

## 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

RONALD L. WALKER, II Secretary WILLIAM D MCKINNEY Director

Awarding Authority:

City of Waltham

**Contract Number:** 

City/Town: WALTHAM

**Description of Work:** Installation of Cross Walk Light at Falzone Park

**Job Location:** 901 Trapelo Rd

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

**Issue Date:** 04/08/2016 **Wage Request Number:** 20160408-037

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2015	\$32.75	\$10.41	\$10.08	\$0.00	\$53.24
	06/01/2016	\$33.25	\$10.41	\$10.08	\$0.00	\$53.74
	08/01/2016	\$33.25	\$10.91	\$10.08	\$0.00	\$54.24
	12/01/2016	\$33.25	\$10.91	\$10.89	\$0.00	\$55.05
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2015	\$32.82	\$10.41	\$10.08	\$0.00	\$53.31
TELINISTERS VOINT COUNCIE NO. IV 2012 II	06/01/2016	\$33.32	\$10.41	\$10.08	\$0.00	\$53.81
	08/01/2016	\$33.32	\$10.91	\$10.08	\$0.00	\$54.31
	12/01/2016	\$33.32	\$10.91	\$10.89	\$0.00	\$55.12
(4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2015	\$32.94	\$10.41	\$10.08	\$0.00	\$53.43
TEAMSTERS SOLVE COORCIE NO. 10 20N2 II	06/01/2016	\$33.44	\$10.41	\$10.08	\$0.00	\$53.93
	08/01/2016	\$33.44	\$10.91	\$10.08	\$0.00	\$54.43
	12/01/2016	\$33.44	\$10.91	\$10.89	\$0.00	\$55.24
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2015	\$88.29	\$9.80	\$19.23	\$0.00	\$117.32
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR  LABORERS - ZONE 1	12/01/2015	\$36.10	\$7.45	\$13.55	\$0.00	\$57.10
EADORERS - ZONE I	06/01/2016	\$36.85	\$7.45	\$13.55	\$0.00	\$57.85
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$37.85	\$7.45	\$13.55	\$0.00	\$58.85
ASBESTOS REMOVER - PIPE / MECH. EQUIPT.  HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	12/01/2015	\$34.38	\$10.40	\$5.95	\$0.00	\$50.73
ASPHALT RAKER	12/01/2015	\$35.60	\$7.45	\$13.55	\$0.00	\$56.60
LABORERS - ZONE 1	06/01/2016	\$36.35	\$7.45	\$13.55	\$0.00	\$57.35
	12/01/2016	\$37.35	\$7.45	\$13.55	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE  OPERATING ENGINEERS LOCAL 4	12/01/2015	\$43.73	\$10.00	\$14.90	\$0.00	\$68.63
OI ENATING ENGINEERS LOCAL 4	06/01/2016	\$44.48	\$10.00	\$14.90	\$0.00	\$69.38
	12/01/2016	\$45.73	\$10.00	\$14.90	\$0.00	\$70.63
	06/01/2017	\$46.73	\$10.00	\$14.90	\$0.00	\$71.63
	12/01/2017	\$47.73	\$10.00	\$14.90	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER  OPERATING ENGINEERS LOCAL 4	12/01/2015	\$43.73	\$10.00	\$14.90	\$0.00	\$68.63
	06/01/2016	\$44.48	\$10.00	\$14.90	\$0.00	\$69.38
	12/01/2016	\$45.73	\$10.00	\$14.90	\$0.00	\$70.63
	06/01/2017	\$46.73	\$10.00	\$14.90	\$0.00	\$71.63
E CONTRACTOR OPENATING ENGINEERING	12/01/2017	\$47.73	\$10.00	\$14.90	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"  PARCO TYPE HIMDING TAMPER				<b>**</b>		
BARCO-TYPE JUMPING TAMPER LABORERS - ZONE 1	12/01/2015	\$35.60	\$7.45	\$13.55	\$0.00	\$56.60
	06/01/2016	\$36.35	\$7.45	\$13.55	\$0.00	\$57.35
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$37.35	\$7.45	\$13.55	\$0.00	\$58.35
		\$36.10	Ф7 45	¢12 55	\$0.00	Φ <i>E</i> 7.10
BLOCK PAVER RAMMER / CURR SETTER	10/01/0017	×46 10	\$7.45	\$13.55	\$0.00	\$57.10
BLOCK PAVER, RAMMER / CURB SETTER  LABORERS - ZONE 1	12/01/2015				<b>#</b> 0.00	0.57.05
	12/01/2015 06/01/2016 12/01/2016	\$36.85 \$37.85	\$7.45 \$7.45	\$13.55 \$13.55	\$0.00 \$0.00	\$57.85 \$58.85

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Step	percent	01/01/2016	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	65		\$27.05	\$6.97	\$10.54	\$0.00	\$44.56	
2	65		\$27.05	\$6.97	\$10.54	\$0.00	\$44.56	
3	70		\$29.13	\$6.97	\$11.35	\$0.00	\$47.45	
4	75		\$31.22	\$6.97	\$12.16	\$0.00	\$50.35	
5	80		\$33.30	\$6.97	\$12.97	\$0.00	\$53.24	
6	85		\$35.38	\$6.97	\$13.78	\$0.00	\$56.13	
7	90		\$37.46	\$6.97	\$14.59	\$0.00	\$59.02	
8	95		\$39.54	\$6.97	\$15.40	\$0.00	\$61.91	
Effec Step	tive Date -	01/01/2017	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	65		\$27.90	\$6.97	\$10.54	\$0.00	\$45.41	
2	65		\$27.90	\$6.97	\$10.54	\$0.00	\$45.41	
3	70		\$30.04	\$6.97	\$11.35	\$0.00	\$48.36	
4	75		\$32.19	\$6.97	\$12.16	\$0.00	\$51.32	
5	80		\$34.34	\$6.97	\$12.97	\$0.00	\$54.28	
6	85		\$36.48	\$6.97	\$13.78	\$0.00	\$57.23	
7	90		\$38.63	\$6.97	\$14.59	\$0.00	\$60.19	
8	95		\$40.77	\$6.97	\$15.40	\$0.00	\$63.14	
Notes	:							
Appr	entice to Jo	urneyworker Ratio:1:5						
/STONE/ARTI	FICIAL MA	ASONRY (INCL. MASONRY	02/01/2016	\$49.86	\$10.18	\$19.14	\$0.00	\$79.1
RPROOFING)								

**Effective Date** 

01/01/2016

01/01/2017

Base Wage

\$41.62

\$42.92

Health

\$6.97

\$6.97

Pension

\$16.21

\$16.21

Classification

BOILER MAKER

BOILERMAKERS LOCAL 29

Supplemental

\$0.00

\$0.00

Unemployment

**Total Rate** 

\$64.80

\$66.10

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Pension

**Total Rate** 

	Step	ve Date - 02/01/2016 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	;
	1	50	\$24.93	\$10.18	\$19.14	\$0.00	\$54.25	
	2	60	\$29.92	\$10.18	\$19.14	\$0.00	\$59.24	
	3	70	\$34.90	\$10.18	\$19.14	\$0.00	\$64.22	
	4	80	\$39.89	\$10.18	\$19.14	\$0.00	\$69.21	
	5	90	\$44.87	\$10.18	\$19.14	\$0.00	\$74.19	1
	Effect	ive Date - 08/01/2016				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	50	\$25.38	\$10.18	\$19.22	\$0.00	\$54.78	
	2	60	\$30.46	\$10.18	\$19.22	\$0.00	\$59.86	,
	3	70	\$35.53	\$10.18	\$19.22	\$0.00	\$64.93	
	4	80	\$40.61	\$10.18	\$19.22	\$0.00	\$70.01	
	5	90	\$45.68	\$10.18	\$19.22	\$0.00	\$75.08	
	Notes:							
	Appre	ntice to Journeyworker Ratio:1:5						
ULLDOZER		<u> </u>		5 ¢42.21	\$10.00	\$14.90	00.00	\$60.21
	ILLDOZER/GRADER/SCRAPER ERATING ENGINEERS LOCAL 4		12/01/201:				\$0.00	\$68.21
			06/01/2010	*		\$14.90 \$14.90	\$0.00 \$0.00	\$68.96 \$70.19
			12/01/2010 06/01/201			\$14.90	\$0.00	
			12/01/201			\$14.90	\$0.00	\$71.18 \$72.17
For apprentice	e rates see '	'Apprentice- OPERATING ENGINEERS"	12/01/201	/ \$41.21	\$10.00	\$14.70	\$0.00	\$12.11
AISSON & U	NDERP	INNING BOTTOM MAN	12/01/201:	5 \$36.45	\$7.45	\$13.75	\$0.00	\$57.65
IBORERS - FOU	NDATION	AND MARINE	06/01/2010			\$13.75	\$0.00	\$58.40
			12/01/2010	6 \$38.20		\$13.75	\$0.00	\$59.40
For apprentice	e rates see '	'Apprentice- LABORER"						
		INNING LABORER	12/01/201:	5 \$35.30	\$7.45	\$13.75	\$0.00	\$56.50
IBORERS - FOU	NDATION	AND MARINE	06/01/2010	6 \$36.05	\$7.45	\$13.75	\$0.00	\$57.25
			12/01/2010	6 \$37.05	\$7.45	\$13.75	\$0.00	\$58.25
**		'Apprentice- LABORER"						
AISSON & U Borers - Fou		INNING TOP MAN  AND MARINE	12/01/201:	5 \$35.30	\$7.45	\$13.75	\$0.00	\$56.50
			06/01/2010	6 \$36.05	\$7.45	\$13.75	\$0.00	\$57.25
For apprentice	e rates see '	'Apprentice- LABORER"	12/01/2010	6 \$37.05	\$7.45	\$13.75	\$0.00	\$58.25
ARBIDE CO	RE DRI	LL OPERATOR	12/01/201:	5 \$35.60	\$7.45	\$13.55	\$0.00	\$56.60
BORERS - ZON	E 1		06/01/2010			\$13.55	\$0.00	\$57.35
			00/01/201	. ψυσ.υυ	Ψ1.10		, <del>-</del>	401.00

			03/01/2017	7 \$39.05	\$9.80	\$16.82	\$0.00	\$65
			09/01/2017			\$16.82	\$0.00	\$66
			03/01/2018			\$16.82	\$0.00	\$67
			09/01/2018			\$16.82	\$0.00	\$68
			03/01/2019			\$16.82	\$0.00	\$69
		ARPENTER - Zone 2 Eastern						
	ive Date -	03/01/2016		TT 1.1	ъ :	Supplemental	T . 1 D .	
Step	percent		Apprentice Base Wage		Pension	Unemployment	Total Rate	
1	50		\$18.55	\$9.80	\$1.63	\$0.00	\$29.98	
2	60		\$22.26	\$9.80	\$1.63	\$0.00	\$33.69	
3	70		\$25.97	\$9.80	\$11.93	\$0.00	\$47.70	
4	75		\$27.83	\$9.80	\$11.93	\$0.00	\$49.56	
5	80		\$29.68	\$9.80	\$13.56	\$0.00	\$53.04	
6	80		\$29.68	\$9.80	\$13.56	\$0.00	\$53.04	
7	90		\$33.39	\$9.80	\$15.19	\$0.00	\$58.38	
8	90		\$33.39	\$9.80	\$15.19	\$0.00	\$58.38	
	ive Date -	09/01/2016				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$19.04	\$9.80	\$1.63	\$0.00	\$30.47	
2	60		\$22.85	\$9.80	\$1.63	\$0.00	\$34.28	
3	70		\$26.66	\$9.80	\$11.93	\$0.00	\$48.39	
4	75		\$28.56	\$9.80	\$11.93	\$0.00	\$50.29	
5	80		\$30.46	\$9.80	\$13.56	\$0.00	\$53.82	
6	80		\$30.46	\$9.80	\$13.56	\$0.00	\$53.82	
7	90		\$34.27	\$9.80	\$15.19	\$0.00	\$59.26	
8	90		\$34.27	\$9.80	\$15.19	\$0.00	\$59.26	
Notes	- — — :							
		ourneyworker Ratio:1:5						

**Effective Date** 

03/01/2016

09/01/2016

Base Wage

\$37.10

\$38.08

Health

\$9.80

\$9.80

Classification

CARPENTER

CARPENTERS -ZONE 2 (Eastern Massachusetts)

Supplemental

\$0.00

\$0.00

Unemployment

Pension

\$16.82

\$16.82

**Total Rate** 

\$63.72

\$64.70

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Pension

	Effecti Step	ve Date - ( percent	01/01/2016 A	pprentice Base Wage	Health	]	Pension	Supplemental Unemployment	Total I	Rate
-	1	50		\$23.22	\$10.90		\$12.21	\$0.00		6.33
	2	60		\$27.86	\$10.90		\$13.71	\$1.30		3.77
	3	65		\$30.19	\$10.90		\$14.71	\$1.30		7.10
	4	70		\$32.51	\$10.90		\$15.71	\$1.30	\$60	0.42
	5	75		\$34.83	\$10.90		\$16.71	\$1.30		3.74
	6	80		\$37.15	\$10.90		\$17.71	\$1.30	\$67	7.06
	7	90		\$41.80	\$10.90		\$18.71	\$1.30	\$72	2.71
-  1	Notes:	Steps 3,4 are	e 500 hrs. All other steps are	1,000 hrs.						
	Appre	ntice to Jour	neyworker Ratio:1:3							_
CHAIN SAW OP		OR		12/01/201:	5 \$35	.60	\$7.45	\$13.55	\$0.00	\$56.60
ABORERS - ZONE 1		06/01/2010	5 \$36	.35	\$7.45	\$13.55	\$0.00	\$57.35		
For apprentice ra	ites see "	Apprentice- LAI	BORER"	12/01/2010	5 \$37	.35	\$7.45	\$13.55	\$0.00	\$58.35
			TS/HEADING MACHINES	12/01/201:	5 \$44	.73	\$10.00	\$14.90	\$0.00	\$69.63
PERATING ENGINI	EERS LO	OCAL 4		06/01/2010	5 \$45	.48	\$10.00	\$14.90	\$0.00	\$70.38
				12/01/2010	5 \$46	.73	\$10.00	\$14.90	\$0.00	\$71.63
				06/01/2017	7 \$47	.73	\$10.00	\$14.90	\$0.00	\$72.63
For apprentice ra	ites see "	Apprentice- OPE	ERATING ENGINEERS"	12/01/2017	7 \$48	.73	\$10.00	\$14.90	\$0.00	\$73.63
COMPRESSOR				12/01/201:	5 \$30	.13	\$10.00	\$14.90	\$0.00	\$55.03
PERATING ENGINI	EERS LO	JCAL 4		06/01/2010	5 \$30	.65	\$10.00	\$14.90	\$0.00	\$55.55
				12/01/2010	5 \$31	.52	\$10.00	\$14.90	\$0.00	\$56.42
				06/01/2017	7 \$32	.21	\$10.00	\$14.90	\$0.00	\$57.11
For apprentice ra	ites see "	Apprentice- OPE	ERATING ENGINEERS"	12/01/2017	7 \$32	.90	\$10.00	\$14.90	\$0.00	\$57.80
DELEADER (BR	RIDGE	)		01/01/2010	5 \$49	.51	\$7.85	\$16.10	\$0.00	\$73.46
PAINTERS LOCAL 35	5 - ZONI	E 2		07/01/2010			\$7.85	\$16.10	\$0.00	\$74.41
				01/01/2017		.41	\$7.85	\$16.10	\$0.00	\$75.36

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Apprentice - PAINTER Local 35 - BRIDGES/TANKS 01/01/2016 **Effective Date -**Supplemental percent Apprentice Base Wage Health Unemployment Total Rate Step Pension 1 50 \$24.76 \$7.85 \$0.00 \$0.00 \$32.61 2 55 \$27.23 \$7.85 \$3.66 \$0.00 \$38.74 3 60 \$29.71 \$3.99 \$0.00 \$7.85 \$41.55 4 65 \$32.18 \$7.85 \$4.32 \$0.00 \$44.35 5 70 \$34.66 \$7.85 \$14.11 \$0.00 \$56.62 6 75 \$37.13 \$7.85 \$0.00 \$59.42 \$14.44 7 80 \$39.61 \$7.85 \$14.77 \$0.00 \$62.23 8 90 \$44.56 \$7.85 \$15.44 \$0.00 \$67.85 07/01/2016 **Effective Date -**Supplemental Apprentice Base Wage Health Unemployment Total Rate Step percent Pension 1 50 \$25.23 \$7.85 \$0.00 \$0.00 \$33.08 2 55 \$0.00 \$27.75 \$7.85 \$3.66 \$39.26 3 60 \$30.28 \$3.99 \$0.00 \$7.85 \$42.12 4 65 \$32.80 \$7.85 \$4.32 \$0.00 \$44.97 5 70 \$35.32 \$7.85 \$14.11 \$0.00 \$57.28 6 75 \$37.85 \$7.85 \$14.44 \$0.00 \$60.14 80 \$40.37 \$7.85 \$14.77 \$0.00 \$62.99 8 90 \$45.41 \$7.85 \$15.44 \$0.00 \$68.70 Notes: Steps are 750 hrs. Apprentice to Journeyworker Ratio:1:1 DEMO: ADZEMAN \$13.55 \$0.00 12/01/2015 \$35.50 \$7.45 \$56.50 LABORERS - ZONE 1 For apprentice rates see "Apprentice- LABORER" DEMO: BACKHOE/LOADER/HAMMER OPERATOR 12/01/2015 \$36.50 \$7.45 \$13.55 \$0.00 \$57.50 LABORERS - ZONE 1 For apprentice rates see "Apprentice- LABORER" **DEMO: BURNERS** 12/01/2015 \$36.25 \$7.45 \$13.55 \$0.00 \$57.25 LABORERS - ZONE 1 For apprentice rates see "Apprentice- LABORER" DEMO: CONCRETE CUTTER/SAWYER \$13.55 \$0.00 12/01/2015 \$36.50 \$7.45 \$57.50 LABORERS - ZONE 1 For apprentice rates see "Apprentice- LABORER" DEMO: JACKHAMMER OPERATOR \$13.55 12/01/2015 \$7.45 \$0.00 \$57.25 \$36.25 LABORERS - ZONE 1

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12/01/2015

\$35.50

\$7.45

\$13.55

\$0.00

\$56.50

For apprentice rates see "Apprentice- LABORER"

For apprentice rates see "Apprentice- LABORER"

DEMO: WRECKING LABORER

LABORERS - ZONE 1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIRECTIONAL DRILL MACHINE OPERATOR	12/01/2015	\$43.31	\$10.00	\$14.90	\$0.00	\$68.21
OPERATING ENGINEERS LOCAL 4	06/01/2016	\$44.06	\$10.00	\$14.90	\$0.00	\$68.96
	12/01/2016	\$45.29	\$10.00	\$14.90	\$0.00	\$70.19
	06/01/2017	\$46.28	\$10.00	\$14.90	\$0.00	\$71.18
	12/01/2017	\$47.27	\$10.00	\$14.90	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2015	\$58.86	\$9.80	\$19.23	\$0.00	\$87.89
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2015	\$42.04	\$9.80	\$19.23	\$0.00	\$71.07
For apprentice rates see "Apprentice-PILE DRIVER"						
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2015	\$63.06	\$9.80	\$19.23	\$0.00	\$92.09
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2015	\$88.23	\$9.80	\$19.23	\$0.00	\$117.26
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction)  ELECTRICIANS LOCAL 103	03/01/2016	\$46.17	\$13.00	\$16.39	\$0.00	\$75.56
For apprentice rates see "Apprentice- ELECTRICIAN"						
ELECTRICIAN ELECTRICIANS LOCAL 103	03/01/2016	\$46.17	\$13.00	\$16.39	\$0.00	\$75.56

	ffective Date - ep percent	03/01/2016 Appr	entice Base Wage	Health	Pensio		plemental ployment	To	otal Rate	
1	40		\$18.47	\$13.00	\$0.5	55	\$0.00		\$32.02	
2	40		\$18.47	\$13.00	\$0.5	5	\$0.00		\$32.02	
3	45		\$20.78	\$13.00	\$12.3	4	\$0.00		\$46.12	
4	45		\$20.78	\$13.00	\$12.3	4	\$0.00		\$46.12	
5	50		\$23.09	\$13.00	\$12.7	<b>'</b> 1	\$0.00		\$48.80	
6	55		\$25.39	\$13.00	\$13.0	7	\$0.00		\$51.46	
7	60		\$27.70	\$13.00	\$13.4	4	\$0.00		\$54.14	
8	65		\$30.01	\$13.00	\$13.8	1	\$0.00		\$56.82	
9	70		\$32.32	\$13.00	\$14.1	8	\$0.00		\$59.50	
10	0 75		\$34.63	\$13.00	\$14.5	55	\$0.00		\$62.18	
No	otes: :	or 1/1/03; 30/35/40/45/50/55/65/70/	75/80							
Aj	pprentice to J	ourneyworker Ratio:2:3***								
EVATOR CON			01/01/2016	5 \$54	1.53 \$1	4.43 \$1	4.96	\$0.00		\$83.92
VATOR CONSTRUC	CTORS LOCAL 4		01/01/2017	7 \$55	5.86 \$1	5.28 \$1	5.71	\$0.00		\$86.85

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**Apprentice -** ELEVATOR CONSTRUCTOR - Local 4

Pension

Unemployment

**Total Rate** 

	Effect	ive Date - 01/01/2016				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$27.27	\$14.43	\$0.00	\$0.00	\$41.70	
	2	55	\$29.99	\$14.43	\$14.96	\$0.00	\$59.38	
	3	65	\$35.44	\$14.43	\$14.96	\$0.00	\$64.83	
	4	70	\$38.17	\$14.43	\$14.96	\$0.00	\$67.56	
	5	80	\$43.62	\$14.43	\$14.96	\$0.00	\$73.01	
		ive Date - 01/01/2017				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$27.93	\$15.28	\$0.00	\$0.00	\$43.21	
	2	55	\$30.72	\$15.28	\$15.71	\$0.00	\$61.71	
	3	65	\$36.31	\$15.28	\$15.71	\$0.00	\$67.30	
	4	70	\$39.10	\$15.28	\$15.71	\$0.00	\$70.09	
	5	80	\$44.69	\$15.28	\$15.71	\$0.00	\$75.68	
	Notes							
		Steps 1-2 are 6 mos.; Steps 3-5 are	e 1 year				į	
	Appre	ntice to Journeyworker Ratio:1:1						
	LEVATOR CONSTRUCTOR HELPER LEVATOR CONSTRUCTORS LOCAL 4		01/01/2010	5 \$38.17	\$14.43	\$14.96	\$0.00	\$67.56
			01/01/201	7 \$39.10	\$15.28	\$15.71	\$0.00	\$70.09
		"Apprentice - ELEVATOR CONSTRUCTOR				<b>***</b>		
ABORERS - ZONI		IIL ERECTOR	12/01/201:			\$13.55	\$0.00	\$56.60
			06/01/2010			\$13.55	\$0.00	\$57.35
For apprentice	rates see	"Apprentice- LABORER"	12/01/2010	5 \$37.35	5 \$7.45	\$13.55	\$0.00	\$58.35
FIELD ENG.IN		RSON-BLDG,SITE,HVY/HWY	11/01/201:	5 \$40.49	\$10.00	\$14.55	\$0.00	\$65.04
OF ERATING ENGI	NEEKS L	OCAL 4	05/01/2010	5 \$41.03	\$10.00	\$14.90	\$0.00	\$65.93
			11/01/2010	5 \$41.62	\$10.00	\$14.90	\$0.00	\$66.52
			05/01/2017	7 \$42.50	\$10.00	\$14.90	\$0.00	\$67.40
			11/01/2017	7 \$43.23	\$10.00	\$14.90	\$0.00	\$68.13
For apprentice	rates see	"Apprentice- OPERATING ENGINEERS"	05/01/2013	8 \$43.94	\$10.00	\$14.90	\$0.00	\$68.84
FIELD ENG.PA	ARTY C	CHIEF-BLDG,SITE,HVY/HWY	11/01/201:	5 \$41.93	\$10.00	\$14.55	\$0.00	\$66.48
OPERATING ENG	NEERS L	OCAL 4	05/01/2010			\$14.90	\$0.00	\$67.37
			11/01/2010	5 \$43.07	\$10.00	\$14.90	\$0.00	\$67.97
			05/01/2017	7 \$43.96	\$10.00	\$14.90	\$0.00	\$68.86
			11/01/2017	7 \$44.69	\$10.00	\$14.90	\$0.00	\$69.59
_			05/01/2013	8 \$45.41	\$10.00	\$14.90	\$0.00	\$70.31
For apprentice	rates see	"Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	11/01/2015	\$21.71	\$10.00	\$14.55	\$0.00	\$46.26
OPERATING ENGINEERS LOCAL 4	05/01/2016	\$21.88	\$10.00	\$14.90	\$0.00	\$46.78
	11/01/2016	\$22.23	\$10.00	\$14.90	\$0.00	\$47.13
	05/01/2017	\$22.76	\$10.00	\$14.90	\$0.00	\$47.66
	11/01/2017	\$23.18	\$10.00	\$14.90	\$0.00	\$48.08
	05/01/2018	\$23.61	\$10.00	\$14.90	\$0.00	\$48.51
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER  ELECTRICIANS LOCAL 103	03/01/2016	\$46.17	\$13.00	\$16.39	\$0.00	\$75.56
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONINGELECTRICLANS	03/01/2016	\$34.63	\$13.00	\$14.55	\$0.00	\$62.18
LOCAL 103  For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER)	12/01/2015	\$36.34	\$10.00	\$14.90	\$0.00	\$61.24
OPERATING ENGINEERS LOCAL 4	06/01/2016	\$36.96	\$10.00	\$14.90	\$0.00	\$61.86
	12/01/2016	\$38.00	\$10.00	\$14.90	\$0.00	\$62.90
	06/01/2017	\$38.84	\$10.00	\$14.90	\$0.00	\$63.74
	12/01/2017	\$39.67	\$10.00	\$14.90	\$0.00	\$64.57
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER	12/01/2015	\$20.50	\$7.45	\$13.55	\$0.00	\$41.50
LABORERS - ZONE 1	06/01/2016	\$20.50	\$7.45	\$13.55	\$0.00	\$41.50
	12/01/2016	\$20.50	\$7.45	\$13.55	\$0.00	\$41.50
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE I	03/01/2016	\$42.13	\$9.80	\$17.62	\$0.00	\$69.55

**Apprentice** - FLOORCOVERER - Local 2168 Zone I

Effecti	ive Date -	03/01/2016				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$21.07	\$9.80	\$1.79	\$0.00	\$32.66
2	55		\$23.17	\$9.80	\$1.79	\$0.00	\$34.76
3	60		\$25.28	\$9.80	\$12.25	\$0.00	\$47.33
4	65		\$27.38	\$9.80	\$12.25	\$0.00	\$49.43
5	70		\$29.49	\$9.80	\$14.04	\$0.00	\$53.33
6	75		\$31.60	\$9.80	\$14.04	\$0.00	\$55.44
7	80		\$33.70	\$9.80	\$15.83	\$0.00	\$59.33
8	85		\$35.81	\$9.80	\$15.83	\$0.00	\$61.44
Notes:	Steps are	750 hrs.					

Apprentice to Journeyworker Ratio:1:1

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FORK LIFT/CHERRY PICKER	12/01/2015	\$43.73	\$10.00	\$14.90	\$0.00	\$68.63
OPERATING ENGINEERS LOCAL 4	06/01/2016	\$44.48	\$10.00	\$14.90	\$0.00	\$69.38
	12/01/2016	\$45.73	\$10.00	\$14.90	\$0.00	\$70.63
	06/01/2017	\$46.73	\$10.00	\$14.90	\$0.00	\$71.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$47.73	\$10.00	\$14.90	\$0.00	\$72.63
GENERATOR/LIGHTING PLANT/HEATERS	12/01/2015	\$30.13	\$10.00	\$14.90	\$0.00	\$55.03
OPERATING ENGINEERS LOCAL 4	06/01/2016	\$30.65	\$10.00	\$14.90	\$0.00	\$55.55
	12/01/2016	\$31.52	\$10.00	\$14.90	\$0.00	\$56.42
	06/01/2017	\$32.21	\$10.00	\$14.90	\$0.00	\$57.11
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$32.90	\$10.00	\$14.90	\$0.00	\$57.80
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR	01/01/2016	\$39.01	\$7.85	\$16.10	\$0.00	\$62.96
SYSTEMS) GLAZIERS LOCAL 35 (ZONE 2)	07/01/2016	\$39.96	\$7.85	\$16.10	\$0.00	\$63.91
	01/01/2017	\$40.91	\$7.85	\$16.10	\$0.00	\$64.86

Apprentice -	GLAZIER - Local 35 Zone 2

Effect	ive Date -	01/01/2016				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$19.51	\$7.85	\$0.00	\$0.00	\$27.36
2	55		\$21.46	\$7.85	\$3.66	\$0.00	\$32.97
3	60		\$23.41	\$7.85	\$3.99	\$0.00	\$35.25
4	65		\$25.36	\$7.85	\$4.32	\$0.00	\$37.53
5	70		\$27.31	\$7.85	\$14.11	\$0.00	\$49.27
6	75		\$29.26	\$7.85	\$14.44	\$0.00	\$51.55
7	80		\$31.21	\$7.85	\$14.77	\$0.00	\$53.83
8	90		\$35.11	\$7.85	\$15.44	\$0.00	\$58.40
Effect	ive Date -	07/01/2016				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$19.98	\$7.85	\$0.00	\$0.00	\$27.83
2	55		\$21.98	\$7.85	\$3.66	\$0.00	\$33.49
3	60		\$23.98	\$7.85	\$3.99	\$0.00	\$35.82
4	65		\$25.97	\$7.85	\$4.32	\$0.00	\$38.14
5	70		\$27.97	\$7.85	\$14.11	\$0.00	\$49.93
6	75		\$29.97	\$7.85	\$14.44	\$0.00	\$52.26
7	80		\$31.97	\$7.85	\$14.77	\$0.00	\$54.59
_	90		\$35.96	\$7.85	\$15.44	\$0.00	\$59.25
8	90		455.50	Ψ7.00	*		
8 — — Notes:							

Apprentice to Journeyworker Ratio:1:1

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	6	80	\$34.98	\$10.00	\$14.90	\$0.00	\$59.88	
	7	85	\$37.17	\$10.00	\$14.90	\$0.00	\$62.07	
	8	90	\$39.36	\$10.00	\$14.90	\$0.00	\$64.26	
	Effecti	ve Date - 06/01/2016				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	55	\$24.46	\$10.00	\$0.00	\$0.00	\$34.46	
	2	60	\$26.69	\$10.00	\$14.90	\$0.00	\$51.59	
	3	65	\$28.91	\$10.00	\$14.90	\$0.00	\$53.81	
	4	70	\$31.14	\$10.00	\$14.90	\$0.00	\$56.04	
	5	75	\$33.36	\$10.00	\$14.90	\$0.00	\$58.26	
	6	80	\$35.58	\$10.00	\$14.90	\$0.00	\$60.48	
	7	85	\$37.81	\$10.00	\$14.90	\$0.00	\$62.71	
	8	90	\$40.03	\$10.00	\$14.90	\$0.00	\$64.93	
	Notes:							
		ntice to Journeyworker Ratio:1:6						
VAC (DUCT		OC 41 17 - 4	02/01/2016	\$43.31	\$10.70	\$21.95	\$2.28	\$78.24
EEIMEIAL W	JKKEKS LU	CAL 1 / - A	08/01/2016	\$44.46	\$10.70	\$21.95	\$2.28	\$79.39
			02/01/2017	\$45.56	\$10.70	\$21.95	\$2.28	\$80.49
			08/01/2017	\$46.66	\$10.70	\$21.95	\$2.28	\$81.59
			02/01/2018		\$10.70	\$21.95	\$2.28	\$82.74

**Effective Date** 

12/01/2015

Base Wage

\$43.73

Health

\$10.00

Classification

HOISTING ENGINEER/CRANES/GRADALLS

For apprentice rates see "Apprentice- ELECTRICIAN"

**Issue Date:** 04/08/2016

Supplemental

\$0.00

Unemployment

Pension

\$14.90

**Total Rate** 

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\$68.63

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**Wage Request Number:** 

			Effective Da	te Base Wage	Health		Supplemental Unemployment	Total Rate
		BALANCING - AIR)	02/01/2010	\$43.31	\$10.70	\$21.95	\$2.28	\$78.24
SHEETMETAL WC	ORKERS LO	CAL 1/ - A	08/01/2010	\$44.46	\$10.70	\$21.95	\$2.28	\$79.39
			02/01/2017	\$45.56	\$10.70	\$21.95	\$2.28	\$80.49
			08/01/2017	\$46.66	\$10.70	\$21.95	\$2.28	\$81.59
			02/01/2013	\$47.81	\$10.70	\$21.95	\$2.28	\$82.74
		Apprentice- SHEET METAL WORKER"						
HVAC (TESTI Pipefitters lo		BALANCING -WATER)	03/01/2010	\$49.19	\$9.70	\$18.14	\$0.00	\$77.03
II BI II I BIO	C.IL CO		09/01/2010	\$50.19	\$9.70	\$18.14	\$0.00	\$78.03
F		A	03/01/201	\$51.19	\$9.70	\$18.14	\$0.00	\$79.03
HVAC MECH		Apprentice- PIPEFITTER" or "PLUMBEI			#0. <b>=</b> 0	Ø10.14	<b></b>	
PIPEFITTERS LO			03/01/2010		\$9.70	\$18.14	\$0.00	\$77.03
			09/01/2010		\$9.70	\$18.14	\$0.00	\$78.03
For apprentic	ee rates see "/	Apprentice- PIPEFITTER" or "PLUMBEI	03/01/201' R/PIPEFITTER"	7 \$51.19	\$9.70	\$18.14	\$0.00	\$79.03
HYDRAULIC			12/01/201:	5 \$36.10	\$7.45	\$13.55	\$0.00	\$57.10
LABORERS - ZON			06/01/201		\$7.45 \$7.45	\$13.55	\$0.00	\$57.10
			12/01/2010		\$7.45 \$7.45	\$13.55	\$0.00	\$57.85
For apprentice	e rates see "A	Apprentice- LABORER"	12/01/2010	, ψ. J I. O.S	ψ1. <del>1</del> 3	Ψ13.33	ψ0.00	ψυσισυ
NSULATOR (	,		09/01/201:	5 \$43.81	\$11.50	\$13.80	\$0.00	\$69.11
HEAT & FROST II	NSULATORS	S LOCAL 6 (BOSTON)	09/01/2010	\$45.81	\$11.50	\$13.80	\$0.00	\$71.11
			09/01/2017		\$11.50	\$13.80	\$0.00	\$73.11
			09/01/2013		\$11.50	\$13.80	\$0.00	\$75.36
				φ50.00	Ψ11.50			
			09/01/2019	******	\$11.50	\$13.80	\$0.00	\$77.86
	Appren Effectiv Step	tice - ASBESTOS INSULATOR re Date - 09/01/2015 percent		\$52.56 sston			\$0.00	
	Effectiv	<b>e Date -</b> 09/01/2015	09/01/2019 R (Pipes & Tanks) - Local 6 Bo Apprentice Base Wage	\$52.56 sston  Health	\$11.50 Pension	\$13.80 Supplemental Unemployment	\$0.00 Total Rate	
	Effectiv Step	re Date - 09/01/2015 percent 50	09/01/2019 R (Pipes & Tanks) - Local 6 Bo Apprentice Base Wage \$21.91	\$52.56 ston  Health \$11.50	\$11.50 Pension \$10.05	\$13.80  Supplemental Unemployment \$0.00	\$0.00  Total Rate \$43.46	
	Step 1	re Date - 09/01/2015 percent	O9/01/2019 R (Pipes & Tanks) - Local 6 Bo Apprentice Base Wage \$21.91 \$26.29	\$52.56 Ston  Health  \$11.50  \$11.50	\$11.50  Pension  \$10.05  \$10.80	\$13.80  Supplemental Unemployment \$0.00 \$0.00	\$0.00  Total Rate \$43.46 \$48.59	
	Step  1 2	percent 09/01/2015 percent 50 60 70	09/01/2019 R (Pipes & Tanks) - Local 6 Ba  Apprentice Base Wage \$21.91 \$26.29 \$30.67	\$52.56 Ston  Health \$11.50 \$11.50	\$11.50  Pension \$10.05 \$10.80 \$11.55	\$13.80  Supplemental Unemployment  \$0.00 \$0.00 \$0.00	\$0.00  Total Rate \$43.46 \$48.59 \$53.72	
	Step  1  2  3	percent 09/01/2015 50 60	O9/01/2019 R (Pipes & Tanks) - Local 6 Bo Apprentice Base Wage \$21.91 \$26.29	\$52.56 Ston  Health  \$11.50  \$11.50	\$11.50  Pension  \$10.05  \$10.80	\$13.80  Supplemental Unemployment \$0.00 \$0.00	\$0.00  Total Rate \$43.46 \$48.59 \$53.72	
	Effective Step  1 2 3 4  Effective	percent 09/01/2015 percent 50 60 70	09/01/2019 R (Pipes & Tanks) - Local 6 Bo Apprentice Base Wage \$21.91 \$26.29 \$30.67 \$35.05	Ston  Health \$11.50 \$11.50 \$11.50 \$11.50	\$11.50  Pension \$10.05 \$10.80 \$11.55	\$13.80  Supplemental Unemployment  \$0.00 \$0.00 \$0.00 \$0.00	\$0.00  Total Rate \$43.46 \$48.59 \$53.72 \$58.85	
	Effective Step 1 2 3 4	percent 09/01/2015 percent 50 60 70 80	09/01/2019 R (Pipes & Tanks) - Local 6 Ba  Apprentice Base Wage \$21.91 \$26.29 \$30.67	Ston  Health \$11.50 \$11.50 \$11.50 \$11.50	\$11.50  Pension \$10.05 \$10.80 \$11.55	\$13.80  Supplemental Unemployment  \$0.00 \$0.00 \$0.00 \$0.00	\$0.00  Total Rate \$43.46 \$48.59 \$53.72 \$58.85	
	Effective Step  1 2 3 4  Effective	percent 09/01/2015 percent 50 60 70 80 ee Date - 09/01/2016	09/01/2019 R (Pipes & Tanks) - Local 6 Bo Apprentice Base Wage \$21.91 \$26.29 \$30.67 \$35.05	Ston  Health \$11.50 \$11.50 \$11.50 \$11.50	\$11.50  Pension \$10.05 \$10.80 \$11.55 \$12.30	\$13.80  Supplemental Unemployment  \$0.00 \$0.00 \$0.00 \$0.00	\$0.00  Total Rate \$43.46 \$48.59 \$53.72 \$58.85  Total Rate	
	Effective Step  1 2 3 4  Effective Step	percent 09/01/2015 percent 50 60 70 80 re Date - 09/01/2016 percent 09/01/2016	Apprentice Base Wage \$21.91 \$26.29 \$30.67 \$35.05  Apprentice Base Wage	\$52.56 Sston  Health \$11.50 \$11.50 \$11.50 \$11.50	\$11.50  Pension  \$10.05  \$10.80  \$11.55  \$12.30  Pension	\$13.80  Supplemental Unemployment  \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$0.00  Total Rate \$43.46 \$48.59 \$53.72 \$58.85  Total Rate \$44.46	
	Effective Step 1 2 3 4 Effective Step 1	percent 09/01/2015 percent 50 60 70 80 re Date - 09/01/2016 percent 50	09/01/2019 R (Pipes & Tanks) - Local 6 Bo  Apprentice Base Wage \$21.91 \$26.29 \$30.67 \$35.05  Apprentice Base Wage \$22.91	\$52.56 Ston  Health \$11.50 \$11.50 \$11.50 \$11.50  Health \$11.50	\$11.50  Pension \$10.05 \$10.80 \$11.55 \$12.30  Pension \$10.05	\$13.80  Supplemental Unemployment  \$0.00 \$0.00 \$0.00 Supplemental Unemployment  \$0.00	\$0.00  Total Rate \$43.46 \$48.59 \$53.72 \$58.85  Total Rate \$44.46 \$49.79	
	Effective Step  1 2 3 4  Effective Step 1 2	percent 09/01/2015 percent 50 60 70 80 re Date - 09/01/2016 percent 50 60	09/01/2019 R (Pipes & Tanks) - Local 6 Bo  Apprentice Base Wage \$21.91 \$26.29 \$30.67 \$35.05  Apprentice Base Wage \$22.91 \$27.49	Ston  Health  \$11.50  \$11.50  \$11.50  Health  \$11.50  \$11.50	\$11.50  Pension \$10.05 \$10.80 \$11.55 \$12.30  Pension \$10.05 \$10.80	\$13.80  Supplemental Unemployment  \$0.00 \$0.00 \$0.00 Supplemental Unemployment  \$0.00 \$0.00	\$0.00  Total Rate \$43.46 \$48.59 \$53.72 \$58.85  Total Rate \$44.46 \$49.79 \$55.12	
	Effective Step 1 2 3 4 Effective Step 1 2 3 4	percent  50  60  70  80  re Date - 09/01/2016  percent  50  60  70  70  80  70  80  70  80  70  80	09/01/2019  R (Pipes & Tanks) - Local 6 Box  Apprentice Base Wage \$21.91 \$26.29 \$30.67 \$35.05  Apprentice Base Wage \$22.91 \$27.49 \$32.07	Ston  Health  \$11.50  \$11.50  \$11.50  Health  \$11.50  \$11.50  Health  \$11.50  \$11.50	\$11.50  Pension \$10.05 \$10.80 \$11.55 \$12.30  Pension \$10.05 \$10.80 \$11.55	\$13.80  Supplemental Unemployment  \$0.00 \$0.00 \$0.00 Supplemental Unemployment  \$0.00 \$0.00 \$0.00	\$0.00  Total Rate \$43.46 \$48.59 \$53.72 \$58.85  Total Rate \$44.46 \$49.79 \$55.12	
	Effective Step  1 2 3 4  Effective Step 1 2 3 4  Notes:	percent  50  60  70  80  re Date - 09/01/2016  percent  50  60  70  70  80  70  80  70  80  70  80	09/01/2019  R (Pipes & Tanks) - Local 6 Box  Apprentice Base Wage \$21.91 \$26.29 \$30.67 \$35.05  Apprentice Base Wage \$22.91 \$27.49 \$32.07	Ston  Health  \$11.50  \$11.50  \$11.50  Health  \$11.50  \$11.50  Health  \$11.50  \$11.50	\$11.50  Pension \$10.05 \$10.80 \$11.55 \$12.30  Pension \$10.05 \$10.80 \$11.55	\$13.80  Supplemental Unemployment  \$0.00 \$0.00 \$0.00 Supplemental Unemployment  \$0.00 \$0.00 \$0.00	\$0.00  Total Rate \$43.46 \$48.59 \$53.72 \$58.85  Total Rate \$44.46 \$49.79 \$55.12	
	Effective Step  1 2 3 4  Effective Step 1 2 3 4  Notes:	re Date - 09/01/2015 percent  50 60 70 80 re Date - 09/01/2016 percent  50 60 70 80	09/01/2019  R (Pipes & Tanks) - Local 6 Box  Apprentice Base Wage \$21.91 \$26.29 \$30.67 \$35.05  Apprentice Base Wage \$22.91 \$27.49 \$32.07 \$36.65	Ston  Health  \$11.50  \$11.50  \$11.50  Health  \$11.50  \$11.50  Health  \$11.50  \$11.50	\$11.50  Pension \$10.05 \$10.80 \$11.55 \$12.30  Pension \$10.05 \$10.80 \$11.55	\$13.80  Supplemental Unemployment  \$0.00 \$0.00 \$0.00 Supplemental Unemployment  \$0.00 \$0.00 \$0.00	\$0.00  Total Rate \$43.46 \$48.59 \$53.72 \$58.85  Total Rate \$44.46 \$49.79 \$55.12	
	Effective Step  1 2 3 4  Effective Step 1 2 3 4  Notes:  Appren	percent  50  60  70  80  re Date - 09/01/2016  percent  50  60  70  80  Steps are 1 year  tice to Journeyworker Ratio:1:	09/01/2019  R (Pipes & Tanks) - Local 6 Box  Apprentice Base Wage \$21.91 \$26.29 \$30.67 \$35.05  Apprentice Base Wage \$22.91 \$27.49 \$32.07 \$36.65	Ston  Health \$11.50 \$11.50 \$11.50 \$11.50 \$11.50 \$11.50 \$11.50 \$11.50	\$11.50  Pension \$10.05 \$10.80 \$11.55 \$12.30  Pension \$10.05 \$10.80 \$11.55	\$13.80  Supplemental Unemployment  \$0.00 \$0.00 \$0.00 Supplemental Unemployment  \$0.00 \$0.00 \$0.00	\$0.00  Total Rate \$43.46 \$48.59 \$53.72 \$58.85  Total Rate \$44.46 \$49.79 \$55.12	
_ IRONWORKE IRONWORKERS L	Effective Step  1 2 3 4  Effective Step 1 2 3 4  Notes:  Appren	percent  50  60  70  80  re Date - 09/01/2016  percent  50  60  70  80  Steps are 1 year  tice to Journeyworker Ratio:1:	09/01/2019 R (Pipes & Tanks) - Local 6 Bo Apprentice Base Wage \$21.91 \$26.29 \$30.67 \$35.05  Apprentice Base Wage \$22.91 \$27.49 \$32.07 \$36.65	Ston  Health  \$11.50  \$11.50  \$11.50  \$11.50  Health  \$11.50  \$11.50  \$11.50  \$11.50  \$11.50  \$11.50	\$11.50  Pension \$10.05 \$10.80 \$11.55 \$12.30  Pension \$10.05 \$10.80 \$11.55 \$12.30	\$13.80  Supplemental Unemployment  \$0.00 \$0.00 \$0.00 \$0.00  Supplemental Unemployment  \$0.00 \$0.00 \$0.00	\$0.00  Total Rate \$43.46 \$48.59 \$53.72 \$58.85  Total Rate \$44.46 \$49.79 \$55.12 \$60.45	\$77.86

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Pension

	Effecti	ve Date - 03/16/2016				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	•
	1	60	\$26.04	\$7.80	\$20.85	\$0.00	\$54.69	)
	2	70	\$30.38	\$7.80	\$20.85	\$0.00	\$59.03	;
	3	75	\$32.55	\$7.80	\$20.85	\$0.00	\$61.20	)
	4	80	\$34.72	\$7.80	\$20.85	\$0.00	\$63.37	,
	5	85	\$36.89	\$7.80	\$20.85	\$0.00	\$65.54	ļ
	6	90	\$39.06	\$7.80	\$20.85	\$0.00	\$67.71	
	Effecti	ve Date - 09/16/2016				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	60	\$26.43	\$7.80	\$20.85	\$0.00	\$55.08	}
	2	70	\$30.84	\$7.80	\$20.85	\$0.00	\$59.49	)
	3	75	\$33.04	\$7.80	\$20.85	\$0.00	\$61.69	)
	4	80	\$35.24	\$7.80	\$20.85	\$0.00	\$63.89	)
	5	85	\$37.44	\$7.80	\$20.85	\$0.00	\$66.09	)
	6	90	\$39.65	\$7.80	\$20.85	\$0.00	\$68.30	)
	Notes:	** Structural 1:6; Ornamental 1:4						
	Appre	ntice to Journeyworker Ratio:**					'	
		VING BREAKER OPERATOR	12/01/2015	\$35.60	\$7.45	\$13.55	\$0.00	\$56.60
ORERS - ZONE	E 1		06/01/2016	\$36.35	\$7.45	\$13.55	\$0.00	\$57.35
			12/01/2016	\$37.35	\$7.45	\$13.55	\$0.00	\$58.35
	rates see '	'Apprentice- LABORER"						
BORER	7.1		12/01/2015	\$35.35	\$7.45	\$13.55	\$0.00	\$56.35
BORERS - ZONE	<i>I</i>		06/01/2016	\$36.10	\$7.45	\$13.55	\$0.00	\$57.10

12/01/2016

\$37.10

\$7.45

\$13.55

\$0.00

\$58.10

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		ntice - <i>LABORER - Z</i> ve <b>Date</b> - 12/01/201				Committee 1		
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60	\$21.21	\$7.45	\$13.55	\$0.00	\$42.21	
	2	70	\$24.75	\$7.45	\$13.55	\$0.00	\$45.75	
	3	80	\$28.28	\$7.45	\$13.55	\$0.00	\$49.28	
	4	90	\$31.82	\$7.45	\$13.55	\$0.00	\$52.82	
	Effecti	ve Date - 06/01/201				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60	\$21.66	\$7.45	\$13.55	\$0.00	\$42.66	
	2	70	\$25.27	\$7.45	\$13.55	\$0.00	\$46.27	
	3	80	\$28.88	\$7.45	\$13.55	\$0.00	\$49.88	
	4	90	\$32.49	\$7.45	\$13.55	\$0.00	\$53.49	
	Notes:							
	Appre	ntice to Journeywork	r Ratio:1:5					
ABORER: CA		ER TENDER	12/01/201	5 \$35.35	\$7.45	\$13.55	\$0.00	\$56.35
ABORERS - ZONE	1		06/01/201			\$13.55	\$0.00	\$57.10
			12/01/201			\$13.55	\$0.00	\$58.10
For apprentice r	ates see "	Apprentice- LABORER"		·				
	r apprentice rates see "Apprentice- LABORER"  RER: CEMENT FINISHER TENDER	12/01/201	5 \$35.35	\$7.45	\$13.55	\$0.00	\$56.35	
IBORERS - ZONE	I		06/01/201	6 \$36.10	\$7.45	\$13.55	\$0.00	\$57.10
			12/01/201	6 \$37.10	\$7.45	\$13.55	\$0.00	\$58.10
		Apprentice- LABORER"						
ABORER: HA BORERS - ZONE		OUS WASTE/ASBEST	OS REMOVER 12/01/201	5 \$35.50	\$7.45	\$13.55	\$0.00	\$56.50
		Apprentice- LABORER"						
ABORER: MA 1BORERS - ZONE		ENDER	12/01/201	5 \$35.60	\$7.45	\$13.55	\$0.00	\$56.60
BOKEKS - ZOIVE	1		06/01/201	6 \$36.35	\$7.45	\$13.55	\$0.00	\$57.35
T		. LADODEDII	12/01/201	6 \$37.35	\$7.45	\$13.55	\$0.00	\$58.35
		Apprentice- LABORER"				040.55	40.00	
ABORER: MU 4BORERS - ZONE		RADE TENDER	12/01/201			\$13.55	\$0.00	\$56.35
			06/01/201			\$13.55	\$0.00	\$57.10
For apprentice r	ates see "	Apprentice- LABORER"	12/01/201	6 \$37.10	\$7.45	\$13.55	\$0.00	\$58.10
ABORER: TRI	EE REN	MOVER	12/01/201	5 \$35.35	\$7.45	\$13.55	\$0.00	\$56.35
ABORERS - ZONE	1		06/01/201			\$13.55	\$0.00	\$57.10
			12/01/201	*****		\$13.55	\$0.00	\$58.10
			with the removal of standing trees, and trimming an nance or repair of utility company equipment. For	d removal of bran	ches and limbs v	when the work is no		Ψ50.10
ASER BEAM	-		12/01/201			\$13.55	\$0.00	\$56.60
ABORERS - ZONE			06/01/201			\$13.55	\$0.00	\$57.35
			12/01/201			\$13.55	\$0.00	\$58.35
Б		Apprentice- LABORER"	12/01/201	0 \$37.33	\$7.43	φ13.33	φ0.00	\$30.33

Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile	AARBLE & TILE FIN		02/01/2010	5 \$38.08	\$10.18	\$17.70	\$0.00	\$65.96
Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile	RICKLAYERS LOCAL 3 - M.	ARBLE & TILE	08/01/2010	\$38.78	\$10.18	\$17.78	\$0.00	\$66.74
Step			02/01/2017	7 \$39.24	\$10.18	\$17.78	\$0.00	\$67.20
2 60 \$22.85 \$10.18 \$17.70 \$0.00 \$50.73 3 70 \$26.66 \$10.18 \$17.70 \$0.00 \$54.54 4 80 \$30.46 \$10.18 \$17.70 \$0.00 \$58.34 5 90 \$34.27 \$10.18 \$17.70 \$0.00 \$62.15  Effective Date - 08/01/2016 Step percent Apprentice Base Wage Health Pension Unemployment Total Rate  1 50 \$19.39 \$10.18 \$17.78 \$0.00 \$47.35 2 60 \$23.27 \$10.18 \$17.78 \$0.00 \$51.23 3 70 \$27.15 \$10.18 \$17.78 \$0.00 \$55.11 4 80 \$31.02 \$10.18 \$17.78 \$0.00 \$58.98 5 90 \$34.90 \$10.18 \$17.78 \$0.00 \$58.98 5 90 \$34.90 \$10.18 \$17.78 \$0.00 \$58.98	Effecti	ve Date - 02/01/2016		Health	Pension		Total Rate	
Second	1	50	\$19.04	\$10.18	\$17.70	\$0.00	\$46.92	
Solution   Solution	2	60	\$22.85	\$10.18	\$17.70	\$0.00	\$50.73	
Social Section of Section   Sectio	3	70	\$26.66	\$10.18	\$17.70	\$0.00	\$54.54	
Effective Date - O8/01/2016           Step percent         Apprentice Base Wage         Health         Pension         Supplemental Unemployment         Total Rate           1         50         \$19.39         \$10.18         \$17.78         \$0.00         \$47.35           2         60         \$23.27         \$10.18         \$17.78         \$0.00         \$51.23           3         70         \$27.15         \$10.18         \$17.78         \$0.00         \$55.11           4         80         \$31.02         \$10.18         \$17.78         \$0.00         \$58.98           5         90         \$34.90         \$10.18         \$17.78         \$0.00         \$62.86	4	80	\$30.46	\$10.18	\$17.70	\$0.00	\$58.34	
Step         percent         Apprentice Base Wage         Health         Pension         Unemployment         Total Rate           1         50         \$19.39         \$10.18         \$17.78         \$0.00         \$47.35           2         60         \$23.27         \$10.18         \$17.78         \$0.00         \$51.23           3         70         \$27.15         \$10.18         \$17.78         \$0.00         \$55.11           4         80         \$31.02         \$10.18         \$17.78         \$0.00         \$58.98           5         90         \$34.90         \$10.18         \$17.78         \$0.00         \$62.86	5	90	\$34.27	\$10.18	\$17.70	\$0.00	\$62.15	
1       50       \$19.39       \$10.18       \$17.78       \$0.00       \$47.35         2       60       \$23.27       \$10.18       \$17.78       \$0.00       \$51.23         3       70       \$27.15       \$10.18       \$17.78       \$0.00       \$55.11         4       80       \$31.02       \$10.18       \$17.78       \$0.00       \$58.98         5       90       \$34.90       \$10.18       \$17.78       \$0.00       \$62.86	Effecti	ve Date - 08/01/2016				Supplemental		
2 60 \$23.27 \$10.18 \$17.78 \$0.00 \$51.23 3 70 \$27.15 \$10.18 \$17.78 \$0.00 \$55.11 4 80 \$31.02 \$10.18 \$17.78 \$0.00 \$58.98 5 90 \$34.90 \$10.18 \$17.78 \$0.00 \$62.86	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
3       70       \$27.15       \$10.18       \$17.78       \$0.00       \$55.11         4       80       \$31.02       \$10.18       \$17.78       \$0.00       \$58.98         5       90       \$34.90       \$10.18       \$17.78       \$0.00       \$62.86	1	50	\$19.39	\$10.18	\$17.78	\$0.00	\$47.35	
4 80 \$31.02 \$10.18 \$17.78 \$0.00 \$58.98 5 90 \$34.90 \$10.18 \$17.78 \$0.00 \$62.86	2	60	\$23.27	\$10.18	\$17.78	\$0.00	\$51.23	
5 90 \$34.90 \$10.18 \$17.78 \$0.00 \$62.86 	3	70	\$27.15	\$10.18	\$17.78	\$0.00	\$55.11	
554.70 \$10.16 \$17.76 \$0.00 \$02.80	4	80	\$31.02	\$10.18	\$17.78	\$0.00	\$58.98	
Notes:	5	90	\$34.90	\$10.18	\$17.78	\$0.00	\$62.86	
	Notes:							
Apprentice to Journeyworker Ratio:1:3		<u> </u>						
MARBLE MASONS,TILELAYERS & TERRAZZO MECH       02/01/2016       \$49.90       \$10.18       \$19.14       \$0.00       \$79.22         RICKLAYERS LOCAL 3 - MARBLE & TILE       08/01/2016       \$50.80       \$10.18       \$19.22       \$0.00       \$80.20								

02/01/2017

\$51.37

**Effective Date** 

Base Wage

Health

Classification

Supplemental

Unemployment

Pension

\$19.22

\$10.18

\$0.00

\$80.77

**Total Rate** 

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MILLWRIGHTS LOCAL 1121 - Zone 1

Pension

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Pension

Unemployment

**Total Rate** 

	Step	ve Date - 04/01/2015 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat	e
	1	55	\$20.70	\$9.80	\$4.48	\$0.00	\$34.9	8
	2	65	\$24.47	\$9.80	\$13.36	\$0.00	\$47.6	3
	3	75	\$28.23	\$9.80	\$14.18	\$0.00	\$52.2	1
	4	85	\$31.99	\$9.80	\$14.99	\$0.00	\$56.7	8
	Notes:							
		Steps are 2,000 hours					i	
	Appre	ntice to Journeyworker Ratio:1	:5					
ORTAR MIX			12/01/2015	\$35.60	\$7.45	\$13.55	\$0.00	\$56.60
ABORERS - ZONA	Z I		06/01/2016	\$36.35	\$7.45	\$13.55	\$0.00	\$57.35
For apprentice	rates see '	'Apprentice- LABORER"	12/01/2016	\$37.35	\$7.45	\$13.55	\$0.00	\$58.35
*		N TRUCK CRANES,GRADALL	S) 12/01/2015	\$22.27	\$10.00	\$14.90	\$0.00	\$47.17
PERATING ENG.	INEERS LO	OCAL 4	06/01/2016	\$22.66	\$10.00	\$14.90	\$0.00	\$47.56
			12/01/2016	\$23.31	\$10.00	\$14.90	\$0.00	\$48.21
			06/01/2017	\$23.82	\$10.00	\$14.90	\$0.00	\$48.72
For apprentice	rates see '	'Apprentice- OPERATING ENGINEERS	12/01/2017	\$24.34	\$10.00	\$14.90	\$0.00	\$49.24
LER (TRUC	K CRA	NES, GRADALLS)	12/01/2015	\$26.08	\$10.00	\$14.90	\$0.00	\$50.98
PERATING ENG.	INEERS LO	OCAL 4	06/01/2016	\$26.54	\$10.00	\$14.90	\$0.00	\$51.44
			12/01/2016	\$27.29	\$10.00	\$14.90	\$0.00	\$52.19
			06/01/2017	\$27.89	\$10.00	\$14.90	\$0.00	\$52.79
For apprentice	rates see '	'Apprentice- OPERATING ENGINEERS	12/01/2017	\$28.50	\$10.00	\$14.90	\$0.00	\$53.40
		'EN EQUIPMENT - CLASS II	12/01/2015	\$43.31	\$10.00	\$14.90	\$0.00	\$68.21
PERATING ENG	INEERS LO	OCAL 4	06/01/2016			\$14.90	\$0.00	\$68.96
			12/01/2016			\$14.90	\$0.00	\$70.19
			06/01/2017	\$46.28	\$10.00	\$14.90	\$0.00	\$71.18
			12/01/2017	\$47.27	\$10.00	\$14.90	\$0.00	\$72.17
		'Apprentice- OPERATING ENGINEERS	"					
AINTER (BR INTERS LOCAL			01/01/2016	\$49.51	\$7.85	\$16.10	\$0.00	\$73.46
ILIG LOCAL	JJ ZOM	- <del>-</del>	07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41
			01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

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Pension

Unemployment

**Total Rate** 

	tep	ve Date - 01/01/2016 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	:
1		50	\$24.76	\$7.85	\$0.00	\$0.00	\$32.61	
2	2	55	\$27.23	\$7.85	\$3.66	\$0.00	\$38.74	
3	;	60	\$29.71	\$7.85	\$3.99	\$0.00	\$41.55	
4	ļ	65	\$32.18	\$7.85	\$4.32	\$0.00	\$44.35	
5	;	70	\$34.66	\$7.85	\$14.11	\$0.00	\$56.62	
6	)	75	\$37.13	\$7.85	\$14.44	\$0.00	\$59.42	
7	,	80	\$39.61	\$7.85	\$14.77	\$0.00	\$62.23	
8	3	90	\$44.56	\$7.85	\$15.44	\$0.00	\$67.85	
		ve Date - 07/01/2016				Supplemental		
S	tep	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	:
1		50	\$25.23	\$7.85	\$0.00	\$0.00	\$33.08	
2	2	55	\$27.75	\$7.85	\$3.66	\$0.00	\$39.26	
3	}	60	\$30.28	\$7.85	\$3.99	\$0.00	\$42.12	
4		65	\$32.80	\$7.85	\$4.32	\$0.00	\$44.97	
5	;	70	\$35.32	\$7.85	\$14.11	\$0.00	\$57.28	
6	Ó	75	\$37.85	\$7.85	\$14.44	\$0.00	\$60.14	
7	,	80	\$40.37	\$7.85	\$14.77	\$0.00	\$62.99	
8	3	90	\$45.41	\$7.85	\$15.44	\$0.00	\$68.70	
N	otes:							
İ		Steps are 750 hrs.					i	
A	ppre	ntice to Journeyworker Ratio	:1:1					
		SANDBLAST, NEW) *	01/01/201	6 \$40.41	\$7.85	\$16.10	\$0.00	\$64.3
		faces to be painted are new cou used. PAINTERS LOCAL 35 - ZONE	07/01/201	6 \$41.36	\$7.85	\$16.10	\$0.00	\$65.3
init rate SII	an be	useu.FAINTERS LOCAL 33 - ZONE	01/01/201	7 \$42.31	\$7.85	\$16.10	\$0.00	\$66.2

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\$16.10

\$0.00

\$64.32

01/01/2016 **Effective Date -**Supplemental Apprentice Base Wage Health Unemployment Total Rate Step percent Pension 1 50 \$20.21 \$7.85 \$0.00 \$0.00 \$28.06 2 55 \$22.23 \$7.85 \$3.66 \$0.00 \$33.74 3 60 \$24.25 \$7.85 \$3.99 \$0.00 \$36.09 4 65 \$26.27 \$7.85 \$4.32 \$0.00 \$38.44 5 70 \$28.29 \$7.85 \$0.00 \$50.25 \$14.11 6 75 \$30.31 \$7.85 \$14.44 \$0.00 \$52.60 7 80 \$0.00 \$32.33 \$7.85 \$14.77 \$54.95 8 90 \$36.37 \$7.85 \$15.44 \$0.00 \$59.66 07/01/2016 **Effective Date -**Supplemental Apprentice Base Wage Health Pension Unemployment Total Rate Step percent 1 50 \$20.68 \$7.85 \$0.00 \$0.00 \$28.53 2 55 \$22.75 \$7.85 \$3.66 \$0.00 \$34.26 3 60 \$24.82 \$7.85 \$3.99 \$0.00 \$36.66 4 65 \$26.88 \$0.00 \$39.05 \$7.85 \$4.32 5 70 \$28.95 \$7.85 \$14.11 \$0.00 \$50.91 6 75 \$31.02 \$7.85 \$14.44 \$0.00 \$53.31 7 80 \$33.09 \$0.00 \$7.85 \$14.77 \$55.71 8 90 \$37.22 \$7.85 \$0.00 \$15.44 \$60.51 Notes: Steps are 750 hrs. Apprentice to Journeyworker Ratio:1:1 PAINTER (SPRAY OR SANDBLAST, REPAINT) \$0.00 01/01/2016 \$16.10 \$38.47 \$7.85 \$62.42 PAINTERS LOCAL 35 - ZONE 2 \$16.10 \$0.00 \$63.37 07/01/2016 \$39.42 \$7.85

01/01/2017

\$40.37

\$7.85

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

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Pension

Unemployment

	tep	ve Date - 01/01/2016 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat	e
_	1	50	\$19.24	\$7.85	\$0.00	\$0.00	\$27.0	
2		55	\$19.24 \$21.16	\$7.85	\$3.66	\$0.00	\$27.0 \$32.6	
	3	60	\$23.08	\$7.85	\$3.99	\$0.00	\$32.0 \$34.9	
2		65	\$25.08 \$25.01	\$7.85	\$4.32	\$0.00	\$34.9 \$37.1	
5		70	\$25.01 \$26.93	\$7.85 \$7.85	\$4.32 \$14.11	\$0.00	\$37.1 \$48.8	
	5	75 75						
7			\$28.85	\$7.85	\$14.44	\$0.00	\$51.1	
8		80	\$30.78	\$7.85	\$14.77	\$0.00	\$53.4	
	3	90	\$34.62	\$7.85	\$15.44	\$0.00	\$57.9	1
E	ffecti	ve Date - 07/01/2016				Supplemental		
S	tep	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	e
	1	50	\$19.71	\$7.85	\$0.00	\$0.00	\$27.5	6
2	2	55	\$21.68	\$7.85	\$3.66	\$0.00	\$33.1	9
3	3	60	\$23.65	\$7.85	\$3.99	\$0.00	\$35.4	9
2	4	65	\$25.62	\$7.85	\$4.32	\$0.00	\$37.7	9
4	5	70	\$27.59	\$7.85	\$14.11	\$0.00	\$49.5	
(	5	75	\$29.57	\$7.85	\$14.44	\$0.00	\$51.8	6
7	7	80	\$31.54	\$7.85	\$14.77	\$0.00	\$54.1	
8	3	90	\$35.48	\$7.85	\$15.44	\$0.00	\$58.7	
	 Notes:							
		Steps are 750 hrs.						
Ā	 Apprei	ntice to Journeyworker Ratio:1:1						
,	FIC M	IARKINGS)	12/01/2015	\$35.35	\$7.45	\$13.55	\$0.00	\$56.3
ERS - ZONE 1			06/01/2016			\$13.55	\$0.00	\$57.1
			12/01/2016			\$13.55	\$0.00	\$58.1
		Apprentice- LABORER"						
		RUSH, NEW) *	01/01/2016	\$39.01	\$7.85	\$16.10	\$0.00	\$62.9
		aces to be painted are new construused. PAINTERS LOCAL 35 - ZONE 2	o7/01/2016	\$39.96	\$7.85	\$16.10	\$0.00	\$63.9
pann rate sn	iaii UC	used. I AINTERS LOCAL 33 - ZONE 2	01/01/2017	\$40.91	\$7.85	\$16.10	\$0.00	\$64.8

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Pension

Apprentice -	PAINTER -	Local 35 Z	one 2 -	BRUSH NEW
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I	Effecti	ve Date - 01/01/2016				Supplemental		
\$	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$19.51	\$7.85	\$0.00	\$0.00	\$27.36	
	2	55	\$21.46	\$7.85	\$3.66	\$0.00	\$32.97	
	3	60	\$23.41	\$7.85	\$3.99	\$0.00	\$35.25	
	4	65	\$25.36	\$7.85	\$4.32	\$0.00	\$37.53	
	5	70	\$27.31	\$7.85	\$14.11	\$0.00	\$49.27	
	6	75	\$29.26	\$7.85	\$14.44	\$0.00	\$51.55	
	7	80	\$31.21	\$7.85	\$14.77	\$0.00	\$53.83	
	8	90	\$35.11	\$7.85	\$15.44	\$0.00	\$58.40	
	E <b>ffecti</b> Step	<b>ve Date -</b> 07/01/2016 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
_	1	50	\$19.98	\$7.85	\$0.00	\$0.00	\$27.83	
	2	55	\$21.98	\$7.85	\$3.66	\$0.00	\$33.49	
	3	60	\$23.98	\$7.85	\$3.99	\$0.00	\$35.82	
	4	65	\$25.97	\$7.85	\$4.32	\$0.00	\$38.14	
	5	70	\$27.97	\$7.85	\$14.11	\$0.00	\$49.93	
	6	75	\$29.97	\$7.85	\$14.44	\$0.00	\$52.26	
	7	80	\$31.97	\$7.85	\$14.77	\$0.00	\$54.59	
	8	90	\$35.96	\$7.85	\$15.44	\$0.00	\$59.25	
1	Notes:							
į		Steps are 750 hrs.						
	Appre	ntice to Journeyworker Ratio:1:1						
		RUSH, REPAINT)	01/01/2016	5 \$37.07	\$7.85	\$16.10	\$0.00	\$61.02
NTERS LOCAL 35	- ZONI	5.2	07/01/2016	\$38.02	\$7.85	\$16.10	\$0.00	\$61.97
			01/01/2017	7 \$38.97	\$7.85	\$16.10	\$0.00	\$62.92

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

Effective Date Base Wage

Health

Pension

01/01/2016 **Effective Date -**Supplemental Unemployment percent Apprentice Base Wage Health Pension Total Rate Step 1 50 \$18.54 \$0.00 \$26.39 \$7.85 \$0.00 2 55 \$20.39 \$7.85 \$0.00 \$31.90 \$3.66 3 60 \$22.24 \$7.85 \$3.99 \$0.00 \$34.08 4 65 \$24.10 \$7.85 \$4.32 \$0.00 \$36.27 5 70 \$25.95 \$0.00 \$7.85 \$14.11 \$47.91 6 75 \$27.80 \$7.85 \$14.44 \$0.00 \$50.09 7 80 \$29.66 \$7.85 \$14.77 \$0.00 \$52.28 8 90 \$33.36 \$7.85 \$15.44 \$0.00 \$56.65 07/01/2016 **Effective Date -**Supplemental Apprentice Base Wage Health Pension Unemployment Total Rate Step percent 1 50 \$19.01 \$7.85 \$0.00 \$0.00 \$26.86 2 55 \$20.91 \$0.00 \$7.85 \$3.66 \$32.42 3 60 \$22.81 \$7.85 \$3.99 \$0.00 \$34.65 4 65 \$24.71 \$7.85 \$4.32 \$0.00 \$36.88 5 70 \$26.61 \$7.85 \$14.11 \$0.00 \$48.57 6 75 \$28.52 \$0.00 \$7.85 \$14.44 \$50.81 7 80 \$30.42 \$7.85 \$14.77 \$0.00 \$53.04 8 90 \$34.22 \$0.00 \$7.85 \$15.44 \$57.51 Notes: Steps are 750 hrs. Apprentice to Journeyworker Ratio:1:1 PANEL & PICKUP TRUCKS DRIVER 12/01/2015 \$10.08 \$0.00 \$32.58 \$10.41 \$53.07 TEAMSTERS JOINT COUNCIL NO. 10 ZONE A \$10.08 \$0.00 06/01/2016 \$33.08 \$10.41 \$53.57 08/01/2016 \$10.08 \$0.00 \$33.08 \$10.91 \$54.07 12/01/2016 \$33.08 \$10.91 \$10.89 \$0.00 \$54.88 PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND 08/01/2015 \$19.23 \$0.00 \$42.04 \$9.80 \$71.07 DECK) PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice- PILE DRIVER" PILE DRIVER \$19.23 \$0.00 08/01/2015 \$42.04 \$9.80 \$71.07 PILE DRIVER LOCAL 56 (ZONE 1)

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A E	Effectiv	e Date -	08/01/2015				Supplemental		
S	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	50		\$21.02	\$9.80	\$19.23	\$0.00	\$50.05	
2	2	60		\$25.22	\$9.80	\$19.23	\$0.00	\$54.25	
3	3	70		\$29.43	\$9.80	\$19.23	\$0.00	\$58.46	
4	4	75		\$31.53	\$9.80	\$19.23	\$0.00	\$60.56	
:	5	80		\$33.63	\$9.80	\$19.23	\$0.00	\$62.66	
(	6	80		\$33.63	\$9.80	\$19.23	\$0.00	\$62.66	)
,	7	90		\$37.84	\$9.80	\$19.23	\$0.00	\$66.87	
8	8	90		\$37.84	\$9.80	\$19.23	\$0.00	\$66.87	
<b>N</b>	Notes:								
A	Appren	tice to Jour	rneyworker Ratio:1:3	3					
FITTER & S		IFITTER		03/01/2016	\$49.19	\$9.70	\$18.14	\$0.00	\$77.03
TTERS LOCAL	233/			09/01/2016	\$50.19	\$9.70	\$18.14	\$0.00	\$78.03
				03/01/2017	\$51.19	\$9.70	\$18.14	\$0.00	\$79.03
E	Effectiv	e Date -	<i>EFITTER - Local 537</i> 03/01/2016		Health	Pension	Supplemental Unemployment	Total Rate	
S	E <b>ffectiv</b> Step	ve Date - percent		Apprentice Base Wage		Pension	Unemployment	Total Rate	
S S	E <b>ffectiv</b> Step 1	percent 40		Apprentice Base Wage \$19.68	\$9.70	\$7.50	Unemployment \$0.00	\$36.88	}
<u>S</u>	Effectiv Step 1	percent 40 45		Apprentice Base Wage \$19.68 \$22.14	\$9.70 \$9.70	\$7.50 \$18.14	Unemployment \$0.00 \$0.00	\$36.88 \$49.98	<u> </u>
<b>S S S S S S S S S S</b>	Effective Step 1 2 3	re Date - percent 40 45 60		Apprentice Base Wage \$19.68 \$22.14 \$29.51	\$9.70 \$9.70 \$9.70	\$7.50 \$18.14 \$18.14	\$0.00 \$0.00 \$0.00 \$0.00	\$36.88 \$49.98 \$57.35	
S	Effective Step 1 2 3 4	Per Date - percent 40 45 60 70		\$19.68 \$22.14 \$29.51 \$34.43	\$9.70 \$9.70 \$9.70 \$9.70	\$7.50 \$18.14 \$18.14 \$18.14	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$36.88 \$49.98 \$57.35 \$62.27	
S	Effective Step 1 2 3	re Date - percent 40 45 60		Apprentice Base Wage \$19.68 \$22.14 \$29.51	\$9.70 \$9.70 \$9.70	\$7.50 \$18.14 \$18.14	\$0.00 \$0.00 \$0.00 \$0.00	\$36.88 \$49.98 \$57.35	, ,
S S S S S	Effective Step 1 2 3 4 5 Effective	Per Date - percent 40 45 60 70 80 Per Date -		\$19.68 \$22.14 \$29.51 \$34.43 \$39.35	\$9.70 \$9.70 \$9.70 \$9.70 \$9.70	\$7.50 \$18.14 \$18.14 \$18.14 \$18.14	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$36.88 \$49.98 \$57.35 \$62.27 \$67.19	
S S S S S	Effective Step 1 2 2 3 4 4 5 5 Effective Step 1 5 5 5 5 5 6 6 6 6 6 6 6 6 6 6 6 6 6 6	Pe Date - percent  40 45 60 70 80  Pe Date - percent	03/01/2016	\$19.68 \$22.14 \$29.51 \$34.43 \$39.35 Apprentice Base Wage	\$9.70 \$9.70 \$9.70 \$9.70 \$9.70	\$7.50 \$18.14 \$18.14 \$18.14 \$18.14 Pension	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$36.88 \$49.98 \$57.35 \$62.27 \$67.19	
S S S S S S	Effective Step 1 2 3 4 4 5 5 Effective Step 1 1	Per Date - percent  40 45 60 70 80  Per Date - percent  40	03/01/2016	\$19.68 \$22.14 \$29.51 \$34.43 \$39.35 Apprentice Base Wage \$20.08	\$9.70 \$9.70 \$9.70 \$9.70 \$9.70 Health	\$7.50 \$18.14 \$18.14 \$18.14 \$18.14 Pension \$7.50	Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00	\$36.88 \$49.98 \$57.35 \$62.27 \$67.19 Total Rate	
S S S S	Effective Step 1 2 3 4 4 5 5 Effective Step 1 2 2 4 5 5 5 5 5 5 5 5 6 5 6 6 7 6 7 6 7 6 7 6	Pe Date - percent  40 45 60 70 80  Pe Date - percent  40 45	03/01/2016	\$19.68 \$22.14 \$29.51 \$34.43 \$39.35 Apprentice Base Wage \$20.08 \$22.59	\$9.70 \$9.70 \$9.70 \$9.70 \$9.70 Health \$9.70 \$9.70	\$7.50 \$18.14 \$18.14 \$18.14 \$18.14 Pension \$7.50 \$18.14	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	\$36.88 \$49.98 \$57.35 \$62.27 \$67.19 Total Rate \$37.28 \$50.43	
E S	Effective Step  1 2 3 4 5 Effective Step 1 2 3	Pe Date - percent  40 45 60 70 80  Pe Date - percent  40 45 60	03/01/2016	Apprentice Base Wage \$19.68 \$22.14 \$29.51 \$34.43 \$39.35  Apprentice Base Wage \$20.08 \$22.59 \$30.11	\$9.70 \$9.70 \$9.70 \$9.70 \$9.70 Health \$9.70 \$9.70	\$7.50 \$18.14 \$18.14 \$18.14 \$18.14 Pension \$7.50 \$18.14 \$18.14	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	\$36.88 \$49.98 \$57.35 \$62.27 \$67.19 Total Rate \$37.28 \$50.43 \$57.95	
S S S S	Effective Step 1 2 3 4 4 5 5 Effective Step 1 2 2 4 5 5 5 5 5 5 5 5 6 5 6 6 7 6 7 6 7 6 7 6	Pe Date - percent  40 45 60 70 80  Pe Date - percent  40 45	03/01/2016	\$19.68 \$22.14 \$29.51 \$34.43 \$39.35 Apprentice Base Wage \$20.08 \$22.59	\$9.70 \$9.70 \$9.70 \$9.70 \$9.70 Health \$9.70 \$9.70	\$7.50 \$18.14 \$18.14 \$18.14 \$18.14 Pension \$7.50 \$18.14	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	\$36.88 \$49.98 \$57.35 \$62.27 \$67.19 Total Rate \$37.28 \$50.43	
F S S S S	Effective Step 1 2 3 4 4 5 5 Effective Step 1 2 3 4 4 5 5 Motes:	Pe Date - percent  40 45 60 70 80 Pe Date - percent  40 45 60 70 80 ** 1:3; 3:15 Refrig/AC	03/01/2016 09/01/2016 5; 1:10 thereafter / Ste Mechanic **1:1;1:2;2	Apprentice Base Wage \$19.68 \$22.14 \$29.51 \$34.43 \$39.35  Apprentice Base Wage \$20.08 \$22.59 \$30.11 \$35.13 \$40.15  pps are 1 yr. 24;3:6;4:8;5:10;6:12;7:14;8:17	\$9.70 \$9.70 \$9.70 \$9.70 \$9.70 Health \$9.70 \$9.70 \$9.70 \$9.70	\$7.50 \$18.14 \$18.14 \$18.14 \$18.14 Pension \$7.50 \$18.14 \$18.14 \$18.14	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00	\$36.88 \$49.98 \$57.35 \$62.27 \$67.19 Total Rate \$37.28 \$50.43 \$57.95 \$62.97	
E S S S S S S S S S S S S S S S S S S S	Effective Step 1 2 3 4 4 5 5 Effective Step 1 2 3 4 4 5 5 Motes:	Pe Date - percent  40 45 60 70 80 Pe Date - percent  40 45 60 70 80 ** 1:3; 3:15 Refrig/AC	03/01/2016  09/01/2016	Apprentice Base Wage \$19.68 \$22.14 \$29.51 \$34.43 \$39.35  Apprentice Base Wage \$20.08 \$22.59 \$30.11 \$35.13 \$40.15  pps are 1 yr. 24;3:6;4:8;5:10;6:12;7:14;8:17	\$9.70 \$9.70 \$9.70 \$9.70 \$9.70 Health \$9.70 \$9.70 \$9.70 \$9.70	\$7.50 \$18.14 \$18.14 \$18.14 \$18.14 Pension \$7.50 \$18.14 \$18.14 \$18.14	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	\$36.88 \$49.98 \$57.35 \$62.27 \$67.19 Total Rate \$37.28 \$50.43 \$57.95 \$62.97 \$67.99	
F S S S S	Effective Step 1 2 3 4 4 5 5 Effective Step 1 2 3 4 4 5 5 Motes:	Pe Date - percent  40 45 60 70 80 Pe Date - percent  40 45 60 70 80 ** 1:3; 3:15 Refrig/AC	03/01/2016 09/01/2016 5; 1:10 thereafter / Ste Mechanic **1:1;1:2;2	Apprentice Base Wage \$19.68 \$22.14 \$29.51 \$34.43 \$39.35  Apprentice Base Wage \$20.08 \$22.59 \$30.11 \$35.13 \$40.15  pps are 1 yr. 24;3:6;4:8;5:10;6:12;7:14;8:17	\$9.70 \$9.70 \$9.70 \$9.70 \$9.70 \$9.70 \$9.70 \$9.70 \$9.70 \$9.70 \$9.70	\$7.50 \$18.14 \$18.14 \$18.14 \$18.14 Pension \$7.50 \$18.14 \$18.14 \$18.14	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00	\$36.88 \$49.98 \$57.35 \$62.27 \$67.19 Total Rate \$37.28 \$50.43 \$57.95 \$62.97	

LUMBERS & GAS								
	MBERS & GASFITTERS LOCAL 12	09/01/203	16 \$52.41	\$11.07	\$15.14	\$0.00	\$78.62	
			03/01/20	\$53.41	\$11.07	\$15.14	\$0.00	\$79.62
		DI HAMDED/C ACEITTED	Local 12					
	Effecti	ntice - PLUMBER/GASFITTER - ve Date - 03/01/2016		TT 14	ъ.	Supplemental	T . 1D .	
	Step	percent	Apprentice Base Wage		Pension	Unemployment	Total Rate	
	1	35	\$17.98	\$11.07	\$5.63	\$0.00	\$34.68	
	2	40	\$20.54	\$11.07	\$6.37	\$0.00	\$37.98	
	3	55	\$28.25	\$11.07	\$8.56	\$0.00	\$47.88	
	4	65	\$33.38	\$11.07	\$10.03	\$0.00	\$54.48	
	5	75	\$38.52	\$11.07	\$11.48	\$0.00	\$61.07	
		ve Date - 09/01/2016	Appropriace Dago Wago	. Uaalth	Pension	Supplemental Unemployment	Total Data	
	$\frac{\text{Step}}{1}$	percent 35	Apprentice Base Wage				Total Rate	
	2	40	\$18.34	\$11.07	\$5.63 \$6.26	\$0.00	\$35.04	
	3	55	\$20.96	\$11.07	\$6.36	\$0.00	\$38.39	
	4	65	\$28.83	\$11.07	\$8.55	\$0.00	\$48.45	
	5		\$34.07	\$11.07	\$10.02	\$0.00	\$55.16	
	3	75	\$39.31	\$11.07	\$11.48	\$0.00	\$61.86	
	Notes:	** 1:2; 2:6; 3:10; 4:14; 5:19/Steps		. — — —				
		** 1:2; 2:6; 3:10; 4:14; 5:19/Steps Step4 with lic\$57.78 Step5 with li						
	Appre	** 1:2; 2:6; 3:10; 4:14; 5:19/Steps Step4 with lic\$57.78 Step5 with lintice to Journeyworker Ratio:**	c\$64.37		60.70	#10 1 <i>A</i>	\$0.00	ф <b>77</b> 02
	Appre	** 1:2; 2:6; 3:10; 4:14; 5:19/Steps Step4 with lic\$57.78 Step5 with li	03/01/20	16 \$49.19		\$18.14	\$0.00	
EUMATIC C	Appre	** 1:2; 2:6; 3:10; 4:14; 5:19/Steps Step4 with lic\$57.78 Step5 with lintice to Journeyworker Ratio:**	03/01/20	16 \$49.19 16 \$50.19	\$9.70	\$18.14	\$0.00	\$78.03
EUMATIC C	Appre CONTR	** 1:2; 2:6; 3:10; 4:14; 5:19/Steps Step4 with lic\$57.78 Step5 with lintice to Journeyworker Ratio:**	03/01/201 09/01/201 03/01/201	16 \$49.19 16 \$50.19	\$9.70			\$78.03
EUMATIC C  **EFITTERS LOCA  For apprentice 1	Appre CONTRO (AL 537)	** 1:2; 2:6; 3:10; 4:14; 5:19/Steps Step4 with lic\$57.78 Step5 with linitice to Journeyworker Ratio:** OLS (TEMP.)	03/01/20 09/01/20 03/01/20 03/01/20	16 \$49.19 16 \$50.19 17 \$51.19	\$9.70 \$9.70	\$18.14 \$18.14	\$0.00 \$0.00	\$78.03 \$79.03
EUMATIC C  **EFITTERS LOCA  For apprentice 1	Appre CONTRIAL 537  rates see " DRILL/7	** 1:2; 2:6; 3:10; 4:14; 5:19/Steps Step4 with lic\$57.78 Step5 with lintice to Journeyworker Ratio:** OLS (TEMP.)  Apprentice- PIPEFITTER" or "PLUMBER/I	03/01/201 09/01/201 03/01/201 03/01/201 12/01/201	16 \$49.19 16 \$50.19 17 \$51.19	\$9.70 \$9.70 \$7.45	\$18.14	\$0.00	\$78.03 \$79.03 \$56.60
EUMATIC C EFITTERS LOCA  For apprentice to EUMATIC D	Appre CONTRIAL 537  rates see " DRILL/7	** 1:2; 2:6; 3:10; 4:14; 5:19/Steps Step4 with lic\$57.78 Step5 with lintice to Journeyworker Ratio:** OLS (TEMP.)  Apprentice- PIPEFITTER" or "PLUMBER/I	03/01/201 09/01/201 03/01/201 03/01/201 12/01/201 06/01/201	16 \$49.19 16 \$50.19 17 \$51.19 15 \$35.60 16 \$36.35	\$9.70 \$9.70 \$7.45 \$7.45	\$18.14 \$18.14 \$13.55	\$0.00 \$0.00 \$0.00	\$78.03 \$79.03 \$56.60 \$57.35
EUMATIC C  EFITTERS LOCA  For apprentice of EUMATIC E  EORERS - ZONE	Appre CONTRICAL 537  rates see " DRILL/7	** 1:2; 2:6; 3:10; 4:14; 5:19/Steps Step4 with lic\$57.78 Step5 with lintice to Journeyworker Ratio:** OLS (TEMP.)  Apprentice- PIPEFITTER" or "PLUMBER/I	03/01/201 09/01/201 03/01/201 03/01/201 12/01/201	16 \$49.19 16 \$50.19 17 \$51.19 15 \$35.60 16 \$36.35	\$9.70 \$9.70 \$7.45 \$7.45	\$18.14 \$18.14 \$13.55 \$13.55	\$0.00 \$0.00 \$0.00 \$0.00	\$78.03 \$79.03 \$56.60 \$57.35
EUMATIC C  For apprentice a  EUMATIC E  BORERS - ZONE  For apprentice a	Appre CONTRIAL 537  rates see " DRILL/7  rates see " [ & BLA	** 1:2; 2:6; 3:10; 4:14; 5:19/Steps Step4 with lic\$57.78 Step5 with li ntice to Journeyworker Ratio:**  OLS (TEMP.)  Apprentice- PIPEFITTER" or "PLUMBER/ITOOL OPERATOR  Apprentice- LABORER"	03/01/201 09/01/201 03/01/201 03/01/201 12/01/201 06/01/201	16 \$49.19 16 \$50.19 17 \$51.19 15 \$35.60 16 \$36.35 16 \$37.35	\$9.70 \$9.70 \$7.45 \$7.45 \$7.45	\$18.14 \$18.14 \$13.55 \$13.55	\$0.00 \$0.00 \$0.00 \$0.00	\$78.03 \$79.03 \$56.60 \$57.35 \$58.35
For apprentice and ap	Appre CONTRIAL 537  rates see " DRILL/7  rates see " [ & BLA	** 1:2; 2:6; 3:10; 4:14; 5:19/Steps Step4 with lic\$57.78 Step5 with li ntice to Journeyworker Ratio:**  OLS (TEMP.)  Apprentice- PIPEFITTER" or "PLUMBER/ITOOL OPERATOR  Apprentice- LABORER"	03/01/201 09/01/201 03/01/201 03/01/201 12/01/201 12/01/201	16 \$49.19 16 \$50.19 17 \$51.19 15 \$35.60 16 \$36.35 16 \$37.35	\$9.70 \$9.70 \$7.45 \$7.45 \$7.45	\$18.14 \$18.14 \$13.55 \$13.55 \$13.55	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$78.03 \$79.03 \$56.60 \$57.35 \$58.35
EUMATIC C  For apprentice a  EUMATIC D  ORERS - ZONE  For apprentice a  WDERMAN  ORERS - ZONE	Appre CONTRAL 537  rates see " DRILL/7  rates see "  A & BLA	** 1:2; 2:6; 3:10; 4:14; 5:19/Steps Step4 with lic\$57.78 Step5 with li ntice to Journeyworker Ratio:**  OLS (TEMP.)  Apprentice- PIPEFITTER" or "PLUMBER/ITOOL OPERATOR  Apprentice- LABORER"	03/01/201 09/01/201 03/01/201 03/01/201 12/01/201 12/01/201 12/01/201	16 \$49.19 16 \$50.19 17 \$51.19 15 \$35.60 16 \$36.35 16 \$37.35	\$9.70 \$9.70 \$7.45 \$7.45 \$7.45 \$7.45 \$7.45	\$18.14 \$18.14 \$13.55 \$13.55 \$13.55	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$77.03 \$78.03 \$79.03 \$56.60 \$57.35 \$58.35 \$57.35 \$59.10
EUMATIC C EFITTERS LOCA  For apprentice a For apprentice a WDERMAN FORERS - ZONE	Appre CONTRICAL 537  rates see " DRILL/T  rates see " I & BLA	** 1:2; 2:6; 3:10; 4:14; 5:19/Steps Step4 with lic\$57.78 Step5 with li ntice to Journeyworker Ratio:**  OLS (TEMP.)  Apprentice- PIPEFITTER" or "PLUMBER/ITOOL OPERATOR  Apprentice- LABORER"  ASTER	03/01/20 09/01/20 03/01/20 03/01/20 12/01/20 12/01/20 12/01/20 06/01/20	16 \$49.19 16 \$50.19 17 \$51.19 15 \$35.60 16 \$36.35 16 \$37.35	\$9.70 \$9.70 \$7.45 \$7.45 \$7.45 \$7.45 \$7.45	\$18.14 \$18.14 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$78.03 \$79.03 \$56.60 \$57.35 \$58.35 \$57.35 \$58.10 \$59.10
EUMATIC C  EFITTERS LOCA  For apprentice a  For apprentice a  WDERMAN  FORERS - ZONE  For apprentice a  WDERMAN  FORERS - SONE	Appre CONTRICAL 537  rates see " DRILL/7  rates see "  & BLA  rates see " EL/DEI	** 1:2; 2:6; 3:10; 4:14; 5:19/Steps Step4 with lic\$57.78 Step5 with li ntice to Journeyworker Ratio:**  OLS (TEMP.)  Apprentice- PIPEFITTER" or "PLUMBER/ITOOL OPERATOR  ASTER  ASTER  APPRENTICE- LABORER"  RRICK/TRENCHING MACHINE	03/01/201 09/01/201 03/01/201 03/01/201 12/01/201 12/01/201 12/01/201 12/01/201 12/01/201 12/01/201	16 \$49.19 16 \$50.19 17 \$51.19 15 \$35.60 16 \$36.35 16 \$37.35 16 \$37.10 16 \$38.10	\$9.70 \$9.70 \$7.45 \$7.45 \$7.45 \$7.45 \$7.45 \$7.45	\$18.14 \$18.14 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$78.03 \$79.03 \$56.60 \$57.35 \$58.35 \$57.35 \$58.10 \$59.10
EUMATIC C  EFITTERS LOCA  For apprentice a  For apprentice a  WDERMAN  FORERS - ZONE  For apprentice a  WDERMAN  FORERS - SONE	Appre CONTRICAL 537  rates see " DRILL/7  rates see "  & BLA  rates see " EL/DEI	** 1:2; 2:6; 3:10; 4:14; 5:19/Steps Step4 with lic\$57.78 Step5 with li ntice to Journeyworker Ratio:**  OLS (TEMP.)  Apprentice- PIPEFITTER" or "PLUMBER/ITOOL OPERATOR  ASTER  ASTER  APPRENTICE- LABORER"  RRICK/TRENCHING MACHINE	03/01/201 09/01/201 03/01/201 03/01/201 12/01/201 12/01/201 12/01/201 12/01/201 12/01/201	16 \$49.19 16 \$50.19 17 \$51.19 15 \$35.60 16 \$36.35 16 \$37.35 16 \$37.10 16 \$38.10	\$9.70 \$9.70 \$7.45 \$7.45 \$7.45 \$7.45 \$7.45 \$7.45 \$10.00	\$18.14 \$18.14 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$14.90 \$14.90	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$78.03 \$79.03 \$56.60 \$57.35 \$58.35 \$57.35 \$58.10 \$59.10
EUMATIC C EFITTERS LOCA  For apprentice a EUMATIC E BORERS - ZONE  For apprentice a WDERMAN BORERS - ZONE	Appre CONTRICAL 537  rates see " DRILL/7  rates see "  & BLA  rates see " EL/DEI	** 1:2; 2:6; 3:10; 4:14; 5:19/Steps Step4 with lic\$57.78 Step5 with li ntice to Journeyworker Ratio:**  OLS (TEMP.)  Apprentice- PIPEFITTER" or "PLUMBER/ITOOL OPERATOR  ASTER  ASTER  APPRENTICE- LABORER"  RRICK/TRENCHING MACHINE	03/01/201 09/01/201 03/01/201 03/01/201 12/01/201 12/01/201 12/01/201 12/01/201 12/01/201 12/01/201	16 \$49.19 16 \$50.19 17 \$51.19 15 \$35.60 16 \$36.35 16 \$37.35 16 \$38.10 15 \$43.73	\$9.70 \$9.70 \$7.45 \$7.45 \$7.45 \$7.45 \$7.45 \$10.00 \$10.00	\$18.14 \$18.14 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$14.90 \$14.90 \$14.90	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$78.03 \$79.03 \$56.60 \$57.35 \$58.35 \$57.35 \$58.10 \$59.10
For apprentice as WDERMAN GORERS - ZONE	Appre CONTRICAL 537  rates see " DRILL/7  rates see "  & BLA  rates see " EL/DEI	** 1:2; 2:6; 3:10; 4:14; 5:19/Steps Step4 with lic\$57.78 Step5 with li ntice to Journeyworker Ratio:**  OLS (TEMP.)  Apprentice- PIPEFITTER" or "PLUMBER/ITOOL OPERATOR  ASTER  ASTER  APPRENTICE- LABORER"  RRICK/TRENCHING MACHINE	03/01/201 09/01/201 03/01/201 03/01/201 12/01/201 12/01/201 12/01/201 12/01/201 12/01/201 12/01/201 12/01/201 06/01/201	16 \$49.19 16 \$50.19 17 \$51.19 15 \$35.60 16 \$36.35 16 \$37.35 15 \$36.35 16 \$37.10 16 \$38.10 15 \$43.73 16 \$44.48 16 \$45.73	\$9.70 \$9.70 \$7.45 \$7.45 \$7.45 \$7.45 \$7.45 \$10.00 \$10.00 \$10.00	\$18.14 \$18.14 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$14.90 \$14.90	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$78.03 \$79.03 \$56.60 \$57.35 \$58.35

Effective Date Base Wage

\$51.36

03/01/2016

Classification

PLUMBERS & GASFITTERS

Supplemental

\$0.00

Unemployment

Pension

\$15.14

Health

\$11.07

**Total Rate** 

\$77.57

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PUMP OPERATOR (CONCRETE)	12/01/2015	\$43.73	\$10.00	\$14.90	\$0.00	\$68.63
OPERATING ENGINEERS LOCAL 4	06/01/2016	\$44.48	\$10.00	\$14.90	\$0.00	\$69.38
	12/01/2016	\$45.73	\$10.00	\$14.90	\$0.00	\$70.63
	06/01/2017	\$46.73	\$10.00	\$14.90	\$0.00	\$71.63
	12/01/2017	\$47.73	\$10.00	\$14.90	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER)  OPERATING ENGINEERS LOCAL 4	12/01/2015	\$30.13	\$10.00	\$14.90	\$0.00	\$55.03
OFERATING ENGINEERS LOCAL 4	06/01/2016	\$30.65	\$10.00	\$14.90	\$0.00	\$55.55
	12/01/2016	\$31.52	\$10.00	\$14.90	\$0.00	\$56.42
	06/01/2017	\$32.21	\$10.00	\$14.90	\$0.00	\$57.11
	12/01/2017	\$32.90	\$10.00	\$14.90	\$0.00	\$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY MIX CONCRETE DRIVERS after 4/30/10 (Drivers Hired After 4/30/2010) TEAMSTERS LOCAL 25b	07/01/2015	\$27.88	\$7.98	\$8.92	\$0.00	\$44.78
(Drivers filled After 4/30/2010) IEAMSTERS LOCAL 256	05/01/2016	\$28.03	\$7.98	\$9.31	\$0.00	\$45.32
	07/01/2016	\$28.03	\$8.23	\$9.31	\$0.00	\$45.57
	05/01/2017	\$28.18	\$8.23	\$9.72	\$0.00	\$46.13
	07/01/2017	\$28.18	\$8.48	\$9.72	\$0.00	\$46.38
READY-MIX CONCRETE DRIVER	07/01/2015	\$29.18	\$7.98	\$8.92	\$0.00	\$46.08
TEAMSTERS LOCAL 25b	05/01/2016	\$29.33	\$7.98	\$9.31	\$0.00	\$46.62
	07/01/2016	\$29.33	\$8.23	\$9.31	\$0.00	\$46.87
	05/01/2017	\$29.48	\$8.23	\$9.72	\$0.00	\$47.43
	07/01/2017	\$29.48	\$8.48	\$9.72	\$0.00	\$47.68
RECLAIMERS	12/01/2015	\$43.31	\$10.00	\$14.90	\$0.00	\$68.21
OPERATING ENGINEERS LOCAL 4	06/01/2016	\$44.06	\$10.00	\$14.90	\$0.00	\$68.96
	12/01/2016	\$45.29	\$10.00	\$14.90	\$0.00	\$70.19
	06/01/2017	\$46.28	\$10.00	\$14.90	\$0.00	\$71.18
	12/01/2017	\$47.27	\$10.00	\$14.90	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RESIDENTIAL WOOD FRAME (All Other Work)  CARPENTERS - ZONE 2 (Residential Wood)	04/01/2011	\$24.24	\$8.67	\$15.51	\$0.00	\$48.42
RESIDENTIAL WOOD FRAME CARPENTER **	05/01/2011	\$24.24	\$6.34	\$6.23	\$0.00	\$36.81

<sup>\*\*</sup> The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement. CARPENTERS -ZONE

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<sup>2 (</sup>Residential Wood)

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

For apprentice rates see "Apprentice- ROOFER"

HEETMETAL WORKER HEETMETAL WORKERS LOCAL 17 - A		02/01/201		\$10.70	\$21.95	\$2.28	\$78.24	
			08/01/201	6 \$44.46	\$10.70	\$21.95	\$2.28	\$79.39
			02/01/201	7 \$45.56	\$10.70	\$21.95	\$2.28	\$80.49
			08/01/201	7 \$46.66	\$10.70	\$21.95	\$2.28	\$81.59
			02/01/201	8 \$47.81	\$10.70	\$21.95	\$2.28	\$82.74
	Appre	ntice - SHEET METAL WORKE	R - Local 17-A					
	Effect	ive Date - 02/01/2016				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	40	\$17.32	\$10.70	\$4.90	\$0.00	\$32.92	
	2	40	\$17.32	\$10.70	\$4.90	\$0.00	\$32.92	
	3	45	\$19.49	\$10.70	\$9.79	\$1.20	\$41.18	
	4	45	\$19.49	\$10.70	\$9.79	\$1.20	\$41.18	
	5	50	\$21.66	\$10.70	\$10.65	\$1.29	\$44.30	
	6	50	\$21.66	\$10.70	\$10.90	\$1.30	\$44.56	
	7	60	\$25.99	\$10.70	\$12.37	\$1.47	\$50.53	
	8	65	\$28.15	\$10.70	\$13.24	\$1.56	\$53.65	
	9	75	\$32.48	\$10.70	\$14.97	\$1.74	\$59.89	
	10	85	\$36.81	\$10.70	\$16.18	\$1.91	\$65.60	
	Effect	ive Date - 08/01/2016				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	40	\$17.78	\$10.70	\$4.90	\$0.00	\$33.38	
	2	40	\$17.78	\$10.70	\$4.90	\$0.00	\$33.38	
	3	45	\$20.01	\$10.70	\$9.79	\$1.22	\$41.72	
	4	45	\$20.01	\$10.70	\$9.79	\$1.22	\$41.72	
	5	50	\$22.23	\$10.70	\$10.65	\$1.31	\$44.89	
	6	50	\$22.23	\$10.70	\$10.90	\$1.31	\$45.14	
	7	60	\$26.68	\$10.70	\$12.37	\$1.49	\$51.24	
	8	65	\$28.90	\$10.70	\$13.24	\$1.59	\$54.43	
	9	75	\$33.35	\$10.70	\$14.97	\$1.77	\$60.79	
	10	85	\$37.79	\$10.70	\$16.18	\$1.94	\$66.61	
	Notes	Steps are 6 mos.						
		entice to Journeyworker Ratio:1:						
SIGN ERECTO	K		06/01/201	3 \$25.81	\$7.07	\$7.05	\$0.00	\$39.93

Effective Date Base Wage

Health

Pension

Classification

PAINTERS LOCAL 35 - ZONE 2

Supplemental

Unemployment

**Total Rate** 

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Pension

\$16.80

\$16.80

\$0.00

\$0.00

\$81.00

\$82.00

**Apprentice -** SIGN ERECTOR - Local 35 Zone 2 06/01/2013 **Effective Date -**Supplemental Unemployment percent Apprentice Base Wage Health Pension Total Rate Step 1 50 \$12.91 \$7.07 \$0.00 \$19.98 \$0.00 2 55 \$23.72 \$14.20 \$7.07 \$0.00 \$2.45 3 60 \$15.49 \$7.07 \$2.45 \$0.00 \$25.01 4 65 \$16.78 \$7.07 \$2.45 \$0.00 \$26.30 5 70 \$18.07 \$7.07 \$0.00 \$32.19 \$7.05 6 75 \$19.36 \$7.07 \$7.05 \$0.00 \$33.48 7 80 \$20.65 \$7.07 \$7.05 \$0.00 \$34.77 8 85 \$21.94 \$7.07 \$7.05 \$0.00 \$36.06 9 90 \$23.23 \$7.07 \$7.05 \$0.00 \$37.35 Notes: Steps are 4 mos. Apprentice to Journeyworker Ratio:1:1 SPECIALIZED EARTH MOVING EQUIP < 35 TONS 12/01/2015 \$33.04 \$10.41 \$10.08 \$0.00 \$53.53 TEAMSTERS JOINT COUNCIL NO. 10 ZONE A 06/01/2016 \$33.54 \$10.41 \$10.08 \$0.00 \$54.03 08/01/2016 \$10.08 \$0.00 \$33.54 \$10.91 \$54.53 12/01/2016 \$10.89 \$0.00 \$33.54 \$10.91 \$55.34 SPECIALIZED EARTH MOVING EQUIP > 35 TONS 12/01/2015 \$33.33 \$10.41 \$10.08 \$0.00 \$53.82 TEAMSTERS JOINT COUNCIL NO. 10 ZONE A 06/01/2016 \$10.08 \$0.00 \$33.83 \$10.41 \$54.32 08/01/2016 \$33.83 \$10.91 \$10.08 \$0.00 \$54.82 \$10.89 \$0.00 12/01/2016 \$33.83 \$10.91 \$55.63 SPRINKLER FITTER \$16.80 \$0.00 03/01/2016 \$54.43 \$8.67 \$79.90 SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1

10/01/2016

03/01/2017

\$55.53

\$56.53

\$8.67

\$8.67

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Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1 03/01/2016 **Effective Date -**Supplemental Apprentice Base Wage Health Unemployment Total Rate Step percent Pension 1 35 \$19.05 \$8.67 \$8.55 \$0.00 \$36.27 2 40 \$0.00 \$21.77 \$8.67 \$8.55 \$38.99 3 45 \$24.49 \$0.00 \$8.67 \$8.55 \$41.71 4 50 \$27.22 \$8.67 \$8.55 \$0.00 \$44.44 5 55 \$29.94 \$8.67 \$8.55 \$0.00 \$47.16 6 60 \$32.66 \$8.67 \$8.55 \$0.00 \$49.88 7 65 \$35.38 \$8.67 \$8.55 \$0.00 \$52.60 8 70 \$38.10 \$8.67 \$8.55 \$0.00 \$55.32 9 75 \$40.82 \$8.67 \$8.55 \$0.00 \$58.04 10 80 \$43.54 \$8.67 \$8.55 \$0.00 \$60.76 10/01/2016 **Effective Date -**Supplemental Step percent Apprentice Base Wage Health Pension Unemployment Total Rate 1 35 \$19.44 \$8.67 \$8.55 \$0.00 \$36.66 2 40 \$22.21 \$8.67 \$8.55 \$0.00 \$39.43 3 45 \$24.99 \$8.67 \$8.55 \$0.00 \$42.21 4 50 \$27.77 \$8.67 \$8.55 \$0.00 \$44.99 5 55 \$30.54 \$8.67 \$8.55 \$0.00 \$47.76 6 60 \$33.32 \$8.67 \$8.55 \$0.00 \$50.54 7 65 \$36.09 \$8.67 \$8.55 \$0.00 \$53.31 8 70 \$38.87 \$8.67 \$8.55 \$0.00 \$56.09 9 75 \$41.65 \$8.67 \$8.55 \$0.00 \$58.87 10 80 \$44.42 \$8.67 \$8.55 \$0.00 \$61.64 **Notes:** Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 Steps are 850 hours Apprentice to Journeyworker Ratio:1:3 STEAM BOILER OPERATOR 12/01/2015 \$43.31 \$10.00 \$14.90 \$0.00 \$68.21 OPERATING ENGINEERS LOCAL 4 06/01/2016 \$14.90 \$0.00 \$44.06 \$10.00 \$68.96 \$14.90 \$0.00 12/01/2016 \$45.29 \$10.00 \$70.19 \$0.00 06/01/2017 \$46.28 \$10.00 \$14.90 \$71.18 12/01/2017 \$47.27 \$10.00 \$14.90 \$0.00 \$72.17 For apprentice rates see "Apprentice- OPERATING ENGINEERS" TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN 12/01/2015 \$43.31 \$10.00 \$14.90 \$0.00 \$68.21 OPERATING ENGINEERS LOCAL 4 \$0.00 06/01/2016 \$44.06 \$10.00 \$14.90 \$68.96 12/01/2016 \$14.90 \$0.00 \$45.29 \$10.00 \$70.19 06/01/2017 \$46.28 \$10.00 \$14.90 \$0.00 \$71.18 \$47.27 \$0.00 12/01/2017 \$10.00 \$14.90 \$72.17 For apprentice rates see "Apprentice- OPERATING ENGINEERS" TELECOMMUNICATION TECHNICIAN \$14.55 \$0.00 03/01/2016 \$34.63 \$13.00 \$62.18 ELECTRICIANS LOCAL 103

BRICKLAYERS LOCAL 3 - MARBLE & TILE

Pension

Step	ive Date - 03/01/2016 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$13.85	\$13.00	\$0.42	\$0.00	\$27.27
2	40	\$13.85	\$13.00	\$0.42	\$0.00	\$27.27
3	45	\$15.58	\$13.00	\$11.52	\$0.00	\$40.10
4	45	\$15.58	\$13.00	\$11.52	\$0.00	\$40.10
5	50	\$17.32	\$13.00	\$11.79	\$0.00	\$42.11
6	55	\$19.05	\$13.00	\$12.06	\$0.00	\$44.11
7	60	\$20.78	\$13.00	\$12.34	\$0.00	\$46.12
8	65	\$22.51	\$13.00	\$12.62	\$0.00	\$48.13
9	70	\$24.24	\$13.00	\$12.90	\$0.00	\$50.14
10	75	\$25.97	\$13.00	\$13.17	\$0.00	\$52.14
Notes	:					
						i

08/01/2016

02/01/2017

\$49.70

\$50.27

\$10.18

\$10.18

\$19.22

\$19.22

\$0.00

\$0.00

\$79.10

\$79.67

Apprentice -	TERRAZZO FINISHER -	Local 3 Marble & Tile
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Effect	ive Date -	02/01/2016				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$24.40	\$10.18	\$19.14	\$0.00	\$53.72	
2	60		\$29.28	\$10.18	\$19.14	\$0.00	\$58.60	
3	70		\$34.16	\$10.18	\$19.14	\$0.00	\$63.48	
4	80		\$39.04	\$10.18	\$19.14	\$0.00	\$68.36	
5	90		\$43.92	\$10.18	\$19.14	\$0.00	\$73.24	
Effect	ive Date -	08/01/2016				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$24.85	\$10.18	\$19.22	\$0.00	\$54.25	
2	60		\$29.82	\$10.18	\$19.22	\$0.00	\$59.22	
3	70		\$34.79	\$10.18	\$19.22	\$0.00	\$64.19	
4	80		\$39.76	\$10.18	\$19.22	\$0.00	\$69.16	
5	90		\$44.73	\$10.18	\$19.22	\$0.00	\$74.13	
Notes:	 :							

THEST BORNING DRILLER  1201/2016	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
	TEST BORING DRILLER	12/01/2015	\$36.70	\$7.45	\$13.75		\$57.90
Post approximent ratios for "Approximente ALBUREKY"   12/01/2015   \$35.42   \$7.45   \$13.75   \$0.00   \$56.62	LABORERS - FOUNDATION AND MAKINE	06/01/2016	\$37.45	\$7.45	\$13.75	\$0.00	\$58.65
TREST DORING DRIL FER HET PER  1201/2016 \$35.42 \$7.45 \$13.75 \$0.00 \$57.37 \$7.3	For apprentice rates see "Apprentice, LABORER"	12/01/2016	\$38.45	\$7.45	\$13.75	\$0.00	\$59.65
Description   Proceedings		12/01/2015	\$35.42	\$7.45	\$13.75	\$0.00	\$56.62
Per approntice miss see 'Approntice-LAROGER'   TEST BORING LAROGER   12/01/2015   \$55.30   \$7.45   \$13.75   \$0.00   \$56.50     CARROGERS - FOLKMATHON AND MERNE   06/01/2016   \$36.05   \$7.45   \$13.75   \$0.00   \$56.50     CARROGERS - FOLKMATHON AND MERNE   06/01/2016   \$36.05   \$7.45   \$13.75   \$0.00   \$58.25     For approntice miss see 'Approntice-LAROGER'   12/01/2015   \$43.31   \$10.00   \$14.90   \$0.00   \$68.21     COPER ATTON ENCONTROS LESTEAM GENERATORS   12/01/2015   \$43.31   \$10.00   \$14.90   \$0.00   \$68.21     COPER ATTON ENCONTROS LESTEAM GENERATORS   12/01/2016   \$44.06   \$10.00   \$14.90   \$0.00   \$56.90     COPER ATTON ENCONTROS LESTEAM GENERATORS   12/01/2016   \$44.02   \$10.00   \$14.90   \$0.00   \$70.19     COPER ATTON ENCONTROS LESTEAM GENERATORS   12/01/2017   \$47.27   \$10.00   \$14.90   \$0.00   \$70.19     For approntice miss see 'Approntice-OPERATING ENGINEERS'   12/01/2017   \$47.27   \$10.00   \$14.90   \$0.00   \$70.11     TE-ARISTERS FOR EARTH MOVING EQUIPMENT   12/01/2015   \$33.62   \$10.41   \$10.08   \$0.00   \$54.61     DEVILOPE AND	LABORERS - FOUNDATION AND MARINE						
Post apprentice rates see "Apprentice LABORLER"   1201/2015   \$33.30   \$7.45   \$13.75   \$0.00   \$55.75     For apprentice rates see "Apprentice LABORLER"   1201/2016   \$37.05   \$7.45   \$13.75   \$0.00   \$55.75     For apprentice rates see "Apprentice-LABORLER"   1201/2016   \$43.31   \$10.00   \$14.90   \$0.00   \$68.21     OPPERATING ENCENTERS LOCAL 4   06.01/2016   \$44.06   \$10.00   \$14.90   \$0.00   \$68.21     OPPERATING ENCENTERS LOCAL 4   06.01/2016   \$44.06   \$10.00   \$14.90   \$0.00   \$68.96     OPPERATING ENCENTERS LOCAL 4   06.01/2016   \$44.20   \$10.00   \$14.90   \$0.00   \$70.19     OPPERATING ENCENTERS LOCAL 4   06.01/2017   \$47.27   \$10.00   \$14.90   \$0.00   \$70.19     OPPERATING ENCENTERS LOCAL 4   06.01/2017   \$47.27   \$10.00   \$14.90   \$0.00   \$71.18     OPPERATING ENCENTERS LOCAL 4   06.01/2017   \$47.27   \$10.00   \$14.90   \$0.00   \$71.18     OPPERATING ENCENTERS LOCAL 4   06.01/2017   \$47.27   \$10.00   \$14.90   \$0.00   \$71.18     OPPERATING ENGINEERS LOCAL 4   06.01/2016   \$34.12   \$10.91   \$10.08   \$0.00   \$54.11     TEAMSTERS FOR EARTH MOVING EQUIPMENT   1201/2015   \$33.62   \$10.41   \$10.08   \$0.00   \$54.11     TEAMSTERS AGAINT COUNCIL NO. 10.20NE A   06.01/2016   \$34.12   \$10.91   \$10.08   \$0.00   \$55.91     TUNNEL WORK - COMPRESSED AIR   06.01/2016   \$48.33   \$7.45   \$14.15   \$0.00   \$69.93     TUNNEL WORK - COMPRESSED AIR   06.01/2016   \$49.58   \$7.45   \$14.15   \$0.00   \$69.93     TUNNEL WORK - COMPRESSED AIR   06.01/2016   \$89.33   \$7.45   \$14.15   \$0.00   \$70.93     TUNNEL WORK - COMPRESSED AIR   06.01/2016   \$89.33   \$7.45   \$14.15   \$0.00   \$70.93     For apprentice rates see "Apprentice-LABORER"   1201/2015   \$39.65   \$7.45   \$14.15   \$0.00   \$71.18     LABOREES (COMPRESSED AIR (HAZ WASTE)   1201/2015   \$39.65   \$7.45   \$14.15   \$0.00   \$60.20     To apprentice rates see "Apprentice-LABORLER"   1201/2016   \$41.00   \$7.45   \$14.15   \$0.00   \$60.20     To apprentice rates see "Apprentice-LABORLER"   1201/2016   \$41.00   \$7.45   \$14.15   \$0.00   \$60.20     To apprentice rates see "Apprentice-LABO							
Decoration   Dec	For apprentice rates see "Apprentice- LABORER"	12/01/2010	\$37.17	\$7.43	\$13.73	\$0.00	\$30.37
12/01/2016   \$37.05   \$7.45   \$13.75   \$0.00   \$57.25     12/01/2016   \$37.05   \$7.45   \$13.75   \$0.00   \$58.25     12/01/2016   \$37.05   \$7.45   \$13.75   \$0.00   \$58.25     12/01/2016   \$37.05   \$7.45   \$13.75   \$0.00   \$58.25     12/01/2016   \$34.06   \$10.00   \$14.90   \$0.00   \$68.21     12/01/2016   \$44.06   \$10.00   \$14.90   \$0.00   \$68.81     12/01/2016   \$45.29   \$10.00   \$14.90   \$0.00   \$70.19     12/01/2017   \$46.28   \$10.00   \$14.90   \$0.00   \$70.19     12/01/2017   \$47.27   \$10.00   \$14.90   \$0.00   \$70.19     12/01/2017   \$47.27   \$10.00   \$14.90   \$0.00   \$70.19     12/01/2017   \$47.27   \$10.00   \$14.90   \$0.00   \$72.17     12/01/2017   \$47.27   \$10.00   \$14.90   \$0.00   \$72.17     12/01/2016   \$34.12   \$10.41   \$10.08   \$0.00   \$54.61     12/01/2016   \$34.12   \$10.41   \$10.08   \$0.00   \$54.61     12/01/2016   \$34.12   \$10.91   \$10.08   \$0.00   \$55.91     12/01/2016   \$34.12   \$10.91   \$10.08   \$0.00   \$55.91     12/01/2016   \$34.12   \$10.91   \$10.08   \$0.00   \$55.91     12/01/2016   \$34.12   \$10.91   \$10.08   \$0.00   \$55.91     12/01/2016   \$34.12   \$10.91   \$10.08   \$0.00   \$55.91     12/01/2016   \$34.12   \$10.91   \$10.08   \$0.00   \$55.91     12/01/2016   \$34.12   \$10.91   \$10.08   \$0.00   \$55.91     12/01/2016   \$34.12   \$10.91   \$10.08   \$0.00   \$55.91     12/01/2016   \$34.12   \$10.91   \$10.08   \$0.00   \$55.91     12/01/2016   \$34.12   \$10.91   \$10.08   \$0.00   \$55.91     12/01/2016   \$34.12   \$10.91   \$10.08   \$0.00   \$55.91     12/01/2016   \$34.12   \$10.91   \$10.08   \$0.00   \$55.91     12/01/2016   \$34.12   \$10.91   \$10.08   \$0.00   \$55.91     12/01/2016   \$34.33   \$7.45   \$14.15   \$0.00   \$70.93     12/01/2016   \$34.33   \$7.45   \$14.15   \$0.00   \$70.93     12/01/2016   \$51.33   \$7.45   \$14.15   \$0.00   \$71.93     12/01/2016   \$34.00   \$7.45   \$14.15   \$0.00   \$71.93     12/01/2016   \$34.40   \$7.45   \$14.15   \$0.00   \$65.00     12/01/2016   \$34.40   \$7.45   \$14.15   \$0.00   \$65.00     12/01/2016   \$34.40   \$7.45   \$14.15   \$0.00   \$65.00     12/01/2016   \$34.40   \$7.45   \$14.15   \$0.00   \$6	TEST BORING LABORER	12/01/2015	\$35.30	\$7.45	\$13.75	\$0.00	\$56.50
Paragreentice arises see "Apprentices LABORER"   12/01/2015   \$43.31   \$10.00   \$14.90   \$0.00   \$68.21	LABORERS - FOUNDATION AND MARINE	06/01/2016	\$36.05	\$7.45	\$13.75	\$0.00	\$57.25
TRACTORS/PORTABLE STEAM GENERATORS   12/01/2015   \$43.31   \$10.00   \$14.90   \$0.00   \$68.21		12/01/2016	\$37.05	\$7.45	\$13.75	\$0.00	\$58.25
Departing Engineers Local 4     Defo1/2016   S44.06   S10.00   S14.90   S0.00   S68.96   S10.00   S14.90   S0.00   S70.19   S10.00   S14.90   S0.00   S71.18   S10.00   S14.90   S0.00   S72.17   S10.00   S14.90   S0.00   S14.90   S							
0601/2016   \$44.06   \$10.00   \$14.90   \$0.00   \$58.96     12/01/2016   \$45.29   \$10.00   \$14.90   \$0.00   \$77.19     12/01/2017   \$46.28   \$10.00   \$14.90   \$0.00   \$77.19     For apprentice rates see "Apprentice-OPERATING ENGINEERS"   12/01/2015   \$47.27   \$10.00   \$14.90   \$0.00   \$72.17     TRAILERS FOR EARTH MOVING EQUIPMENT   12/01/2015   \$33.62   \$10.41   \$10.08   \$0.00   \$54.11     TEAMSTERS JOINT COUNCIL NO. 10 ZONE A   6601/2016   \$34.12   \$10.91   \$10.08   \$0.00   \$54.61     08/01/2016   \$34.12   \$10.91   \$10.08   \$0.00   \$55.11     12/01/2016   \$34.12   \$10.91   \$10.89   \$0.00   \$55.91     TUNNEL WORK - COMPRESSED AIR   12/01/2015   \$47.58   \$7.45   \$14.15   \$0.00   \$69.93     LAGORERS (COMPRESSED AIR (HAZ. WASTE)   12/01/2015   \$49.38   \$7.45   \$14.15   \$0.00   \$70.93     For apprentice rates see "Apprentice-LABORER"   12/01/2015   \$49.58   \$7.45   \$14.15   \$0.00   \$71.18     LAGORERS (COMPRESSED AIR (HAZ. WASTE)   12/01/2015   \$49.58   \$7.45   \$14.15   \$0.00   \$71.18     LAGORERS (COMPRESSED AIR (HAZ. WASTE)   12/01/2016   \$39.33   \$7.45   \$14.15   \$0.00   \$71.18     LAGORERS (COMPRESSED AIR (HAZ. WASTE)   12/01/2016   \$39.33   \$7.45   \$14.15   \$0.00   \$71.18     LAGORERS (COMPRESSED AIR (HAZ. WASTE)   12/01/2016   \$40.40   \$7.45   \$14.15   \$0.00   \$71.18     LAGORERS (PREE AIR TUNNEL)   6601/2016   \$40.40   \$7.45   \$14.15   \$0.00   \$62.00     For apprentice rates see "Apprentice-LABORER"   12/01/2015   \$40.40   \$7.45   \$14.15   \$0.00   \$63.25     LAGORERS (PREE AIR TUNNEL)   6601/2016   \$40.40   \$7.45   \$14.15   \$0.00   \$63.25     LAGORERS (PREE AIR TUNNEL)   6601/2016   \$40.40   \$7.45   \$14.15   \$0.00   \$63.25     LAGORERS (PREE AIR TUNNEL)   6601/2016   \$43.40   \$7.45   \$14.15   \$0.00   \$63.25     LAGORERS (PREE AIR TUNNEL)   6601/2016   \$43.34   \$7.45   \$14.15   \$0.00   \$63.25     LAGORERS (PREE AIR TUNNEL)   6601/2016   \$43.34   \$7.45   \$14.15   \$0.00   \$63.25     LAGORERS (PREE AIR TUNNEL)   6601/2016   \$43.35   \$10.91   \$10.08   \$0.00   \$53.53     LAGORERS (PREE AIR TUNNEL)   6601/2016   \$	TRACTORS/PORTABLE STEAM GENERATORS	12/01/2015	\$43.31	\$10.00	\$14.90	\$0.00	\$68.21
Decomposition   Processing	OPERATING ENGINEERS LOCAL 4	06/01/2016	\$44.06	\$10.00	\$14.90	\$0.00	\$68.96
12/01/2017   \$47.27   \$10.00   \$14.90   \$0.00   \$72.17		12/01/2016	\$45.29	\$10.00	\$14.90	\$0.00	\$70.19
TRAILERS FOR EARTH MOVING EQUIPMENT   12/01/2015   \$33.62   \$10.41   \$10.08   \$0.00   \$54.11		06/01/2017	\$46.28	\$10.00	\$14.90	\$0.00	\$71.18
TRAILLERS FOR EARTH MOVING EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A  06/01/2016 S34.12 \$10.41 \$10.08 \$0.00 \$54.61  08/01/2016 S34.12 \$10.91 \$10.08 \$0.00 \$55.461  12/01/2016 S34.12 \$10.91 \$10.08 \$0.00 \$55.11  12/01/2016 S34.12 \$10.91 \$10.08 \$0.00 \$55.11  12/01/2016 S34.12 \$10.91 \$10.08 \$0.00 \$55.11  12/01/2016 S34.12 \$10.91 \$10.08 \$0.00 \$55.92  TUNNEL WORK - COMPRESSED AIR 12/01/2015 \$47.58 \$7.45 \$14.15 \$0.00 \$69.18  LABORERS (COMPRESSED AIR) 06/01/2016 \$48.33 \$7.45 \$14.15 \$0.00 \$69.93  12/01/2016 \$49.33 \$7.45 \$14.15 \$0.00 \$69.93  For apprentice rates see "Apprentice- LABORER"  TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) 12/01/2015 \$49.58 \$7.45 \$14.15 \$0.00 \$71.18  LABORERS (COMPRESSED AIR) 06/01/2016 \$50.33 \$7.45 \$14.15 \$0.00 \$71.18  LABORERS (COMPRESSED AIR) 06/01/2016 \$50.33 \$7.45 \$14.15 \$0.00 \$71.93  For apprentice rates see "Apprentice- LABORER"  TUNNEL WORK - FREE AIR 12/01/2016 \$51.33 \$7.45 \$14.15 \$0.00 \$72.93  For apprentice rates see "Apprentice- LABORER"  TUNNEL WORK - FREE AIR (HAZ. WASTE) 12/01/2016 \$40.40 \$7.45 \$14.15 \$0.00 \$62.00  For apprentice rates see "Apprentice- LABORER"  TUNNEL WORK - FREE AIR (HAZ. WASTE) 12/01/2016 \$41.40 \$7.45 \$14.15 \$0.00 \$63.00  For apprentice rates see "Apprentice- LABORER"  TUNNEL WORK - FREE AIR (HAZ. WASTE) 12/01/2016 \$40.40 \$7.45 \$14.15 \$0.00 \$63.00  For apprentice rates see "Apprentice- LABORER"  TUNNEL WORK - FREE AIR (HAZ. WASTE) 12/01/2016 \$40.40 \$7.45 \$14.15 \$0.00 \$63.00  For apprentice rates see "Apprentice- LABORER"  TUNNEL WORK - FREE AIR (HAZ. WASTE) 12/01/2016 \$33.54 \$10.91 \$10.08 \$0.00 \$53.53  TEAMSTERS JOINT COUNCIL NO. 10 ZONE A 06/01/2016 \$33.54 \$10.91 \$10.08 \$0.00 \$54.03  08/01/2016 \$33.54 \$10.91 \$10.08 \$0.00 \$55.35  UNAGON DRILL OPERATOR 12/01/2016 \$33.54 \$10.91 \$10.08 \$0.00 \$55.35  12/01/2016 \$33.55 \$7.45 \$13.55 \$0.00 \$55.35  12/01/2016 \$33.55 \$7.45 \$13.55 \$0.00 \$55.35		12/01/2017	\$47.27	\$10.00	\$14.90	\$0.00	\$72.17
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A  06/01/2016 S34.12 \$10.41 \$10.08 \$0.00 \$54.61  08/01/2016 S34.12 \$10.91 \$10.08 \$0.00 \$55.11  12/01/2016 S34.12 \$10.91 \$10.08 \$0.00 \$55.11  12/01/2016 S34.12 \$10.91 \$10.08 \$0.00 \$55.11  12/01/2016 S34.12 \$10.91 \$10.08 \$0.00 \$55.92  TUNNEL WORK - COMPRESSED AIR  12/01/2015 \$47.58 \$7.45 \$14.15 \$0.00 \$69.18  LABORERS (COMPRESSED AIR)  06/01/2016 \$48.33 \$7.45 \$14.15 \$0.00 \$69.93  For apprentice rates see "Apprentice- LABORER"  TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)  12/01/2015 \$49.58 \$7.45 \$14.15 \$0.00 \$71.18  LABORERS (COMPRESSED AIR)  06/01/2016 \$50.33 \$7.45 \$14.15 \$0.00 \$71.18  LABORERS (COMPRESSED AIR)  06/01/2016 \$50.33 \$7.45 \$14.15 \$0.00 \$71.93  For apprentice rates see "Apprentice- LABORER"  TUNNEL WORK - FREE AIR  12/01/2015 \$39.65 \$7.45 \$14.15 \$0.00 \$72.93  For apprentice rates see "Apprentice- LABORER"  TUNNEL WORK - FREE AIR (HAZ. WASTE)  12/01/2016 \$41.40 \$7.45 \$14.15 \$0.00 \$62.00  For apprentice rates see "Apprentice- LABORER"  TUNNEL WORK - FREE AIR (HAZ. WASTE)  12/01/2016 \$41.40 \$7.45 \$14.15 \$0.00 \$63.00  For apprentice rates see "Apprentice- LABORER"  TUNNEL WORK - FREE AIR (HAZ. WASTE)  12/01/2016 \$42.40 \$7.45 \$14.15 \$0.00 \$63.00  For apprentice rates see "Apprentice- LABORER"  TUNNEL WORK - FREE AIR (HAZ. WASTE)  12/01/2016 \$42.40 \$7.45 \$14.15 \$0.00 \$63.00  For apprentice rates see "Apprentice- LABORER"  VAC-HAUL  12/01/2016 \$33.54 \$10.41 \$10.08 \$0.00 \$53.53  TEAMSTERS JOINT COUNCIL NO. 10 ZONE A  06/01/2016 \$33.54 \$10.91 \$10.08 \$0.00 \$54.53  12/01/2016 \$33.54 \$10.91 \$10.08 \$0.00 \$54.53  12/01/2016 \$33.54 \$10.91 \$10.08 \$0.00 \$55.43  WAGON DRILL OPERATOR  12/01/2016 \$33.54 \$10.91 \$10.08 \$0.00 \$54.53  12/01/2016 \$33.55 \$0.00 \$55.35  12/01/2016 \$33.55 \$7.45 \$13.55 \$0.00 \$55.85							
		12/01/2015	\$33.62	\$10.41		\$0.00	\$54.11
12/01/2016   \$34.12   \$10.91   \$10.89   \$0.00   \$55.92		06/01/2016	\$34.12	\$10.41	\$10.08	\$0.00	\$54.61
TUNNEL WORK - COMPRESSED AIR  LABORERS (COMPRESSED AIR)  06/01/2016 \$48.33 \$7.45 \$14.15 \$0.00 \$69.93  12/01/2016 \$49.33 \$7.45 \$14.15 \$0.00 \$69.93  For apprentice rates see "Apprentice-LABORER"  TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)  LABORERS (COMPRESSED AIR)  06/01/2016 \$50.33 \$7.45 \$14.15 \$0.00 \$71.18  LABORERS (COMPRESSED AIR)  06/01/2016 \$50.33 \$7.45 \$14.15 \$0.00 \$71.18  LABORERS (COMPRESSED AIR)  06/01/2016 \$50.33 \$7.45 \$14.15 \$0.00 \$71.93  12/01/2016 \$51.33 \$7.45 \$14.15 \$0.00 \$71.93  For apprentice rates see "Apprentice-LABORER"  TUNNEL WORK - FREE AIR  12/01/2015 \$39.65 \$7.45 \$14.15 \$0.00 \$62.00  12/01/2016 \$40.40 \$7.45 \$14.15 \$0.00 \$62.00  For apprentice rates see "Apprentice-LABORER"  TUNNEL WORK - FREE AIR (HAZ. WASTE)  12/01/2016 \$41.40 \$7.45 \$14.15 \$0.00 \$63.00  For apprentice rates see "Apprentice-LABORER"  TUNNEL WORK - FREE AIR (HAZ. WASTE)  12/01/2016 \$41.40 \$7.45 \$14.15 \$0.00 \$63.00  For apprentice rates see "Apprentice-LABORER"  TUNNEL WORK - FREE AIR (HAZ. WASTE)  12/01/2016 \$43.40 \$7.45 \$14.15 \$0.00 \$63.00  For apprentice rates see "Apprentice-LABORER"  TUNNEL WORK - FREE AIR (HAZ. WASTE)  12/01/2016 \$43.40 \$7.45 \$14.15 \$0.00 \$63.00  For apprentice rates see "Apprentice-LABORER"  VAC-HAUL  12/01/2016 \$43.40 \$7.45 \$14.15 \$0.00 \$65.00  For apprentice rates see "Apprentice-LABORER"  VAC-HAUL  12/01/2016 \$33.54 \$10.41 \$10.08 \$0.00 \$53.53  12/01/2016 \$33.54 \$10.91 \$10.08 \$0.00 \$54.53  406/01/2016 \$33.54 \$10.91 \$10.08 \$0.00 \$54.53  406/01/2016 \$33.54 \$10.91 \$10.08 \$0.00 \$54.53  406/01/2016 \$33.54 \$10.91 \$10.08 \$0.00 \$54.53  406/01/2016 \$33.54 \$10.91 \$10.08 \$0.00 \$54.53  406/01/2016 \$33.54 \$10.91 \$10.08 \$0.00 \$54.53  406/01/2016 \$33.54 \$10.91 \$10.08 \$0.00 \$54.53  406/01/2016 \$33.54 \$10.91 \$10.08 \$0.00 \$54.53  406/01/2016 \$33.54 \$10.91 \$10.08 \$0.00 \$54.53  406/01/2016 \$33.54 \$10.91 \$10.08 \$0.00 \$54.53  406/01/2016 \$33.54 \$10.91 \$10.08 \$0.00 \$54.53  406/01/2016 \$33.54 \$10.91 \$10.08 \$0.00 \$54.53  406/01/2016 \$33.54 \$10.91 \$10.08 \$0.00 \$54.53  406/01/2016 \$33.54 \$10.91 \$10.08 \$0.00 \$55.35  406/01/20		08/01/2016	\$34.12	\$10.91	\$10.08	\$0.00	\$55.11
ABORERS (COMPRESSED AIR)   12/01/2016   \$48.33   \$7.45   \$14.15   \$0.00   \$69.93     For apprentice rates see "Apprentice- LABORER"   12/01/2016   \$49.33   \$7.45   \$14.15   \$0.00   \$70.93     For apprentice rates see "Apprentice- LABORER"   12/01/2015   \$49.58   \$7.45   \$14.15   \$0.00   \$71.18     LABORERS (COMPRESSED AIR)   12/01/2016   \$50.33   \$7.45   \$14.15   \$0.00   \$71.93     LABORERS (COMPRESSED AIR)   12/01/2016   \$50.33   \$7.45   \$14.15   \$0.00   \$71.93     For apprentice- LABORER"   12/01/2016   \$51.33   \$7.45   \$14.15   \$0.00   \$72.93     For apprentice- LABORER   12/01/2015   \$39.65   \$7.45   \$14.15   \$0.00   \$62.00     LABORERS (FREE AIR TUNNEL)   12/01/2016   \$41.40   \$7.45   \$14.15   \$0.00   \$63.00     For apprentice rates see "Apprentice- LABORER"   12/01/2016   \$41.40   \$7.45   \$14.15   \$0.00   \$63.00     For apprentice rates see "Apprentice- LABORER"   12/01/2016   \$41.40   \$7.45   \$14.15   \$0.00   \$63.00     For apprentice rates see "Apprentice- LABORER"   12/01/2016   \$41.40   \$7.45   \$14.15   \$0.00   \$63.00     For apprentice rates see "Apprentice- LABORER"   12/01/2016   \$42.40   \$7.45   \$14.15   \$0.00   \$63.00     For apprentice rates see "Apprentice- LABORER"   12/01/2016   \$43.40   \$7.45   \$14.15   \$0.00   \$65.00     For apprentice rates see "Apprentice- LABORER"   12/01/2016   \$43.40   \$7.45   \$14.15   \$0.00   \$65.00     For apprentice rates see "Apprentice- LABORER"   12/01/2016   \$43.40   \$7.45   \$14.15   \$0.00   \$65.00     For apprentice rates see "Apprentice- LABORER"   12/01/2016   \$43.30   \$10.41   \$10.08   \$0.00   \$54.03     ABORERS (FREE AIR TUNNEL)   12/01/2016   \$33.54   \$10.91   \$10.08   \$0.00   \$54.03     ABORERS (FREE AIR TUNNEL)   12/01/2016   \$33.54   \$10.91   \$10.08   \$0.00   \$54.03     ABORERS (FREE AIR TUNNEL)   12/01/2016   \$33.54   \$10.91   \$10.08   \$0.00   \$54.03     ABORERS (FREE AIR TUNNEL)   12/01/2016   \$33.54   \$10.91   \$10.08   \$0.00   \$54.53     ABORERS (FREE AIR TUNNEL)   12/01/2016   \$33.54   \$10.91   \$10.08   \$0.00   \$55.35     ABORERS (FREE AIR TUNNEL)		12/01/2016	\$34.12	\$10.91	\$10.89	\$0.00	\$55.92
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)   12/01/2016   \$49.33   \$7.45   \$14.15   \$0.00   \$69.93		12/01/2015	\$47.58	\$7.45	\$14.15	\$0.00	\$69.18
For apprentice rates see "Apprentice- LABORER"  TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)  12/01/2016 \$50.33 \$7.45 \$14.15 \$0.00 \$71.18  12/01/2016 \$50.33 \$7.45 \$14.15 \$0.00 \$71.93  12/01/2016 \$51.33 \$7.45 \$14.15 \$0.00 \$72.93  For apprentice rates see "Apprentice- LABORER"  TUNNEL WORK - FREE AIR  12/01/2015 \$39.65 \$7.45 \$14.15 \$0.00 \$61.25  LABORERS (FREE AIR TUNNEL)  66/01/2016 \$40.40 \$7.45 \$14.15 \$0.00 \$62.00  12/01/2016 \$41.40 \$7.45 \$14.15 \$0.00 \$63.25  12/01/2016 \$41.40 \$7.45 \$14.15 \$0.00 \$63.25  TUNNEL WORK - FREE AIR (HAZ. WASTE)  12/01/2016 \$41.65 \$7.45 \$14.15 \$0.00 \$63.25  LABORERS (FREE AIR TUNNEL)  66/01/2016 \$42.40 \$7.45 \$14.15 \$0.00 \$63.25  LABORERS (FREE AIR TUNNEL)  66/01/2016 \$42.40 \$7.45 \$14.15 \$0.00 \$63.25  LABORERS (FREE AIR TUNNEL)  70.60/01/2016 \$42.40 \$7.45 \$14.15 \$0.00 \$64.00  12/01/2016 \$43.40 \$7.45 \$14.15 \$0.00 \$65.00  For apprentice rates see "Apprentice- LABORER"  VAC-HAUL  12/01/2016 \$33.54 \$10.41 \$10.08 \$0.00 \$53.53  TEAMSTERS JOINT COUNCIL NO. 10 ZONE A  66/01/2016 \$33.54 \$10.91 \$10.08 \$0.00 \$54.03  88/01/2016 \$33.54 \$10.91 \$10.08 \$0.00 \$55.34  WAGON DRILL OPERATOR  12/01/2016 \$33.54 \$10.91 \$10.89 \$0.00 \$55.34  WAGON DRILL OPERATOR  12/01/2016 \$33.55 \$7.45 \$13.55 \$0.00 \$55.35  12/01/2016 \$33.35 \$7.45 \$13.55 \$0.00 \$55.35	EIDOREIG (COM RESSED III)	06/01/2016	\$48.33	\$7.45	\$14.15	\$0.00	\$69.93
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)  LABORERS (COMPRESSED AIR)  06/01/2016 \$50.33 \$7.45 \$14.15 \$0.00 \$71.18  06/01/2016 \$50.33 \$7.45 \$14.15 \$0.00 \$71.93  12/01/2016 \$51.33 \$7.45 \$14.15 \$0.00 \$71.93  For apprentice rates see "Apprentice-LABORER"  TUNNEL WORK - FREE AIR  12/01/2015 \$39.65 \$7.45 \$14.15 \$0.00 \$61.25  LABORERS (FREE AIR TUNNEL)  06/01/2016 \$40.40 \$7.45 \$14.15 \$0.00 \$62.00  12/01/2016 \$41.40 \$7.45 \$14.15 \$0.00 \$63.00  For apprentice rates see "Apprentice-LABORER"  TUNNEL WORK - FREE AIR (HAZ. WASTE)  12/01/2016 \$41.40 \$7.45 \$14.15 \$0.00 \$63.00  For apprentice rates see "Apprentice-LABORER"  TUNNEL WORK - FREE AIR (HAZ. WASTE)  12/01/2016 \$41.40 \$7.45 \$14.15 \$0.00 \$63.00  For apprentice rates see "Apprentice-LABORER"  VAC-HAUL  Teamsters Joint Council No. 10 ZONE A  06/01/2016 \$33.04 \$10.41 \$10.08 \$0.00 \$553.53  12/01/2016 \$33.54 \$10.91 \$10.08 \$0.00 \$54.03  08/01/2016 \$33.54 \$10.91 \$10.08 \$0.00 \$55.34  WAGON DRILL OPERATOR  12/01/2016 \$33.54 \$10.91 \$10.08 \$0.00 \$55.34  WAGON DRILL OPERATOR  12/01/2016 \$33.54 \$10.91 \$10.89 \$0.00 \$55.34  WAGON DRILL OPERATOR  12/01/2016 \$33.54 \$10.91 \$10.89 \$0.00 \$55.34  WAGON DRILL OPERATOR  12/01/2016 \$36.35 \$7.45 \$13.55 \$0.00 \$55.35	E C L L L L L L L L L L L L L L L L L L	12/01/2016	\$49.33	\$7.45	\$14.15	\$0.00	\$70.93
ABORERS (COMPRESSED AIR)					0.1.1.5		
12/01/2016   \$51.33   \$7.45   \$14.15   \$0.00   \$72.93	LABORERS (COMPRESSED AIR)						
TUNNEL WORK - FREE AIR							
TUNNEL WORK - FREE AIR  LABORERS (FREE AIR TUNNEL)  06/01/2016 \$40.40 \$7.45 \$14.15 \$0.00 \$62.00  12/01/2016 \$41.40 \$7.45 \$14.15 \$0.00 \$63.00  For apprentice rates see "Apprentice- LABORER"  TUNNEL WORK - FREE AIR (HAZ. WASTE)  LABORERS (FREE AIR TUNNEL)  06/01/2016 \$41.65 \$7.45 \$14.15 \$0.00 \$63.00  EVALUATE AIR TUNNEL WORK - FREE AIR (HAZ. WASTE)  12/01/2015 \$41.65 \$7.45 \$14.15 \$0.00 \$63.25  12/01/2016 \$42.40 \$7.45 \$14.15 \$0.00 \$64.00  12/01/2016 \$43.40 \$7.45 \$14.15 \$0.00 \$65.00  For apprentice rates see "Apprentice- LABORER"  VAC-HAUL  12/01/2016 \$43.40 \$7.45 \$14.15 \$0.00 \$65.00  For apprentice rates see "Apprentice- LABORER"  VAC-HAUL  12/01/2016 \$33.04 \$10.41 \$10.08 \$0.00 \$53.53  TEAMSTERS JOINT COUNCIL NO. 10 ZONE A  06/01/2016 \$33.54 \$10.91 \$10.08 \$0.00 \$54.03  08/01/2016 \$33.54 \$10.91 \$10.08 \$0.00 \$55.34  WAGON DRILL OPERATOR  LABORERS - ZONE 1  06/01/2016 \$33.54 \$10.91 \$10.89 \$0.00 \$55.34  WAGON DRILL OPERATOR  12/01/2016 \$33.56 \$7.45 \$13.55 \$0.00 \$55.35  12/01/2016 \$36.35 \$7.45 \$13.55 \$0.00 \$57.35  12/01/2016 \$37.35 \$7.45 \$13.55 \$0.00 \$55.35	For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$51.33	\$7.45	\$14.15	\$0.00	\$72.93
ABORERS (FREE AIR TUNNEL)		12/01/2015	\$30.65	\$7.45	\$14.15	\$0.00	\$61.25
12/01/2016   \$41.40   \$7.45   \$14.15   \$0.00   \$63.00	LABORERS (FREE AIR TUNNEL)						
For apprentice rates see "Apprentice- LABORER"  TUNNEL WORK - FREE AIR (HAZ. WASTE)  LABORERS (FREE AIR TUNNEL)  06/01/2016 \$42.40 \$7.45 \$14.15 \$0.00 \$63.25  12/01/2016 \$43.40 \$7.45 \$14.15 \$0.00 \$64.00  12/01/2016 \$43.40 \$7.45 \$14.15 \$0.00 \$65.00  For apprentice rates see "Apprentice- LABORER"  VAC-HAUL  12/01/2015 \$33.04 \$10.41 \$10.08 \$0.00 \$53.53  TEAMSTERS JOINT COUNCIL NO. 10 ZONE A  06/01/2016 \$33.54 \$10.41 \$10.08 \$0.00 \$54.03  08/01/2016 \$33.54 \$10.91 \$10.08 \$0.00 \$54.53  12/01/2016 \$33.54 \$10.91 \$10.89 \$0.00 \$55.34  WAGON DRILL OPERATOR  LABORERS - ZONE 1  06/01/2016 \$35.60 \$7.45 \$13.55 \$0.00 \$56.60  LABORERS - ZONE 1  06/01/2016 \$36.35 \$7.45 \$13.55 \$0.00 \$57.35  12/01/2016 \$37.35 \$7.45 \$13.55 \$0.00 \$58.35							
ABORERS (FREE AIR TUNNEL)	For apprentice rates see "Apprentice- LABORER"	12/01/2010	Ψ1.τ0	Ψ7.43	Ψ11.12	ψ0.00	φ05.00
06/01/2016       \$42.40       \$7.45       \$14.15       \$0.00       \$64.00         For apprentice rates see "Apprentice- LABORER"         VAC-HAUL         12/01/2015       \$33.04       \$10.41       \$10.08       \$0.00       \$53.53         TEAMSTERS JOINT COUNCIL NO. 10 ZONE A         06/01/2016       \$33.54       \$10.41       \$10.08       \$0.00       \$54.03         08/01/2016       \$33.54       \$10.91       \$10.08       \$0.00       \$54.53         12/01/2016       \$33.54       \$10.91       \$10.89       \$0.00       \$55.34         WAGON DRILL OPERATOR       \$12/01/2015       \$35.60       \$7.45       \$13.55       \$0.00       \$56.60         LABORERS - ZONE 1       \$06/01/2016       \$36.35       \$7.45       \$13.55       \$0.00       \$57.35         \$12/01/2016       \$37.35       \$7.45       \$13.55       \$0.00       \$57.35	TUNNEL WORK - FREE AIR (HAZ. WASTE)	12/01/2015	\$41.65	\$7.45	\$14.15	\$0.00	\$63.25
VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10 ZONE A  12/01/2015 \$33.04 \$10.41 \$10.08 \$0.00 \$53.53  06/01/2016 \$33.54 \$10.41 \$10.08 \$0.00 \$54.03  08/01/2016 \$33.54 \$10.91 \$10.08 \$0.00 \$54.53  12/01/2016 \$33.54 \$10.91 \$10.89 \$0.00 \$55.34  WAGON DRILL OPERATOR LABORERS - ZONE 1  12/01/2016 \$36.35 \$7.45 \$13.55 \$0.00 \$57.35  12/01/2016 \$37.35 \$7.45 \$13.55 \$0.00 \$55.35	LABORERS (FREE AIR TUNNEL)	06/01/2016	\$42.40	\$7.45	\$14.15	\$0.00	\$64.00
VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10 ZONE A  12/01/2015 \$33.04 \$10.41 \$10.08 \$0.00 \$53.53  06/01/2016 \$33.54 \$10.41 \$10.08 \$0.00 \$54.03  08/01/2016 \$33.54 \$10.91 \$10.08 \$0.00 \$54.53  12/01/2016 \$33.54 \$10.91 \$10.89 \$0.00 \$55.34  WAGON DRILL OPERATOR LABORERS - ZONE 1  12/01/2016 \$36.35 \$7.45 \$13.55 \$0.00 \$57.35  12/01/2016 \$37.35 \$7.45 \$13.55 \$0.00 \$55.35		12/01/2016	\$43.40	\$7.45	\$14.15	\$0.00	\$65.00
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A  06/01/2016 \$33.54 \$10.41 \$10.08 \$0.00 \$54.03  08/01/2016 \$33.54 \$10.91 \$10.08 \$0.00 \$54.53  12/01/2016 \$33.54 \$10.91 \$10.89 \$0.00 \$55.34  WAGON DRILL OPERATOR  LABORERS - ZONE 1  06/01/2016 \$36.35 \$7.45 \$13.55 \$0.00 \$57.35  12/01/2016 \$37.35 \$7.45 \$13.55 \$0.00 \$58.35	For apprentice rates see "Apprentice- LABORER"						
06/01/2016       \$33.54       \$10.41       \$10.08       \$0.00       \$54.03         08/01/2016       \$33.54       \$10.91       \$10.08       \$0.00       \$54.53         12/01/2016       \$33.54       \$10.91       \$10.89       \$0.00       \$55.34         WAGON DRILL OPERATOR       12/01/2015       \$35.60       \$7.45       \$13.55       \$0.00       \$56.60         LABORERS - ZONE 1       06/01/2016       \$36.35       \$7.45       \$13.55       \$0.00       \$57.35         12/01/2016       \$37.35       \$7.45       \$13.55       \$0.00       \$58.35	VAC-HAUL TEAMSTERS IGNIT COUNCH NO 10 ZONE 4	12/01/2015	\$33.04	\$10.41	\$10.08	\$0.00	\$53.53
12/01/2016	I EAMSTERS JOHNI COUNCIL NO. 10 ZONE A	06/01/2016	\$33.54	\$10.41	\$10.08	\$0.00	\$54.03
WAGON DRILL OPERATOR  12/01/2015 \$35.60 \$7.45 \$13.55 \$0.00 \$56.60  12/01/2016 \$36.35 \$7.45 \$13.55 \$0.00 \$57.35  12/01/2016 \$37.35 \$7.45 \$13.55 \$0.00 \$58.35		08/01/2016	\$33.54	\$10.91	\$10.08	\$0.00	\$54.53
LABORERS - ZONE 1 06/01/2016 \$36.35 \$7.45 \$13.55 \$0.00 \$57.35 12/01/2016 \$37.35 \$7.45 \$13.55 \$0.00 \$58.35		12/01/2016	\$33.54	\$10.91	\$10.89	\$0.00	\$55.34
06/01/2016 \$36.35 \$7.45 \$13.55 \$0.00 \$57.35 12/01/2016 \$37.35 \$7.45 \$13.55 \$0.00 \$58.35	WAGON DRILL OPERATOR	12/01/2015	\$35.60	\$7.45	\$13.55	\$0.00	\$56.60
	LABURERS - ZUNE I	06/01/2016	\$36.35	\$7.45	\$13.55	\$0.00	\$57.35
For apprentice rates see "Apprentice- LABORER"		12/01/2016	\$37.35	\$7.45	\$13.55	\$0.00	\$58.35
	For apprentice rates see "Apprentice- LABORER"						

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WASTER MATER PUMP OPERATOR   12.01/2015   \$43,73   \$10.00   \$14.90   \$0.00   \$68,63   \$0.00   \$69,03	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
		12/01/2015	\$43.73	\$10.00	\$14.90	\$0.00	\$68.63
	OPERATING ENGINEERS LOCAL 4	06/01/2016	\$44.48	\$10.00	\$14.90	\$0.00	\$69.38
1201/2017   \$47.73   \$10.00   \$14.90   \$0.00   \$72.63		12/01/2016	\$45.73	\$10.00	\$14.90	\$0.00	\$70.63
National Properties rates are "Appromises OFFRATING INCIDENTES"   WATHER METER INSTALLER   0.301/2016   55.241   \$11.07   515.14   \$0.00   \$77.57     O301/2017   \$53.41   \$11.07   \$15.14   \$0.00   \$78.62     O301/2017   \$53.41   \$11.07   \$15.14   \$0.00   \$79.62     For approntice rates see "Approntice-PLUMBER/PIPETITER" or "PLUMBER/GASTITER"     O301/2017   \$53.41   \$11.07   \$15.14   \$0.00   \$79.62     For approntice rates see "Approntice-PLUMBER/PIPETITER" or "PLUMBER/GASTITER"     O301/2017   \$53.41   \$11.07   \$15.14   \$0.00   \$79.62     O301/2017   \$53.41   \$11.07   \$15.14   \$0.00   \$79.62     O301/2017   \$25.41   \$7.75   \$1.81   \$0.00   \$35.14     O301/2017   \$27.14   \$7.75   \$1.81   \$0.00   \$35.14     O301/2017   \$27.14   \$7.75   \$1.81   \$0.00   \$35.67     For approntice rates see "Approntice-LINEMAN"     O303/2017   \$38.45   \$7.75   \$1.81   \$0.00   \$52.35     O401/2018   \$64.67   \$0.00   \$0.00   \$0.00     O401/2018   \$0.00		06/01/2017	\$46.73	\$10.00	\$14.90	\$0.00	\$71.63
WATER METER INSTALLER  0301/2016 \$51.36 \$11.07 \$15.14 \$0.00 \$77.57 PELAMATER & GASPITTIALS LOCAL 12  0901/2016 \$52.41 \$11.07 \$15.14 \$0.00 \$78.62  0301/2017 \$53.41 \$11.07 \$15.14 \$0.00 \$78.62  To apprentice rates use "Apprentice. PLIMITIAL PEPERTITER" or "PLUMRIZEGASITTIAL"  OUTSIDE ELECTRICAL FORMER S. FAST LOCAL 104  0828/2016 \$26.61 \$7.55 \$1.78 \$0.00 \$35.51  0903/2017 \$27.14 \$7.75 \$1.81 \$0.00 \$35.51  For apprentice rates use "Apprentice. LINEMAN"  CABLE TECHNICAL MORRERS. FAST LOCAL 104  0828/2016 \$26.61 \$7.50 \$1.80 \$0.00 \$35.51  0903/2017 \$27.14 \$7.75 \$1.81 \$0.00 \$35.51  0903/2017 \$27.14 \$7.75 \$1.81 \$0.00 \$36.70  For apprentice rates use "Apprentice. LINEMAN"  CABLEMAN (Underground Ducts & Cables)  0903/2017 \$38.45 \$7.75 \$7.50 \$8.87 \$0.00 \$54.07  For apprentice rates use "Apprentice- LINEMAN"  DRIVER / GROUNDMAN CDL  0828/2016 \$37.70 \$7.50 \$8.84 \$0.00 \$46.05  00/INDE ELECTRICAL WORRERS. FAST LOCAL 104  0828/2016 \$31.05 \$7.50 \$8.89 \$0.00 \$47.44  00/INDE ELECTRICAL WORRERS. FAST LOCAL 104  0828/2016 \$31.05 \$7.50 \$8.89 \$0.00 \$44.85  DRIVER / GROUNDMAN Inexperienced (<2000 Hrs)  0803/2017 \$31.66 \$7.75 \$1.02 \$0.00 \$32.90  00/INDE FIRST COLL 104 \$0.00 \$24.88 \$7.75 \$1.75 \$0.00 \$34.38  For apprentice rates use "Apprentiue. INIMAN"  EQUIPMENT OPERATION (Class A CDL)  0803/2017 \$24.88 \$7.75 \$1.75 \$0.00 \$34.38  For apprentice rates use "Apprentiue. INIMAN"  EQUIPMENT OPERATION (Class A CDL)  0803/2017 \$38.45 \$7.75 \$1.00 \$0.00 \$34.88  For apprentice rates use "Apprentiue. LINIMAN"  EQUIPMENT OPERATION (Class A CDL)  0803/2017 \$38.45 \$7.75 \$1.00 \$0.00 \$34.98  For apprentice rates use "Apprentiue. LINIMAN"  EQUIPMENT OPERATION (Class A CDL)  0803/2017 \$38.45 \$7.75 \$1.00 \$1.00 \$34.98  For apprentice rates use "Apprentiue. LINIMAN"  EQUIPMENT OPERATION (Class A CDL)  0803/2017 \$38.45 \$7.75 \$1.00 \$0.00 \$34.98  For apprentice rates use "Apprentiue. LINIMAN"  EQUIPMENT OPERATION (Class A CDL)  0803/2017 \$38.45 \$7.75 \$1.00 \$0.00 \$34.99  501.30 \$34.30 \$3.30 \$3.30 \$3.30 \$3.30 \$3.30 \$3.30 \$3.30 \$3.30 \$3.30 \$3.30 \$3.30 \$3.30 \$3.30 \$		12/01/2017	\$47.73	\$10.00	\$14.90	\$0.00	\$72.63
### PURPORERS & GASPITTERS LOCAL 12    00011/2016   552.41   \$11.07   \$15.14   \$0.00   \$78.62     03011/2017   \$53.41   \$11.07   \$15.14   \$0.00   \$79.62     For appronitice rates see "Appronitice-PULMBERPIPERTTER" or "PLLMBERGASPITTER"    ONLY	For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
6901/2016   552 41   \$11.07   \$15.14   \$0.00   \$78.62		03/01/2016	\$51.36	\$11.07	\$15.14	\$0.00	\$77.57
For apprentice rates see "Apprentices FLUMBER-PETITER" or "PLUMBER-GASFITTER"	PLUMBERS & GASFIITERS LOCAL 12	09/01/2016	\$52.41	\$11.07	\$15.14	\$0.00	\$78.62
CABLE TECHNICIAN (Dower Zoue)		03/01/2017	\$53.41	\$11.07	\$15.14	\$0.00	\$79.62
CABLE TECHNICIAN (Power Zone)		ER/GASFITTER"					
OUTSIDE FLECTRICAL WORKERS - EAST LOCAL INA   OSC28/2016   \$2.6 61   \$7.50   \$1.80   \$5.00   \$35.91							
Part apprentice rates see "Apprentice-LINEMAN"   S26.61   S7.50   S1.80   S0.00   S35.91	· /	08/30/2015	\$26.11	\$7.25	\$1.78	\$0.00	\$35.14
Post approachine rates see "Approaches LINEMAN"   S28,2016   S36,98   S7,25   S8,12   S0,00   S52,35     Post approaches cates see "Approaches LINEMAN"   S38,45   S7,75   S9,53   S0,00   S55,73     Post approaches cates see "Approaches LINEMAN"   S38,45   S7,75   S9,53   S0,00   S55,73     Post approaches cates see "Approaches LINEMAN"   S38,45   S7,75   S9,53   S0,00   S46,05     Post approaches cates see "Approaches LINEMAN"   S38,02,015   S30,46   S7,25   S8,34   S0,00   S46,05     Post approaches cates see "Approaches LINEMAN"   S31,66   S7,50   S8,89   S0,00   S47,44     Post approaches cates see "Approaches LINEMAN"   S31,66   S7,50   S8,89   S0,00   S48,85     Post approaches cates see "Approaches LINEMAN"   S31,66   S7,50   S1,75   S9,44   S0,00   S32,90     Post approaches cates see "Approaches LINEMAN"   S32,90   S32,90   S32,90     Post approaches cates see "Approaches LINEMAN"   S28,800   S28,90   S28,90   S28,90   S28,90     Post approaches cates see "Approaches LINEMAN"   S28,800   S28,90	OUTSIDE ELECTRICAL WORKERS EAST LOCAL TO	08/28/2016	\$26.61	\$7.50	\$1.80	\$0.00	\$35.91
CABLEMAN (Underground Ducts & Cables)   08/30/2015   \$36.98   \$7.25   \$8.12   \$0.00   \$52.35     OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104   08/28/2016   \$37.70   \$7.50   \$8.87   \$0.00   \$54.07     For apprentice rates see "Apprentice-LINEMAN"   09/03/2017   \$38.45   \$7.75   \$9.53   \$0.00   \$55.73     For apprentice rates see "Apprentice-LINEMAN"   09/03/2015   \$30.46   \$7.25   \$8.34   \$0.00   \$46.05     OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104   08/28/2016   \$31.05   \$7.50   \$8.89   \$0.00   \$47.44     For apprentice rates see "Apprentice-LINEMAN"   09/03/2017   \$31.66   \$7.75   \$9.44   \$0.00   \$48.85     For apprentice rates see "Apprentice-LINEMAN"   09/03/2017   \$31.66   \$7.75   \$9.44   \$0.00   \$33.02     OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104   08/28/2016   \$23.93   \$7.25   \$1.72   \$0.00   \$33.02     OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104   08/28/2016   \$24.39   \$7.50   \$1.73   \$0.00   \$33.62     For apprentice rates see "Apprentice-LINEMAN"   09/03/2017   \$38.45   \$7.75   \$1.75   \$0.00   \$34.88     For apprentice rates see "Apprentice-LINEMAN"   09/03/2017   \$38.45   \$7.75   \$13.61   \$0.00   \$59.81     For apprentice rates see "Apprentice-LINEMAN"   08/30/2015   \$32.93   \$7.25   \$12.29   \$0.00   \$56.52     OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104   08/30/2015   \$32.63   \$7.75   \$13.61   \$0.00   \$39.81     For apprentice rates see "Apprentice-LINEMAN"   08/30/2015   \$32.63   \$7.25   \$9.05   \$0.00   \$48.93     OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104   08/28/2016   \$33.93   \$7.25   \$1.72   \$0.00   \$33.02     For apprentice rates see "Apprentice-LINEMAN"   08/30/2015   \$23.93   \$7.25   \$1.72   \$0.00   \$33.02     For apprentice rates see "Apprentice-LINEMAN"   08/30/2015   \$23.93   \$7.25   \$1.72   \$0.00   \$33.02     For apprentice rates see "Apprentice-LINEMAN"   08/30/2015   \$23.93   \$7.25   \$1.75   \$0.00   \$32.90     OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104   08/28/2016   \$19.96   \$7.50   \$1.60   \$0.00   \$29.06     For apprentice rates see "Apprentice-LINEMAN"   09/03/2017   \$24.88		09/03/2017	\$27.14	\$7.75	\$1.81	\$0.00	\$36.70
### DRIVER / GROUNDMAN CDL  ### OP/03/2017   \$38.45   \$7.75   \$9.53   \$0.00   \$54.07    ### OP/03/2017   \$38.45   \$7.75   \$9.53   \$0.00   \$55.73    ### Standard Colling Colli							
Social Control of State   St		08/30/2015	\$36.98	\$7.25	\$8.12	\$0.00	\$52.35
Post apprentice rates see "Apprentice-LINEMAN"	OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 197	08/28/2016	\$37.70	\$7.50	\$8.87	\$0.00	\$54.07
DRIVER / GROUNDMAN CDL  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/28/2016 \$31.05 \$7.50 \$8.89 \$0.00 \$44.44  08/28/2016 \$31.05 \$7.50 \$8.89 \$0.00 \$47.44  08/28/2017 \$31.66 \$7.75 \$9.44 \$0.00 \$48.85  For apprentice rates see "Apprentice- LINEMAN"  DRIVER / GROUNDMAN - Inexperienced (<2000 Hrs)  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/28/2016 \$24.39 \$7.50 \$1.72 \$0.00 \$33.62  09/03/2017 \$24.88 \$7.75 \$1.75 \$0.00 \$33.62  09/03/2017 \$24.88 \$7.75 \$1.75 \$0.00 \$33.62  09/03/2017 \$38.45 \$7.75 \$1.75 \$0.00 \$34.38  For apprentice rates see "Apprentice- LINEMAN"  EQUIPMENT OPERATOR (Class A CDL)  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/28/2016 \$37.70 \$7.50 \$12.95 \$0.00 \$56.52  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/28/2016 \$37.70 \$7.50 \$12.95 \$0.00 \$58.15  For apprentice rates see "Apprentice- LINEMAN"  EQUIPMENT OPERATOR (Class B CDL)  08/30/2017 \$38.45 \$7.75 \$13.61 \$0.00 \$59.81  For apprentice rates see "Apprentice- LINEMAN"  EQUIPMENT OPERATOR (Class B CDL)  08/28/2016 \$33.26 \$7.50 \$9.63 \$0.00 \$48.93  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/28/2016 \$33.32 \$7.25 \$9.05 \$0.00 \$48.93  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/28/2016 \$33.32 \$7.25 \$9.05 \$0.00 \$50.39  Por apprentice rates see "Apprentice- LINEMAN"  GROUNDMAN  08/30/2017 \$33.92 \$7.75 \$10.21 \$0.00 \$51.88  For apprentice rates see "Apprentice- LINEMAN"  GROUNDMAN  08/30/2015 \$23.93 \$7.25 \$1.72 \$0.00 \$33.62  09/03/2017 \$24.88 \$7.75 \$1.75 \$0.00 \$33.62  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 \$0.828/2016 \$24.39 \$7.50 \$1.73 \$0.00 \$33.62  09/03/2017 \$24.88 \$7.75 \$1.55 \$0.00 \$34.38  For apprentice rates see "Apprentice- LINEMAN"  GROUNDMAN		09/03/2017	\$38.45	\$7.75	\$9.53	\$0.00	\$55.73
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/28/2016 S31.05 S7.50 S8.89 S0.00 S47.44  09/03/2017 S31.66 S7.75 S9.44 S0.00 S48.85  For apprentice rates see "Apprentice- LINEMAN"  DRIVER/ GROUNDMAN - Inexperienced (<2000 Hrs)  08/30/2015 S23.93 S7.25 S1.72 S0.00 S32.90  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 08/28/2016 S24.39 S7.50 S1.73 S0.00 S33.62  09/03/2017 S24.88 S7.75 S1.75 S0.00 S34.38  For apprentice rates see "Apprentice- LINEMAN"  EQUIPMENT OPERATOR (Class A CDL)  08/30/2015 S36.98 S7.25 S1.29 S0.00 S56.52  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 08/28/2016 S37.70 S7.50 S12.95 S0.00 S58.15  For apprentice rates see "Apprentice- LINEMAN"  EQUIPMENT OPERATOR (Class B CDL)  08/30/2017 S38.45 S7.75 S13.61 S0.00 S59.81  For apprentice rates see "Apprentice- LINEMAN"  EQUIPMENT OPERATOR (Class B CDL)  08/30/2015 S32.63 S7.25 S9.05 S0.00 S48.93  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 08/28/2016 S33.26 S7.55 S9.63 S0.00 S50.39  Polyo3/2017 S38.45 S7.55 S10.21 S0.00 S50.39  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 08/28/2016 S33.26 S7.55 S10.21 S0.00 S50.39  For apprentice rates see "Apprentice- LINEMAN"  GROUNDMAN  08/30/2015 S23.93 S7.25 S1.72 S0.00 S32.90  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 08/28/2016 S24.39 S7.55 S1.75 S0.00 S32.90  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 08/28/2016 S24.39 S7.55 S1.75 S0.00 S33.62  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 08/28/2016 S24.39 S7.55 S1.75 S0.00 S33.62  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 08/28/2016 S24.39 S7.55 S1.59 S0.00 S29.06  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 S0.00 S29.06  For apprentice rates see "Apprentice- LINEMAN"  GROUNDMAN - Inexperienced (<2000 Hrs.)  08/30/2017 S24.88 S7.75 S1.61 S0.00 S29.06  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 S0.00 S29.06  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 S0.00 S29.06  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 S0.00 S29.06  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 S0.00 S29.06  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 S0.00 S29.06  OUTSIDE ELECTRIC							
OR/28/2016   \$31.05   \$7.50   \$8.89   \$0.00   \$47.44		08/30/2015	\$30.46	\$7.25	\$8.34	\$0.00	\$46.05
DRIVER / GROUNDMAN - Inexperienced (<2000 Hrs)   08/30/2015   \$23.93   \$7.25   \$1.72   \$0.00   \$32.90	OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/28/2016	\$31.05	\$7.50	\$8.89	\$0.00	\$47.44
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs)  08/30/2015 \$23.93 \$7.25 \$1.72 \$0.00 \$32.90  00/1010E ELECTRICAL WORKERS - EAST LOCAL 104  08/28/2016 \$24.39 \$7.50 \$1.73 \$0.00 \$33.62  09/03/2017 \$24.88 \$7.75 \$1.75 \$0.00 \$33.62  09/03/2017 \$24.88 \$7.75 \$1.75 \$0.00 \$33.438  For apprentice rates see "Apprentice-LINEMAN"  EQUIPMENT OPERATOR (Class A CDL)  08/30/2015 \$36.98 \$7.25 \$12.29 \$0.00 \$56.52  00/1010E ELECTRICAL WORKERS - EAST LOCAL 104 08/28/2016 \$37.70 \$7.50 \$12.95 \$0.00 \$58.15  For apprentice rates see "Apprentice-LINEMAN"  EQUIPMENT OPERATOR (Class B CDL)  08/30/2017 \$38.45 \$7.75 \$13.61 \$0.00 \$59.81  For apprentice rates see "Apprentice-LINEMAN"  EQUIPMENT OPERATOR (Class B CDL)  08/30/2015 \$32.63 \$7.25 \$9.05 \$0.00 \$48.93  00/1010E ELECTRICAL WORKERS - EAST LOCAL 104 08/28/2016 \$33.26 \$7.50 \$9.63 \$0.00 \$50.39  00/1010E ELECTRICAL WORKERS - EAST LOCAL 104 08/28/2016 \$33.26 \$7.50 \$9.63 \$0.00 \$50.39  For apprentice rates see "Apprentice-LINEMAN"  GROUNDMAN  08/30/2015 \$23.93 \$7.25 \$1.72 \$0.00 \$32.90  00/1010E ELECTRICAL WORKERS - EAST LOCAL 104 08/28/2016 \$24.39 \$7.50 \$1.73 \$0.00 \$33.62  09/03/2017 \$24.88 \$7.75 \$1.75 \$0.00 \$33.62  09/03/2017 \$24.88 \$7.75 \$1.75 \$0.00 \$33.62  09/03/2017 \$24.88 \$7.75 \$1.75 \$0.00 \$33.62  09/03/2017 \$24.88 \$7.75 \$1.75 \$0.00 \$33.62  09/03/2017 \$24.88 \$7.75 \$1.75 \$0.00 \$34.38  For apprentice-LINEMAN"  GROUNDMAN -Inexperienced (<2000 Hrs.)  08/30/2015 \$19.58 \$7.25 \$1.59 \$0.00 \$28.42  00/1010E ELECTRICAL WORKERS - EAST LOCAL 104 08/28/2016 \$19.96 \$7.50 \$1.60 \$0.00 \$29.06  09/03/2017 \$20.35 \$7.75 \$1.61 \$0.00 \$29.06  109/03/2017 \$20.35 \$7.75 \$1.61 \$0.00 \$29.06  109/03/2017 \$20.35 \$7.75 \$1.61 \$0.00 \$29.06  109/03/2017 \$20.35 \$7.75 \$1.61 \$0.00 \$29.06  109/03/2017 \$20.35 \$7.75 \$1.61 \$0.00 \$29.06  109/03/2017 \$20.35 \$7.75 \$1.61 \$0.00 \$29.06  109/03/2017 \$20.35 \$7.75 \$1.61 \$0.00 \$29.06  109/03/2017 \$20.35 \$7.75 \$1.61 \$0.00 \$29.06  109/03/2017 \$20.35 \$7.75 \$1.61 \$0.00 \$29.06  100/1010E ELECTRICAL WORKERS - EAST LOCAL 104 \$0.00 \$20.00 \$20.00 \$20.00 \$20.00 \$20.00 \$20.00 \$20.00 \$20.00 \$20.00 \$20.		09/03/2017	\$31.66	\$7.75	\$9.44	\$0.00	\$48.85
### OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104    O8/28/2016   S24.39   \$7.50   \$1.73   \$0.00   \$33.62     O9/03/2017   S24.88   \$7.75   \$1.75   \$0.00   \$34.38     For apprentice rates see "Apprentice-LINEMAN"      EQUIPMENT OPERATOR (Class A CDL)   O8/30/2015   \$36.98   \$7.25   \$12.29   \$0.00   \$56.52     OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104   O8/28/2016   \$37.70   \$7.50   \$12.95   \$0.00   \$58.15     O9/03/2017   \$38.45   \$7.75   \$13.61   \$0.00   \$59.81     For apprentice rates see "Apprentice-LINEMAN"      EQUIPMENT OPERATOR (Class B CDL)   O8/30/2015   \$32.63   \$7.25   \$9.05   \$0.00   \$48.93     OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104   O8/28/2016   \$33.26   \$7.50   \$9.63   \$0.00   \$50.39     OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104   O8/28/2016   \$33.30   \$7.25   \$1.72   \$0.00   \$51.88     For apprentice rates see "Apprentice-LINEMAN"    GROUNDMAN   O8/30/2015   \$23.93   \$7.25   \$1.72   \$0.00   \$32.90     OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104   O8/28/2016   \$24.39   \$7.50   \$1.73   \$0.00   \$33.62     O9/03/2017   \$24.88   \$7.75   \$1.75   \$0.00   \$33.62     O9/03/2017   \$24.88   \$7.75   \$1.75   \$0.00   \$33.62     O9/03/2017   \$24.88   \$7.75   \$1.75   \$0.00   \$32.90     OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104   O8/28/2016   \$19.96   \$7.50   \$1.59   \$0.00   \$29.06     O9/03/2017   \$20.35   \$7.75   \$1.61   \$0.00   \$29.06     O9/03/2017   \$20.35   \$7.75   \$1.61   \$0.00   \$29.01     For apprentice rates see "Apprentice-LINEMAN"   O8/30/2015   \$43.51   \$7.25   \$1.50   \$0.00   \$29.71     For apprentice rates see "Apprentice-LINEMAN"   O8/30/2015   \$43.51   \$7.25   \$1.50   \$0.00   \$65.82     OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104   O8/28/2016   \$44.35   \$7.50   \$15.83   \$0.00   \$65.82     OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104   O8/28/2016   \$44.35   \$7.50   \$15.83   \$0.00   \$65.82     OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104   O8/28/2016   \$44.35   \$7.50   \$15.83   \$0.00   \$65.82     OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104   O8/28/2016   \$44.35   \$7.50   \$15.83   \$0.00   \$6							
O8/28/2016   S24.39   S7.50   S1.73   S0.00   S33.62		08/30/2015	\$23.93	\$7.25	\$1.72	\$0.00	\$32.90
For apprentice rates see "Apprentice-LINEMAN"  EQUIPMENT OPERATOR (Class A CDL)  08/30/2015 \$36.98 \$7.25 \$12.29 \$0.00 \$56.52  08/28/2016 \$37.70 \$7.50 \$12.95 \$0.00 \$58.15  09/03/2017 \$38.45 \$7.75 \$13.61 \$0.00 \$59.81  For apprentice rates see "Apprentice-LINEMAN"  EQUIPMENT OPERATOR (Class B CDL)  08/30/2015 \$32.63 \$7.25 \$9.05 \$0.00 \$48.93  00/30/2017 \$33.26 \$7.50 \$9.63 \$0.00 \$50.39  09/03/2017 \$33.92 \$7.75 \$10.21 \$0.00 \$50.39  For apprentice rates see "Apprentice-LINEMAN"  GROUNDMAN  08/30/2015 \$23.93 \$7.25 \$1.72 \$0.00 \$51.88  For apprentice rates see "Apprentice-LINEMAN"  GROUNDMAN  08/30/2015 \$23.93 \$7.25 \$1.72 \$0.00 \$32.90  09/03/2017 \$24.88 \$7.75 \$1.75 \$0.00 \$33.62  09/03/2017 \$24.88 \$7.75 \$1.75 \$0.00 \$33.438  For apprentice rates see "Apprentice-LINEMAN"  GROUNDMAN-Inexperienced (<2000 Hrs.)  09/03/2017 \$24.88 \$7.75 \$1.59 \$0.00 \$28.42  00/S0/2015 \$19.58 \$7.25 \$1.59 \$0.00 \$28.42  00/S0/2017 \$20.35 \$7.75 \$1.61 \$0.00 \$29.06  09/03/2017 \$20.35 \$7.75 \$1.61 \$0.00 \$29.01  For apprentice rates see "Apprentice-LINEMAN"  JOURNEYMAN LINEMAN  08/30/2015 \$43.51 \$7.25 \$15.06 \$0.00 \$29.71  For apprentice rates see "Apprentice-LINEMAN"	OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/28/2016	\$24.39	\$7.50	\$1.73	\$0.00	\$33.62
EQUIPMENT OPERATOR (Class A CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/30/2016 \$37.70 \$7.50 \$12.29 \$0.00 \$56.52  08/28/2016 \$37.70 \$7.50 \$12.29 \$0.00 \$58.15  09/03/2017 \$38.45 \$7.75 \$13.61 \$0.00 \$59.81  For apprentice rates see "Apprentice- LINEMAN"  EQUIPMENT OPERATOR (Class B CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 08/28/2016 \$33.26 \$7.50 \$9.05 \$0.00 \$48.93  09/03/2017 \$33.92 \$7.75 \$10.21 \$0.00 \$51.88  For apprentice rates see "Apprentice- LINEMAN"  GROUNDMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 08/28/2016 \$23.93 \$7.25 \$1.72 \$0.00 \$32.90  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 08/28/2016 \$24.39 \$7.50 \$1.73 \$0.00 \$33.62  09/03/2017 \$24.88 \$7.75 \$1.75 \$0.00 \$33.62  09/03/2017 \$24.88 \$7.75 \$1.75 \$0.00 \$34.38  For apprentice rates see "Apprentice- LINEMAN"  GROUNDMAN - Inexperienced (<2000 Hrs.) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 08/28/2016 \$19.96 \$7.50 \$1.60 \$0.00 \$29.06  09/03/2017 \$20.35 \$7.75 \$1.61 \$0.00 \$29.06  09/03/2017 \$20.35 \$7.75 \$1.61 \$0.00 \$29.71  For apprentice rates see "Apprentice- LINEMAN"  JOURNEYMAN LINEMAN 08/30/2015 \$43.51 \$7.25 \$15.06 \$0.00 \$65.82  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 08/28/2016 \$44.35 \$7.50 \$15.83 \$0.00 \$67.68		09/03/2017	\$24.88	\$7.75	\$1.75	\$0.00	\$34.38
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/28/2016 \$37.70 \$7.50 \$12.95 \$0.00 \$58.15  09/03/2017 \$38.45 \$7.75 \$13.61 \$0.00 \$59.81  For apprentice rates see "Apprentice-LINEMAN"  EQUIPMENT OPERATOR (Class B CDL) 08/30/2015 \$32.63 \$7.25 \$9.05 \$0.00 \$48.93  00TSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/28/2016 \$33.26 \$7.50 \$9.63 \$0.00 \$50.39  09/03/2017 \$33.92 \$7.75 \$10.21 \$0.00 \$51.88  For apprentice rates see "Apprentice-LINEMAN"  GROUNDMAN 0UTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/28/2016 \$23.93 \$7.25 \$1.72 \$0.00 \$32.90  09/03/2017 \$24.88 \$7.75 \$1.73 \$0.00 \$33.62  09/03/2017 \$24.88 \$7.75 \$1.75 \$0.00 \$34.38  For apprentice rates see "Apprentice-LINEMAN"  GROUNDMAN - Inexperienced (<2000 Hrs.) 08/30/2015 \$19.58 \$7.25 \$1.59 \$0.00 \$28.42  00TSIDE ELECTRICAL WORKERS - EAST LOCAL 104 08/28/2016 \$19.96 \$7.50 \$1.60 \$0.00 \$29.06  09/03/2017 \$20.35 \$7.75 \$1.61 \$0.00 \$29.06  09/03/2017 \$20.35 \$7.75 \$1.61 \$0.00 \$29.06  09/03/2017 \$20.35 \$7.75 \$1.61 \$0.00 \$29.01  For apprentice rates see "Apprentice-LINEMAN"  JOURNEYMAN LINEMAN 08/30/2015 \$43.51 \$7.25 \$15.06 \$0.00 \$65.82  00TSIDE ELECTRICAL WORKERS - EAST LOCAL 104 08/28/2016 \$44.35 \$7.50 \$15.83 \$0.00 \$65.82  00TSIDE ELECTRICAL WORKERS - EAST LOCAL 104 08/28/2016 \$44.35 \$7.50 \$15.83 \$0.00 \$65.82	For apprentice rates see "Apprentice- LINEMAN"						
08/28/2016   \$37.70   \$7.50   \$12.95   \$0.00   \$58.15     09/03/2017   \$38.45   \$7.75   \$13.61   \$0.00   \$59.81     For apprentice rates see "Apprentice-LINEMAN"     08/30/2015   \$32.63   \$7.25   \$9.05   \$0.00   \$48.93     OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104   08/28/2016   \$33.26   \$7.50   \$9.63   \$0.00   \$50.39     For apprentice rates see "Apprentice-LINEMAN"   08/30/2015   \$23.93   \$7.25   \$10.21   \$0.00   \$51.88     For apprentice rates see "Apprentice-LINEMAN"   08/30/2015   \$23.93   \$7.25   \$1.72   \$0.00   \$32.90     OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104   08/28/2016   \$24.39   \$7.50   \$1.73   \$0.00   \$33.62     O9/03/2017   \$24.88   \$7.75   \$1.75   \$0.00   \$34.38     For apprentice rates see "Apprentice-LINEMAN"   08/30/2015   \$19.58   \$7.25   \$1.59   \$0.00   \$34.38     For apprentice rates see "Apprentice-LINEMAN"   08/30/2015   \$19.58   \$7.25   \$1.59   \$0.00   \$28.42     OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104   08/28/2016   \$19.96   \$7.50   \$1.60   \$0.00   \$29.06     O9/03/2017   \$20.35   \$7.75   \$1.61   \$0.00   \$29.71     For apprentice rates see "Apprentice-LINEMAN"   08/30/2015   \$43.51   \$7.25   \$15.06   \$0.00   \$29.71     For apprentice rates see "Apprentice-LINEMAN"   08/30/2015   \$43.51   \$7.25   \$15.06   \$0.00   \$29.71     OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104   08/28/2016   \$44.35   \$7.50   \$15.83   \$0.00   \$65.82     OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104   08/28/2016   \$44.35   \$7.50   \$15.83   \$0.00   \$65.82     OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104   08/28/2016   \$44.35   \$7.50   \$15.83   \$0.00   \$67.68     OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104   08/28/2016   \$44.35   \$7.50   \$15.83   \$0.00   \$67.68     OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104   08/28/2016   \$44.35   \$7.50   \$15.83   \$0.00   \$67.68     OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104   08/28/2016   \$44.35   \$7.50   \$15.83   \$0.00   \$67.68     OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104   08/28/2016   \$44.35   \$7.50   \$15.83   \$0.00   \$67.68     OUTSIDE ELECTRICAL WORKERS - EAST LOC		08/30/2015	\$36.98	\$7.25	\$12.29	\$0.00	\$56.52
For apprentice rates see "Apprentice-LINEMAN"  EQUIPMENT OPERATOR (Class B CDL)  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  O8/30/2015 \$32.63 \$7.25 \$9.05 \$0.00 \$48.93  O9/03/2017 \$33.26 \$7.50 \$9.63 \$0.00 \$50.39  O9/03/2017 \$33.92 \$7.75 \$10.21 \$0.00 \$51.88  For apprentice rates see "Apprentice-LINEMAN"  GROUNDMAN  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  O8/28/2016 \$24.39 \$7.50 \$1.72 \$0.00 \$32.90  O9/03/2017 \$24.88 \$7.75 \$1.75 \$0.00 \$33.62  O9/03/2017 \$24.88 \$7.75 \$1.75 \$0.00 \$34.38  For apprentice rates see "Apprentice-LINEMAN"  GROUNDMAN - Inexperienced (<2000 Hrs.)  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  O8/28/2016 \$19.96 \$7.50 \$1.60 \$0.00 \$29.06  O9/03/2017 \$20.35 \$7.75 \$1.61 \$0.00 \$29.01  For apprentice rates see "Apprentice-LINEMAN"  JOURNEYMAN LINEMAN  O8/30/2015 \$43.51 \$7.25 \$15.06 \$0.00 \$65.82  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  O8/28/2016 \$44.35 \$7.50 \$15.83 \$0.00 \$65.82	OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/28/2016	\$37.70	\$7.50	\$12.95	\$0.00	\$58.15
EQUIPMENT OPERATOR (Class B CDL)  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  BY 10 A STATE OF Apprentice rates see "Apprentice-LINEMAN"  GROUNDMAN  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  OB/30/2015  S32.63  S7.25  S9.05  S0.00  \$48.93  09/03/2017  \$33.92  \$7.75  \$10.21  \$0.00  \$51.88  For apprentice rates see "Apprentice-LINEMAN"  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  OB/30/2015  S23.93  \$7.25  \$1.72  \$0.00  \$32.90  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  OB/28/2016  OB/30/2017  S24.88  \$7.75  \$1.75  \$0.00  \$34.38  For apprentice rates see "Apprentice-LINEMAN"  GROUNDMAN -Inexperienced (<2000 Hrs.)  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  OB/28/2016  OB/30/2015  S19.58  \$7.25  S1.59  S0.00  \$28.42  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  OB/30/2017  S20.35  \$7.75  \$1.61  \$0.00  \$29.06  O9/03/2017  S20.35  \$7.75  \$1.61  \$0.00  \$29.01  S29.01  For apprentice rates see "Apprentice-LINEMAN"  JOURNEYMAN LINEMAN  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  OB/30/2015  S43.51  \$7.25  \$15.06  \$0.00  \$65.82  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  OB/28/2016  S44.35  \$7.50  \$15.83  S0.00  \$65.82		09/03/2017	\$38.45	\$7.75	\$13.61	\$0.00	\$59.81
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/28/2016 \$33.26 \$7.50 \$9.63 \$0.00 \$50.39  09/03/2017 \$33.92 \$7.75 \$10.21 \$0.00 \$51.88  For apprentice rates see "Apprentice-LINEMAN"  GROUNDMAN  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/28/2016 \$24.39 \$7.50 \$1.72 \$0.00 \$32.90  09/03/2017 \$24.88 \$7.75 \$1.75 \$0.00 \$33.62  09/03/2017 \$24.88 \$7.75 \$1.75 \$0.00 \$34.38  For apprentice rates see "Apprentice-LINEMAN"  GROUNDMAN - Inexperienced (<2000 Hrs.)  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/28/2016 \$19.58 \$7.25 \$1.59 \$0.00 \$28.42  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/28/2016 \$19.96 \$7.50 \$1.60 \$0.00 \$29.06  09/03/2017 \$20.35 \$7.75 \$1.61 \$0.00 \$29.71  For apprentice rates see "Apprentice-LINEMAN"  JOURNEYMAN LINEMAN  08/30/2015 \$43.51 \$7.25 \$15.06 \$0.00 \$65.82  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/28/2016 \$44.35 \$7.50 \$15.83 \$0.00 \$67.68	For apprentice rates see "Apprentice- LINEMAN"						
O8/28/2016   \$33.26   \$7.50   \$9.63   \$0.00   \$50.39	,	08/30/2015	\$32.63	\$7.25	\$9.05	\$0.00	\$48.93
GROUNDMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  OR/30/2015 S23.93 S7.25 S1.72 S0.00 S32.90 OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  OR/28/2016 S24.39 S7.50 S1.73 S0.00 S33.62 O9/03/2017 S24.88 S7.75 S1.75 S0.00 S34.38  For apprentice rates see "Apprentice- LINEMAN"  GROUNDMAN - Inexperienced (<2000 Hrs.) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 OR/28/2016 OP/03/2017 S20.35 S7.25 S1.59 S0.00 S28.42 OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 OR/28/2016 S19.96 S7.50 S1.60 S0.00 S29.06 OP/03/2017 S20.35 S7.75 S1.61 S0.00 S29.71 For apprentice rates see "Apprentice- LINEMAN"  JOURNEYMAN LINEMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 OR/28/2016 S43.51 S7.25 S15.06 S0.00 S65.82 OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 OR/28/2016 S44.35 S7.50 S15.83 S0.00 S67.68	OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/28/2016	\$33.26	\$7.50	\$9.63	\$0.00	\$50.39
GROUNDMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/30/2015  \$23.93  \$7.25  \$1.72  \$0.00  \$32.90  08/28/2016  \$24.39  \$7.50  \$1.73  \$0.00  \$33.62  09/03/2017  \$24.88  \$7.75  \$1.75  \$0.00  \$34.38  For apprentice rates see "Apprentice- LINEMAN"  GROUNDMAN - Inexperienced (<2000 Hrs.) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/28/2016  \$19.58  \$7.25  \$1.59  \$0.00  \$28.42  08/28/2016  \$19.96  \$7.50  \$1.60  \$0.00  \$29.06  \$09/03/2017  \$20.35  \$7.75  \$1.61  \$0.00  \$29.71  For apprentice rates see "Apprentice- LINEMAN"  JOURNEYMAN LINEMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/28/2016  \$44.35  \$7.50  \$15.83  \$0.00  \$65.82		09/03/2017	\$33.92	\$7.75	\$10.21	\$0.00	\$51.88
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/28/2016 \$24.39 \$7.50 \$1.73 \$0.00 \$33.62  09/03/2017 \$24.88 \$7.75 \$1.75 \$0.00 \$34.38  For apprentice rates see "Apprentice- LINEMAN"  GROUNDMAN - Inexperienced (<2000 Hrs.) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/28/2016 \$19.58 \$7.25 \$1.59 \$0.00 \$28.42  08/28/2016 \$19.96 \$7.50 \$1.60 \$0.00 \$29.06  09/03/2017 \$20.35 \$7.75 \$1.61 \$0.00 \$29.01  For apprentice rates see "Apprentice- LINEMAN"  JOURNEYMAN LINEMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/28/2016 \$43.51 \$7.25 \$15.06 \$0.00 \$65.82  08/28/2016 \$44.35 \$7.50 \$15.83 \$0.00 \$67.68	For apprentice rates see "Apprentice- LINEMAN"						
08/28/2016   \$24.39   \$7.50   \$1.73   \$0.00   \$33.62		08/30/2015	\$23.93	\$7.25	\$1.72	\$0.00	\$32.90
For apprentice rates see "Apprentice- LINEMAN"  GROUNDMAN -Inexperienced (<2000 Hrs.)  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/28/2016 \$19.96 \$7.50 \$1.59 \$0.00 \$28.42  08/28/2016 \$19.96 \$7.50 \$1.60 \$0.00 \$29.06  09/03/2017 \$20.35 \$7.75 \$1.61 \$0.00 \$29.71  For apprentice rates see "Apprentice- LINEMAN"  JOURNEYMAN LINEMAN  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/28/2016 \$43.51 \$7.25 \$15.06 \$0.00 \$65.82  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/28/2016 \$44.35 \$7.50 \$15.83 \$0.00 \$67.68	OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/28/2016	\$24.39	\$7.50	\$1.73	\$0.00	\$33.62
GROUNDMAN -Inexperienced (<2000 Hrs.)  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/30/2015 \$19.58 \$7.25 \$1.59 \$0.00 \$28.42  08/28/2016 \$19.96 \$7.50 \$1.60 \$0.00 \$29.06  09/03/2017 \$20.35 \$7.75 \$1.61 \$0.00 \$29.71  For apprentice rates see "Apprentice- LINEMAN"  JOURNEYMAN LINEMAN  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/28/2016 \$43.51 \$7.25 \$15.06 \$0.00 \$65.82  08/28/2016 \$44.35 \$7.50 \$15.83 \$0.00 \$67.68		09/03/2017	\$24.88	\$7.75	\$1.75	\$0.00	\$34.38
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/28/2016 \$19.96 \$7.50 \$1.60 \$0.00 \$29.06  09/03/2017 \$20.35 \$7.75 \$1.61 \$0.00 \$29.71  For apprentice rates see "Apprentice- LINEMAN"  JOURNEYMAN LINEMAN  08/30/2015 \$43.51 \$7.25 \$15.06 \$0.00 \$65.82  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/28/2016 \$44.35 \$7.50 \$15.83 \$0.00 \$67.68	For apprentice rates see "Apprentice- LINEMAN"						
08/28/2016       \$19.96       \$7.50       \$1.60       \$0.00       \$29.06         09/03/2017       \$20.35       \$7.75       \$1.61       \$0.00       \$29.71         For apprentice rates see "Apprentice- LINEMAN"         JOURNEYMAN LINEMAN         00th Side Electrical Workers - EAST LOCAL 104       08/30/2015       \$43.51       \$7.25       \$15.06       \$0.00       \$65.82         00th Side Electrical Workers - EAST LOCAL 104       08/28/2016       \$44.35       \$7.50       \$15.83       \$0.00       \$67.68	• • • • • • • • • • • • • • • • • • • •	08/30/2015	\$19.58	\$7.25	\$1.59	\$0.00	\$28.42
For apprentice rates see "Apprentice- LINEMAN"  JOURNEYMAN LINEMAN  08/30/2015 \$43.51 \$7.25 \$15.06 \$0.00 \$65.82  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/28/2016 \$44.35 \$7.50 \$15.83 \$0.00 \$67.68	OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/28/2016	\$19.96	\$7.50	\$1.60	\$0.00	\$29.06
For apprentice rates see "Apprentice- LINEMAN"  JOURNEYMAN LINEMAN  08/30/2015 \$43.51 \$7.25 \$15.06 \$0.00 \$65.82  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/28/2016 \$44.35 \$7.50 \$15.83 \$0.00 \$67.68		09/03/2017	\$20.35	\$7.75	\$1.61	\$0.00	\$29.71
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104       08/28/2016       \$44.35       \$7.50       \$15.83       \$0.00       \$67.68	For apprentice rates see "Apprentice- LINEMAN"						
08/28/2016 \$44.35 \$7.50 \$15.83 \$0.00 \$67.68		08/30/2015	\$43.51	\$7.25	\$15.06	\$0.00	\$65.82
	OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/28/2016	\$44.35	\$7.50	\$15.83	\$0.00	\$67.68
Q/IOJIBOTI WIJ.BJ WI.IJ QTVVV (MI/.J/		09/03/2017	\$45.23	\$7.75	\$16.61	\$0.00	\$69.59

 Issue Date:
 04/08/2016
 Wage Request Number:
 20160408-037
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OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104

Pension

**Total Rate** 

Apprentice -	LINEMAN	(Outside	Electrical) ·	East Local 104
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	Effective Date - 08/30/2015								
	Step	percent	00/30/2013	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	;
	1	60		\$26.11	\$7.25	\$3.28	\$0.00	\$36.64	
	2	65		\$28.28	\$7.25	\$3.35	\$0.00	\$38.88	
	3	70		\$30.46	\$7.25	\$3.41	\$0.00	\$41.12	
	4	75		\$32.63	\$7.25	\$4.98	\$0.00	\$44.86	
	5	80		\$34.81	\$7.25	\$5.04	\$0.00	\$47.10	ı
	6	85		\$36.98	\$7.25	\$5.11	\$0.00	\$49.34	
	7	90		\$39.16	\$7.25	\$7.17	\$0.00	\$53.58	
	Effecti Step	ive Date -	08/28/2016	Apprentice Base Wage	Haalth	Pension	Supplemental Unemployment	Total Rate	
	1 step	percent 60							
	2	65		\$26.61	\$7.50	\$3.30	\$0.00	\$37.41	
	3	70		\$28.83	\$7.50	\$3.36	\$0.00	\$39.69	
	4			\$31.05	\$7.50	\$3.43	\$0.00	\$41.98	
	5	75		\$33.26	\$7.50	\$5.00	\$0.00	\$45.76	
	6	80 85		\$35.48	\$7.50	\$5.06	\$0.00	\$48.04	
	7	90		\$37.70 \$39.92	\$7.50 \$7.50	\$5.13 \$7.20	\$0.00 \$0.00	\$50.33 \$54.62	
	NI - 4								
	Notes:								
	Appre	ntice to Jo	ourneyworker Ratio:1:2						
EDATA CA			T LOCAL 104	01/01/2016	5 \$28.98	\$4.25	\$3.12	\$0.00	\$36.35
EDATA LIN		-	MENT OPERATOR	01/01/2016	\$27.31	\$4.25	\$3.07	\$0.00	\$34.63
EDATA WI			LLER/TECHNICIAN TLOCAL 104	01/01/2016	5 \$27.31	\$4.25	\$3.07	\$0.00	\$34.63
E TRIMME		RKERS - EAS	T LOCAL 104	01/31/2016	5 \$18.51	\$3.55	\$0.00	\$0.00	\$22.00
operating, main	taining, o	or repairing the	work done: (a) for a utility compa e utility company's equipment, and holesale tree removal.		_				
EE TRIMME	R GRC	OUNDMA	N	01/31/2016	5 \$16.32	\$3.55	\$0.00	\$0.00	\$19.8

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

**Issue Date:** 04/08/2016 **Wage Request Number:** 20160408-037 Page 34 of 35 Classification Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Additional Apprentice Information:

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

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

All steps are six months (1000 hours.)

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

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

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