	80	\$38.87	\$9.40	\$17.46	\$0.00	\$65.73	
	8	85	\$41.30	\$9.40	\$17.46	\$0.00	\$68.16	
FORK LIFT/C			06/01/2020	+		\$15.70	\$0.00	\$78.03
			06/01/2020	\$49.33	\$13.00		\$0.00	\$78.03
			12/01/2020			\$15.70	\$0.00	\$79.18
			06/01/2021			\$15.70	\$0.00	\$80.28
For apprenti	ce rates see '	Apprentice- OPERATING ENGINEERS	5" 12/01/2021	\$52.73	\$13.00	\$15.70	\$0.00	\$81.43
		NG PLANT/HEATERS	06/01/2020	\$32.72	\$13.00	\$15.70	\$0.00	\$61.42
OPERATING EN	PERATING ENGINEERS LOCAL 4		12/01/2020	\$33.50	\$13.00	\$15.70	\$0.00	\$62.20
			06/01/202	\$34.25	\$13.00	\$15.70	\$0.00	\$62.95
			12/01/202			\$15.70 \$15.70	\$0.00 \$0.00	\$62.95 \$63.74
		Apprentice- OPERATING ENGINEER:	12/01/2023 5"					
		Apprentice- OPERATING ENGINEER	12/01/2023 5"	\$35.04				

Effective 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

# Apprentice - GLAZIER - Local 35 Zone 2

#### 01/01/2021 Effective Date -

Efi	fective Date -	01/01/2021				Supplemental		
Ste	ep percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	e
1	50		\$20.78	\$8.25	\$0.00	\$0.00	\$29.03	3
2	55		\$22.86	\$8.25	\$6.16	\$0.00	\$37.27	7
3	60		\$24.94	\$8.25	\$6.72	\$0.00	\$39.91	
4	65		\$27.01	\$8.25	\$7.28	\$0.00	\$42.54	ŀ
5	70		\$29.09	\$8.25	\$19.39	\$0.00	\$56.73	;
6	75		\$31.17	\$8.25	\$19.95	\$0.00	\$59.37	7
7	80		\$33.25	\$8.25	\$20.51	\$0.00	\$62.01	_
8	90		\$37.40	\$8.25	\$21.63	\$0.00	\$67.28	3
No	otes:							
	Steps are	e 750 hrs.						
Ар	prentice to J	ourneyworker Ratio:1:1						
HOISTING ENGIN		ES/GRADALLS	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
OPERATING ENGINEED	PERATING ENGINEERS LOCAL 4		12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18

06/01/2021

12/01/2021

\$51.58

\$52.73

\$13.00

\$13.00

\$15.70

\$15.70

\$80.28

\$81.43

\$0.00

\$0.00

Effecti	ve Date - 06/01/2020				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	55	\$27.13	\$13.00	\$0.00	\$0.00	\$40.13
2	60	\$29.60	\$13.00	\$15.70	\$0.00	\$58.30
3	65	\$32.06	\$13.00	\$15.70	\$0.00	\$60.76
4	70	\$34.53	\$13.00	\$15.70	\$0.00	\$63.23
5	75	\$37.00	\$13.00	\$15.70	\$0.00	\$65.70
6	80	\$39.46	\$13.00	\$15.70	\$0.00	\$68.16
7	85	\$41.93	\$13.00	\$15.70	\$0.00	\$70.63
8	90	\$44.40	\$13.00	\$15.70	\$0.00	\$73.10

## **Apprentice -** OPERATING ENGINEERS - Local 4

#### **Effective Date -** 12/01/2020

Effect	ive Date -	12/01/2020				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	55		\$27.76	\$13.00	\$0.00	\$0.00	\$40.76
2	60		\$30.29	\$13.00	\$15.70	\$0.00	\$58.99
3	65		\$32.81	\$13.00	\$15.70	\$0.00	\$61.51
4	70		\$35.34	\$13.00	\$15.70	\$0.00	\$64.04
5	75		\$37.86	\$13.00	\$15.70	\$0.00	\$66.56
6	80		\$40.38	\$13.00	\$15.70	\$0.00	\$69.08
7	85		\$42.91	\$13.00	\$15.70	\$0.00	\$71.61
8	90		\$45.43	\$13.00	\$15.70	\$0.00	\$74.13

### Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK)	08/01/2020	\$50.67	\$13.50	\$24.12	\$2.65	\$90.94
SHEETMETAL WORKERS LOCAL 17 - A	02/01/2021	\$52.32	\$13.50	\$24.12	\$2.70	\$92.64
	08/01/2021	\$54.07	\$13.50	\$24.12	\$2.75	\$94.44
	02/01/2022	\$55.82	\$13.50	\$24.12	\$2.80	\$96.24
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS)	09/01/2020	\$54.45	\$13.00	\$19.73	\$0.00	\$87.18
ELECTRICIANS LOCAL 103	03/01/2021	\$55.41	\$13.00	\$20.01	\$0.00	\$88.42
	09/01/2021	\$56.84	\$13.00	\$20.06	\$0.00	\$89.90
	03/01/2022	\$58.04	\$13.00	\$20.09	\$0.00	\$91.13
	09/01/2022	\$59.48	\$13.00	\$20.13	\$0.00	\$92.61
For apprentice rates see "Apprentice- ELECTRICIAN"	03/01/2023	\$60.67	\$13.00	\$20.17	\$0.00	\$93.84
HVAC (TESTING AND BALANCING - AIR)	08/01/2020	\$50.67	\$13.50	\$24.12	\$2.65	\$90.94
SHEETMETAL WORKERS LOCAL 17 - A	02/01/2021	\$52.32	\$13.50	\$24.12	\$2.70	\$92.64
	08/01/2021	\$54.07	\$13.50	\$24.12	\$2.75	\$94.44
For apprentice rates see "Apprentice, SHEFT METAL WORKER"	02/01/2022	\$55.82	\$13.50	\$24.12	\$2.80	\$96.24

For apprentice rates see "Apprentice- SHEET METAL WORKER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING -WATER)	09/01/2020	\$56.44	\$11.70	\$20.24	\$0.00	\$88.38
PIPEFITTERS LOCAL 537	03/01/2021	\$57.94	\$11.70	\$20.24	\$0.00	\$89.88
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC	09/01/2020	\$56.44	\$11.70	\$20.24	\$0.00	\$88.38
PIPEFITTERS LOCAL 537	03/01/2021	\$57.94	\$11.70	\$20.24	\$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)	09/01/2020	\$49.00	\$13.80	\$17.14	\$0.00	\$79.94
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2021	\$51.40	\$13.80	\$17.14	\$0.00	\$82.34
	09/01/2022	\$53.85	\$13.80	\$17.14	\$0.00	\$84.79

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

Effect	ive Date -	09/01/2020				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$24.50	\$13.80	\$12.42	\$0.00	\$50.72	
2	60		\$29.40	\$13.80	\$13.36	\$0.00	\$56.56	
3	70		\$34.30	\$13.80	\$14.31	\$0.00	\$62.41	
4	80		\$39.20	\$13.80	\$15.25	\$0.00	\$68.25	

#### **Effective Date -** 09/01/2021

Effect	ive Date - 09/01/2021				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$25.70	\$13.80	\$12.42	\$0.00	\$51.92	
2	60	\$30.84	\$13.80	\$13.36	\$0.00	\$58.00	
3	70	\$35.98	\$13.80	\$14.31	\$0.00	\$64.09	
4	80	\$41.12	\$13.80	\$15.25	\$0.00	\$70.17	
Notes							
	Steps are 1 year						
Appre	entice to Journeyworker Ratio:1:4					'	
IRONWORKER/WEL		09/16/2020	) \$48.66	\$8.10	\$25.10	\$0.00	\$81.86

IRONWORKERS LOCAL 7 (BOSTON AREA)

Effective Date - 09	/16/2020						
Step percent	А	pprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1 60		\$29.20	\$8.10	\$25.10	\$0.00	\$62.40	
2 70		\$34.06	\$8.10	\$25.10	\$0.00	\$67.26	
3 75		\$36.50	\$8.10	\$25.10	\$0.00	\$69.70	
4 80		\$38.93	\$8.10	\$25.10	\$0.00	\$72.13	
5 85		\$41.36	\$8.10	\$25.10	\$0.00	\$74.56	
6 90		\$43.79	\$8.10	\$25.10	\$0.00	\$76.99	
Notes:							
** Structural	1:6; Ornamental 1:4						
Apprentice to Journe	yworker Ratio:**						
ACKHAMMER & PAVING BREAK	ER 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
		12/01/202	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABO	PRER"						
LABORER LABORERS - ZONE 1		06/01/2020	\$39.15	\$8.60	\$17.09	\$0.00	\$64.84
ZADOKEKS - ZOWE 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

# Apprentice - IRONWORKER - Local 7 Boston

tep	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
	60	\$23.49	\$8.60	\$17.09	\$0.00	\$49.18
	70	\$27.41	\$8.60	\$17.09	\$0.00	\$53.10
	80	\$31.32	\$8.60	\$17.09	\$0.00	\$57.01
ļ	90	\$35.24	\$8.60	\$17.09	\$0.00	\$60.93
fect	ive Date - 12/01/2020				Supplemental	
tep	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
	60	\$24.08	\$8.60	\$17.09	\$0.00	\$49.77
	70	\$28.09	\$8.60	\$17.09	\$0.00	\$53.78
	80	\$32.10	\$8.60	\$17.09	\$0.00	\$57.79
1	90	\$36.12	\$8.60	\$17.09	\$0.00	\$61.81

Apprentice to Journeyworker Ratio:1:5

LHBORER: ZONE I         12/01/2020         \$40.13         \$8.60         \$17.09         \$0.00           For apprentice nates see "Apprentice- LABORER"         12/01/2021         \$42.16         \$8.60         \$17.09         \$0.00           LABORER: CEMENT FINISHER TENDER         06/01/2020         \$39.15         \$8.60         \$17.09         \$0.00           LABORER: CEMENT FINISHER TENDER         06/01/2021         \$41.15         \$8.60         \$17.09         \$0.00           For apprentice rates see "Apprentice- LABORER"         06/01/2021         \$41.15         \$8.60         \$17.09         \$0.00           LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER         06/01/2020         \$39.30         \$8.60         \$17.09         \$0.00           LABORER: MAZON TENDER         06/01/2020         \$39.40         \$8.60         \$17.09         \$0.00           LABORER: MASON TENDER         06/01/2021         \$41.40         \$8.60         \$17.09         \$0.00           LABORER: MASON TENDER         06/01/2021         \$41.40         \$8.60         \$17.09         \$0.00           LABORER: MULTI-TRADE TENDER         06/01/2020         \$39.40         \$8.60         \$17.09         \$0.00           LABORER: TAEE ERMOVER         06/01/2020         \$39.15         \$8.60         \$17.09	Total Rate	Supplemental Unemployment	Pension	Health	Base Wage	Effective Date	Classification
International system         Internati	\$64.84	\$0.00	\$17.09	\$8.60	\$39.15	06/01/2020	
Instrumentation         Instrumentation         Instrumentation         Instrumentation           For apprentice rates see "Apprentice- LABORER"         06:01/2021         \$42.16         \$8.60         \$17.09         \$0.00           LABORER: CEMENT FINISHER TENDER         06:01/2020         \$39.15         \$8.60         \$17.09         \$0.00           LABORER: AZARDOLUS WASTE/ASBESTOS REMOVER         06:01/2021         \$41.15         \$8.60         \$17.09         \$0.00           For apprentice rates see "Apprentice- LABORER"         06:01/2021         \$42.16         \$8.60         \$17.09         \$0.00           LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER         06:01/2020         \$39.30         \$8.60         \$17.09         \$0.00           LABORER: MASON TENDER         06:01/2020         \$39.40         \$8.60         \$17.09         \$0.00           LABORER: MASON TENDER         06:01/2020         \$39.40         \$8.60         \$17.09         \$0.00           LABORER: MASON TENDER         06:01/2021         \$41.40         \$8.60         \$17.09         \$0.00           LABORER: MASON TENDER         06:01/2021         \$42.41         \$8.60         \$17.09         \$0.00           LABORER: TABORER'         06:01/2021         \$41.40         \$8.60         \$17.09         \$0.00 <td>\$65.82</td> <td>\$0.00</td> <td>\$17.09</td> <td>\$8.60</td> <td>\$40.13</td> <td>12/01/2020</td> <td>LABORERS - ZONE I</td>	\$65.82	\$0.00	\$17.09	\$8.60	\$40.13	12/01/2020	LABORERS - ZONE I
For apprentice- rates see "Apprentice- LABORER"         Description         Status         Status           LABORER: CEMENT FINISHER TENDER         06/01/2020         \$39.15         \$8.60         \$17.09         \$0.00           LABORER: CEMENT FINISHER TENDER         06/01/2020         \$40.13         \$8.60         \$17.09         \$0.00           LABORER: AZONE I         12/01/2020         \$40.13         \$8.60         \$17.09         \$0.00           For apprentice rates see "Apprentice- LABORER"         06/01/2020         \$39.30         \$8.60         \$17.09         \$0.00           LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER         06/01/2020         \$39.30         \$8.60         \$17.09         \$0.00           LABORER: MAZON TENDER         06/01/2020         \$39.40         \$8.60         \$17.09         \$0.00           LABORER: AZONE I         06/01/2020         \$39.40         \$8.60         \$17.09         \$0.00           LABORER: MASON TENDER         06/01/2021         \$41.40         \$8.60         \$17.09         \$0.00           LABORER: AZONE I         12/01/2021         \$42.41         \$8.60         \$17.09         \$0.00           LABORER: MULTI-TRADE TENDER         06/01/2020         \$39.15         \$8.60         \$17.09         \$0.00           LABORE	\$66.84	\$0.00	\$17.09	\$8.60	\$41.15	06/01/2021	
LABORER: CEMENT FINISHER TENDER         06/01/2020         \$39.15         \$8.60         \$17.09         \$0.00           LABORER: ZONE I         12/01/2020         \$40.13         \$8.60         \$17.09         \$0.00           For apprentice rules see "Apprentice- LABORER"         06/01/2021         \$41.15         \$8.60         \$17.09         \$0.00           LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER         06/01/2020         \$39.30         \$8.60         \$17.09         \$0.00           LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER         06/01/2020         \$39.40         \$8.60         \$17.09         \$0.00           LABORER: MASON TENDER         06/01/2020         \$39.40         \$8.60         \$17.09         \$0.00           LABORER: MULTI-TRADE TENDER         06/01/2021         \$41.40         \$8.60         \$17.09         \$0.00           LABORER: MULTI-TRADE TENDER         06/01/2021         \$41.40         \$8.60         \$17.09         \$0.00           LABORER: MULTI-TRADE TENDER         06/01/2021         \$41.15         \$8.60         \$17.09         \$0.00           LABORER: TREE REMOVER         06/01/2021         \$41.15         \$8.60         \$17.09         \$0.00           LABORER: TREE REMOVER         06/01/2021         \$41.15         \$8.60         \$17.09 <t< td=""><td>\$67.85</td><td>\$0.00</td><td>\$17.09</td><td>\$8.60</td><td>\$42.16</td><td>12/01/2021</td><td></td></t<>	\$67.85	\$0.00	\$17.09	\$8.60	\$42.16	12/01/2021	
LABORERS - ZONE 1         0.000 LODUS         50.01         50.00         50.00           12/01/2020         \$40.13         \$8.60         \$17.09         \$0.00           For apprentice rates see "Apprentice- LABORER"         06/01/2021         \$42.16         \$8.60         \$17.09         \$0.00           LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER         06/01/2020         \$39.30         \$8.60         \$17.09         \$0.00           LABORER: MASON TENDER         06/01/2020         \$39.40         \$8.60         \$17.09         \$0.00           LABORER: MASON TENDER         06/01/2020         \$39.40         \$8.60         \$17.09         \$0.00           LABORER: MASON TENDER         06/01/2020         \$39.40         \$8.60         \$17.09         \$0.00           LABORER: MASON TENDER         06/01/2021         \$41.40         \$8.60         \$17.09         \$0.00           LABORER: MULTI-TRADE TENDER         06/01/2021         \$41.15         \$8.60         \$17.09         \$0.00           LABORER: TREE REMOVER         06/01/2021         \$41.15         \$8.60         \$17.09         \$0.00           LABORER: TREE REMOVER         06/01/2021         \$41.15         \$8.60         \$17.09         \$0.00           LABORER: TREE REMOVER         06/01/2020							For apprentice rates see "Apprentice- LABORER"
12/01/2020         \$40.13         \$8.60         \$17.09         \$0.00           For apprentice rates see "Apprentice- LABORER"         12/01/2021         \$42.16         \$8.60         \$17.09         \$0.00           LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER         06/01/2020         \$39.30         \$8.60         \$17.09         \$0.00           LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER         06/01/2020         \$39.40         \$8.60         \$17.09         \$0.00           LABORER: MASON TENDER         06/01/2020         \$39.40         \$8.60         \$17.09         \$0.00           LABORER: MASON TENDER         06/01/2020         \$40.38         \$8.60         \$17.09         \$0.00           LABORER: MASON TENDER         06/01/2021         \$41.40         \$8.60         \$17.09         \$0.00           LABORER: MULTI-TRADE TENDER         06/01/2021         \$42.41         \$8.60         \$17.09         \$0.00           LABORER: MULTI-TRADE TENDER         06/01/2020         \$39.15         \$8.60         \$17.09         \$0.00           LABORER: TREE REMOVER         06/01/2021         \$41.15         \$8.60         \$17.09         \$0.00           LABORER: TREE REMOVER         06/01/2020         \$39.15         \$8.60         \$17.09         \$0.00           LABOR	\$64.84	\$0.00	\$17.09	\$8.60	\$39.15	06/01/2020	
International State         International State         State         State         State         State           International State         Internat         International State <td< td=""><td>\$65.82</td><td>\$0.00</td><td>\$17.09</td><td>\$8.60</td><td>\$40.13</td><td>12/01/2020</td><td>LADORERS - ZONE I</td></td<>	\$65.82	\$0.00	\$17.09	\$8.60	\$40.13	12/01/2020	LADORERS - ZONE I
For apprentice rates see "Apprentice- LABORER"         Description         Status         For apprentice rates see "Apprentice- LABORER"           LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER         06/01/2020         \$39.30         \$8.60         \$17.09         \$0.00           LABORER: MASON TENDER         06/01/2020         \$39.40         \$8.60         \$17.09         \$0.00           LABORER: MASON TENDER         06/01/2020         \$39.40         \$8.60         \$17.09         \$0.00           LABORER: MASON TENDER         06/01/2020         \$39.40         \$8.60         \$17.09         \$0.00           LABORER: MASON TENDER         06/01/2021         \$41.40         \$8.60         \$17.09         \$0.00           LABORER: MULTI-TRADE TENDER         06/01/2020         \$39.15         \$8.60         \$17.09         \$0.00           LABORER: AZONE I         12/01/2020         \$40.13         \$8.60         \$17.09         \$0.00           LABORER: TREE REMOVER         06/01/2021         \$41.15         \$8.60         \$17.09         \$0.00           LABORER: TREE REMOVER         06/01/2020         \$39.15         \$8.60         \$17.09         \$0.00           LABORER: TREE REMOVER         06/01/2020         \$39.15         \$8.60         \$17.09         \$0.00           LA	\$66.84	\$0.00	\$17.09	\$8.60	\$41.15	06/01/2021	
LABORE: HAZARDOUS WASTE/ASBESTOS REMOVER         06/01/2020         \$39.30         \$8.60         \$17.09         \$0.00           LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER         06/01/2020         \$39.30         \$8.60         \$17.09         \$0.00           LABORER: MASON TENDER         06/01/2020         \$39.40         \$8.60         \$17.09         \$0.00           LABORER: MASON TENDER         06/01/2020         \$40.38         \$8.60         \$17.09         \$0.00           LABORER: MASON TENDER         06/01/2021         \$41.40         \$8.60         \$17.09         \$0.00           LABORER: MULTI-TRADE TENDER         06/01/2021         \$42.41         \$8.60         \$17.09         \$0.00           LABORER: ZONE I         12/01/2021         \$42.41         \$8.60         \$17.09         \$0.00           LABORER: TREE RULTI-TRADE TENDER         06/01/2021         \$39.15         \$8.60         \$17.09         \$0.00           LABORER: TREE REMOVER         06/01/2021         \$41.15         \$8.60         \$17.09         \$0.00           LABORER: TREE REMOVER         06/01/2020         \$39.15         \$8.60         \$17.09         \$0.00           LABORER: A ZONE I         06/01/2020         \$40.13         \$8.60         \$17.09         \$0.00           <	\$67.85	\$0.00	\$17.09	\$8.60	\$42.16	12/01/2021	
LABORERS - ZONE 1       06/01/2020       \$39,40       \$8,60       \$17,09       \$0,00         For apprentice rates see "Apprentice- LABORER"       06/01/2020       \$39,40       \$8,60       \$17,09       \$0,00         LABORERS - ZONE 1       12/01/2020       \$40,38       \$8,60       \$17,09       \$0,00         LABORERS - ZONE 1       12/01/2020       \$40,38       \$8,60       \$17,09       \$0,00         For apprentice rates see "Apprentice- LABORER"       06/01/2021       \$41,40       \$8,60       \$17,09       \$0,00         LABORERS - ZONE 1       12/01/2020       \$40,38       \$8,60       \$17,09       \$0,00         LABORERS - ZONE 1       06/01/2021       \$42,41       \$8,60       \$17,09       \$0,00         LABORERS - ZONE 1       06/01/2020       \$39,15       \$8,60       \$17,09       \$0,00         LABORERS - ZONE 1       12/01/2020       \$40,13       \$8,60       \$17,09       \$0,00         LABORERS - ZONE 1       12/01/2021       \$41,15       \$8,60       \$17,09       \$0,00         LABORERS - ZONE 1       12/01/2020       \$39,15       \$8,60       \$17,09       \$0,00         LABORERS - ZONE 1       12/01/2020       \$40,13       \$8,60       \$17,09       \$0,00							
LABORER: MASON TENDER         06/01/2020         \$39.40         \$8.60         \$17.09         \$0.00           LABORERS - ZONE 1         12/01/2020         \$40.38         \$8.60         \$17.09         \$0.00           For apprentice rates see "Apprentice- LABORER"         12/01/2021         \$41.40         \$8.60         \$17.09         \$0.00           LABORERS - ZONE 1         12/01/2021         \$42.41         \$8.60         \$17.09         \$0.00           For apprentice rates see "Apprentice- LABORER"         06/01/2020         \$39.15         \$8.60         \$17.09         \$0.00           LABORERS - ZONE 1         06/01/2020         \$39.15         \$8.60         \$17.09         \$0.00           LABORERS - ZONE 1         06/01/2020         \$39.15         \$8.60         \$17.09         \$0.00           LABORERS - ZONE 1         06/01/2021         \$41.15         \$8.60         \$17.09         \$0.00           LABORERS - ZONE 1         06/01/2021         \$42.16         \$8.60         \$17.09         \$0.00           LABORERS - ZONE 1         06/01/2020         \$39.15         \$8.60         \$17.09         \$0.00           LABORERS - ZONE 1         12/01/2020         \$40.13         \$8.60         \$17.09         \$0.00           LABORERS - ZONE 1	\$64.99	\$0.00	\$17.09	\$8.60	\$39.30	06/01/2020	
LABORERS - ZONE 1       06/01/2020       \$3/3.40       \$11.09       \$0.00         12/01/2020       \$40.38       \$8.60       \$17.09       \$0.00         06/01/2021       \$41.40       \$8.60       \$17.09       \$0.00         For apprentice rates see "Apprentice- LABORER"       06/01/2021       \$42.41       \$8.60       \$17.09       \$0.00         LABORERS - ZONE 1       06/01/2020       \$39.15       \$8.60       \$17.09       \$0.00         LABORERS - ZONE 1       06/01/2020       \$39.15       \$8.60       \$17.09       \$0.00         For apprentice rates see "Apprentice- LABORER"       06/01/2021       \$41.15       \$8.60       \$17.09       \$0.00         LABORERS - ZONE 1       06/01/2020       \$39.15       \$8.60       \$17.09       \$0.00         For apprentice rates see "Apprentice- LABORER"       06/01/2020       \$39.15       \$8.60       \$17.09       \$0.00         LABORERS - ZONE 1       06/01/2020       \$39.15       \$8.60       \$17.09       \$0.00         LABORER - ZONE 1       06/01/2020       \$39.15       \$8.60       \$17.09       \$0.00         LABORERS - ZONE 1       06/01/2020       \$40.13       \$8.60       \$17.09       \$0.00         LABORERS - ZONE 1       06/01/2020 <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>For apprentice rates see "Apprentice- LABORER"</td>							For apprentice rates see "Apprentice- LABORER"
12/01/2020         \$40.38         \$8.60         \$17.09         \$0.00           06/01/2021         \$41.40         \$8.60         \$17.09         \$0.00           12/01/2021         \$42.41         \$8.60         \$17.09         \$0.00           LABORER: MULTI-TRADE TENDER         06/01/2020         \$39.15         \$8.60         \$17.09         \$0.00           LABORERS - ZONE 1         06/01/2020         \$39.15         \$8.60         \$17.09         \$0.00           12/01/2020         \$40.13         \$8.60         \$17.09         \$0.00           12/01/2021         \$41.15         \$8.60         \$17.09         \$0.00           06/01/2021         \$41.15         \$8.60         \$17.09         \$0.00           12/01/2021         \$42.16         \$8.60         \$17.09         \$0.00           12/01/2021         \$42.16         \$8.60         \$17.09         \$0.00           12/01/2021         \$40.13         \$8.60         \$17.09         \$0.00           12/01/2020         \$40.13         \$8.60         \$17.09         \$0.00           12/01/2021         \$41.15         \$8.60         \$17.09         \$0.00           12/01/2021         \$41.15         \$8.60         \$17.09         \$0.00	\$65.09	\$0.00	\$17.09	\$8.60	\$39.40	06/01/2020	
For apprentice rates see "Apprentice- LABORER"         12/01/2021         \$42.41         \$8.60         \$17.09         \$0.00           LABORER: MULTI-TRADE TENDER         06/01/2020         \$39.15         \$8.60         \$17.09         \$0.00           LABORER: ADDRER: ADDRER         06/01/2020         \$39.15         \$8.60         \$17.09         \$0.00           LABORER: ADDRER: TRADE TENDER         06/01/2020         \$40.13         \$8.60         \$17.09         \$0.00           For apprentice rates see "Apprentice- LABORER"         12/01/2021         \$44.15         \$8.60         \$17.09         \$0.00           LABORER: TREE REMOVER         06/01/2020         \$39.15         \$8.60         \$17.09         \$0.00           LABORER: - ZONE 1         12/01/2020         \$40.13         \$8.60         \$17.09         \$0.00           LABORERS - ZONE 1         06/01/2020         \$39.15         \$8.60         \$17.09         \$0.00           LABORERS - ZONE 1         12/01/2020         \$40.13         \$8.60         \$17.09         \$0.00           LABORERS - ZONE 1         06/01/2021         \$41.15         \$8.60         \$17.09         \$0.00           LABORERS - ZONE 1         12/01/2021         \$44.16         \$8.60         \$17.09         \$0.00           <	\$66.07	\$0.00	\$17.09	\$8.60	\$40.38	12/01/2020	LABORERS - ZONE 1
For apprentice rates see "Apprentice- LABORER"         Observation         Output         Output <td>\$67.09</td> <td>\$0.00</td> <td>\$17.09</td> <td>\$8.60</td> <td>\$41.40</td> <td>06/01/2021</td> <td></td>	\$67.09	\$0.00	\$17.09	\$8.60	\$41.40	06/01/2021	
LABORER: MULTI-TRADE TENDER         06/01/2020         \$39,15         \$8.60         \$17.09         \$0.00           LABORERS - ZONE 1         12/01/2020         \$40.13         \$8.60         \$17.09         \$0.00           12/01/2021         \$41.15         \$8.60         \$17.09         \$0.00           For apprentice rates see "Apprentice- LABORER"         12/01/2021         \$42.16         \$8.60         \$17.09         \$0.00           LABORER: TREE REMOVER         06/01/2020         \$39.15         \$8.60         \$17.09         \$0.00           LABORER: ZONE 1         06/01/2020         \$39.15         \$8.60         \$17.09         \$0.00           LABORER: TREE REMOVER         06/01/2020         \$39.15         \$8.60         \$17.09         \$0.00           LABORERS - ZONE 1         06/01/2020         \$40.13         \$8.60         \$17.09         \$0.00           12/01/2021         \$41.15         \$8.60         \$17.09         \$0.00           12/01/2021         \$42.16         \$8.60         \$17.09         \$0.00           12/01/2021         \$42.16         \$8.60         \$17.09         \$0.00           LABORERS - ZONE 1         06/01/2020         \$39.40         \$8.60         \$17.09         \$0.00           LABORE	\$68.10	\$0.00	\$17.09	\$8.60	\$42.41	12/01/2021	
LABORERS - ZONE 1       000012020       \$357,15       \$36,00       \$17,05       \$0,00         12/01/2020       \$40,13       \$8,60       \$17,09       \$0,00         06/01/2021       \$41,15       \$8,60       \$17,09       \$0,00         For apprentice- LABORER"         LABORER: TREE REMOVER         LABORERS - ZONE 1       06/01/2020       \$39,15       \$8,60       \$17,09       \$0,00         LABORERS - ZONE 1       06/01/2020       \$39,15       \$8,60       \$17,09       \$0,00         LABORERS - ZONE 1       06/01/2020       \$39,15       \$8,60       \$17,09       \$0,00         LABORERS - ZONE 1       06/01/2020       \$39,15       \$8,60       \$17,09       \$0,00         LABORER: TREE REMOVER         LABORERS - ZONE 1       06/01/2020       \$40,13       \$8,60       \$17,09       \$0,00         12/01/2021       \$41,15       \$8,60       \$17,09       \$0,00         Disclassification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site         LASER BEAM OPERATOR         LABORERS - ZONE 1       06/01/2020       \$39,40       \$8,60       \$17,09       \$0,00							For apprentice rates see "Apprentice- LABORER"
12/01/2020       \$40.13       \$8.60       \$17.09       \$0.00         06/01/2021       \$41.15       \$8.60       \$17.09       \$0.00         12/01/2021       \$42.16       \$8.60       \$17.09       \$0.00         Image: See "Apprentice- LABORER"         LABORER: TREE REMOVER         LABORERS - ZONE 1       06/01/2020       \$39.15       \$8.60       \$17.09       \$0.00         12/01/2020       \$40.13       \$8.60       \$17.09       \$0.00         LABORERS - ZONE 1       06/01/2020       \$39.15       \$8.60       \$17.09       \$0.00         Intermediation applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice- LABORER"         LASER BEAM OPERATOR         LABORERS - ZONE 1       06/01/2020       \$39.40       \$8.60       \$17.09       \$0.00         LABORERS - ZONE 1       06/01/2020       \$39.40       \$8.60       \$17.09       \$0.00         LABORERS - ZONE 1       12/01/2020       \$40.38       \$8.60       \$17.09       \$0.00         LABORERS - ZONE 1       12/01/2020       \$40.38       \$8.60       \$17.09       \$0.00         LABORERS - ZONE 1	\$64.84	\$0.00	\$17.09	\$8.60	\$39.15	06/01/2020	
For apprentice rates see "Apprentice- LABORER"         LABORER: TREE REMOVER       06/01/2020       \$39.15       \$8.60       \$17.09       \$0.00         LABORERS - ZONE 1       06/01/2020       \$40.13       \$8.60       \$17.09       \$0.00         12/01/2020       \$40.13       \$8.60       \$17.09       \$0.00         06/01/2021       \$41.15       \$8.60       \$17.09       \$0.00         06/01/2021       \$41.15       \$8.60       \$17.09       \$0.00         12/01/2021       \$42.16       \$8.60       \$17.09       \$0.00         12/01/2021       \$44.15       \$8.60       \$17.09       \$0.00         LABORER"         LASER BEAM OPERATOR         LABORERS - ZONE 1       06/01/2020       \$39.40       \$8.60       \$17.09       \$0.00         LABORERS - ZONE 1       06/01/2020       \$39.40       \$8.60       \$17.09       \$0.00         LABORERS - ZONE 1       06/01/2020       \$40.38       \$8.60       \$17.09       \$0.00         LABORERS - ZONE 1       12/01/2021       \$41.40       \$8.60       \$17.09       \$0.00         LABORERS - ZONE 1       12/01/2021       \$41.40       \$8.60       \$17.09       \$0.00	\$65.82	\$0.00	\$17.09	\$8.60	\$40.13	12/01/2020	LABORERS - ZONE I
For apprentice- LABORER"         LABORER: TREE REMOVER         LABORER: TREE REMOVER       06/01/2020       \$39.15       \$8.60       \$17.09       \$0.00         LABORERS - ZONE 1       12/01/2020       \$40.13       \$8.60       \$17.09       \$0.00         06/01/2021       \$41.15       \$8.60       \$17.09       \$0.00         12/01/2021       \$41.15       \$8.60       \$17.09       \$0.00         12/01/2021       \$42.16       \$8.60       \$17.09       \$0.00         This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"       06/01/2020       \$39.40       \$8.60       \$17.09       \$0.00         LABORERS - ZONE 1         06/01/2020       \$39.40       \$8.60       \$17.09       \$0.00         LABORERS - ZONE 1         Disclassification applies to the removal of Standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice LABORER"       \$06/01/2020       \$39.40       \$8.60       \$17.09       \$0.00         LABORERS - ZONE 1 <td< td=""><td>\$66.84</td><td>\$0.00</td><td>\$17.09</td><td>\$8.60</td><td>\$41.15</td><td>06/01/2021</td><td></td></td<>	\$66.84	\$0.00	\$17.09	\$8.60	\$41.15	06/01/2021	
LABORER: TREE REMOVER       06/01/2020       \$39.15       \$8.60       \$17.09       \$0.00         LABORERS - ZONE 1       12/01/2020       \$40.13       \$8.60       \$17.09       \$0.00         06/01/2021       \$41.15       \$8.60       \$17.09       \$0.00         06/01/2021       \$41.15       \$8.60       \$17.09       \$0.00         This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"       \$39.40       \$8.60       \$17.09       \$0.00         LASER BEAM OPERATOR         LABORERS - ZONE 1       06/01/2020       \$39.40       \$8.60       \$17.09       \$0.00         LABORERS - ZONE 1       06/01/2020       \$39.40       \$8.60       \$17.09       \$0.00         LABORERS - ZONE 1       06/01/2020       \$40.38       \$8.60       \$17.09       \$0.00       \$0.00         LABORERS - ZONE 1       06/01/2021       \$41.40       \$8.60       \$17.09       \$0.00       \$0.00       \$12/01/2021       \$41.40       \$8.60       \$17.09       \$0.00       \$0.00       \$12/01/2021       \$42.41       \$8.60       \$17.09       \$0.00       \$0.00       \$12/01/2021	\$67.85	\$0.00	\$17.09	\$8.60	\$42.16	12/01/2021	
LABORERS - ZONE 1       00/01/2020       \$0.00       \$0.00       \$0.00         12/01/2020       \$40.13       \$8.60       \$17.09       \$0.00         06/01/2021       \$41.15       \$8.60       \$17.09       \$0.00         12/01/2021       \$42.16       \$8.60       \$17.09       \$0.00         Item the trimming and removal of branches and limbs when related to public works construction or site         LASER BEAM OPERATOR         LABORERS - ZONE 1       06/01/2020       \$39.40       \$8.60       \$17.09       \$0.00         LABORERS - ZONE 1       06/01/2020       \$39.40       \$8.60       \$17.09       \$0.00         LABORERS - ZONE 1       06/01/2020       \$40.38       \$8.60       \$17.09       \$0.00         LABORERS - ZONE 1       06/01/2020       \$40.38       \$8.60       \$17.09       \$0.00         LABORERS - ZONE 1       06/01/2021       \$41.40       \$8.60       \$17.09       \$0.00         LABORER - ZONE 1       06/01/2021       \$41.40       \$8.60       \$17.09       \$0.00         LABORER - ZONE 1       06/01/2021       \$41.40       \$8.60       \$17.09       \$0.00         For apprentice - LABORER"       08/01/2020       \$42.57       \$10.75       \$20.27 <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>							
12/01/2020       \$40.13       \$8.60       \$17.09       \$0.00         06/01/2021       \$41.15       \$8.60       \$17.09       \$0.00         This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"         LASER BEAM OPERATOR         LABORERS - ZONE 1       06/01/2020       \$39.40       \$8.60       \$17.09       \$0.00         12/01/2020       \$44.38       \$8.60       \$17.09       \$0.00         LABORER''	\$64.84	\$0.00	\$17.09	\$8.60	\$39.15	06/01/2020	
12/01/2021       \$42.16       \$8.60       \$17.09       \$0.00         This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site         LASER BEAM OPERATOR         06/01/2020       \$39.40       \$8.60       \$17.09       \$0.00         LABORERS - ZONE 1       06/01/2020       \$40.38       \$8.60       \$17.09       \$0.00         12/01/2020       \$40.38       \$8.60       \$17.09       \$0.00         12/01/2020       \$40.38       \$8.60       \$17.09       \$0.00         12/01/2021       \$41.40       \$8.60       \$17.09       \$0.00         For apprentice- LABORER"         MARBLE & TILE FINISHERS         BRICKLAYERS LOCAL 3 - MARBLE & TILE       \$10.75       \$20.27       \$0.00	\$65.82	\$0.00	\$17.09	\$8.60	\$40.13	12/01/2020	LADORERS - ZONE I
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"         LASER BEAM OPERATOR         LABORERS - ZONE 1       06/01/2020       \$39.40       \$8.60       \$17.09       \$0.00         LABORERS - ZONE 1       06/01/2020       \$40.38       \$8.60       \$17.09       \$0.00         12/01/2020       \$440.38       \$8.60       \$17.09       \$0.00         06/01/2021       \$41.40       \$8.60       \$17.09       \$0.00         For apprentice- LABORER"         MARBLE & TILE FINISHERS         BRICKLAYERS LOCAL 3 - MARBLE & TILE       \$8.00       \$12.77       \$10.75       \$20.27       \$0.00	\$66.84	\$0.00	\$17.09	\$8.60	\$41.15	06/01/2021	
LASER BEAM OPERATOR       06/01/2020       \$39.40       \$8.60       \$17.09       \$0.00         LABORERS - ZONE 1       12/01/2020       \$40.38       \$8.60       \$17.09       \$0.00         06/01/2021       \$41.40       \$8.60       \$17.09       \$0.00         06/01/2021       \$41.40       \$8.60       \$17.09       \$0.00         IZ/01/2021       \$42.41       \$8.60       \$17.09       \$0.00         For apprentice rates see "Apprentice- LABORER"         MARBLE & TILE FINISHERS         BRICKLAYERS LOCAL 3 - MARBLE & TILE       \$10.75       \$20.27       \$0.00	\$67.85						
LABORERS - ZONE 1       12/01/2020       \$40.38       \$8.60       \$17.09       \$0.00         12/01/2021       \$41.40       \$8.60       \$17.09       \$0.00         06/01/2021       \$41.40       \$8.60       \$17.09       \$0.00         For apprentice- LABORER"         MARBLE & TILE FINISHERS         BRICKLAYERS LOCAL 3 - MARBLE & TILE       08/01/2020       \$42.57       \$10.75       \$20.27       \$0.00		0.00		¢0.70	¢20.40	0(/01/2020	
06/01/2021       \$41.40       \$8.60       \$17.09       \$0.00         I2/01/2021       \$42.41       \$8.60       \$17.09       \$0.00         For apprentice rates see "Apprentice- LABORER"         MARBLE & TILE FINISHERS         BRICKLAYERS LOCAL 3 - MARBLE & TILE	\$65.09						
I2/01/2021       \$42.41       \$8.60       \$17.09       \$0.00         For apprentice rates see "Apprentice- LABORER"       MARBLE & TILE FINISHERS       08/01/2020       \$42.57       \$10.75       \$20.27       \$0.00         BRICKLAYERS LOCAL 3 - MARBLE & TILE       08/01/2020       \$42.57       \$10.75       \$20.27       \$0.00	\$66.07						
For apprentice rates see "Apprentice- LABORER"         MARBLE & TILE FINISHERS       08/01/2020       \$42.57       \$10.75       \$20.27       \$0.00         BRICKLAYERS LOCAL 3 - MARBLE & TILE       08/01/2020       \$42.57       \$10.75       \$20.27       \$0.00	\$67.09						
BRICKLAYERS LOCAL 3 - MARBLE & TILE	\$68.10	\$0.00	\$17.09	\$8.60	\$42.41	12/01/2021	For apprentice rates see "Apprentice- LABORER"
BRICKLAYERS LOCAL 3 - MARBLE & TILE	\$73.59	\$0.00	\$20.27	\$10.75	\$42.57	08/01/2020	
	\$74.10	\$0.00	\$20.27	\$10.75	\$43.08	02/01/2021	BRICKLAYERS LOCAL 3 - MARBLE & TILE
	\$75.38	\$0.00	\$20.43				
	\$75.85	\$0.00					

Effective	<b>Date -</b> 08/01/2020				Supplemental		
Step         percent           1         50           2         60           3         70           4         80           5         90           Notes:	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	
Effective	<b>Date -</b> 02/01/2021				Supplemental		
Step p	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$21.54	\$10.75	\$20.27	\$0.00	\$52.56	
2	60	\$25.85	\$10.75	\$20.27	\$0.00	\$56.87	
3	70	\$21.29       \$10.75       \$20.27       \$0.00       \$52.31         \$25.54       \$10.75       \$20.27       \$0.00       \$56.56         \$29.80       \$10.75       \$20.27       \$0.00       \$60.82         \$34.06       \$10.75       \$20.27       \$0.00       \$65.08         \$38.31       \$10.75       \$20.27       \$0.00       \$69.33         Apprentice Base Wage       Health       Pension       Supplemental Unemployment       Total Rate         \$21.54       \$10.75       \$20.27       \$0.00       \$52.56         \$25.85       \$10.75       \$20.27       \$0.00       \$52.56         \$25.85       \$10.75       \$20.27       \$0.00       \$52.56         \$25.85       \$10.75       \$20.27       \$0.00       \$56.87         \$30.16       \$10.75       \$20.27       \$0.00       \$65.48         \$38.77       \$10.75       \$20.27       \$0.00       \$69.79					
4 8	80	\$34.46	\$10.75 \$20.27		\$0.00	\$65.48	
5	90	\$38.77	\$10.75	\$20.27	\$0.00	\$69.79	
Notes:							
					27       \$0.00       \$56.56 $27$ \$0.00       \$60.82 $27$ \$0.00       \$65.08 $27$ \$0.00       \$69.33 $50$ $100$ $100$ $50$ $100$ \$52.56 $27$ \$0.00       \$56.87 $27$ \$0.00       \$56.87 $27$ \$0.00       \$65.48 $27$ \$0.00       \$65.48 $27$ \$0.00       \$69.79 $$		
Apprenti	ice to Journeyworker Ratio:1:3						
	70       \$29.80       \$10.75       \$20.27       \$0.00       \$60.82         80       \$34.06       \$10.75       \$20.27       \$0.00       \$65.08         90       \$38.31       \$10.75       \$20.27       \$0.00       \$69.33         90       \$38.31       \$10.75       \$20.27       \$0.00       \$69.33         e Date -       02/01/2021       Supplemental percent       Apprentice Base Wage       Health       Pension       Unemployment       Total Rate         50       \$21.54       \$10.75       \$20.27       \$0.00       \$55.56         60       \$25.85       \$10.75       \$20.27       \$0.00       \$56.87         70       \$30.16       \$10.75       \$20.27       \$0.00       \$56.87         70       \$30.16       \$10.75       \$20.27       \$0.00       \$61.18         80       \$34.46       \$10.75       \$20.27       \$0.00       \$65.48         90       \$38.77       \$10.75       \$20.27       \$0.00       \$65.48         90       \$38.77       \$10.75       \$20.27       \$0.00       \$65.48         90       \$38.77       \$10.75       \$20.27       \$0.00       \$65.48         90       \$38.7						
BRICKLAYERS LOCAL 3 - MARI	BLE & TILE	02/01/2021	\$56.41	\$10.75	\$22.08	\$0.00 \$8	89.24
	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	08/01/2021	\$57.81	\$10.75	\$22.24	\$0.00	90.80
		02/01/2022	2 \$58.38	\$10.75	\$22.24	\$0.00	91.37

Apprentice - M	ARBLE & TILE FINISHER - Local 3 Marble & Tile
Effective Date -	08/01/2020

	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	
	Effecti	ve Date -	02/01/2021				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$28.21	\$10.75	\$22.08	\$0.00	\$61.04	
	2	60		\$33.85	\$10.75	\$22.08	\$0.00	\$66.68	
	3	70		\$39.49	\$10.75	\$22.08	\$0.00	\$72.32	
	4	80		\$45.13	\$10.75	\$22.08	\$0.00	\$77.96	
	5	90		\$50.77	\$10.75	\$22.08	\$0.00	\$83.60	
	Notes:								
	Appre	ntice to Jou	urneyworker Ratio:1:5						
			ON CONST. SITES)	06/01/2020	0 \$48.81	\$13.00	\$15.70	\$0.00	\$77.51
PERATING ENG	INEERS LC	OCAL 4		12/01/2020	0 \$49.95	\$13.00	\$15.70	\$0.00	\$78.65
				06/01/2021	1 \$51.04	\$13.00	\$15.70	\$0.00	\$79.74
				12/01/2021	1 \$52.18	\$13.00	\$15.70	\$0.00	\$80.88
For apprentice	e rates see "	Apprentice- C	OPERATING ENGINEERS"						
ECHANICS PERATING ENG				06/01/2020	9 \$48.81	\$13.00	\$15.70	\$0.00	\$77.51
ERATING ENG.	INEEKS LU	ICAL 4		12/01/2020	0 \$49.95	\$13.00	\$15.70	\$0.00	\$78.65
				06/01/2021	1 \$51.04	\$13.00	\$15.70	\$0.00	\$79.74
				12/01/2021	1 \$52.18	\$13.00	\$15.70	\$0.00	\$80.88
			DPERATING ENGINEERS"						
ILLWRIGHT				04/06/2020			\$20.45	\$0.00	\$72.17
LU 51115 DU		2010 1		01/04/2021	1 \$44.07	\$9.40	\$20.45	\$0.00	\$73.92
				01/03/2022	2 \$45.82	2 \$9.40	\$20.45	\$0.00	\$75.67

#### Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile Effective Date - 08/01/2020

	Effect	ive Date -	04/06/2020			Supplemental			
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	55		\$23.28	\$9.40	\$5.58	\$0.00	\$38.26	
	2	65		\$27.51	\$9.40	\$16.90	\$0.00	\$53.81	
	3	75		\$31.74	\$9.40	\$17.92	\$0.00	\$59.06	
	4	85		\$35.97	\$9.40	\$18.93	\$0.00	\$64.30	
	Effect	ive Date -	01/04/2021				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	55		\$24.24	\$9.40	\$5.58	\$0.00	\$39.22	
	2	65		\$28.65	\$9.40	\$16.90	\$0.00	\$54.95	
	3	75		\$33.05	\$9.40	\$17.92	\$0.00	\$60.37	
	4	85		\$37.46	\$9.40	\$18.93	\$0.00	\$65.79	
		but do rec Steps are	Appr. indentured after 1/1/2 ceive annuity. (Step 1 \$5.58, 2,000 hours urneyworker Ratio:1:5	•					
MODTAD MIV	••		unicyworker Katio.1.5			<b>.</b>	¢15.00		
MORTAR MIX LABORERS - ZONE				06/01/2020		\$8.60	\$17.09	\$0.00	\$65.09
				12/01/2020		\$8.60	\$17.09	\$0.00	\$66.07
				06/01/2021		\$8.60	\$17.09	\$0.00	\$67.09
For apprentice	rates see	"Apprentice- I	ABORER"	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10
			CRANES,GRADALLS)	06/01/2020	\$23.13	\$13.00	\$15.70	\$0.00	\$51.83
OPERATING ENGL	NEERS L	OCAL 4		12/01/2020			\$15.70	\$0.00	\$52.40
				06/01/2021		\$13.00	\$15.70	\$0.00	\$52.95
				12/01/2021		\$13.00	\$15.70	\$0.00	\$53.53
For apprentice	rates see	"Apprentice- O	PPERATING ENGINEERS"	12/01/2021	¢2.000	<i>Q12100</i>	•		<i>QUUIUU</i>
OILER (TRUCI		,	DALLS)	06/01/2020	\$27.79	\$13.00	\$15.70	\$0.00	\$56.49
OPERATING ENGL	NEERS L	OCAL 4		12/01/2020	\$28.47	\$13.00	\$15.70	\$0.00	\$57.17
				06/01/2021	\$29.11	\$13.00	\$15.70	\$0.00	\$57.81
				12/01/2021	\$29.79	\$13.00	\$15.70	\$0.00	\$58.49
			OPERATING ENGINEERS"						
OTHER POWE		-	PMENT - CLASS II	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
OI ERAINO ENON	NEEKS L	OCAL 4		12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
				06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
				12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88
			DPERATING ENGINEERS"						
PAINTER (BRI PAINTERS LOCAL				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 - MILLWRIGHT - Local 1121 Zone 1

Effecti	ive 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

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

Effective Date - 01/01/202	21
Effective Date - 01/0	1/202

Effec Step	tive Date - 01/01/2021 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$26.03	\$8.25	\$0.00	\$0.00	\$34.28	
2	55	\$28.63	\$8.25	\$6.16	\$0.00	\$43.04	
3	60	\$31.24	\$8.25	\$6.72	\$0.00	\$46.21	
4	65	\$33.84	\$8.25	\$7.28	\$0.00	\$49.37	
5	70	\$36.44	\$8.25	\$19.39	\$0.00	\$64.08	
6	75	\$39.05	\$8.25	\$19.95	\$0.00	\$67.25	
7	80	\$41.65	\$8.25	\$20.51	\$0.00	\$70.41	
8	90	\$46.85	\$8.25	\$21.63	\$0.00	\$76.73	
Notes	: Steps are 750 hrs.						
Appr	entice to Journeyworker Ratio:1:1						
	R SANDBLAST, NEW) *	07/01/2020	\$41.21	\$8.25	\$22.40	\$0.00	\$71.86
	urfaces to be painted are new construction e used. <i>PAINTERS LOCAL 35 - ZONE 2</i>	on, 01/01/2021	\$42.96	\$8.25	\$22.75	\$0.00	\$73.96

Effecti	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

Apprentice -	PAINTER Local 35 Zone 2 - Spray/Sandblast - New
Eff	07/01/2020

### **Effective Date -** 01/01/2021

Effect	ive Date - 01/01/2021				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$21.48	\$8.25	\$0.00	\$0.00	\$29.73	
2	55	\$23.63	\$8.25	\$6.16	\$0.00	\$38.04	
3	60	\$25.78	\$8.25	\$6.72	\$0.00	\$40.75	
4	65	\$27.92	\$8.25	\$7.28	\$0.00	\$43.45	
5	70	\$30.07	\$8.25	\$19.39	\$0.00	\$57.71	
6	75	\$32.22	\$8.25	\$19.95	\$0.00	\$60.42	
7	80	\$34.37	\$8.25	\$20.51	\$0.00	\$63.13	
8	90	\$38.66	\$8.25	\$21.63	\$0.00	\$68.54	
Notes:							
	Steps are 750 hrs.						
Appre	entice to Journeyworker Ratio:1:1	·					
	SANDBLAST, REPAINT)	07/01/2020	\$40.47	\$8.25	\$22.40	\$0.00	\$71.12
PAINTERS LOCAL 35 - ZONI	E 2	01/01/2021	\$41.02	\$8.25	\$22.75	\$0.00	\$72.02

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
2	55		\$22.26	\$8.25	\$6.05	\$0.00	\$36.56
3	60		\$24.28	\$8.25	\$6.60	\$0.00	\$39.13
4	65		\$26.31	\$8.25	\$7.15	\$0.00	\$41.71
5	70		\$28.33	\$8.25	\$19.10	\$0.00	\$55.68
6	75		\$30.35	\$8.25	\$19.65	\$0.00	\$58.25
7	80		\$32.38	\$8.25	\$20.20	\$0.00	\$60.83
8	90		\$36.42	\$8.25	\$21.30	\$0.00	\$65.97

Apprentice -	PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint
Effective Date	- 07/01/2020

Effective	Date -	01/01/2021

<b>Effective Date -</b> 01/01/2021				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	\$6.16	\$0.00	\$36.97	
3 60	\$24.61	\$8.25	\$6.72	\$0.00	\$39.58	
4 65	\$26.66	\$8.25	\$7.28	\$0.00	\$42.19	
5 70	\$28.71	\$8.25	\$19.39	\$0.00	\$56.35	
6 75	\$30.77	\$8.25	\$19.95	\$0.00	\$58.97	
7 80	\$32.82	\$8.25	\$20.51	\$0.00	\$61.58	
8 90	\$36.92	\$8.25	\$21.63	\$0.00	\$66.80	
Notes:						
Steps are 750 hrs.					i i	
Apprentice to Journeyworker Ratio:1:1						
PAINTER (TRAFFIC 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
	06/01/202	\$41.15	\$8.60	\$17.09	\$0.00	\$66.84
	12/01/202	\$42.16	\$8.60	\$17.09	\$0.00	\$67.85
For Apprentice rates see "Apprentice- LABORER"						
PAINTER / TAPER (BRUSH, NEW) *	07/01/2020	\$41.01	\$8.25	\$22.40	\$0.00	\$71.66
* If 30% or more of surfaces to be painted are new construction NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 2</i>	n, 01/01/2021	\$41.56	\$8.25	\$22.75	\$0.00	\$72.56

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

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

2021

	Effect	ive Date - 01/01/2021				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	•
	1	50	\$20.78	\$8.25	\$0.00	\$0.00	\$29.03	;
	2	55	\$22.86	\$8.25	\$6.16	\$0.00	\$37.27	,
	3	60	\$24.94	\$8.25	\$6.72	\$0.00	\$39.91	
	4	65	\$27.01	\$8.25	\$7.28	\$0.00	\$42.54	Ļ
	5	70	\$29.09	\$8.25	\$19.39	\$0.00	\$56.73	;
	6	75	\$31.17	\$8.25	\$19.95	\$0.00	\$59.37	,
	7	80	\$33.25	\$8.25	\$20.51	\$0.00	\$62.01	
	8	90	\$37.40	\$8.25	\$21.63	\$0.00	\$67.28	3
	Notes:							
	İ	Steps are 750 hrs.						
	Appre	ntice to Journeyworker Ratio:1:	1					
		RUSH, REPAINT)	07/01/2020	0 \$39.07	\$8.25	\$22.40	\$0.00	\$69.72
PAINTERS LOCA	L 35 - ZONI	E 2	01/01/202	\$39.62	\$8.25	\$22.75	\$0.00	\$70.62

Effect	ive 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

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

Step         1         2         3         4         5         6         7         8	percent 50 55 60 65 70 75	Apprentice Base Wage \$19.81 \$21.79 \$23.77 \$25.75 \$27.73	Health \$8.25 \$8.25 \$8.25 \$8.25 \$8.25	Pension \$0.00 \$6.16 \$6.72 \$7.28	Supplemental Unemployment \$0.00 \$0.00 \$0.00	Total Rate \$28.06 \$36.20 \$38.74	
2 3 4 5 6 7 8	55 60 65 70	\$21.79 \$23.77 \$25.75	\$8.25 \$8.25	\$6.16 \$6.72	\$0.00	\$36.20	
3 4 5 6 7 8	60 65 70	\$23.77 \$25.75	\$8.25	\$6.72			
4 5 6 7 8	65 70	\$25.75			\$0.00	\$29.74	
5 6 7 8	70		\$8.25	\$7.20		\$30.74	
6 7 8		\$27.73		\$1.20	\$0.00	\$41.28	
7 8	75		\$8.25	\$19.39	\$0.00	\$55.37	
8		\$29.72	\$8.25	\$19.95	\$0.00	\$57.92	
	80	\$31.70	\$8.25	\$20.51	\$0.00	\$60.46	
Notes:	90	\$35.66	\$8.25	\$21.63	\$0.00	\$65.54	
	Steps are 750 hrs.						
Apprei	ntice to Journeyworker Ratio:1:1						
PANEL & PICKUP TRU		08/01/2020	\$36.08	\$12.91	\$13.72	\$0.00	\$62.71
TEAMSTERS JOINT COUNCI	IL NO. 10 ZONE A	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 LOCAL 56 (ZO		D 08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see ". PILE DRIVER	'Apprentice- PILE DRIVER"	08/01/2020	\$49.07	\$9.40	\$23.12		\$81.59

Effe	ctive Date - 08/01/20	20			Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$24.54	\$9.40	\$23.12	\$0.00	\$57.06
2	60	\$29.44	\$9.40	\$23.12	\$0.00	\$61.96
3	70	\$34.35	\$9.40	\$23.12	\$0.00	\$66.87
4	75	\$36.80	\$9.40	\$23.12	\$0.00	\$69.32
5	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78
6	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78
7	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68
8	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68
Note						
i i	% Indentured After	10/1/17; 45/45/55/55/70/70/80/80				
	Step 1&2 \$34.01/ 3	<u>&amp;4 \$41.46/ 5&amp;6 \$62.80/ 7&amp;8 \$69.25</u>				
Арр	rentice to Journeywor	xer Ratio:1:5				
EFITTER & STE		09/01/2020	\$56.44	\$11.70	\$20.24	\$0.00 \$88.38
EFITTERS LOCAL 537		03/01/2021	\$57.94	\$11.70	\$20.24	\$0.00 \$89.88

# Apprentice - PILE DRIVER - Local 56 Zone 1

### Apprentice - PIPEFITTER - Local 537

**Effective Date -** 09/01/2020

Effecti	ve Date -	09/01/2020				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	40		\$22.58	\$11.70	\$8.25	\$0.00	\$42.53	
2	45		\$25.40	\$11.70	\$20.24	\$0.00	\$57.34	
3	60		\$33.86	\$11.70	\$20.24	\$0.00	\$65.80	
4	70		\$39.51	\$11.70	\$20.24	\$0.00	\$71.45	
5	80		\$45.15	\$11.70	\$20.24	\$0.00	\$77.09	

Effe	ective Date -	03/01/2021				Supplemental		
Step	p percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	40		\$23.18	\$11.70	\$8.25	\$0.00	\$43.13	
2	45		\$26.07	\$11.70	\$20.24	\$0.00	\$58.01	
3	60		\$34.76	\$11.70	\$20.24	\$0.00	\$66.70	
4	70		\$40.56	\$11.70	\$20.24	\$0.00	\$72.50	
5	80		\$46.35	\$11.70	\$20.24	\$0.00	\$78.29	
Not	tes:							
		5; 1:10 thereafter / Steps ar	•					
	Refrig/AC	Mechanic **1:1;1:2;2:4;3:	6;4:8;5:10;6:12;7:14;8:1	7;9:20;10:23	(Max)			
Арј	prentice to Jou	rneyworker Ratio:**						
PIPELAYER			06/01/2020	) \$39.40	0 \$8.60	\$17.09	\$0.00	\$65.09
LABORERS - ZONE 1			12/01/2020	\$40.38	8 \$8.60	\$17.09	\$0.00	\$66.07
			06/01/2021	\$41.40	0 \$8.60	\$17.09	\$0.00	\$67.09

12/01/2021

\$42.41

\$8.60

For apprentice rates see "Apprentice- LABORER"

**Issue Date:** 11/09/2020

\$68.10

\$17.09

\$0.00

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PLUMBERS & GASFITTERS PLUMBERS & GASFITTERS LOCAL 12	09/01/2020	\$58.69	\$13.57	\$17.26	\$0.00	\$89.52
PLUMBERS & GASFITTERS LOCAL 12	03/01/2021	\$60.19	\$13.57	\$17.26	\$0.00	\$91.02

		ve Date -	09/01/2020				Supplemental		
	Step	percent	A	pprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	35		\$20.54	\$13.57	\$6.24	\$0.00	\$40.35	
	2	40		\$23.48	\$13.57	\$7.08	\$0.00	\$44.13	
	3	55		\$32.28	\$13.57	\$9.63	\$0.00	\$55.48	
	4	65		\$38.15	\$13.57	\$11.33	\$0.00	\$63.05	
	5	75		\$44.02	\$13.57	\$13.03	\$0.00	\$70.62	
	Effecti	ve Date -	03/01/2021				Supplemental		
	Step	percent	Α	pprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	35		\$21.07	\$13.57	\$6.24	\$0.00	\$40.88	
	2	40		\$24.08	\$13.57	\$7.08	\$0.00	\$44.73	
	3	55		\$33.10	\$13.57	\$9.63	\$0.00	\$56.30	
	4	65		\$39.12	\$13.57	\$11.33	\$0.00	\$64.02	
	5	75		\$45.14	\$13.57	\$13.03	\$0.00	\$71.74	
	Notes:								
	i i		:6; 3:10; 4:14; 5:19/Steps are 1						
	Appre		th lic\$66.82, Step5 with lic\$74.3 urneyworker Ratio:**	<u> </u>					
EUMATIC		OLS (TEM	IP.)	09/01/2020	0 \$56.4	4 \$11.70	\$20.24	\$0.00	\$88.38
PEFITTERS LO				03/01/202	1 \$57.9	4 \$11.70	\$20.24	\$0.00	\$89.88
			PIPEFITTER" or "PLUMBER/PIPEFIT	TER"					
IEUMATIC Borers - zon		TOOL OPE	ERATOR	06/01/2020	0 \$39.4	0 \$8.60	\$17.09	\$0.00	\$65.09
Jonano 2011				12/01/2020	0 \$40.3	8 \$8.60	\$17.09	\$0.00	\$66.07
				06/01/202	1 \$41.4	0 \$8.60	\$17.09	\$0.00	\$67.09
For apprentic	e rates see '	'Apprentice- I	LABORER"	12/01/202	1 \$42.4	1 \$8.60	\$17.09	\$0.00	\$68.10
WDERMA		STER		06/01/2020	0 \$40.1	5 \$8.60	\$17.09	\$0.00	\$65.84
BORERS - ZON	ΕI			12/01/2020	0 \$41.1	3 \$8.60	\$17.09	\$0.00	\$66.82
				06/01/202	1 \$42.1	5 \$8.60	\$17.09	\$0.00	\$67.84
				12/01/202	1 \$43.1	6 \$8.60	\$17.09	\$0.00	\$68.85
For apprentic									
WER SHOV			ENCHING MACHINE	06/01/2020	0 \$49.3	3 \$13.00	\$15.70	\$0.00	\$78.03
LIGHING ENO		7 2112 7		12/01/2020	0 \$50.4	8 \$13.00	\$15.70	\$0.00	\$79.18
				06/01/202	1 \$51.5	8 \$13.00	\$15.70	\$0.00	\$80.28
For apprentic	e rates see '	Apprentice- (	OPERATING ENGINEERS"	12/01/202	1 \$52.7	3 \$13.00	\$15.70	\$0.00	\$81.43
MP OPERA				06/01/2020	0 \$49.3	3 \$13.00	\$15.70	\$0.00	\$78.03
ERATING ENG				12/01/2020			\$15.70	\$0.00 \$0.00	\$79.18
				06/01/202			\$15.70	\$0.00 \$0.00	\$80.28
							\$15.70 \$15.70	\$0.00 \$0.00	
			OPERATING ENGINEERS"	12/01/202	1 \$52.7	3 \$13.00	\$13.70	<b>\$0.00</b>	\$81.43

#### **Apprentice -** *PLUMBER/GASFITTER - Local 12*

**Issue Date:** 11/09/2020

OPERATING ENGINEERS LOCAL 4         Local Lab         Local Lab <thlbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbb< th=""><th>Classification</th><th>Effective Date</th><th>Base Wage</th><th>Health</th><th>Pension</th><th>Supplemental Unemployment</th><th>Total Rate</th></thlbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbbb<>	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1201/2020         \$33.50         \$15.70         \$0.00         \$62.20           06/01/2021         \$34.25         \$13.00         \$15.70         \$0.00         \$62.95           12/01/2021         \$35.04         \$15.70         \$0.00         \$63.74           READY MIX CONCRETE DRIVERS after 4/30/12         \$0.90/1/2021         \$27.90         \$10.91         \$14.12         \$0.00         \$55.31           Drivers Hired After 4/30/2012/17/LMSTERS 25 /Suburbary - Aggregate         \$05/01/2021         \$29.15         \$11.41         \$15.25         \$0.00         \$55.31           05/01/2021         \$30.40         \$11.91         \$15.25         \$0.00         \$57.66           READY-MIX CONCRETE DRIVER         \$0.90/1/2022         \$30.40         \$11.91         \$15.25         \$0.00         \$57.66           READY-MIX CONCRETE DRIVER         \$0.90/1/2021         \$29.00         \$10.91         \$14.12         \$0.00         \$57.66           READY-MIX CONCRETE DRIVER         \$0.90/1/2021         \$29.00         \$10.91         \$14.12         \$0.00         \$57.66           READY-MIX CONCRETE DRIVER         \$0.90/1/2021         \$29.07         \$10.91         \$15.25         \$0.00         \$57.66           READY-MIX CONCRETE DRIVER         \$0.00         \$11.41         <	PUMP OPERATOR (DEWATERING, OTHER)	06/01/2020	\$32.72	\$13.00	\$15.70	\$0.00	\$61.42	
Per apprentise- OPERATING ENGINEERS*         12/01/2021         \$35.04         \$13.00         \$15.70         \$0.00         \$63.74           READY MIX CONCRETE DRIVERS after 4/30/12         08/01/2021         \$22.91         \$10.91         \$15.22         \$0.00         \$55.31           Divivers Hired After 4/30/2012/JF.AIMTERS 23 (Suburban) - Aggregate         08/01/2021         \$29.15         \$11.41         \$15.25         \$0.00         \$55.31           05/01/2022         \$30.40         \$11.41         \$15.25         \$0.00         \$57.66           READY-MIX CONCRETE DRIVER         08/01/2021         \$29.75         \$10.91         \$14.12         \$0.00         \$54.03           READY-MIX CONCRETE DRIVER         08/01/2021         \$29.75         \$10.91         \$15.25         \$0.00         \$55.91           READY-MIX CONCRETE DRIVER         08/01/2021         \$29.75         \$11.41         \$15.25         \$0.00         \$55.91           08/01/2021         \$29.75         \$11.41         \$15.25         \$0.00         \$57.16           08/01/2021         \$29.75         \$1.141         \$15.25         \$0.00         \$57.16           08/01/2021         \$30.50         \$11.91         \$15.25         \$0.00         \$57.16           08/01/2021         \$30.50 <td>OPERATING ENGINEERS LOCAL 4</td> <td>12/01/2020</td> <td>\$33.50</td> <td>\$13.00</td> <td>\$15.70</td> <td>\$0.00</td> <td>\$62.20</td>	OPERATING ENGINEERS LOCAL 4	12/01/2020	\$33.50	\$13.00	\$15.70	\$0.00	\$62.20	
Por apprentice rates see "Apprentice- OPERATING ENGINEERS"         No.11         No.11         No.11         No.11           READY MIX CONCRETE DRIVERS after 4/30/21         08/01/2021         \$27,90         \$10,91         \$14,12         \$0,00         \$52,93           (Drivers Hired After 4/30/212)/F.4/ASTERS 25 (Suburban) - Aggregate         05/01/2021         \$29,15         \$10,91         \$15,25         \$0,00         \$55,31           08/01/2022         \$30,40         \$11,41         \$15,25         \$0,00         \$57,56           READY-MIX CONCRETE DRIVER         08/01/2021         \$29,05         \$10,91         \$14,12         \$0,00         \$54,03           05/01/2021         \$29,75         \$11,41         \$15,25         \$0,00         \$57,16           REALMSTERS 25 (Suburban) - Aggregate         08/01/2021         \$29,75         \$11,41         \$15,25         \$0,00         \$57,16           08/01/2022         \$30,50         \$11,41         \$15,25         \$0,00         \$57,16           08/01/2022         \$30,50         \$11,41         \$15,25         \$0,00         \$57,16           08/01/2022         \$30,50         \$11,41         \$15,25         \$0,00         \$57,16           08/01/2022         \$30,50         \$11,41         \$15,25         \$0		06/01/2021	\$34.25	\$13.00	\$15.70	\$0.00	\$62.95	
Drivers Hired After 4/30/2012)TEAMSTERS 25 (Suburbar) - Aggregate       050012021       \$29.15       \$10.91       \$15.25       \$0.00       \$55.31         08/01/2021       \$29.15       \$11.41       \$15.25       \$0.00       \$57.06         08/01/2022       \$30.40       \$11.41       \$15.25       \$0.00       \$57.06         08/01/2022       \$30.40       \$11.41       \$15.25       \$0.00       \$57.06         08/01/2021       \$29.05       \$10.91       \$14.12       \$0.00       \$54.03         08/01/2021       \$29.05       \$10.91       \$15.25       \$0.00       \$55.91         08/01/2021       \$29.75       \$11.41       \$15.25       \$0.00       \$57.16         08/01/2021       \$29.75       \$11.41       \$15.25       \$0.00       \$57.16         08/01/2021       \$29.75       \$11.41       \$15.25       \$0.00       \$57.16         08/01/2021       \$29.75       \$11.41       \$15.25       \$0.00       \$57.16         08/01/2021       \$29.75       \$11.41       \$15.25       \$0.00       \$57.16         08/01/2021       \$48.81       \$13.00       \$15.70       \$0.00       \$77.51         09/02/021       \$51.44       \$13.00       \$15.70	For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$35.04	\$13.00	\$15.70	\$0.00	\$63.74	
Bit Status         05/01/2021         S29.15         S10.91         S1.23         S0.00         S55.31           08/01/2021         S29.15         S11.41         \$15.25         S0.00         S55.81           05/01/2022         S30.40         S11.41         \$15.25         S0.00         S57.56           READY-MIX CONCRETE DRIVER         08/01/2020         \$29.00         \$10.91         \$14.12         S0.00         S54.03           05/01/2021         \$29.75         \$11.41         \$15.25         S0.00         S56.41           05/01/2021         \$29.75         \$11.41         \$15.25         S0.00         S57.56           READY-MIX CONCRETE DRIVER         08/01/2021         \$29.75         \$11.41         \$15.25         S0.00         S56.41           05/01/2021         \$29.75         \$11.41         \$15.25         S0.00         \$57.66           08/01/2021         \$30.50         \$11.41         \$15.25         S0.00         \$57.66           RECLAIMERS         06/01/2020         \$48.81         \$13.00         \$15.70         S0.00         \$77.51           DPERATING ENGINEERS LOCAL 4         12/01/2021         \$51.04         \$13.00         \$15.70         \$0.00         \$66.07           06/01/2020<	READY MIX CONCRETE DRIVERS after 4/30/12	08/01/2020	\$27.90	\$10.91	\$14.12	\$0.00	\$52.93	
05/01/2022         \$30.40         \$11.41         \$15.25         \$0.00         \$57.66           READY-MIX CONCRETE DRIVER         08/01/2020         \$29.00         \$10.91         \$14.12         \$0.00         \$54.03           TEAMSTERS 25 (suburban) - Aggregate         05/01/2021         \$29.75         \$10.91         \$14.12         \$0.00         \$55.91           05/01/2021         \$29.75         \$10.91         \$15.25         \$0.00         \$55.91           08/01/2022         \$30.50         \$11.41         \$15.25         \$0.00         \$57.66           READY-MIX CONCRETE DRIVER         08/01/2021         \$29.75         \$11.41         \$15.25         \$0.00         \$55.91           08/01/2022         \$30.50         \$11.41         \$15.25         \$0.00         \$57.66           RECLAIMERS         06/01/2020         \$48.81         \$13.00         \$15.70         \$0.00         \$77.51           06/01/2020         \$49.95         \$13.00         \$15.70         \$0.00         \$78.65           06/01/2020         \$49.95         \$13.00         \$15.70         \$0.00         \$66.07           06/01/2021         \$51.4         \$13.00         \$15.70         \$0.00         \$66.07           06/01/2020         \$40	(Drivers Hired After 4/30/2012) TEAMSTERS 25 (Suburban) - Aggregate	05/01/2021	\$29.15	\$10.91	\$15.25	\$0.00	\$55.31	
08/01/2022         \$30.40         \$11.91         \$15.25         \$0.00         \$57.56           READY-MIX CONCRETE DRIVER         08/01/2020         \$29.00         \$10.91         \$14.12         \$0.00         \$54.03           DEAMSTERS 23 (Mohuban) - Aggregate         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         \$57.66           08/01/2022         \$30.50         \$11.41         \$15.25         \$0.00         \$57.66           08/01/2022         \$30.50         \$11.91         \$15.70         \$0.00         \$57.66           RECLAIMERS         06/01/2020         \$48.81         \$13.00         \$15.70         \$0.00         \$77.51           02/01/2020         \$49.95         \$13.00         \$15.70         \$0.00         \$78.65           06/01/2020         \$39.40         \$8.60         \$17.09         \$0.00         \$66.07           06/01/2020         \$39.40         \$8.60         \$17.09         \$0.00         \$66.07           06/01/2020         \$40.38         \$8.60         \$		08/01/2021	\$29.15	\$11.41	\$15.25	\$0.00	\$55.81	
READY-MIX CONCRETE DRIVER         08/01/2020         \$29.00         \$10.91         \$14.12         \$0.00         \$54.03           TEAMSTERS 25 (Suburban) - Aggregate         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         \$11.41         \$15.25         \$0.00         \$57.16           08/01/2022         \$30.50         \$11.91         \$15.25         \$0.00         \$57.66           RECLAIMERS         06/01/2020         \$48.81         \$13.00         \$15.70         \$0.00         \$77.51           0PERATING ENGINEERS LOCAL 4         12/01/2021         \$\$1.04         \$13.00         \$15.70         \$0.00         \$78.65           06/01/2021         \$\$1.04         \$13.00         \$15.70         \$0.00         \$78.65           06/01/2021         \$\$1.04         \$13.00         \$15.70         \$0.00         \$66.07           06/01/2020         \$39.40         \$8.60         \$17.09         \$0.00         \$66.07           06/01/2021         \$		05/01/2022	\$30.40	\$11.41	\$15.25	\$0.00	\$57.06	
TEAMSTERS 25 (Suburban) - Aggregate         05001/2020         \$29,30         \$11,21         50,00         \$55,91           05/01/2021         \$29,75         \$10,91         \$15,25         \$0,00         \$55,91           08/01/2021         \$29,75         \$11,41         \$15,25         \$0,00         \$55,91           08/01/2022         \$30,50         \$11,41         \$15,25         \$0,00         \$57,66           RECLAIMERS           0PERATING ENGINEERS LOCAL 4         \$12/01/2020         \$48,81         \$13,00         \$15,70         \$0,00         \$77,51           12/01/2020         \$49,95         \$13,00         \$15,70         \$0,00         \$78,65           06/01/2021         \$51,04         \$13,00         \$15,70         \$0,00         \$78,65           06/01/2021         \$51,04         \$13,00         \$15,70         \$0,00         \$80,88           RIDE-ON MOTORIZED BUGGY OPERATOR           LABORERS - ZONE I         06/01/2020         \$39,40         \$8,60         \$17,09         \$0,00         \$66,07           06/01/2021         \$41,40         \$8,60         \$17,09         \$0,00         \$66,07           06/01/2021         \$42,41         \$8,60         \$17,09         \$0,00		08/01/2022	\$30.40	\$11.91	\$15.25	\$0.00	\$57.56	
OS/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         \$57.66           RECLAIMERS         06/01/2022         \$30.50         \$11.91         \$15.25         \$0.00         \$57.66           RECLAIMERS         06/01/2020         \$48.81         \$13.00         \$15.70         \$0.00         \$77.51           PERATING ENGINEERS LOCAL 4         12/01/2020         \$49.95         \$13.00         \$15.70         \$0.00         \$79.74           12/01/2021         \$52.18         \$13.00         \$15.70         \$0.00         \$79.74           12/01/2021         \$52.18         \$13.00         \$15.70         \$0.00         \$79.74           12/01/2021         \$52.18         \$13.00         \$15.70         \$0.00         \$66.07           06/01/2021         \$41.40         \$8.60         \$17.09         \$0.00         \$66.07           06/01/2021         \$41.40         \$8.60         \$17.09         \$0.00         \$66.07           06/01/2020         \$48.81         \$13.00         \$15.70 <td< td=""><td>READY-MIX CONCRETE DRIVER</td><td>08/01/2020</td><td>\$29.00</td><td>\$10.91</td><td>\$14.12</td><td>\$0.00</td><td>\$54.03</td></td<>	READY-MIX CONCRETE DRIVER	08/01/2020	\$29.00	\$10.91	\$14.12	\$0.00	\$54.03	
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         \$48.81         \$13.00         \$15.70         \$0.00         \$77.51           0PERATING ENGINEERS LOCAL 4         12/01/2020         \$49.95         \$13.00         \$15.70         \$0.00         \$78.65           06/01/2021         \$51.04         \$13.00         \$15.70         \$0.00         \$79.74           12/01/2021         \$52.18         \$13.00         \$15.70         \$0.00         \$79.74           12/01/2021         \$52.18         \$13.00         \$15.70         \$0.00         \$79.74           12/01/2021         \$52.18         \$13.00         \$15.70         \$0.00         \$66.07           06/01/2021         \$40.38         \$8.60         \$17.09         \$0.00         \$66.07           06/01/2021         \$41.40         \$8.60         \$17.99         \$0.00         \$67.09           12/01/2021         \$42.41         \$8.60         \$17.09         \$0.00         \$77.51           0PERATING ENGINEERS'         06/01/2020         \$48.81         \$13.00         \$15.70	TEAMSTERS 25 (Suburban) - Aggregate	05/01/2021	\$29.75	\$10.91	\$15.25	\$0.00	\$55.91	
08/01/2022         \$30.50         \$11.91         \$15.25         \$0.00         \$57.66           RECLAIMERS OPERATING ENGINEERS LOCAL 4         06/01/2020         \$48.81         \$13.00         \$15.70         \$0.00         \$77.51           12/01/2020         \$49.95         \$13.00         \$15.70         \$0.00         \$77.51           PERATING ENGINEERS LOCAL 4         12/01/2020         \$49.95         \$13.00         \$15.70         \$0.00         \$77.51           For apprentice rates see "Apprentice- OPERATING ENGINEERS"         12/01/2021         \$52.18         \$13.00         \$15.70         \$0.00         \$66.07           IABORERS - ZONE I         06/01/2021         \$41.40         \$8.60         \$17.09         \$0.00         \$66.07           IABORERS - ZONE I         06/01/2021         \$41.40         \$8.60         \$17.09         \$0.00         \$66.07           IABORERS - ZONE I         06/01/2021         \$41.40         \$8.60         \$17.09         \$0.00         \$66.07           IABORERS - ZONE I         06/01/2021         \$42.41         \$8.60         \$17.09         \$0.00         \$67.09           IABORERS - ZONE I         06/01/2021         \$44.81         \$13.00         \$15.70         \$0.00         \$77.51           POR apprentice r		08/01/2021	\$29.75	\$11.41	\$15.25	\$0.00	\$56.41	
RECLAIMERS OPERATING ENGINEERS LOCAL 4       06/01/2020       \$48.81       \$13.00       \$15.70       \$0.00       \$77.51         I2/01/2020       \$49.95       \$13.00       \$15.70       \$0.00       \$78.65         06/01/2021       \$51.04       \$13.00       \$15.70       \$0.00       \$79.74         I2/01/2021       \$52.18       \$13.00       \$15.70       \$0.00       \$80.88         RIDE-ON MOTORIZED BUGGY OPERATING ENGINEERS"       06/01/2020       \$39.40       \$8.60       \$17.09       \$0.00       \$66.07         I2/01/2020       \$40.38       \$8.60       \$17.09       \$0.00       \$66.07         06/01/2021       \$41.40       \$8.60       \$17.09       \$0.00       \$66.10         Pre apprentice rates see "Apprentice- LABORER"       06/01/2021       \$42.41       \$8.60       \$17.09       \$0.00       \$77.51         PGLEA/SPREADER/MULCHING MACHINE       06/01/2020       \$48.81       \$13.00       \$15.70       \$0.00<		05/01/2022	\$30.50	\$11.41	\$15.25	\$0.00	\$57.16	
OPERATING ENGINEERS LOCAL 4         00001/2020         541.01         511.00		08/01/2022	\$30.50	\$11.91	\$15.25	\$0.00	\$57.66	
12/01/2020       \$49.95       \$13.00       \$15.70       \$0.00       \$78.65         06/01/2021       \$51.04       \$13.00       \$15.70       \$0.00       \$79.74         12/01/2021       \$52.18       \$13.00       \$15.70       \$0.00       \$79.74         Por apprentice- OPERATING ENGINEERS"         RIDE-ON MOTORIZED BUGGY OPERATOR       06/01/2020       \$39.40       \$8.60       \$17.09       \$0.00       \$65.09         LABORERS - ZONE 1       06/01/2021       \$41.40       \$8.60       \$17.09       \$0.00       \$66.07         06/01/2021       \$41.40       \$8.60       \$17.09       \$0.00       \$66.07         06/01/2021       \$41.40       \$8.60       \$17.09       \$0.00       \$66.07         06/01/2021       \$41.40       \$8.60       \$17.09       \$0.00       \$66.07         06/01/2021       \$42.41       \$8.60       \$17.09       \$0.00       \$67.09         12/01/2020       \$48.81       \$13.00       \$15.70       \$0.00       \$77.51         ROLLER/SPREADER/MULCHING MACHINE       06/01/2021       \$48.81       \$13.00       \$15.70       \$0.00       \$77.51         0PERATING ENGINEERS LOCAL 4       12/01/2020       \$49.95       \$13.00       \$1	RECLAIMERS	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51	
For apprentice rates see "Apprentice- OPERATING ENGINEERS"         12/01/2021         \$52.18         \$13.00         \$15.70         \$0.00         \$80.88           RIDE-ON MOTORIZED BUGGY OPERATOR         06/01/2020         \$39.40         \$8.60         \$17.09         \$0.00         \$65.09           LABORERS - ZONE 1         06/01/2020         \$40.38         \$8.60         \$17.09         \$0.00         \$66.07           06/01/2021         \$41.40         \$8.60         \$17.09         \$0.00         \$66.07           06/01/2021         \$41.40         \$8.60         \$17.09         \$0.00         \$66.07           06/01/2021         \$41.40         \$8.60         \$17.09         \$0.00         \$66.07           06/01/2021         \$42.41         \$8.60         \$17.09         \$0.00         \$66.10           I2/01/2021         \$42.41         \$8.60         \$17.09         \$0.00         \$67.09           12/01/2020         \$48.81         \$13.00         \$15.70         \$0.00         \$67.19           I2/01/2020         \$48.81         \$13.00         \$15.70         \$0.00         \$77.51           I2/01/2021         \$51.04         \$13.00         \$15.70         \$0.00         \$78.65 <td colspan<="" td=""><td>OPERATING ENGINEERS LOCAL 4</td><td>12/01/2020</td><td>\$49.95</td><td>\$13.00</td><td>\$15.70</td><td>\$0.00</td><td>\$78.65</td></td>	<td>OPERATING ENGINEERS LOCAL 4</td> <td>12/01/2020</td> <td>\$49.95</td> <td>\$13.00</td> <td>\$15.70</td> <td>\$0.00</td> <td>\$78.65</td>	OPERATING ENGINEERS LOCAL 4	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
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           12/01/2020         \$40.38         \$8.60         \$17.09         \$0.00         \$66.07           06/01/2021         \$41.40         \$8.60         \$17.09         \$0.00         \$66.07           06/01/2021         \$41.40         \$8.60         \$17.09         \$0.00         \$66.07           Por apprentice rates see "Apprentice- LABORER"         06/01/2021         \$42.41         \$8.60         \$17.09         \$0.00         \$67.09           ROLLER/SPREADER/MULCHING MACHINE         06/01/2020         \$48.81         \$13.00         \$15.70         \$0.00         \$77.51           0PERATING ENGINEERS LOCAL 4         12/01/2021         \$51.04         \$13.00         \$15.70         \$0.00         \$78.65           06/01/2021         \$51.04         \$13.00         \$15.70         \$0.00         \$78.65           06/01/2021         \$51.04         \$13.00         \$15.70         \$0.00         \$78.65           06/01/2021         \$52.18         \$13.00         \$15.70         \$0.00         \$78.65           06/01/2021         \$52.18		06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74	
RIDE-ON MOTORIZED BUGGY 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         12/01/2021       \$41.40       \$8.60       \$17.09       \$0.00       \$66.07         06/01/2021       \$41.40       \$8.60       \$17.09       \$0.00       \$66.07         06/01/2021       \$42.41       \$8.60       \$17.09       \$0.00       \$66.07         For apprentice- LABORER"       06/01/2021       \$42.41       \$8.60       \$17.09       \$0.00       \$68.10         Por apprentice- LABORER"       06/01/2020       \$48.81       \$13.00       \$15.70       \$0.00       \$77.51         ROLLER/SPREADER/MULCHING MACHINE       06/01/2020       \$49.95       \$13.00       \$15.70       \$0.00       \$77.51 <i>OPERATING ENGINEERS LOCAL 4</i> 12/01/2021       \$51.04       \$13.00       \$15.70       \$0.00       \$79.74         For apprentice- OPERATING ENGINEERS"       08/01/2021       \$52.18       \$13.00       \$15.70       \$0.00       \$79.74         ROOFER (Inc.Roofer Waterproofing & Roofer Damproofg)       08/01/2020       \$46.60       \$11.75       \$16.15       \$0.00		12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88	
LABORERS - ZONE 1       0000112200       \$03.01       \$01.05       \$00.05         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       \$67.09         12/01/2021       \$42.41       \$8.60       \$17.09       \$0.00       \$68.10         For apprentice- LABORER"         ROLLER/SPREADER/MULCHING MACHINE         06/01/2020       \$48.81       \$13.00       \$15.70       \$0.00       \$77.51         12/01/2020       \$49.95       \$13.00       \$15.70       \$0.00       \$77.51         06/01/2021       \$51.04       \$13.00       \$15.70       \$0.00       \$77.51         For apprentice- OPERATING ENGINEERS"         For apprentice- OPERATING ENGINEERS"         ROOFER (Inc.Roofer Waterproofing & Roofer Damproofg)       \$80.01/2020       \$46.60       \$11.75       \$16.15       \$0.00       \$77.50         \$800FERS LOCAL 33       \$11.75       \$16.15       \$0.00       \$77.59       \$02/01/2021       \$48.03       \$11.75       \$16.15       \$0.00       \$77.59	For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
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- LABORER"         ROLLER/SPREADER/MULCHING MACHINE         06/01/2020       \$48.81       \$13.00       \$15.70       \$0.00       \$77.51         12/01/2020       \$49.95       \$13.00       \$15.70       \$0.00       \$77.51         06/01/2021       \$51.04       \$13.00       \$15.70       \$0.00       \$77.54         For apprentice- OPERATING ENGINEERS"         ROOFER (Inc.Roofer Waterproofng & Roofer Damproofg)       08/01/2020       \$46.60       \$11.75       \$16.15       \$0.00       \$74.50         ROOFERS LOCAL 33       \$10/2020       \$46.60       \$11.75       \$16.15       \$0.00       \$75.93         02/01/2021       \$48.03       \$11.75       \$16.15       \$0.00       \$77.36	RIDE-ON MOTORIZED BUGGY OPERATOR	06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09	
For apprentice rates see "Apprentice- LABORER"         12/01/2021         \$42.41         \$8.60         \$17.09         \$0.00         \$68.10           ROLLER/SPREADER/MULCHING MACHINE OPERATING ENGINEERS LOCAL 4         06/01/2020         \$48.81         \$13.00         \$15.70         \$0.00         \$77.51           LOPERATING ENGINEERS LOCAL 4         12/01/2020         \$49.95         \$13.00         \$15.70         \$0.00         \$78.65           O6/01/2021         \$51.04         \$13.00         \$15.70         \$0.00         \$79.74           I2/01/2021         \$52.18         \$13.00         \$15.70         \$0.00         \$80.88           For apprentice rates see "Apprentice- OPERATING ENGINEERS"         08/01/2021         \$52.18         \$13.00         \$15.70         \$0.00         \$74.50           ROOFER (Inc.Roofer Waterproofing & Roofer Damproofg)         08/01/2020         \$46.60         \$11.75         \$16.15         \$0.00         \$74.50           02/01/2021         \$48.03         \$11.75         \$16.15         \$0.00         \$74.50           02/01/2021         \$48.03         \$11.75         \$16.15         \$0.00         \$74.50           02/01/2021         \$48.03         \$11.75         \$16.15         \$0.00         \$75.93           08/01/2021         \$4	LABOKEKS - ZONE I	12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00	\$66.07	
For apprentice rates see "Apprentice- LABORER"         ROLLER/SPREADER/MULCHING MACHINE         06/01/2020       \$48.81       \$13.00       \$15.70       \$0.00       \$77.51         12/01/2020       \$49.95       \$13.00       \$15.70       \$0.00       \$78.65         06/01/2021       \$51.04       \$13.00       \$15.70       \$0.00       \$78.65         06/01/2021       \$51.04       \$13.00       \$15.70       \$0.00       \$79.74         12/01/2021       \$52.18       \$13.00       \$15.70       \$0.00       \$80.88         For apprentice rates see "Apprentice- OPERATING ENGINEERS"         ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg)       08/01/2020       \$46.60       \$11.75       \$16.15       \$0.00       \$74.50         02/01/2021       \$48.03       \$11.75       \$16.15       \$0.00       \$75.93         08/01/2021       \$49.46       \$11.75       \$16.15       \$0.00       \$77.36		06/01/2021	\$41.40	\$8.60	\$17.09	\$0.00	\$67.09	
ROLLER/SPREADER/MULCHING MACHINE       06/01/2020       \$48.81       \$13.00       \$15.70       \$0.00       \$77.51         DPERATING ENGINEERS LOCAL 4       12/01/2020       \$49.95       \$13.00       \$15.70       \$0.00       \$78.65         06/01/2021       \$51.04       \$13.00       \$15.70       \$0.00       \$79.74         12/01/2021       \$52.18       \$13.00       \$15.70       \$0.00       \$79.74         For apprentice- OPERATING ENGINEERS"         ROOFER (Inc.Roofer Waterproofng & Roofer Damproofg)       08/01/2020       \$46.60       \$11.75       \$16.15       \$0.00       \$74.50         02/01/2021       \$48.03       \$11.75       \$16.15       \$0.00       \$74.50         02/01/2021       \$49.46       \$11.75       \$16.15       \$0.00       \$74.50         02/01/2021       \$49.46       \$11.75       \$16.15       \$0.00       \$74.50         08/01/2021       \$49.46       \$11.75       \$16.15       \$0.00       \$75.93         08/01/2021       \$49.46       \$11.75       \$16.15       \$0.00       \$77.36		12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10	
OPERATING ENGINEERS LOCAL 4       00001/2020       \$40.81       \$10.00       \$10.00       \$17.51         12/01/2020       \$49.95       \$13.00       \$15.70       \$0.00       \$78.65         06/01/2021       \$51.04       \$13.00       \$15.70       \$0.00       \$79.74         12/01/2021       \$52.18       \$13.00       \$15.70       \$0.00       \$79.74         12/01/2021       \$52.18       \$13.00       \$15.70       \$0.00       \$79.74         12/01/2021       \$52.18       \$13.00       \$15.70       \$0.00       \$80.88         ROOFER (Inc.Roofer Waterproofng & Roofer Damproofg)         ROOFERS LOCAL 33       08/01/2020       \$46.60       \$11.75       \$16.15       \$0.00       \$74.50         02/01/2021       \$49.46       \$11.75       \$16.15       \$0.00       \$75.93         08/01/2021       \$49.46       \$11.75       \$16.15       \$0.00       \$77.36								
12/01/2020       \$49.95       \$13.00       \$15.70       \$0.00       \$78.65         06/01/2021       \$51.04       \$13.00       \$15.70       \$0.00       \$79.74         I2/01/2021       \$51.04       \$13.00       \$15.70       \$0.00       \$79.74         I2/01/2021       \$52.18       \$13.00       \$15.70       \$0.00       \$80.88         ROOFER (Inc.Roofer Waterproofing & Roofer Damproofg)         08/01/2020       \$46.60       \$11.75       \$16.15       \$0.00       \$74.50         02/01/2021       \$48.03       \$11.75       \$16.15       \$0.00       \$75.93         08/01/2021       \$49.46       \$11.75       \$16.15       \$0.00       \$77.36		06/01/2020	\$48.81	\$13.00		\$0.00		
For apprentice- OPERATING ENGINEERS"       12/01/2021       \$52.18       \$13.00       \$15.70       \$0.00       \$80.88         ROOFER (Inc.Roofer Waterproofing & Roofer Damproofg)       08/01/2020       \$46.60       \$11.75       \$16.15       \$0.00       \$74.50         02/01/2021       \$48.03       \$11.75       \$16.15       \$0.00       \$75.93         08/01/2021       \$49.46       \$11.75       \$16.15       \$0.00       \$77.36		12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65	
For apprentice rates see "Apprentice- OPERATING ENGINEERS"         ROOFER (Inc.Roofer Waterproofing & Roofer Damproofg)       08/01/2020       \$46.60       \$11.75       \$16.15       \$0.00       \$74.50         ROOFERS LOCAL 33       02/01/2021       \$48.03       \$11.75       \$16.15       \$0.00       \$75.93         08/01/2021       \$49.46       \$11.75       \$16.15       \$0.00       \$77.36		06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74	
ROOFERS LOCAL 33       02/01/2021       \$48.03       \$11.75       \$16.15       \$0.00       \$75.93         08/01/2021       \$49.46       \$11.75       \$16.15       \$0.00       \$77.36	For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88	
02/01/2021\$48.03\$11.75\$16.15\$0.00\$75.9308/01/2021\$49.46\$11.75\$16.15\$0.00\$77.36	ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg)	08/01/2020	\$46.60	\$11.75	\$16.15	\$0.00	\$74.50	
08/01/2021 \$49.46 \$11.75 \$16.15 \$0.00 \$77.36	ROOFERS LOCAL 33	02/01/2021	\$48.03	\$11.75	\$16.15	\$0.00	\$75.93	
		08/01/2021				\$0.00		

E		ntice - RO ve Date - percent	00FER - Local 33 08/01/2020	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
_	1	50		\$23.30	\$11.75	\$3.81	\$0.00	\$38.86	
2	2	60		\$27.96	\$11.75	\$16.15	\$0.00	\$55.86	
3	3	65		\$30.29	\$11.75	\$16.15	\$0.00	\$58.19	
2	4	75		\$34.95	\$11.75	\$16.15	\$0.00	\$62.85	
4	5	85		\$39.61	\$11.75	\$16.15	\$0.00	\$67.51	
	E <b>ffecti</b> Step	ve Date - percent	02/01/2021	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$24.02	\$11.75	\$3.81	\$0.00	\$39.58	
2	2	60		\$28.82	\$11.75	\$16.15	\$0.00	\$56.72	
3	3	65		\$31.22	\$11.75	\$16.15	\$0.00	\$59.12	
2	4	75		\$36.02	\$11.75	\$16.15	\$0.00	\$63.92	
4	5	85		\$40.83	\$11.75	\$16.15	\$0.00	\$68.73	
<b>N</b> 	Notes:	Step 1 is 2	-10, the 1:10; Reroofing: 1:4 2000 hrs.; Steps 2-5 are 1000 n Mechanics' receive \$1.00 h	) hrs.				   	
A	Appre	ntice to Jo	urneyworker Ratio:**						
	/ TIL	E / PRECA	ST CONCRETE	08/01/2020	) \$46.	85 \$11.7:	5 \$16.15	\$0.00	\$74.75
FERS LOCAL 33				02/01/2021	\$48.	.28 \$11.7	5 \$16.15	\$0.00	\$76.18
				08/01/2021	\$49.	.71 \$11.7	5 \$16.15	\$0.00	\$77.61
For apprentice rat	es see "	Apprentice- F	OOFER"	02/01/2022	2 \$51.	14 \$11.7:	5 \$16.15	\$0.00	\$79.04
EETMETAL W				08/01/2020	) \$50.	.67 \$13.5	) \$24.12	\$2.65	\$90.94
ETMETAL WORK	ERS LC	ICAL 17 - A		02/01/2021	\$52.	.32 \$13.5	\$24.12	\$2.70	\$92.64
				08/01/2021	\$54.	.07 \$13.5	\$24.12	\$2.75	\$94.44
				02/01/2022	2 \$55.	82 \$13.5	\$24.12	\$2.80	\$96.24

L.L							
Effecti	ive Date -	08/01/2020				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	42		\$21.28	\$13.50	\$5.89	\$0.00	\$40.67
2	42		\$21.28	\$13.50	\$5.89	\$0.00	\$40.67
3	47		\$23.81	\$13.50	\$11.13	\$1.45	\$49.89
4	47		\$23.81	\$13.50	\$11.13	\$1.45	\$49.89
5	52		\$26.35	\$13.50	\$12.08	\$1.56	\$53.49
6	52		\$26.35	\$13.50	\$12.33	\$1.57	\$53.75
7	60		\$30.40	\$13.50	\$13.70	\$1.73	\$59.33
8	65		\$32.94	\$13.50	\$15.15	\$1.83	\$63.42
9	75		\$38.00	\$13.50	\$16.56	\$2.04	\$70.10
10	85		\$43.07	\$13.50	\$17.96	\$2.24	\$76.77

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

	10	85	\$43.07	\$13.50	\$17.96	\$2.24	\$76.7	17
	<b>Effecti</b> Step	ive Date - 02/01/2021 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat	te
	1	42	\$21.97	\$13.50	\$5.89	\$0.00	\$41.3	36
	2	42	\$21.97	\$13.50	\$5.89	\$0.00	\$41.3	36
	3	47	\$24.59	\$13.50	\$11.13	\$1.48	\$50.7	70
	4	47	\$24.59	\$13.50	\$11.13	\$1.48	\$50.7	70
	5	52	\$27.21	\$13.50	\$12.08	\$1.58	\$54.3	37
	6	52	\$27.21	\$13.50	\$12.33	\$1.59	\$54.6	53
	7	60	\$31.39	\$13.50	\$13.70	\$1.76	\$60.3	35
	8	65	\$34.01	\$13.50	\$15.15	\$1.88	\$64.5	54
	9	75	\$39.24	\$13.50	\$16.56	\$2.08	\$71.3	38
	10	85	\$44.47	\$13.50	\$17.96	\$2.28	\$78.2	21
	Notes:	Steps are 6 mos.						•   
	Appre	ntice to Journeyworker Ratio:1:4						
			08/01/2020	0 \$36.54	\$12.91	\$13.72	\$0.00	\$63.17
IEAMSIERS JOINI	COUNC	IL NO. 10 ZONE A	12/01/2020	0 \$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
			08/01/2020	0 \$36.83	\$12.91	\$13.72	\$0.00	\$63.46
TEAMSTERS JOINT	coone	IL NO. 10 LONE N	12/01/2020	0 \$36.83	\$12.91	\$14.82	\$0.00	\$64.56
			06/01/202	1 \$37.63	\$12.91	\$14.82	\$0.00	\$65.36
	10       85       \$44.47       \$13.50       \$17.96       \$2.28       \$78.21         Notes: Steps are 6 mos.         Apprentice to Journeyworker Ratio:1:4         ZED EARTH MOVING EQUIP < 35 TONS JOINT COUNCIL NO. 10 ZONE A       08/01/2020       \$36.54       \$12.91       \$13.72       \$0.00       \$64.27         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         12/01/2020       \$37.34       \$13.41       \$14.82       \$0.00       \$66.76         ZED EARTH MOVING EQUIP > 35 TONS         08/01/2021       \$37.34       \$13.41       \$14.82       \$0.00       \$66.76         220       \$36.83       \$12.91       \$13.72       \$0.00       \$66.76         ZED EARTH MOVING EQUIP > 35 TONS         08/01/2020       \$36.83       \$12.91       \$13.72       \$0.00       \$63.46         21/01/2020       \$36.83       \$12.91       \$14.82       \$0.00       \$66.76         ZED EARTH MOVING EQUIP > 35 TONS       08/01/2020       \$36.83       \$12.91       \$13.72       \$0.00       \$66.76							
		03/01/202	1 \$63.47	\$9.68	\$20.55	\$0.00	\$93.70	

**Issue Date:** 11/09/2020

Effect	ive Date -	10/01/2020				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	35		\$21.69	\$9.68	\$11.61	\$0.00	\$42.98
2	40		\$24.79	\$9.68	\$12.30	\$0.00	\$46.77
3	45		\$27.89	\$9.68	\$12.99	\$0.00	\$50.56
4	50		\$30.99	\$9.68	\$13.73	\$0.00	\$54.40
5	55		\$34.08	\$9.68	\$14.36	\$0.00	\$58.12
6	60		\$37.18	\$9.68	\$15.05	\$0.00	\$61.91
7	65		\$40.28	\$9.68	\$15.74	\$0.00	\$65.70
8	70		\$43.38	\$9.68	\$16.43	\$0.00	\$69.49
9	75		\$46.48	\$9.68	\$17.11	\$0.00	\$73.27
10	80		\$49.58	\$9.68	\$17.80	\$0.00	\$77.06

Apprentice -	SPRINKLER FITTER - Local 550 (Section A) Zone 1
Effective Date	10/01/2020

10	80	\$49.58	\$9.68	\$17.80	\$0.00	\$77.00	6
	ive Date - 03/01/2021				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	e
1	35	\$22.21	\$9.68	\$11.61	\$0.00	\$43.50	0
2	40	\$25.39	\$9.68	\$12.30	\$0.00	\$47.3	7
3	45	\$28.56	\$9.68	\$12.99	\$0.00	\$51.23	3
4	50	\$31.74	\$9.68	\$13.73	\$0.00	\$55.15	5
5	55	\$34.91	\$9.68	\$14.36	\$0.00	\$58.9	5
6	60	\$38.08	\$9.68	\$15.05	\$0.00	\$62.8	1
7	65	\$41.26	\$9.68	\$15.74	\$0.00	\$66.68	8
8	70	\$44.43	\$9.68	\$16.43	\$0.00	\$70.54	4
9	75	\$47.60	\$9.68	\$17.11	\$0.00	\$74.39	9
10	80	\$50.78	\$9.68	\$17.80	\$0.00	\$78.20	6
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 BOILER OPE	RATOR	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
OPERATING ENGINEERS LO	OCAL 4	12/01/2020			\$15.70	\$0.00	\$78.65
		06/01/2021			\$15.70	\$0.00	\$79.74
		12/01/2021	\$52.18		\$15.70	\$0.00	\$80.88
For apprentice rates see '	'Apprentice- OPERATING ENGINEERS"		***				
	PELLED OR TRACTOR DRAWN	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
OPERATING ENGINEERS LOCAL 4		12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
		06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
		12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88
For apprentice rates see '	'Apprentice- OPER ATING ENGINEERS"						

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TELECOMMUNICATION TECHNICIAN	09/01/2020	\$40.84	\$13.00	\$17.53	\$0.00	\$71.37
ELECTRICIANS LOCAL 103	03/01/2021	\$42.11	\$13.00	\$17.88	\$0.00	\$72.99
	09/01/2021	\$43.77	\$13.00	\$18.00	\$0.00	\$74.77
	03/01/2022	\$45.27	\$13.00	\$18.12	\$0.00	\$76.39
	09/01/2022	\$46.99	\$13.00	\$18.24	\$0.00	\$78.23
	03/01/2023	\$48.54	\$13.00	\$18.37	\$0.00	\$79.91

### Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effectiv	<b>ve Date -</b> 09/01/2020				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	45	\$18.38	\$13.00	\$0.55	\$0.00	\$31.93
2	45	\$18.38	\$13.00	\$0.55	\$0.00	\$31.93
3	50	\$20.42	\$13.00	\$14.20	\$0.00	\$47.62
4	50	\$20.42	\$13.00	\$14.20	\$0.00	\$47.62
5	55	\$22.46	\$13.00	\$14.53	\$0.00	\$49.99
6	60	\$24.50	\$13.00	\$14.87	\$0.00	\$52.37
7	65	\$26.55	\$13.00	\$15.20	\$0.00	\$54.75
8	70	\$28.59	\$13.00	\$15.53	\$0.00	\$57.12
9	75	\$30.63	\$13.00	\$15.87	\$0.00	\$59.50
10	80	\$32.67	\$13.00	\$16.20	\$0.00	\$61.87

#### **Effective Date -** 03/01/2021

Effecti	ve Date - 03/01/2021				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	45	\$18.95	\$13.00	\$0.57	\$0.00	\$32.52	
2	45	\$18.95	\$13.00	\$0.57	\$0.00	\$32.52	
3	50	\$21.06	\$13.00	\$14.47	\$0.00	\$48.53	
4	50	\$21.06	\$13.00	\$14.47	\$0.00	\$48.53	
5	55	\$23.16	\$13.00	\$14.80	\$0.00	\$50.96	
6	60	\$25.27	\$13.00	\$15.14	\$0.00	\$53.41	
7	65	\$27.37	\$13.00	\$15.47	\$0.00	\$55.84	
8	70	\$29.48	\$13.00	\$15.80	\$0.00	\$58.28	
9	75	\$31.58	\$13.00	\$16.15	\$0.00	\$60.73	
10	80	\$33.69	\$13.00	\$16.48	\$0.00	\$63.17	
Notes:							
Appre	ntice to Journeyworker Ratio	:1:1					
ERRAZZO FINISHEI		08/01/2020	\$54.69	\$10.75	\$22.09	\$0.00	\$87.53
RICKLAYERS LOCAL 3 - M	ARBLE & TILE	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	2 \$57.32	\$10.75	\$22.25	\$0.00	\$90.32

	Effect	ive Date - 08/01/2020				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$27.35	\$10.75	\$22.09	\$0.00	\$60.19	
	2	60	\$32.81	\$10.75	\$22.09	\$0.00	\$65.65	
	3	70	\$38.28	\$10.75	\$22.09	\$0.00	\$71.12	
	4	80	\$43.75	\$10.75	\$22.09	\$0.00	\$76.59	
	5	90	\$49.22	\$10.75	\$22.09	\$0.00	\$82.06	
	Effect	ive Date - 02/01/2021				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$27.67	\$10.75	\$22.09	\$0.00	\$60.51	
	2	60	\$33.20	\$10.75	\$22.09	\$0.00	\$66.04	
	3	70	\$38.73	\$10.75	\$22.09	\$0.00	\$71.57	
	4	80	\$44.26	\$10.75	\$22.09	\$0.00	\$77.10	
	5	90	\$49.80	\$10.75	\$22.09	\$0.00	\$82.64	
	Notes							
		entice to Journeyworker Ratio:1:3						
EST BORIN		LER VAND MARINE	06/01/2020	0 \$40.55	\$8.60	\$17.24	\$0.00	\$66.39
BORERS - FOC	NDAIION	AND MARINE	12/01/2020	0 \$41.53	\$8.60	\$17.24	\$0.00	\$67.37
			06/01/202	1 \$42.55	\$8.60	\$17.24	\$0.00	\$68.39
			12/01/202	1 \$43.56	\$8.60	\$17.24	\$0.00	\$69.40
		"Apprentice- LABORER"						
		LER HELPER	06/01/2020	0 \$39.27	\$8.60	\$17.24	\$0.00	\$65.11
			12/01/2020	0 \$40.25	\$8.60	\$17.24	\$0.00	\$66.09
			06/01/202	1 \$41.27		\$17.24	\$0.00	\$67.11
For apprentic	e rates see	"Apprentice- LABORER"	12/01/202	1 \$42.28	\$8.60	\$17.24	\$0.00	\$68.12
EST BORIN			06/01/2020	0 \$39.15	\$8.60	\$17.24	\$0.00	\$64.99
ABORERS - FOU	INDATION	AND MARINE	12/01/2020	0 \$40.13	\$8.60	\$17.24	\$0.00	\$65.97
			06/01/202	1 \$41.15	\$8.60	\$17.24	\$0.00	\$66.99
For anneantic	a ratas sas	"Apprentice- LABORER"	12/01/202	1 \$42.16	\$8.60	\$17.24	\$0.00	\$68.00
		LE STEAM GENERATORS	06/01/2020	0 \$40.01	¢12.00	\$15.70	\$0.00	\$77 51
PERATING ENG			06/01/2020					\$77.51
			12/01/2020				\$0.00 \$0.00	\$78.65
			06/01/202				\$0.00	\$79.74
			12/01/202	1 \$52.18	\$13.00	\$15.70	\$0.00	\$80.88

#### Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile Effective Date - 08/01/2020

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRAILERS FOR EARTH MOVING EQUIPMENT	08/01/2020	\$37.12	\$12.91	\$13.72	\$0.00	\$63.75
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	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
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$54.39	\$8.60	\$17.69	\$0.00	\$80.68
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
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$48.46	\$8.60	\$17.69	\$0.00	\$74.75
VAC-HAUL	08/01/2020	\$36.54	\$12.91	\$13.72	\$0.00	\$63.17
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2020	\$36.54	\$12.91	\$14.82	\$0.00	\$64.27
	06/01/2021	\$37.34	\$12.91	\$14.82	\$0.00	\$65.07
	08/01/2021	\$37.34	\$13.41	\$14.82	\$0.00	\$65.57
	12/01/2021	\$37.34	\$13.41	\$16.01	\$0.00	\$66.76
WAGON DRILL OPERATOR	06/01/2020	\$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"				<b></b>		
WASTE WATER PUMP OPERATOR OPERATING ENGINEERS LOCAL 4	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.58	\$13.00	\$15.70	\$0.00	\$80.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$52.73	\$13.00	\$15.70	\$0.00	\$81.43
WATER METER INSTALLER	00/01/2020	¢50.50	¢12.55	¢17.04	¢0.00	¢00.50
PLUMBERS & GASFITTERS LOCAL 12	09/01/2020	\$58.69	\$13.57	\$17.26	\$0.00	\$89.52
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBE	03/01/2021 R/GASFITTER"	\$60.19	\$13.57	\$17.26	\$0.00	\$91.02

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.