

## 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:

Drake Playground Remodeling

**Job Location:** 5 Hazel St. Waltham Ma

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 Division of Apprentice Standards (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. If an apprentice rate is not listed on the prevailing wage schedule for the trade in which an apprentice is registered with the DAS, the apprentice must be paid the journeyworker's rate for the trade.
- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F "rental of equipment" contracts.
- Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at http://www.mass.gov/dols/pw.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
- Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.

**Issue Date:** 11/13/2015 **Wage Request Number:** 20151113-001

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	<b>Total Rate</b>
Construction						
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	08/01/2015	\$32.75	\$10.41	\$9.33	\$0.00	\$52.49
TEMBOLING COUNTY COUNTY INC. IV 2012 I	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	08/01/2015	\$32.82	\$10.41	\$9.33	\$0.00	\$52.56
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2015	\$32.82	\$10.41	\$10.08	\$0.00	\$53.31
	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	08/01/2015	\$32.94	\$10.41	\$9.33	\$0.00	\$52.68
TEAMSTERS JOINT COONCIL NO. 10 ZONE A	12/01/2015	\$32.94	\$10.41	\$10.08	\$0.00	\$53.43
	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
AIR TRACK OPERATOR	06/01/2015	\$35.85	\$7.30	\$13.20	\$0.00	\$56.35
LABORERS - ZONE I	12/01/2015	\$36.60	\$7.30	\$13.20	\$0.00	\$57.10
	06/01/2016	\$37.35	\$7.30	\$13.20	\$0.00	\$57.85
	12/01/2016	\$38.35	\$7.30	\$13.20	\$0.00	\$58.85
For apprentice rates see "Apprentice- LABORER"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	06/01/2015	\$33.43	\$10.40	\$5.95	\$0.00	\$49.78
HEAT & TROOF INSCENT ON ECCHE O (BOSTON)	12/01/2015	\$34.38	\$10.40	\$5.95	\$0.00	\$50.73
ASPHALT RAKER  LABORERS - ZONE 1	06/01/2015	\$35.35	\$7.30	\$13.20	\$0.00	\$55.85
EABORERS - ZONE I	12/01/2015	\$36.10	\$7.30	\$13.20	\$0.00	\$56.60
	06/01/2016	\$36.85	\$7.30	\$13.20	\$0.00	\$57.35
	12/01/2016	\$37.85	\$7.30	\$13.20	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4	06/01/2015	\$42.83	\$10.00	\$14.55	\$0.00	\$67.38
	12/01/2015	\$44.08	\$10.00	\$14.55	\$0.00	\$68.63
	06/01/2016	\$44.83	\$10.00	\$14.55	\$0.00	\$69.38
	12/01/2016	\$46.08	\$10.00	\$14.55	\$0.00	\$70.63
	06/01/2017	\$47.08	\$10.00	\$14.55	\$0.00	\$71.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$48.08	\$10.00	\$14.55	\$0.00	\$72.63
BACKHOE/FRONT-END LOADER	06/01/2015	\$42.83	\$10.00	\$14.55	\$0.00	\$67.38
OPERATING ENGINEERS LOCAL 4	12/01/2015	\$44.08	\$10.00	\$14.55	\$0.00	\$68.63
	06/01/2016	\$44.83	\$10.00	\$14.55	\$0.00	\$69.38
	12/01/2016	\$46.08	\$10.00	\$14.55	\$0.00	\$70.63
	06/01/2017	\$47.08	\$10.00	\$14.55	\$0.00	\$71.63
	12/01/2017	\$48.08	\$10.00	\$14.55	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

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							nemployment	
BARCO-TYPE JU	MPING TAMPE	R	06/01/2015	\$35.35	\$7.30	\$13.20	\$0.00	\$55.85
ABORERS - ZONE 1			12/01/2015	\$36.10	\$7.30	\$13.20	\$0.00	\$56.60
			06/01/2016	\$36.85	\$7.30	\$13.20	\$0.00	\$57.35
Fan ann (i )	s see "Apprentice- LA	A DODER!	12/01/2016	\$37.85	\$7.30	\$13.20	\$0.00	\$58.35
BLOCK PAVER, 1	•••		06/01/2015	#25.05		\$12.20	\$0.00	Φ5.C.2.F
LABORERS - ZONE 1	KAMMEK / COP	CD SETTER	06/01/2015		\$7.30	\$13.20	\$0.00	\$56.35
			12/01/2015		\$7.30	\$13.20	\$0.00	\$57.10
			06/01/2016		\$7.30	\$13.20	\$0.00	\$57.85
For apprentice rate	s see "Apprentice- LA	ABORER"	12/01/2016	\$38.35	\$7.30	\$13.20	\$0.00	\$58.85
BOILER MAKER			01/01/2015	\$40.32	\$6.97	\$16.21	\$0.00	\$63.50
BOILERMAKERS LOCA	4L 29		01/01/2016		\$6.97	\$16.21	\$0.00	\$64.80
			01/01/2017		\$6.97	\$16.21	\$0.00	\$66.10
-	-	ILERMAKER - Local 29 01/01/2015				Supplemental		
St	ep percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	65		\$26.21	\$6.97	\$10.54	\$0.00	\$43.72	
2	65		\$26.21	\$6.97	\$10.54	\$0.00	\$43.72	
3	70		\$28.22	\$6.97	\$11.35	\$0.00	\$46.54	
4	75		\$30.24	\$6.97	\$12.16	\$0.00	\$49.37	
5	80		\$32.26	\$6.97	\$12.97	\$0.00	\$52.20	
6	85		\$34.27	\$6.97	\$13.78	\$0.00	\$55.02	
7	90		\$36.29	\$6.97	\$14.59	\$0.00	\$57.85	
8	95		\$38.30	\$6.97	\$15.40	\$0.00	\$60.67	
		01/01/2016				Supplemental		
St	ep percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1			\$27.05	\$6.97	\$10.54	\$0.00	\$44.56	
2			\$27.05	\$6.97	\$10.54	\$0.00	\$44.56	
3			\$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	
<b>N</b>	otes:							
Ļ								

Effective Date Base Wage

Classification

WATERPROOFING)

BRICKLAYERS LOCAL 3 (WALTHAM)

Supplemental

Unemployment

Pension

\$18.57

\$18.65

\$18.65

\$10.18

\$10.18

\$10.18

\$0.00

\$0.00

\$0.00

\$79.18

\$80.16

\$80.73

Health

**Total Rate** 

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02/01/2016

08/01/2016

02/01/2017

\$50.43

\$51.33

\$51.90

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

**Effective Date -** 08/01/2015

Pension

Supplemental **Total Rate** Unemployment Supplemental

							Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Tota	l Rate
	1	50		\$24.93	\$10.18	\$18.57	\$0.00	\$	53.68
	2	60		\$29.92	\$10.18	\$18.57	\$0.00	\$	558.67
	3	70		\$34.90	\$10.18	\$18.57	\$0.00	\$	663.65
	4	80		\$39.89	\$10.18	\$18.57	\$0.00	\$	668.64
	5	90		\$44.87	\$10.18	\$18.57	\$0.00	\$	573.62
	Effectiv	ve Date -	02/01/2016				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Tota	l Rate
	1	50		\$25.22	\$10.18	\$18.57	\$0.00	\$	53.97
	2	60		\$30.26	\$10.18	\$18.57	\$0.00	\$	59.01
	3	70		\$35.30	\$10.18	\$18.57	\$0.00	\$	664.05
	4	80		\$40.34	\$10.18	\$18.57	\$0.00	\$	669.09
	5	90		\$45.39	\$10.18	\$18.57	\$0.00	\$	574.14
	Notes:								
			rneyworker Ratio:1:5						
BULLDOZER/C OPERATING ENGIN			ER	06/01/201:	5 \$42.42	2 \$10.00	\$14.55	\$0.00	\$66.97
OI EKATIIVO EIVOII	WEEKS LO	CAL 4		12/01/201	5 \$43.60	510.00	\$14.55	\$0.00	\$68.21
				06/01/2010	6 \$44.4	1 \$10.00	\$14.55	\$0.00	\$68.96
				12/01/2010	6 \$45.6	4 \$10.00	\$14.55	\$0.00	\$70.19
				06/01/2017	7 \$46.63	\$10.00	\$14.55	\$0.00	\$71.18
For apprentice	rates see "/	Apprentice- O	PERATING ENGINEERS"	12/01/2017	7 \$47.62	2 \$10.00	\$14.55	\$0.00	\$72.17
CAISSON & UI	NDERPI	NNING B	OTTOM MAN	06/01/201:	5 \$36.20	0 \$7.30	\$13.40	\$0.00	\$56.90
LABORERS - FOUN	NDATION A	AND MARINE	3	12/01/201:		5 \$7.30	\$13.40	\$0.00	\$57.65
				06/01/2010			\$13.40	\$0.00	\$58.40
				12/01/2010	6 \$38.70	0 \$7.30	\$13.40	\$0.00	\$59.40
For apprentice	rates see "	Apprentice- L.	ABORER"						
CAISSON & UN				06/01/201:	5 \$35.0	5 \$7.30	\$13.40	\$0.00	\$55.75
LABORERS - FOUN	VDATION 2	AND MAKINE		12/01/201:	5 \$35.80	0 \$7.30	\$13.40	\$0.00	\$56.50
				06/01/2010	6 \$36.5	5 \$7.30	\$13.40	\$0.00	\$57.25
			. D. O. D. D. W.	12/01/2010	6 \$37.5	5 \$7.30	\$13.40	\$0.00	\$58.25
For apprentice to		••					<b>#12.40</b>	Φ0.00	<b>*</b> = ~
CAISSON & UI Laborers - foun				06/01/201:			\$13.40	\$0.00	\$55.75
				12/01/201:			\$13.40	\$0.00	\$56.50
				06/01/2010			\$13.40	\$0.00	\$57.25
				12/01/2010	6 \$37.5	5 \$7.30	\$13.40	\$0.00	\$58.25
For apprentice	rates see "	Apprentice- L.	ABORER"						

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARBIDE CORE DRILL OPERATOR	06/01/2015	\$35.35	\$7.30	\$13.20	\$0.00	\$55.85
LABORERS - ZONE 1	12/01/2015	\$36.10	\$7.30	\$13.20	\$0.00	\$56.60
	06/01/2016	\$36.85	\$7.30	\$13.20	\$0.00	\$57.35
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$37.85	\$7.30	\$13.20	\$0.00	\$58.35
CARPENTER CARPENTERS -ZONE 2 (Eastern Massachusetts)	03/01/2015	\$35.75	\$9.80	\$16.48	\$0.00	\$62.03

Apprentice -	CARPENTER -	Zone 2 Eastern MA
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Effect	ive Date -	03/01/2015				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
1	50		\$17.88	\$9.80	\$1.63	\$0.00	\$29.31	
2	60		\$21.45	\$9.80	\$1.63	\$0.00	\$32.88	
3	70		\$25.03	\$9.80	\$11.59	\$0.00	\$46.42	
4	75		\$26.81	\$9.80	\$11.59	\$0.00	\$48.20	
5	80		\$28.60	\$9.80	\$13.22	\$0.00	\$51.62	
6	80		\$28.60	\$9.80	\$13.22	\$0.00	\$51.62	
7	90		\$32.18	\$9.80	\$14.85	\$0.00	\$56.83	
8	90		\$32.18	\$9.80	\$14.85	\$0.00	\$56.83	
Notes	:							
Appre	entice to Jou	rneyworker Ratio:1:5						
	/PLASTERII	NG	07/01/2015	\$45.82	\$10.90	\$18.71	\$1.30	\$76.7

CEMENT MASONRY/PLASTERING	07/01/2015	\$45.82	\$10.90	\$18.71	\$1.30	\$76.73
BRICKLAYERS LOCAL 3 (WALTHAM)	01/01/2016	\$46.44	\$10.90	\$18.71	\$1.30	\$77.35

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

	Effectiv	ve Date - 07/01/2015	Lario Lusiein muss (r	, sumanny		Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$22.91	\$10.90	\$12.21	\$0.00	\$46.02	
	2	60	\$27.49	\$10.90	\$13.71	\$1.30	\$53.40	
	3	65	\$29.78	\$10.90	\$14.71	\$1.30	\$56.69	
	4	70	\$32.07	\$10.90	\$15.71	\$1.30	\$59.98	
	5	75	\$34.37	\$10.90	\$16.71	\$1.30	\$63.28	
	6	80	\$36.66	\$10.90	\$17.71	\$1.30	\$66.57	
	7	90	\$41.24	\$10.90	\$18.71	\$1.30	\$72.15	
	Effectiv	ve Date - 01/01/2016				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$23.22	\$10.90	\$12.21	\$0.00	\$46.33	
	2	60	\$27.86	\$10.90	\$13.71	\$1.30	\$53.77	
	3	65	\$30.19	\$10.90	\$14.71	\$1.30	\$57.10	
	4	70	\$32.51	\$10.90	\$15.71	\$1.30	\$60.42	
	5	75	\$34.83	\$10.90	\$16.71	\$1.30	\$63.74	
	6	80	\$37.15	\$10.90	\$17.71	\$1.30	\$67.06	
	7	90	\$41.80	\$10.90	\$18.71	\$1.30	\$72.71	
	Notes:							
		Steps 3,4 are 500 hrs. All other step	s are 1,000 hrs.					
	Apprei	ntice to Journeyworker Ratio:1:3					'	
CHAIN SAW O		OR	06/01/201:	5 \$35.35	\$7.30	\$13.20	\$0.00	\$55.85
LABORERS - ZONE	1		12/01/2015	5 \$36.10	\$7.30	\$13.20	\$0.00	\$56.60
			06/01/2010	6 \$36.85	\$7.30	\$13.20	\$0.00	\$57.35
			12/01/2010	6 \$37.85	\$7.30	\$13.20	\$0.00	\$58.35
		Apprentice- LABORER"						
CLAM SHELLS  OPERATING ENGIR		RY BUCKETS/HEADING MACHI OCAL 4	NES 06/01/201:	5 \$43.83	\$10.00	\$14.55	\$0.00	\$68.38
OI EIGITIIVO EIVOII	VEEKS EO	CALL 7	12/01/2013	5 \$45.08	\$10.00	\$14.55	\$0.00	\$69.63
			06/01/2016	6 \$45.83	\$10.00	\$14.55	\$0.00	\$70.38
			12/01/2010	6 \$47.08	\$10.00	\$14.55	\$0.00	\$71.63
			06/01/2017	7 \$48.08	\$10.00	\$14.55	\$0.00	\$72.63
T		A CONTRACTOR OF THE CONTRACTOR	12/01/2017	7 \$49.08	\$10.00	\$14.55	\$0.00	\$73.63
COMPRESSOR		ATOR	0.004.1004			<b>01.4.55</b>	Ф0.00	*
OPERATING ENGII			06/01/2013		\$10.00	\$14.55	\$0.00	\$54.16
			12/01/201:			\$14.55	\$0.00	\$55.03
			06/01/2010			\$14.55	\$0.00	\$55.55
			12/01/2010		\$10.00	\$14.55	\$0.00	\$56.42
			06/01/2017			\$14.55	\$0.00	\$57.11
For apprentice	rates see ".	Apprentice- OPERATING ENGINEERS"	12/01/2017	7 \$33.25	\$10.00	\$14.55	\$0.00	\$57.80
**								

Classification			Effective Dat	e Base Wage	e Health		Supplemental Unemployment	Total Rate
DELEADER (BI			07/01/2015	\$48.56	\$7.85	\$16.10	\$0.00	\$72.51
PAINTERS LOCAL 3	3 - ZOM	L 2	01/01/2016	\$49.51	\$7.85	\$16.10	\$0.00	\$73.46
			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
		ntice - <i>PAINTER Local 35 - BRID</i> 0 ive <b>Date</b> - 07/01/2015	GES/TANKS			Supplementa		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemploymen		
	1	50	\$24.28	\$7.85	\$0.00	\$0.00	\$32.13	
	2	55	\$26.71	\$7.85	\$3.66	\$0.00	\$38.22	
	3	60	\$29.14	\$7.85	\$3.99	\$0.00	\$40.98	
	4	65	\$31.56	\$7.85	\$4.32	\$0.00	\$43.73	
	5	70	\$33.99	\$7.85	\$14.11	\$0.00	\$55.95	
	6	75	\$36.42	\$7.85	\$14.44	\$0.00	\$58.71	
	7	80	\$38.85	\$7.85	\$14.77	\$0.00		
	8	90	\$43.70	\$7.85	\$15.44	\$0.00	\$66.99	
		ive Date - 01/01/2016		11		Supplementa		
	Step	percent	Apprentice Base Wage		Pension	Unemploymen		
	1	50	\$24.76	\$7.85	\$0.00	\$0.00		
	2	55	\$27.23	\$7.85	\$3.66	\$0.00		
	3	60	\$29.71	\$7.85	\$3.99	\$0.00	\$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	\$14.44	\$0.00	\$59.42	
	7	80	\$39.61	\$7.85	\$14.77	\$0.00	\$62.23	
	8	90	\$44.56	\$7.85	\$15.44	\$0.00	\$67.85	
	Notes:	Steps are 750 hrs.						
'	Appre	ntice to Journeyworker Ratio:1:1						
EMO: ADZEM BORERS - ZONE			06/01/2015	\$35.25	\$7.30	\$13.20	\$0.00	\$55.75
		'Apprentice- LABORER"	12/01/2015	\$36.00	\$7.30	\$13.20	\$0.00	\$56.50
• • • • • • • • • • • • • • • • • • • •		DADER/HAMMER OPERATOR	06/01/2015	\$36.25	\$7.30	\$13.20	\$0.00	\$56.75
BORERS - ZONE			12/01/2015		\$7.30	\$13.20	\$0.00	\$57.50
For apprentice r	ates see '	'Apprentice- LABORER"	12,01,2013	Ψ57.00	Ψ1.50			Ψυ 1.50
EMO: BURNE			06/01/2015	\$36.00	\$7.30	\$13.20	\$0.00	\$56.50
BORERS - ZONE	I		12/01/2015	\$36.75	\$7.30	\$13.20	\$0.00	\$57.25
		'Apprentice- LABORER"						
EMO: CONCR BORERS - ZONE		CUTTER/SAWYER	06/01/2015	\$36.25	\$7.30	\$13.20	\$0.00	\$56.75
		II	12/01/2015	\$37.00	\$7.30	\$13.20	\$0.00	\$57.50
		'Apprentice- LABORER"					***	
EMO: JACKH 4 <i>BORERS - ZONE</i>		ER OPERATOR	06/01/2015		\$7.30	\$13.20	\$0.00	\$56.50
			12/01/2015	\$36.75	\$7.30	\$13.20	\$0.00	\$57.25

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Classification For apprentice rates see "Apprentice- LABORER"	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: WRECKING LABORER	06/01/2015	\$35.25	\$7.30	\$13.20	\$0.00	\$55.75
LABORERS - ZONE 1  For apprentice rates see "Apprentice- LABORER"	12/01/2015	\$36.00	\$7.30	\$13.20	\$0.00	\$56.50
DIRECTIONAL DRILL MACHINE OPERATOR	06/01/2015	\$42.42	\$10.00	\$14.55	\$0.00	\$66.97
OPERATING ENGINEERS LOCAL 4	12/01/2015	\$43.66	\$10.00	\$14.55	\$0.00	\$68.21
	06/01/2016	\$44.41	\$10.00	\$14.55	\$0.00	\$68.96
	12/01/2016	\$45.64	\$10.00	\$14.55	\$0.00	\$70.19
	06/01/2017	\$46.63	\$10.00	\$14.55	\$0.00	\$71.18
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$47.62	\$10.00	\$14.55	\$0.00	\$72.17
DIVER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2015	\$58.86	\$9.80	\$19.23	\$0.00	\$87.89
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2015	\$42.04	\$9.80	\$19.23	\$0.00	\$71.07
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2015	\$63.06	\$9.80	\$19.23	\$0.00	\$92.09
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2015	\$88.23	\$9.80	\$19.23	\$0.00	\$117.26
DRAWBRIDGE OPERATOR (Construction)	09/01/2015	\$45.67	\$13.00	\$15.89	\$0.00	\$74.56
ELECTRICIANS LOCAL 103	03/01/2016	\$46.17	\$13.00	\$16.39	\$0.00	\$75.56
For apprentice rates see "Apprentice- ELECTRICIAN"						
ELECTRICIAN	09/01/2015	\$45.67	\$13.00	\$15.89	\$0.00	\$74.56
ELECTRICIANS LOCAL 103	03/01/2016	\$46.17	\$13.00	\$16.39	\$0.00	\$75.56

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**Apprentice -** *ELECTRICIAN - Local 103* 

Pension

Step	percent 09/01/2015	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	40	\$18.27	\$13.00	\$0.55	\$0.00	\$31.82	
2	40	\$18.27	\$13.00	\$0.55	\$0.00	\$31.82	
3	45	\$20.55	\$13.00	\$11.86	\$0.00	\$45.41	
4	45	\$20.55	\$13.00	\$11.86	\$0.00	\$45.41	
5	50	\$22.84	\$13.00	\$12.23	\$0.00	\$48.07	
6	55	\$25.12	\$13.00	\$12.58	\$0.00	\$50.70	
7	60	\$27.40	\$13.00	\$12.95	\$0.00	\$53.35	
8	65	\$29.69	\$13.00	\$13.32	\$0.00	\$56.01	
9	70	\$31.97	\$13.00	\$13.69	\$0.00	\$58.66	
10	75	\$34.25	\$13.00	\$14.06	\$0.00	\$61.31	
Effo.	etive Date - 03/01/2016	<b>S</b>					
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	40	\$18.47	\$13.00	\$0.55	\$0.00	\$32.02	
2	40	\$18.47	\$13.00	\$0.55	\$0.00	\$32.02	
3	45	\$20.78	\$13.00	\$11.84	\$0.00	\$45.62	
4	45	\$20.78	\$13.00	\$11.84	\$0.00	\$45.62	
5	50	\$23.09	\$13.00	\$12.71	\$0.00	\$48.80	
6	55	\$25.39	\$13.00	\$13.07	\$0.00	\$51.46	
7	60	\$27.70	\$13.00	\$13.39	\$0.00	\$54.09	
8	65	\$30.01	\$13.00	\$13.81	\$0.00	\$56.82	
9	70	\$32.32	\$13.00	\$14.18	\$0.00	\$59.50	
10	75	\$34.63	\$13.00	\$14.55	\$0.00	\$62.18	
Note	<u></u> — — — — —						
		5/40/45/50/55/65/70/75/80					
App	rentice to Journeyworke	r Ratio:2:3***					
OR CONST		01/01/2015	\$53.30	\$13.58	\$14.21	\$0.00	\$81.
CONSTRUCTO	ORS LOCAL 4	01/01/2016	5 \$54.53	\$14.43	\$14.96	\$0.00	\$83.
		01/01/2017	7 \$55.86	\$15.28	\$15.71	\$0.00	\$86.

	Step	ve Date - 01/01/2015 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	:
	1	50	\$26.65	\$13.58	\$0.00	\$0.00	\$40.23	
	2	55	\$29.32	\$13.58	\$14.21	\$0.00	\$57.11	
	3	65	\$34.65	\$13.58	\$14.21	\$0.00	\$62.44	
	4	70	\$37.31	\$13.58	\$14.21	\$0.00	\$65.10	
	5	80	\$42.64	\$13.58	\$14.21	\$0.00	\$70.43	
		ve 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	
	Notes:							
		Steps 1-2 are 6 mos.; Steps 3	3-5 are 1 year				i	
		ntice to Journeyworker Rati	o:1:1					
EVATOR CONSTRUCTOR HELPER		01/01/201	5 \$37.31	\$13.58	\$14.21	\$0.00	\$65.10	
Limon conc	ATOR CONSTRUCTORS LOCAL 4		01/01/201	6 \$38.17	\$14.43	\$14.96	\$0.00	\$67.56
For apprentic	e rates see "	Apprentice - ELEVATOR CONSTR	01/01/201 UCTOR"	7 \$39.10	\$15.28	\$15.71	\$0.00	\$70.09
ENCE & GU	ARD RA	IL ERECTOR	06/01/201	5 \$35.35	\$7.30	\$13.20	\$0.00	\$55.85
BORERS - ZON	<i>IE 1</i>		12/01/201	5 \$36.10	\$7.30	\$13.20	\$0.00	\$56.60
			06/01/201	6 \$36.85	\$7.30	\$13.20	\$0.00	\$57.35
For apprentic	a ratas saa "	Apprentice- LABORER"	12/01/201	6 \$37.85	\$7.30	\$13.20	\$0.00	\$58.35
		SON-BLDG,SITE,HVY/HW	Y 11/01/201	5 \$40.49	\$10.00	\$14.55	\$0.00	\$65.04
PERATING ENG	GINEERS LO	OCAL 4	05/01/201			\$14.55	\$0.00	\$65.93
			11/01/201			\$14.55	\$0.00	\$66.52
			05/01/201			\$14.55	\$0.00	\$67.40
			11/01/201	7 \$43.58	\$10.00	\$14.55	\$0.00	\$68.13
			05/01/201	8 \$44.29	\$10.00	\$14.55	\$0.00	\$68.84
		Apprentice- OPERATING ENGINE						
ELD ENG.P ERATING ENG		HIEF-BLDG,SITE,HVY/HW DC41.4	YY 11/01/201	5 \$41.93	\$10.00	\$14.55	\$0.00	\$66.48
EMITING ENG	TIVEENS EC	T T	05/01/201	6 \$42.82	\$10.00	\$14.55	\$0.00	\$67.37
			11/01/201	6 \$43.42	\$10.00	\$14.55	\$0.00	\$67.97
			05/01/201	7 \$44.31	\$10.00	\$14.55	\$0.00	\$68.86
			11/01/201	7 \$45.04	\$10.00	\$14.55	\$0.00	\$69.59

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	\$22.23	\$10.00	\$14.55	\$0.00	\$46.78
	11/01/2016	\$22.58	\$10.00	\$14.55	\$0.00	\$47.13
	05/01/2017	\$23.11	\$10.00	\$14.55	\$0.00	\$47.66
	11/01/2017	\$23.53	\$10.00	\$14.55	\$0.00	\$48.08
	05/01/2018	\$23.96	\$10.00	\$14.55	\$0.00	\$48.51
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER	09/01/2015	\$45.67	\$13.00	\$15.89	\$0.00	\$74.56
ELECTRICIANS LOCAL 103  For apprentice rates see "Apprentice- ELECTRICIAN"	03/01/2016	\$46.17	\$13.00	\$16.39	\$0.00	\$75.56
FIRE ALARM REPAIR / MAINTENANCE	09/01/2015	\$34.25	\$13.00	\$14.06	\$0.00	\$61.31
/ COMMISSIONINGELECTRICIANS  LOCAL 103 For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"	03/01/2016	\$34.63	\$13.00	\$14.55	\$0.00	\$62.18
FIREMAN (ASST. ENGINEER)	06/01/2015	\$35.64	\$10.00	\$14.55	\$0.00	\$60.19
OPERATING ENGINEERS LOCAL 4	12/01/2015	\$36.69	\$10.00	\$14.55	\$0.00	\$61.24
	06/01/2016	\$37.31	\$10.00	\$14.55	\$0.00	\$61.86
	12/01/2016	\$38.35	\$10.00	\$14.55	\$0.00	\$62.90
	06/01/2017	\$39.19	\$10.00	\$14.55	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$40.02	\$10.00	\$14.55	\$0.00	\$64.57
FLAGGER & SIGNALER	06/01/2015	\$20.50	\$7.30	\$13.20	\$0.00	\$41.00
LABORERS - ZONE 1	12/01/2015	\$20.50	\$7.30	\$13.20	\$0.00	\$41.00
	06/01/2016	\$20.50	\$7.30	\$13.20	\$0.00	\$41.00
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$20.50	\$7.30	\$13.20	\$0.00	\$41.00
FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE I	09/01/2015	\$41.59	\$9.80	\$17.53	\$0.00	\$68.92

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

Effecti	ve Date -	09/01/2015				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$20.80	\$9.80	\$1.79	\$0.00	\$32.39
2	55		\$22.87	\$9.80	\$1.79	\$0.00	\$34.46
3	60		\$24.95	\$9.80	\$12.16	\$0.00	\$46.91
4	65		\$27.03	\$9.80	\$12.16	\$0.00	\$48.99
5	70		\$29.11	\$9.80	\$13.95	\$0.00	\$52.86
6	75		\$31.19	\$9.80	\$13.95	\$0.00	\$54.94
7	80		\$33.27	\$9.80	\$15.74	\$0.00	\$58.81
8	85		\$35.35	\$9.80	\$15.74	\$0.00	\$60.89
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	06/01/2015	\$42.83	\$10.00	\$14.55	\$0.00	\$67.38
OPERATING ENGINEERS LOCAL 4	12/01/2015	\$44.08	\$10.00	\$14.55	\$0.00	\$68.63
	06/01/2016	\$44.83	\$10.00	\$14.55	\$0.00	\$69.38
	12/01/2016	\$46.08	\$10.00	\$14.55	\$0.00	\$70.63
	06/01/2017	\$47.08	\$10.00	\$14.55	\$0.00	\$71.63
	12/01/2017	\$48.08	\$10.00	\$14.55	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS	06/01/2015	\$29.61	\$10.00	\$14.55	\$0.00	\$54.16
OPERATING ENGINEERS LOCAL 4	12/01/2015	\$30.48	\$10.00	\$14.55	\$0.00	\$55.03
	06/01/2016	\$31.00	\$10.00	\$14.55	\$0.00	\$55.55
	12/01/2016	\$31.87	\$10.00	\$14.55	\$0.00	\$56.42
	06/01/2017	\$32.56	\$10.00	\$14.55	\$0.00	\$57.11
	12/01/2017	\$33.25	\$10.00	\$14.55	\$0.00	\$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR	07/01/2015	\$38.06	\$7.85	\$16.10	\$0.00	\$62.01
SYSTEMS) GLAZIERS LOCAL 35 (ZONE 2)	01/01/2016	\$39.01	\$7.85	\$16.10	\$0.00	\$62.96
OLAZIERO LOCAL 33 (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

Effecti Step	ve Date -	07/01/2015	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50		\$19.03	\$7.85	\$0.00	\$0.00	\$26.88
2	55		\$20.93	\$7.85	\$3.66	\$0.00	\$32.44
3	60		\$22.84	\$7.85	\$3.99	\$0.00	\$34.68
4	65		\$24.74	\$7.85	\$4.32	\$0.00	\$36.91
5	70		\$26.64	\$7.85	\$14.11	\$0.00	\$48.60
6	75		\$28.55	\$7.85	\$14.44	\$0.00	\$50.84
7	80		\$30.45	\$7.85	\$14.77	\$0.00	\$53.07
8	90		\$34.25	\$7.85	\$15.44	\$0.00	\$57.54
Effecti	ve Date -	01/01/2016				Supplemental	
Effecti Step	ve Date -	01/01/2016	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
		01/01/2016	Apprentice Base Wage \$19.51	Health \$7.85	Pension \$0.00	* *	Total Rate \$27.36
Step	percent	01/01/2016	**			Unemployment	
Step 1	percent 50	01/01/2016	\$19.51	\$7.85	\$0.00	Unemployment \$0.00	\$27.36
Step 1 2	percent 50 55	01/01/2016	\$19.51 \$21.46	\$7.85 \$7.85	\$0.00 \$3.66	\$0.00 \$0.00	\$27.36 \$32.97
Step 1 2 3	50 55 60	01/01/2016	\$19.51 \$21.46 \$23.41	\$7.85 \$7.85 \$7.85	\$0.00 \$3.66 \$3.99	\$0.00 \$0.00 \$0.00	\$27.36 \$32.97 \$35.25
Step 1 2 3 4	50 55 60 65	01/01/2016	\$19.51 \$21.46 \$23.41 \$25.36	\$7.85 \$7.85 \$7.85 \$7.85	\$0.00 \$3.66 \$3.99 \$4.32	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$27.36 \$32.97 \$35.25 \$37.53
Step 1 2 3 4 5 5	50 55 60 65 70	01/01/2016	\$19.51 \$21.46 \$23.41 \$25.36 \$27.31	\$7.85 \$7.85 \$7.85 \$7.85 \$7.85	\$0.00 \$3.66 \$3.99 \$4.32 \$14.11	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$27.36 \$32.97 \$35.25 \$37.53 \$49.27

Apprentice to Journeyworker Ratio:1:1

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OTOTAL CAR								Inemployment	
OISTING EN PERATING ENG			GRADALLS	06/01/2015	\$42.83	\$10.00	\$14.55	\$0.00	\$67.38
. Digital O Divol		, Call I		12/01/2015	\$44.08	\$10.00	\$14.55	\$0.00	\$68.63
				06/01/2016	\$44.83	\$10.00	\$14.55	\$0.00	\$69.38
				12/01/2016	\$46.08	\$10.00	\$14.55	\$0.00	\$70.63
				06/01/2017	\$47.08	\$10.00	\$14.55	\$0.00	\$71.63
				12/01/2017	\$48.08	\$10.00	\$14.55	\$0.00	\$72.63
			ED ATING ENGINEERS	T 14					
		ntice - OP. ve Date -	<i>ERATING ENGINEERS -</i> 06/01/2015	Local 4					
	Step	percent	00/01/2013	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	55		\$23.56	\$10.00	\$0.00	\$0.00	\$33.56	
	2	60		\$25.70	\$10.00	\$14.55	\$0.00	\$50.25	
	3	65		\$27.84	\$10.00	\$14.55	\$0.00	\$50.23 \$52.39	
	4	70		\$27.84 \$29.98	\$10.00	\$14.55 \$14.55	\$0.00	\$52.59 \$54.53	
	5	75		\$29.98 \$32.12	\$10.00	\$14.55	\$0.00	\$54.53 \$56.67	
	6	80		\$34.26	\$10.00	\$14.55	\$0.00	\$58.81	
	7	85		\$36.41	\$10.00	\$14.55	\$0.00	\$60.96	
	8	90		\$38.55	\$10.00	\$14.55	\$0.00	\$63.10	
		70		\$36.33	\$10.00	φ14.33	\$0.00	\$05.10	
	Effecti	ve Date -	12/01/2015				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	55		\$24.24	\$10.00	\$0.00	\$0.00	\$34.24	
	2	60		\$26.45	\$10.00	\$14.55	\$0.00	\$51.00	
	3	65		\$28.65	\$10.00	\$14.55	\$0.00	\$53.20	
	4	70		\$30.86	\$10.00	\$14.55	\$0.00	\$55.41	
	5	75		\$33.06	\$10.00	\$14.55	\$0.00	\$57.61	
	6	80		\$35.26	\$10.00	\$14.55	\$0.00	\$59.81	
	7	85		\$37.47	\$10.00	\$14.55	\$0.00	\$62.02	
	8	90		\$39.67	\$10.00	\$14.55	\$0.00	\$64.22	
	Notes:								
		<u> </u>							
VAC (DUCT			rneyworker Ratio:1:6				ф <b>с</b> 1 (÷	Ф2.27	*
VAC (DUCT HEETMETAL WO				08/01/2015		\$10.20	\$21.48	\$2.25	\$77.24
				02/01/2016		\$10.20	\$21.48	\$2.25	\$78.24
				08/01/2016		\$10.20	\$21.48	\$2.25	\$79.39
				02/01/2017		\$10.20	\$21.48	\$2.25	\$80.49
				08/01/2017		\$10.20	\$21.48	\$2.25	\$81.59
For apprentice	e rates see "	Apprentice- SI	HEET METAL WORKER"	02/01/2018	\$48.81	\$10.20	\$21.48	\$2.25	\$82.74
VAC (ELECT	TRICAL	CONTROL	S)	09/01/2015	\$45.67	\$13.00	\$15.89	\$0.00	\$74.56
LECTRICIANS LO	0.07.5								

Effective Date Base Wage

Health

Pension

Classification

Supplemental

Unemployment

**Total Rate** 

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING - AIR)	08/01/2015	\$43.31	\$10.20	\$21.48	\$2.25	\$77.24
SHEETMETAL WORKERS LOCAL 17 - A	02/01/2016	\$44.31	\$10.20	\$21.48	\$2.25	\$78.24
	08/01/2016	\$45.46	\$10.20	\$21.48	\$2.25	\$79.39
	02/01/2017	\$46.56	\$10.20	\$21.48	\$2.25	\$80.49
	08/01/2017	\$47.66	\$10.20	\$21.48	\$2.25	\$81.59
	02/01/2018	\$48.81	\$10.20	\$21.48	\$2.25	\$82.74
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) PIPEFITTERS LOCAL 537	09/01/2015	\$49.69	\$9.70	\$16.89	\$0.00	\$76.28
PIPEFII IERS LOCAL 55/	03/01/2016	\$50.69	\$9.70	\$16.89	\$0.00	\$77.28
	09/01/2016	\$51.69	\$9.70	\$16.89	\$0.00	\$78.28
	03/01/2017	\$52.69	\$9.70	\$16.89	\$0.00	\$79.28
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC PIPEFITTERS LOCAL 537	09/01/2015	\$49.69	\$9.70	\$16.89	\$0.00	\$76.28
TH EFITTERS LOCAL 337	03/01/2016	\$50.69	\$9.70	\$16.89	\$0.00	\$77.28
	09/01/2016	\$51.69	\$9.70	\$16.89	\$0.00	\$78.28
	03/01/2017	\$52.69	\$9.70	\$16.89	\$0.00	\$79.28
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS	06/01/2015	\$35.85	\$7.30	\$13.20	\$0.00	\$56.35
LABORERS - ZONE 1	12/01/2015	\$36.60	\$7.30	\$13.20	\$0.00	\$57.10
	06/01/2016	\$37.35	\$7.30	\$13.20	\$0.00	\$57.85
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$38.35	\$7.30	\$13.20	\$0.00	\$58.85
INSULATOR (PIPES & TANKS)	09/01/2015	\$43.81	\$11.50	\$13.80	\$0.00	\$69.11
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2016	\$45.81	\$11.50	\$13.80	\$0.00	\$71.11
	09/01/2017	\$47.81	\$11.50	\$13.80	\$0.00	\$73.11
	09/01/2018	\$50.06	\$11.50	\$13.80	\$0.00	\$75.36
	09/01/2019	\$52.56	\$11.50	\$13.80	\$0.00	\$77.86

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Pension

Unemployment

Step	tive Date - 09/01/2015 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$21.91	\$11.50	\$10.05	\$0.00	\$43.46	
2	60	\$26.29	\$11.50	\$10.80	\$0.00	\$48.59	
3	70	\$30.67	\$11.50	\$11.55	\$0.00	\$53.72	
4	80	\$35.05	\$11.50	\$12.30	\$0.00	\$58.85	
Effec Step	tive Date - 09/01/2016 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$22.91	\$11.50	\$10.05	\$0.00	\$44.46	
2	60	\$27.49	\$11.50	\$10.80	\$0.00	\$49.79	
3	70	\$32.07	\$11.50	\$11.55	\$0.00	\$55.12	
4	80	\$36.65	\$11.50	\$12.30	\$0.00	\$60.45	
Notes	<u> </u>						
	Steps are 1 year						
Appr	entice to Journeyworker Ratio:1	.4					
WORKER/WEI		09/16/2015	5 \$42.40	\$7.80	\$20.85	\$0.00	\$71.0
ORKERS LOCAL 7	BOSTON AREA)	03/16/2010	5 \$43.40	\$7.80	\$20.85	\$0.00	\$72.0
		09/16/2016	5 \$44.05	\$7.80	\$20.85	\$0.00	\$72.7
		03/16/2017	7 \$44.65	\$7.80	\$20.85	\$0.00	\$73.3

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12/01/2015

06/01/2016

12/01/2016

\$35.85

\$36.60

\$37.60

\$7.30

\$7.30

\$7.30

\$13.20

\$13.20

\$13.20

\$0.00

\$0.00

\$0.00

\$56.35

\$57.10

\$58.10

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Apprentice - LABORER - Zone 1 06/01/2015 **Effective Date -**Supplemental Apprentice Base Wage Health Unemployment Total Rate Step percent Pension 1 60 \$21.06 \$7.30 \$13.20 \$0.00 \$41.56 2 70 \$24.57 \$7.30 \$13.20 \$0.00 \$45.07 3 80 \$28.08 \$7.30 \$13.20 \$0.00 \$48.58 4 90 \$31.59 \$7.30 \$13.20 \$0.00 \$52.09 12/01/2015 **Effective Date -**Supplemental Unemployment Step percent Apprentice Base Wage Health Pension Total Rate 1 60 \$21.51 \$7.30 \$13.20 \$0.00 \$42.01 2 70 \$25.10 \$0.00 \$7.30 \$13.20 \$45.60 3 80 \$28.68 \$7.30 \$13.20 \$0.00 \$49.18 4 90 \$32.27 \$7.30 \$13.20 \$0.00 \$52.77 Notes: Apprentice to Journeyworker Ratio:1:5 LABORER: CARPENTER TENDER \$13.20 \$0.00 06/01/2015 \$35.10 \$7.30 \$55.60 LABORERS - ZONE 1 \$0.00 12/01/2015 \$35.85 \$13.20 \$7.30 \$56.35 06/01/2016 \$36.60 \$7.30 \$13.20 \$0.00 \$57.10 12/01/2016 \$13.20 \$0.00 \$58.10 \$37.60 \$7.30 For apprentice rates see "Apprentice- LABORER" LABORER: CEMENT FINISHER TENDER \$13.20 06/01/2015 \$35.10 \$7.30 \$0.00 \$55.60 LABORERS - ZONE 1 \$13.20 \$0.00 12/01/2015 \$35.85 \$7.30 \$56.35 \$13.20 06/01/2016 \$36.60 \$7.30 \$0.00 \$57.10 \$0.00 12/01/2016 \$37.60 \$7.30 \$13.20 \$58.10 For apprentice rates see "Apprentice- LABORER" LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER 06/01/2015 \$13.20 \$0.00 \$35.25 \$7.30 \$55.75 LABORERS - ZONE 1 12/01/2015 \$36.00 \$7.30 \$13.20 \$0.00 \$56.50 For apprentice rates see "Apprentice- LABORER" LABORER: MASON TENDER 06/01/2015 \$35.35 \$7.30 \$13.20 \$0.00 \$55.85 LABORERS - ZONE 1 12/01/2015 \$13.20 \$0.00 \$36.10 \$7.30 \$56.60 06/01/2016 \$36.85 \$7.30 \$13.20 \$0.00 \$57.35 12/01/2016 \$13.20 \$0.00 \$37.85 \$7.30 \$58.35 For apprentice rates see "Apprentice- LABORER" LABORER: MULTI-TRADE TENDER 06/01/2015 \$35.10 \$7.30 \$13.20 \$0.00 \$55.60 LABORERS - ZONE 1 12/01/2015 \$13.20 \$0.00 \$35.85 \$7.30 \$56.35 \$13.20 \$0.00 06/01/2016 \$36.60 \$7.30 \$57.10 \$0.00 12/01/2016 \$13.20 \$37.60 \$7.30 \$58.10 For apprentice rates see "Apprentice- LABORER" LABORER: TREE REMOVER \$13.20 \$0.00 06/01/2015 \$35.10 \$7.30 \$55.60 LABORERS - ZONE 1 12/01/2015 \$35.85 \$7.30 \$13.20 \$0.00 \$56.35 06/01/2016 \$36.60 \$7.30 \$13.20 \$0.00 \$57.10 12/01/2016 \$37.60 \$7.30 \$13.20 \$0.00 \$58.10

Classification				Effective Da	te Base Wag	e Health	Pension	Supplemental Unemployment	Total Rate
			associated with the removal of sation, maintenance or repair of ut				hen the work is r		
ASER BEAN			ation, maintenance of repair of the	06/01/2015	-	\$7.30	\$13.20	\$0.00	\$55.85
ABORERS - ZON	IE I			12/01/2015		\$7.30	\$13.20	\$0.00	\$56.60
				06/01/2016	\$36.85	\$7.30	\$13.20	\$0.00	\$57.35
				12/01/2016	\$37.85	\$7.30	\$13.20	\$0.00	\$58.35
For apprentic	e rates see	"Apprentice- LA	BORER"						
ARBLE & T		IISHERS MARBLE & TILE		08/01/2015	\$38.08	\$10.18	\$17.25	\$0.00	\$65.51
ICKLATEKS LC	)CAL 3 - W	IARBLE & TILE		02/01/2016	\$38.53	\$10.18	\$17.25	\$0.00	\$65.96
				08/01/2016	\$39.23	\$10.18	\$17.33	\$0.00	\$66.74
				02/01/2017	7 \$39.69	\$10.18	\$17.33	\$0.00	\$67.20
	• •		RBLE & TILE FINISHER 08/01/2015	- Local 3 Marble & Tile			Supplementa	ı	
	Step	percent		Apprentice Base Wage	Health	Pension	Unemploymen		
	1	50		\$19.04	\$10.18	\$17.25	\$0.00	\$46.47	
	2	60		\$22.85	\$10.18	\$17.25	\$0.00	\$50.28	
	3	70		\$26.66	\$10.18	\$17.25	\$0.00	\$54.09	
	4	80		\$30.46	\$10.18	\$17.25	\$0.00	\$57.89	
	5	90		\$34.27	\$10.18	\$17.25	\$0.00	\$61.70	
			02/01/2016				Supplementa		
	Step	percent		Apprentice Base Wage		Pension	Unemploymen		
	1	50		\$19.27	\$10.18	\$17.25	\$0.00		
	2	60		\$23.12	\$10.18	\$17.25	\$0.00	\$50.55	
	3	70		\$26.97	\$10.18	\$17.25	\$0.00	\$54.40	
	4	80		\$30.82	\$10.18	\$17.25	\$0.00		
	5	90		\$34.68	\$10.18	\$17.25	\$0.00	\$62.11	
	Notes	:							
	Appre		neyworker Ratio:1:3						
			O TERRA ATTO MEGIL		640.00	¢10.10	\$18.57	\$0.00	\$78.65
			S & TERRAZZO MECH	08/01/2015	5 \$49.90	\$10.18	Φ10.57	Ψ0.00	4.0.00
		TILELAYERS  MARBLE & TILE	S & TERRAZZO MECH	08/01/2015 02/01/2016		\$10.18	\$18.57	\$0.00	\$79.22
			S & TERRAZZO MECH		\$50.47				

Supplemental

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Pension

Step	percent	08/01/2015	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$24.95	\$10.18	\$18.57	\$0.00	\$53.70	
2	60		\$29.94	\$10.18	\$18.57	\$0.00	\$58.69	
3	70		\$34.93	\$10.18	\$18.57	\$0.00	\$63.68	
4	80		\$39.92	\$10.18	\$18.57	\$0.00	\$68.67	
5	90		\$44.91	\$10.18	\$18.57	\$0.00	\$73.66	
Effect	ive Date -	02/01/2016				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$25.24	\$10.18	\$18.57	\$0.00	\$53.99	
2	60		\$30.28	\$10.18	\$18.57	\$0.00	\$59.03	
3	70		\$35.33	\$10.18	\$18.57	\$0.00	\$64.08	
4	80		\$40.38	\$10.18	\$18.57	\$0.00	\$69.13	
5	90		\$45.42	\$10.18	\$18.57	\$0.00	\$74.17	
Notes		urneyworker Ratio:1:5						
		ON CONST. SITES)	0.5/0.4/0.04	- 010.10	<b>#</b> 10.00	Φ1 4 55	Φ0.00	A
RATING ENGINEERS L	,	ON CONST. SITES)	06/01/2015		\$10.00	\$14.55	\$0.00	\$66.97
			12/01/2015	*	\$10.00	\$14.55	\$0.00	\$68.21
			06/01/2016		\$10.00	\$14.55	\$0.00	\$68.96
			12/01/2016		\$10.00	\$14.55	\$0.00	\$70.19
			06/01/2017 12/01/2017		\$10.00 \$10.00	\$14.55 \$14.55	\$0.00 \$0.00	\$71.18 \$72.17
For apprentice rates see	"Apprentice- C	PERATING ENGINEERS"	12/01/201	φ+1.02	ψ10.00	Ψ11.55	<b>40.00</b>	ψ/Δ.1/
THANKER MAINT	TENANCE		06/01/2015	5 \$42.42	\$10.00	\$14.55	\$0.00	\$66.97
	OCAL 4		12/01/2015	\$43.66	\$10.00	\$14.55	\$0.00	\$68.21
			06/01/2016	\$44.41	\$10.00	\$14.55	\$0.00	\$68.96
					\$10.00	\$14.55	\$0.00	\$70.19
			12/01/2016	5 \$45.64	\$10.00	Ψ11.55	Ψ0.00	
			12/01/2016 06/01/2017		\$10.00	\$14.55	\$0.00	
RATING ENGINEERS L	"Apprentice- C	DPERATING ENGINEERS"		\$46.63				\$71.18 \$72.17

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	Step	ive Date - 04/01/2015 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total R	ate
	1	55	\$20.70	\$9.80	\$4.48	\$0.00	\$34	.98
	2	65	\$24.47	\$9.80	\$13.36	\$0.00	\$47	.63
	3	75	\$28.23	\$9.80	\$14.18	\$0.00	\$52	.21
	4	85	\$31.99	\$9.80	\$14.99	\$0.00	\$56	.78
	Notes:							]
		Steps are 2,000 hours						į
	Appre	entice to Journeyworker Ratio:1:5						
ORTAR MI			06/01/2015	\$35.35	\$7.30	\$13.20	\$0.00	\$55.85
ABORERS - ZON	NE I		12/01/2015	\$36.10	\$7.30	\$13.20	\$0.00	\$56.60
			06/01/2016	\$36.85	\$7.30	\$13.20	\$0.00	\$57.35
For apprentic	ce rates see	"Apprentice- LABORER"	12/01/2016	\$37.85	\$7.30	\$13.20	\$0.00	\$58.35
ILER (OTHI	ER THAI	N TRUCK CRANES,GRADALLS)	06/01/2015	\$21.97	\$10.00	\$14.55	\$0.00	\$46.52
PERATING ENC	jINEERS L	OCAL 4	12/01/2015	\$22.62	\$10.00	\$14.55	\$0.00	\$47.17
			06/01/2016	\$23.01	\$10.00	\$14.55	\$0.00	\$47.50
			12/01/2016	\$23.66	\$10.00	\$14.55	\$0.00	\$48.2
			06/01/2017	\$24.17	\$10.00	\$14.55	\$0.00	\$48.72
For apprentic	ce rates see	"Apprentice- OPERATING ENGINEERS"	12/01/2017	\$24.69	\$10.00	\$14.55	\$0.00	\$49.24
ILER (TRUC	CK CRAI	NES, GRADALLS)	06/01/2015	\$25.68	\$10.00	\$14.55	\$0.00	\$50.23
PERATING ENC	GINEERS L	OCAL 4	12/01/2015	\$26.43	\$10.00	\$14.55	\$0.00	\$50.98
			06/01/2016	\$26.89	\$10.00	\$14.55	\$0.00	\$51.44
			12/01/2016	\$27.64	\$10.00	\$14.55	\$0.00	\$52.19
			06/01/2017	\$28.24	\$10.00	\$14.55	\$0.00	\$52.79
			12/01/2017	\$28.85	\$10.00	\$14.55	\$0.00	\$53.40
		"Apprentice- OPERATING ENGINEERS"						
THER POW PERATING ENC		VEN EQUIPMENT - CLASS II OCAL 4	06/01/2015		\$10.00	\$14.55	\$0.00	\$66.97
			12/01/2015		\$10.00	\$14.55	\$0.00	\$68.21
			06/01/2016		\$10.00	\$14.55	\$0.00	\$68.96
			12/01/2016		\$10.00	\$14.55	\$0.00	\$70.19
			06/01/2017		\$10.00	\$14.55	\$0.00	\$71.18
For apprentic	ce rates see	"Apprentice- OPERATING ENGINEERS"	12/01/2017	\$47.62	\$10.00	\$14.55	\$0.00	\$72.17
AINTER (BI		**	07/01/2015	\$48.56	\$7.85	\$16.10	\$0.00	\$72.51
III VIER (BI			01/01/2016	\$48.50 \$49.51	\$7.85 \$7.85	\$16.10	\$0.00	\$72.5 \$73.40
			07/01/2016			\$16.10	\$0.00	\$73.40 \$74.41
			07/01/2016	\$50.46	\$7.85	\$10.10	<b>30.00</b>	\$/4.4

\* If 30% or more of surfaces to be painted are new construction,

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

Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Ra
1 50	\$24.28	\$7.85	\$0.00	\$0.00	\$32.1
2 55	\$26.71	\$7.85	\$3.66	\$0.00	\$38.2
3 60	\$29.14	\$7.85	\$3.99	\$0.00	\$40.9
4 65	\$31.56	\$7.85	\$4.32	\$0.00	\$43.7
5 70	\$33.99	\$7.85	\$14.11	\$0.00	\$55.9
6 75	\$36.42	\$7.85	\$14.44	\$0.00	\$58.7
7 80	\$38.85	\$7.85	\$14.77	\$0.00	\$61.4
8 90	\$43.70	\$7.85	\$15.44	\$0.00	\$66.9
Effective Date - 01/01/2016				Supplemental	
Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Ra
1 50	\$24.76	\$7.85	\$0.00	\$0.00	\$32.6
2 55	\$27.23	\$7.85	\$3.66	\$0.00	\$38.7
3 60	\$29.71	\$7.85	\$3.99	\$0.00	\$41.5
4 65	\$32.18	\$7.85	\$4.32	\$0.00	\$44.3
5 70	\$34.66	\$7.85	\$14.11	\$0.00	\$56.6
6 75	\$37.13	\$7.85	\$14.44	\$0.00	\$59.4
7 80	\$39.61	\$7.85	\$14.77	\$0.00	\$62.2
8 90	\$44.56	\$7.85	\$15.44	\$0.00	\$67.8
Notes:					
Steps are 750 hrs.					

01/01/2016

07/01/2016

01/01/2017

\$40.41

\$41.36

\$42.31

\$7.85

\$7.85

\$7.85

\$16.10

\$16.10

\$16.10

\$0.00

\$0.00

\$0.00

\$64.36

\$65.31

\$66.26

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\$0.00

\$0.00

\$63.37

\$64.32

**Total Rate** 

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$19.73	\$7.85	\$0.00	\$0.00	\$27.58	
2	55	\$21.70	\$7.85	\$3.66	\$0.00	\$33.21	
3	60	\$23.68	\$7.85	\$3.99	\$0.00	\$35.52	
4	65	\$25.65	\$7.85	\$4.32	\$0.00	\$37.82	
5	70	\$27.62	\$7.85	\$14.11	\$0.00	\$49.58	
6	75	\$29.60	\$7.85	\$14.44	\$0.00	\$51.89	
7	80	\$31.57	\$7.85	\$14.77	\$0.00	\$54.19	
8	90	\$35.51	\$7.85	\$15.44	\$0.00	\$58.80	
	ive Date - 01/01/2016		TT 14	ъ.	Supplemental	T - 1D -	
Step	percent	Apprentice Base Wage		Pension	Unemployment	Total Rate	_
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	\$14.11	\$0.00	\$50.25	
6	75	\$30.31	\$7.85	\$14.44	\$0.00	\$52.60	
7	80	\$32.33	\$7.85	\$14.77	\$0.00	\$54.95	
8	90	\$36.37	\$7.85	\$15.44	\$0.00	\$59.66	
Notes							
	Steps are 750 hrs.						
Appro	entice to Journeyworker Ratio:1:1						
PRAY OF	R SANDBLAST, REPAINT)	07/01/2015	\$37.52	\$7.85	\$16.10	\$0.00	\$6
1L 33 - LON	E Z	01/01/2016	\$38.47	\$7.85	\$16.10	\$0.00	\$6

07/01/2016

01/01/2017

\$39.42

\$40.37

\$7.85

\$7.85

\$16.10

\$16.10

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Pension

Unemployment

	Effect	ive Date -	07/01/2015				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$18.76	\$7.85	\$0.00	\$0.00	\$26.61	
	2	55		\$20.64	\$7.85	\$3.66	\$0.00	\$32.15	
	3	60		\$22.51	\$7.85	\$3.99	\$0.00	\$34.35	
	4	65		\$24.39	\$7.85	\$4.32	\$0.00	\$36.56	
	5	70		\$26.26	\$7.85	\$14.11	\$0.00	\$48.22	
	6	75		\$28.14	\$7.85	\$14.44	\$0.00	\$50.43	
	7	80		\$30.02	\$7.85	\$14.77	\$0.00	\$52.64	
	8	90		\$33.77	\$7.85	\$15.44	\$0.00	\$57.06	
		ive Date -	01/01/2016				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	:
	1	50		\$19.24	\$7.85	\$0.00	\$0.00	\$27.09	
	2	55		\$21.16	\$7.85	\$3.66	\$0.00	\$32.67	
	3	60		\$23.08	\$7.85	\$3.99	\$0.00	\$34.92	
	4	65		\$25.01	\$7.85	\$4.32	\$0.00	\$37.18	
	5	70		\$26.93	\$7.85	\$14.11	\$0.00	\$48.89	
	6	75		\$28.85	\$7.85	\$14.44	\$0.00	\$51.14	
	7	80		\$30.78	\$7.85	\$14.77	\$0.00	\$53.40	
	8	90		\$34.62	\$7.85	\$15.44	\$0.00	\$57.91	
	Notes:								
		Steps are	750 hrs.					İ	
	Appre	ntice to Jou	rneyworker Ratio:1:1						
INTER (TI		MARKINGS	S)	06/01/2015	\$35.10	\$7.30	\$13.20	\$0.00	\$55.60
OKEKS - ZO	IVE I			12/01/2015	\$35.85	\$7.30	\$13.20	\$0.00	\$56.35
				06/01/2016	\$36.60	\$7.30	\$13.20	\$0.00	\$57.10
For Apprent	ice rates see	"Apprentice- L	ABORER"	12/01/2016	\$37.60	\$7.30	\$13.20	\$0.00	\$58.10
		RUSH, NEV		07/01/2015	\$38.06	\$7.85	\$16.10	\$0.00	\$62.01
		_	painted are new construction			\$7.85	\$16.10	\$0.00	\$62.96
zw paint ra	te shall be	e used. <i>PAINT</i>	ERS LOCAL 35 - ZONE 2	07/01/2016		\$7.85	\$16.10	\$0.00	\$63.91

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

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

Effect	ive Date - 07/01/2015				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$19.03	\$7.85	\$0.00	\$0.00	\$26.88	
2	55	\$20.93	\$7.85	\$3.66	\$0.00	\$32.44	
3	60	\$22.84	\$7.85	\$3.99	\$0.00	\$34.68	
4	65	\$24.74	\$7.85	\$4.32	\$0.00	\$36.91	
5	70	\$26.64	\$7.85	\$14.11	\$0.00	\$48.60	
6	75	\$28.55	\$7.85	\$14.44	\$0.00	\$50.84	
7	80	\$30.45	\$7.85	\$14.77	\$0.00	\$53.07	
8	90	\$34.25	\$7.85	\$15.44	\$0.00	\$57.54	
Effect Step	ive Date - 01/01/2016 percent	Apprentice Base Wage	Health	Pension	Supplemental 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	
Notes	- — — — — — — :						
	Steps are 750 hrs.						
Appro	entice to Journeyworker Ratio:						
TER / TAPER (B	RUSH, REPAINT)	07/01/2015	\$36.12	\$7.85	\$16.10	\$0.00	\$60.07
ARS LOCAL 33 - ZON	E Z	01/01/2016	\$37.07	\$7.85	\$16.10	\$0.00	\$61.02
		07/01/2016	\$38.02	\$7.85	\$16.10	\$0.00	\$61.97
		01/01/2017	\$38.97	\$7.85	\$16.10	\$0.00	\$62.92

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Supplemental **Total Rate** Pension Effective Date Base Wage Health Unemployment **Apprentice -** PAINTER Local 35 Zone 2 - BRUSH REPAINT 07/01/2015 **Effective Date -**Supplemental percent Apprentice Base Wage Health Unemployment Total Rate Step Pension 1 50 \$18.06 \$7.85 \$0.00 \$0.00\$25.91 2 55 \$19.87 \$7.85 \$3.66 \$0.00\$31.38 3 60 \$21.67 \$7.85 \$3.99 \$0.00 \$33.51 4 65 \$23.48 \$7.85 \$4.32 \$0.00 \$35.65 5 70 \$25.28 \$7.85 \$14.11 \$0.00 \$47.24 6 75 \$27.09 \$7.85 \$0.00 \$49.38 \$14.44 7 80 \$28.90 \$7.85 \$14.77 \$0.00 \$51.52 8 90 \$32.51 \$7.85 \$15.44 \$0.00\$55.80

Effecti	ive Date -	01/01/2016				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$18.54	\$7.85	\$0.00	\$0.00	\$26.39
2	55		\$20.39	\$7.85	\$3.66	\$0.00	\$31.90
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	\$7.85	\$14.11	\$0.00	\$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

Notes:		
	eps are 750 hrs.	
	F = 1 - 2 - 2 - 2 - 2 - 2 - 2 - 2 - 2 - 2 -	
1		

Apprentice to Journeyworker Ratio:1:1						
PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	08/01/2015	\$32.58	\$10.41	\$9.33	\$0.00	\$52.32
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2015	\$32.58	\$10.41	\$10.08	\$0.00	\$53.07
	06/01/2016	\$33.08	\$10.41	\$10.08	\$0.00	\$53.57
	08/01/2016	\$33.08	\$10.91	\$10.08	\$0.00	\$54.07
	12/01/2016	\$33.08	\$10.91	\$10.89	\$0.00	\$54.88
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2015	\$42.04	\$9.80	\$19.23	\$0.00	\$71.07
PILE DRIVER	08/01/2015	\$42.04	\$9.80	\$19.23	\$0.00	\$71.07

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PILE DRIVER LOCAL 56 (ZONE 1)

**Apprentice -** PILE DRIVER - Local 56 Zone 1

	Effective Step	ve Date - 0 percent	8/01/2015	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	;
-	1	50		\$21.02	\$9.80	\$19.23	\$0.00	\$50.05	i
	2	60		\$25.22	\$9.80	\$19.23	\$0.00	\$54.25	j
	3	70		\$29.43	\$9.80	\$19.23	\$0.00	\$58.46	ó
	4	75		\$31.53	\$9.80	\$19.23	\$0.00	\$60.56	ó
	5	80		\$33.63	\$9.80	\$19.23	\$0.00	\$62.66	<u>,                                    </u>
	6	80		\$33.63	\$9.80	\$19.23	\$0.00	\$62.66	<u>,                                    </u>
	7	90		\$37.84	\$9.80	\$19.23	\$0.00	\$66.87	,
	8	90		\$37.84	\$9.80	\$19.23	\$0.00	\$66.87	,
-  : 	Notes:								
			eyworker Ratio:1:3						
PEFITTER & S PEFITTERS LOCA		<b>IFITTER</b>		09/01/2015	\$49.69	\$9.70	\$16.89	\$0.00	\$76.28
. 5	.2.007			03/01/2016	\$50.69	\$9.70	\$16.89	\$0.00	\$77.28
				09/01/2016	\$51.69	\$9.70	\$16.89	\$0.00	\$78.28
	Annrar	ntico – PIPF	FITTER - Local 537	03/01/2017	\$52.69	\$9.70	\$16.89	\$0.00	\$79.28
]	Effecti	ve Date - 0	FITTER - Local 537 9/01/2015	03/01/2017			Supplemental		\$79.28
]		percent 0		03/01/2017 Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	<b>,</b>
]	Effective Step	percent 40		03/01/2017 Apprentice Base Wage \$19.88	Health \$9.70	Pension \$7.50	Supplemental Unemployment \$0.00	Total Rate	e 3
]	Effective Step	percent 0		03/01/2017  Apprentice Base Wage \$19.88 \$22.36	Health \$9.70 \$9.70	Pension \$7.50 \$16.89	Supplemental Unemployment \$0.00 \$0.00	Total Rate	<del>:</del> 3
]	Step  1 2	ve Date - 0 percent 40 45		03/01/2017 Apprentice Base Wage \$19.88	Health \$9.70	Pension \$7.50	Supplemental Unemployment \$0.00	Total Rate \$37.08 \$48.95	; ; ;
]	Step  1 2 3	percent 40 45 60		03/01/2017 Apprentice Base Wage \$19.88 \$22.36 \$29.81	Health \$9.70 \$9.70 \$9.70	Pension \$7.50 \$16.89 \$16.89	Supplemental Unemployment \$0.00 \$0.00 \$0.00	Total Rate \$37.08 \$48.95 \$56.40	; ;
	Step  1 2 3 4 5	percent 40 45 60 70 80		03/01/2017 Apprentice Base Wage \$19.88 \$22.36 \$29.81 \$34.78	Health \$9.70 \$9.70 \$9.70 \$9.70 \$9.70	Pension \$7.50 \$16.89 \$16.89 \$16.89	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$37.08 \$48.95 \$56.40 \$61.37	; ;
	Step  1 2 3 4 5	ve Date - 0 percent  40 45 60 70 80  ve Date - 0	9/01/2015	03/01/2017 Apprentice Base Wage \$19.88 \$22.36 \$29.81 \$34.78 \$39.75	Health \$9.70 \$9.70 \$9.70 \$9.70 \$9.70	Pension \$7.50 \$16.89 \$16.89 \$16.89	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$37.08 \$48.95 \$56.40 \$61.37 \$66.34	
	Step  1 2 3 4 5  Effective Step	ve Date - 0 percent  40 45 60 70 80 ve Date - 0 percent	9/01/2015	03/01/2017  Apprentice Base Wage \$19.88 \$22.36 \$29.81 \$34.78 \$39.75  Apprentice Base Wage	Health \$9.70 \$9.70 \$9.70 \$9.70 \$9.70	Pension \$7.50 \$16.89 \$16.89 \$16.89 \$16.89	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	Total Rate \$37.08 \$48.95 \$56.40 \$61.37 \$66.34	
	Step  1 2 3 4 5  Effective Step  1	ve Date - 0 percent  40 45 60 70 80  ve Date - 0 percent  40	9/01/2015	Apprentice Base Wage \$19.88 \$22.36 \$29.81 \$34.78 \$39.75  Apprentice Base Wage \$20.28	Health \$9.70 \$9.70 \$9.70 \$9.70 \$9.70  Health \$9.70	Pension \$7.50 \$16.89 \$16.89 \$16.89 \$16.89 Pension \$7.50	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	Total Rate \$37.08 \$48.95 \$56.40 \$61.37 \$66.34  Total Rate \$37.48	; ; ;
	Step  1 2 3 4 5  Effective Step 1 2	ye Date - 0 percent  40 45 60 70 80  ye Date - 0 percent  40 45	9/01/2015	Apprentice Base Wage \$19.88 \$22.36 \$29.81 \$34.78 \$39.75  Apprentice Base Wage \$20.28 \$22.81	Health \$9.70 \$9.70 \$9.70 \$9.70 \$9.70  Health \$9.70 \$9.70	Pension \$7.50 \$16.89 \$16.89 \$16.89 \$16.89 Pension \$7.50 \$16.89	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	Total Rate \$37.08 \$48.95 \$56.40 \$61.37 \$66.34 Total Rate \$37.48 \$49.40	
	Effective Step  1 2 3 4 5  Effective Step 1 2 3	ye Date - 0 percent  40 45 60 70 80  ye Date - 0 percent  40 45 60	9/01/2015	Apprentice Base Wage \$19.88 \$22.36 \$29.81 \$34.78 \$39.75  Apprentice Base Wage \$20.28 \$22.81 \$30.41	Health \$9.70 \$9.70 \$9.70 \$9.70 \$9.70  Health \$9.70 \$9.70 \$9.70	Pension \$7.50 \$16.89 \$16.89 \$16.89  Pension \$7.50 \$16.89 \$16.89	Supplemental Unemployment  \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment  \$0.00 \$0.00 \$0.00	Total Rate \$37.08 \$48.95 \$56.40 \$61.37 \$66.34  Total Rate \$37.48 \$49.40 \$57.00	; ; ; ;

Classification	assincation		Effective Da	ite Base Wage	e Health	Pension	Unemployment	Total Nat	
PELAYER BORERS - ZONE 1		06/01/2015	5 \$35.35	\$7.30	\$13.20	\$0.00	\$55.85		
dukeks - ZUNE	. 1			12/01/2015	\$36.10	\$7.30	\$13.20	\$0.00	\$56.60
				06/01/2016	6 \$36.85	\$7.30	\$13.20	\$0.00	\$57.35
For apprentice:	rates see '	'Apprentice- I	.ABORER"	12/01/2016	6 \$37.85	\$7.30	\$13.20	\$0.00	\$58.35
LUMBERS &	GASFI	TTERS		09/01/2015	5 \$50.46	\$10.82	\$15.14	\$0.00	\$76.42
LUMBERS & GAS.	FITTERS	LOCAL 12		03/01/2016	6 \$51.61	\$10.82	\$15.14	\$0.00	\$77.57
				09/01/2016	6 \$52.66	\$10.82	\$15.14	\$0.00	\$78.62
				03/01/2017	7 \$53.66	\$10.82	\$15.14	\$0.00	\$79.62
		ntice - PL	.UMBER/GASFITTER - Loc 09/01/2015	al 12					
	Step	percent	0)/01/2015	Apprentice Base Wage	Health	Pension	Supplementa Unemploymen		
	1	35		\$17.66	\$10.82	\$5.63	\$0.00	0 \$34.11	
	2	40		\$20.18	\$10.82	\$6.37	\$0.00		
	3	55		\$27.75	\$10.82	\$8.56	\$0.00		
	4	65		\$32.80	\$10.82	\$10.03	\$0.00		
	5	75		\$37.85	\$10.82	\$11.48	\$0.00		
	Effecti	ive Date -	03/01/2016				Supplementa	ıl	
	Step	percent		Apprentice Base Wage	Health	Pension	Unemploymen		
	1	35		\$18.06	\$10.82	\$5.61	\$0.00	0 \$34.49	
	2	40		\$20.64	\$10.82	\$6.36	\$0.00	0 \$37.82	
	3	55		\$28.39	\$10.82	\$8.56	\$0.00	0 \$47.77	
	4	65		\$33.55	\$10.82	\$10.02	\$0.00	0 \$54.39	
	5	75		\$38.71	\$10.82	\$11.48	\$0.00	\$61.01	
	Notes:								
			6; 3:10; 4:14; 5:19/Steps are h lic\$56.90 Step5 with lic\$6	=					
	Appre		urneyworker Ratio:**						
NEUMATIC C	CONTR	OLS (TEM	P.)	09/01/2015	5 \$49.69	\$9.70	\$16.89	\$0.00	\$76.28
PEFITTERS LOC	'AL 537			03/01/2016		\$9.70	\$16.89	\$0.00	\$77.28
				09/01/2016		\$9.70	\$16.89	\$0.00	\$78.28
				03/01/2017		\$9.70	\$16.89	\$0.00	\$79.28
			PIPEFITTER" or "PLUMBER/PIPE	FITTER"					
NEUMATIC I Iborers - zone		I'OOL OPE	ERATOR	06/01/2015	5 \$35.35	\$7.30	\$13.20	\$0.00	\$55.85
20.12				12/01/2015		\$7.30	\$13.20	\$0.00	\$56.60
				06/01/2016		\$7.30	\$13.20	\$0.00	\$57.35
For apprentice	rates see '	'Apprentice- I	ABORER"	12/01/2016	6 \$37.85	\$7.30	\$13.20	\$0.00	\$58.35
OWDERMAN				06/01/2015	5 \$36.10	\$7.30	\$13.20	\$0.00	\$56.60
ABORERS - ZONE	<i>I</i> 1			12/01/2015		\$7.30	\$13.20	\$0.00	\$57.35
				06/01/2016		\$7.30	\$13.20	\$0.00	\$58.10
				12/01/2016		\$7.30	\$13.20	\$0.00	\$59.10
					עונו מנים	D /7U	$\psi 1 J. \Delta U$	Ψ0.00	カンフ. ロリ

Effective Date Base Wage Health

Classification

Supplemental

Pension

**Total Rate** 

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWER SHOVEL/DERRICK/TRENCHING MACHINE	06/01/2015	\$42.83	\$10.00	\$14.55	\$0.00	\$67.38
OPERATING ENGINEERS LOCAL 4	12/01/2015	\$44.08	\$10.00	\$14.55	\$0.00	\$68.63
	06/01/2016	\$44.83	\$10.00	\$14.55	\$0.00	\$69.38
	12/01/2016	\$46.08	\$10.00	\$14.55	\$0.00	\$70.63
	06/01/2017	\$47.08	\$10.00	\$14.55	\$0.00	\$71.63
E CONTRACTOR OF THE CONTRACTOR	12/01/2017	\$48.08	\$10.00	\$14.55	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"  DELIMIN OPERATOR (CONCRETE)						
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 4	06/01/2015	\$42.83	\$10.00	\$14.55	\$0.00	\$67.38
	12/01/2015	\$44.08	\$10.00	\$14.55	\$0.00	\$68.63
	06/01/2016	\$44.83	\$10.00	\$14.55	\$0.00	\$69.38
	12/01/2016	\$46.08	\$10.00	\$14.55	\$0.00	\$70.63
	06/01/2017	\$47.08	\$10.00	\$14.55	\$0.00	\$71.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$48.08	\$10.00	\$14.55	\$0.00	\$72.63
PUMP OPERATOR (DEWATERING, OTHER)	06/01/2015	¢20.61	¢10.00	¢1155	£0.00	Φ54.1 <i>C</i>
OPERATING ENGINEERS LOCAL 4	06/01/2015	\$29.61	\$10.00	\$14.55	\$0.00	\$54.16
	12/01/2015	\$30.48	\$10.00	\$14.55	\$0.00	\$55.03
	06/01/2016	\$31.00	\$10.00	\$14.55	\$0.00	\$55.55
	12/01/2016	\$31.87	\$10.00	\$14.55	\$0.00	\$56.42
	06/01/2017	\$32.56	\$10.00	\$14.55	\$0.00	\$57.11
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$33.25	\$10.00	\$14.55	\$0.00	\$57.80
READY MIX CONCRETE DRIVERS after 4/30/10	07/01/2015	\$27.88	\$7.98	\$8.92	\$0.00	\$44.78
Drivers Hired After 4/30/2010) TEAMSTERS LOCAL 25b	05/01/2016	\$27.88	\$7.98	\$9.31	\$0.00	\$45.32
	07/01/2016	\$28.03	\$8.23	\$9.31	\$0.00	\$45.57
	05/01/2017	\$28.03	\$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				\$8.92	\$0.00	
TEAMSTERS LOCAL 25b	07/01/2015	\$29.18	\$7.98	\$9.31	\$0.00	\$46.08
	05/01/2016	\$29.33	\$7.98	\$9.31		\$46.62
	07/01/2016	\$29.33	\$8.23		\$0.00	\$46.87
	05/01/2017	\$29.48	\$8.23	\$9.72	\$0.00	\$47.43
RECLAIMERS	07/01/2017	\$29.48	\$8.48	\$9.72	\$0.00	\$47.68
DPERATING ENGINEERS LOCAL 4	06/01/2015	\$42.42	\$10.00	\$14.55	\$0.00	\$66.97
	12/01/2015	\$43.66	\$10.00	\$14.55	\$0.00	\$68.21
	06/01/2016	\$44.41	\$10.00	\$14.55	\$0.00	\$68.96
	12/01/2016	\$45.64	\$10.00	\$14.55	\$0.00	\$70.19
	06/01/2017	\$46.63	\$10.00	\$14.55	\$0.00	\$71.18
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$47.62	\$10.00	\$14.55	\$0.00	\$72.17
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 2 (Residential Wood)

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

\$12.00

\$0.00

\$64.01

\$11.00

Effec Step	tive Date - 05/01/2011	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
$\frac{3\text{tep}}{1}$	percent 60						
2	60	\$14.54	\$6.34	\$0.00	\$0.00	\$20.88	
		\$14.54	\$6.34	\$6.23	\$0.00	\$27.11	
3	65	\$15.76	\$6.34	\$6.23	\$0.00	\$28.33	
4	70	\$16.97	\$6.34	\$6.23	\$0.00	\$29.54	
5	75	\$18.18	\$6.34	\$6.23	\$0.00	\$30.75	
6	80	\$19.39	\$6.34	\$6.23	\$0.00	\$31.96	
7	85	\$20.60	\$6.34	\$6.23	\$0.00	\$33.17	
8	90	\$21.82	\$6.34	\$6.23	\$0.00	\$34.39	
Notes	;;						
Appr	entice to Journeyworker Ratio:1:5						
	ED BUGGY OPERATOR	06/01/2015	\$35.35	\$7.30	\$13.20	\$0.00	\$55.85
BORERS - ZONE 1		12/01/2015	\$36.10	\$7.30	\$13.20	\$0.00	\$56.60
		06/01/2016	\$36.85	\$7.30	\$13.20	\$0.00	\$57.35
		12/01/2016	\$37.85	\$7.30	\$13.20	\$0.00	\$58.35
For apprentice rates see	e "Apprentice- LABORER"						
	R/MULCHING MACHINE	06/01/2015	\$42.42	\$10.00	\$14.55	\$0.00	\$66.97
PERATING ENGINEERS	LOCAL 4	12/01/2015	\$43.66	\$10.00	\$14.55	\$0.00	\$68.21
		06/01/2016	\$44.41	\$10.00	\$14.55	\$0.00	\$68.96
		12/01/2016	\$45.64	\$10.00	\$14.55	\$0.00	\$70.19
		06/01/2017	\$46.63	\$10.00	\$14.55	\$0.00	\$71.18
For apprentice rates see	"Apprentice- OPERATING ENGINEERS"	12/01/2017	\$47.62	\$10.00	\$14.55	\$0.00	\$72.1
	Waterproofing &Roofer Damproofg)	08/01/2015	\$40.11	\$11.00	\$12.00	\$0.00	\$63.11
OFERS LOCAL 33		02/01/2016			\$12.00	\$0.00	\$64.0

02/01/2016

\$41.01

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			08/01/2015		II.a.a.141.	Dancia	Supplemental	T 1 D	
	Step	percent	A	pprentice Base Wage		Pension	Unemployment	Total Rate	
	1	50		\$20.06	\$11.00	\$3.38	\$0.00	\$34.44	
	2	60		\$24.07	\$11.00	\$12.00	\$0.00	\$47.07	
	3	65		\$26.07	\$11.00	\$12.00	\$0.00	\$49.07	
	4	75		\$30.08	\$11.00	\$12.00	\$0.00	\$53.08	
	5	85		\$34.09	\$11.00	\$12.00	\$0.00	\$57.09	
	Effect Step	ive Date -	02/01/2016 A	pprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$20.51	\$11.00	\$3.38	\$0.00	\$34.89	
	2	60		\$24.61	\$11.00	\$12.00	\$0.00	\$47.61	
	3	65		\$26.66	\$11.00	\$12.00	\$0.00	\$49.66	
	4	75		\$30.76	\$11.00	\$12.00	\$0.00	\$53.76	
	5	85		\$34.86	\$11.00	\$12.00	\$0.00	\$57.86	
	Notes:		10, the 1:10; Reroofing: 1:4, t 000 hrs.; Steps 2-5 are 1000 h						
	Appre	ntice to Jour	rneyworker Ratio:**					'	
		E / PRECAS	ST CONCRETE	08/01/2015	\$40.36	\$11.00	\$12.00	\$0.00	\$63.36
For apprent		"Apprentice- RO	OFER"	02/01/2016	\$41.26	\$11.00	\$12.00	\$0.00	\$64.26
IEETMET.				08/01/2015	5 \$43.31	\$10.20	\$21.48	\$2.25	\$77.24
EETMETAL V	VOKKEKS L	JCAL I / - A		02/01/2016	5 \$44.31	\$10.20	\$21.48	\$2.25	\$78.24
				08/01/2016	\$45.46	\$10.20	\$21.48	\$2.25	\$79.39
				02/01/2017	7 \$46.5 <i>6</i>	\$10.20	\$21.48	\$2.25	\$80.49
				08/01/2017	\$47.66	\$10.20	\$21.48	\$2.25	\$81.59
				02/01/2018	\$48.81	\$10.20	\$21.48	\$2.25	\$82.74

**Issue Date:** 11/13/2015 Wage Request Number: 20151113-001 Page 30 of 39

SIGN ERECTOR

PAINTERS LOCAL 35 - ZONE 2

\$7.05

\$0.00

\$39.93

\$7.07

**Total Rate** 

Step	ive Date - 08/01/2015 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.32	\$10.20	\$4.90	\$0.00	\$32.42
2	40	\$17.32	\$10.20	\$4.90	\$0.00	\$32.42
3	45	\$19.49	\$10.20	\$9.59	\$1.18	\$40.46
4	45	\$19.49	\$10.20	\$9.59	\$1.18	\$40.46
5	50	\$21.66	\$10.20	\$10.45	\$1.27	\$43.58
6	50	\$21.66	\$10.20	\$10.70	\$1.28	\$43.84
7	60	\$25.99	\$10.20	\$12.17	\$1.45	\$49.81
8	65	\$28.15	\$10.20	\$13.04	\$1.54	\$52.93
9	75	\$32.48	\$10.20	\$14.76	\$1.72	\$59.16
10	85	\$36.81	\$10.20	\$15.98	\$1.89	\$64.88
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
Step 1						
1	40	\$17.72	\$10.20	\$4.90	\$0.00	\$32.82
	40 40	\$17.72 \$17.72	\$10.20 \$10.20	\$4.90 \$4.90	\$0.00 \$0.00	\$32.82 \$32.82
1 2	40 40 45	\$17.72 \$17.72 \$19.94	\$10.20 \$10.20 \$10.20	\$4.90 \$4.90 \$9.59	\$0.00 \$0.00 \$1.19	\$32.82 \$32.82 \$40.92
1 2 3	40 40 45 45	\$17.72 \$17.72 \$19.94 \$19.94	\$10.20 \$10.20 \$10.20 \$10.20	\$4.90 \$4.90 \$9.59 \$9.59	\$0.00 \$0.00 \$1.19 \$1.19	\$32.82 \$32.82 \$40.92
1 2 3 4	40 40 45	\$17.72 \$17.72 \$19.94 \$19.94 \$22.16	\$10.20 \$10.20 \$10.20 \$10.20 \$10.20	\$4.90 \$4.90 \$9.59 \$9.59 \$10.45	\$0.00 \$0.00 \$1.19 \$1.28	\$32.82 \$32.82 \$40.92 \$40.92 \$44.09
1 2 3 4 5	40 40 45 45 50	\$17.72 \$17.72 \$19.94 \$19.94 \$22.16	\$10.20 \$10.20 \$10.20 \$10.20 \$10.20 \$10.20	\$4.90 \$4.90 \$9.59 \$9.59 \$10.45 \$10.70	\$0.00 \$0.00 \$1.19 \$1.28 \$1.29	\$32.82 \$32.82 \$40.92 \$40.92 \$44.09 \$44.35
1 2 3 4 5 6	40 40 45 45 45 50 50	\$17.72 \$17.72 \$19.94 \$19.94 \$22.16 \$22.16 \$26.59	\$10.20 \$10.20 \$10.20 \$10.20 \$10.20 \$10.20 \$10.20	\$4.90 \$4.90 \$9.59 \$9.59 \$10.45 \$10.70 \$12.17	\$0.00 \$0.00 \$1.19 \$1.28 \$1.29 \$1.47	\$32.82 \$32.82 \$40.92 \$40.92 \$44.09 \$44.35
1 2 3 4 5 6 7	40 40 45 45 45 50 50 60	\$17.72 \$17.72 \$19.94 \$19.94 \$22.16	\$10.20 \$10.20 \$10.20 \$10.20 \$10.20 \$10.20	\$4.90 \$4.90 \$9.59 \$9.59 \$10.45 \$10.70	\$0.00 \$0.00 \$1.19 \$1.28 \$1.29	\$32.82 \$32.82 \$40.92 \$40.92 \$44.09 \$44.35
1 2 3 4 5 6 7 8	40 40 45 45 45 50 50 60 65	\$17.72 \$17.72 \$19.94 \$19.94 \$22.16 \$22.16 \$26.59 \$28.80	\$10.20 \$10.20 \$10.20 \$10.20 \$10.20 \$10.20 \$10.20 \$10.20	\$4.90 \$4.90 \$9.59 \$9.59 \$10.45 \$10.70 \$12.17 \$13.04	\$0.00 \$0.00 \$1.19 \$1.28 \$1.29 \$1.47 \$1.56	\$32.82 \$32.82 \$40.92 \$40.92 \$44.09 \$44.35 \$50.43
1 2 3 4 5 6 7 8 9	40 40 45 45 45 50 50 60 65 75 85	\$17.72 \$17.72 \$19.94 \$19.94 \$22.16 \$22.16 \$26.59 \$28.80 \$33.23	\$10.20 \$10.20 \$10.20 \$10.20 \$10.20 \$10.20 \$10.20 \$10.20 \$10.20	\$4.90 \$4.90 \$9.59 \$9.59 \$10.45 \$10.70 \$12.17 \$13.04 \$14.76	\$0.00 \$0.00 \$1.19 \$1.28 \$1.29 \$1.47 \$1.56 \$1.75	\$32.82 \$32.82 \$40.92 \$40.92 \$44.09 \$44.35 \$50.43 \$53.60 \$59.94
1 2 3 4 5 6 7 8 9	40 40 45 45 45 50 50 60 65 75 85	\$17.72 \$17.72 \$19.94 \$19.94 \$22.16 \$22.16 \$26.59 \$28.80 \$33.23	\$10.20 \$10.20 \$10.20 \$10.20 \$10.20 \$10.20 \$10.20 \$10.20 \$10.20	\$4.90 \$4.90 \$9.59 \$9.59 \$10.45 \$10.70 \$12.17 \$13.04 \$14.76	\$0.00 \$0.00 \$1.19 \$1.28 \$1.29 \$1.47 \$1.56 \$1.75	\$32.82 \$32.82 \$40.92 \$40.92 \$44.09 \$44.35 \$50.43 \$53.60 \$59.94

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06/01/2013

\$25.81

Pension

	Step	ve Date - 06/01/2013 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	e
	1	50	\$12.91	\$7.07	\$0.00	\$0.00	\$19.98	3
	2	55	\$14.20	\$7.07	\$2.45	\$0.00	\$23.72	2
	3	60	\$15.49	\$7.07	\$2.45	\$0.00	\$25.01	l
	4	65	\$16.78	\$7.07	\$2.45	\$0.00	\$26.30	)
	5	70	\$18.07	\$7.07	\$7.05	\$0.00	\$32.19	)
	6	75	\$19.36	\$7.07	\$7.05	\$0.00	\$33.48	3
	7	80	\$20.65	\$7.07	\$7.05	\$0.00	\$34.77	7
	8	85	\$21.94	\$7.07	\$7.05	\$0.00	\$36.06	5
	9	90	\$23.23	\$7.07	\$7.05	\$0.00	\$37.35	5
-  -	Notes:							
ĺ		Steps are 4 mos.					i	
L	Appre	ntice to Journeyworker Ratio:1:1						
		H MOVING EQUIP < 35 TONS	08/01/2015	\$33	.04 \$10.4	\$9.33	\$0.00	\$52.78
MSTERS JOINT	COUNC	IL NO. 10 ZONE A	12/01/2015	\$33	.04 \$10.4	\$10.08	\$0.00	\$53.53
			06/01/2016	\$33	.54 \$10.4	\$10.08	\$0.00	\$54.03
			08/01/2016	\$33	.54 \$10.9	\$10.08	\$0.00	\$54.53
			12/01/2016	\$33	.54 \$10.9	\$10.89	\$0.00	\$55.34
		H MOVING EQUIP > 35 TONS	08/01/2015	5 \$33	.33 \$10.4	\$9.33	\$0.00	\$53.07
MSTERS JOINT (	COUNC	IL NO. 10 ZONE A	12/01/2015	\$33	.33 \$10.4	\$10.08	\$0.00	\$53.82
			06/01/2016	\$33	.83 \$10.4	\$10.08	\$0.00	\$54.32
			08/01/2016	\$33	.83 \$10.9	\$10.08	\$0.00	\$54.82
			12/01/2016	\$33	.83 \$10.9	\$10.89	\$0.00	\$55.63
RINKLER FIT			10/01/2015	5 \$54	.83 \$8.42	\$15.65	\$0.00	\$78.90
INKLER FITTER	S LOCA.	L 550 - (Section A) Zone 1	01/01/2016	5 \$54	.43 \$8.67	\$15.80	\$0.00	\$78.90
			03/01/2016	5 \$55	.43 \$8.67	\$15.80	\$0.00	\$79.90
			10/01/2016	5 \$56	.58 \$8.67	\$15.80	\$0.00	\$81.05
			03/01/2017	7 \$57	.58 \$8.67	\$15.80	\$0.00	\$82.05

**Issue Date:** 11/13/2015 Wage Request Number: 20151113-001 Page 32 of 39 Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1

**Effective Date -** 10/01/2015

Supplemental

**Total Rate** 

Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	35	\$19.19	\$8.42	\$8.40	\$0.00	\$36.01	
2	40	\$21.93	\$8.42	\$8.40	\$0.00	\$38.75	
3	45	\$24.67	\$8.42	\$8.40	\$0.00	\$41.49	
4	50	\$27.42	\$8.42	\$8.40	\$0.00	\$44.24	
5	55	\$30.16	\$8.42	\$8.40	\$0.00	\$46.98	
6	60	\$32.90	\$8.42	\$8.40	\$0.00	\$49.72	
7	65	\$35.64	\$8.42	\$8.40	\$0.00	\$52.46	
8	70	\$38.38	\$8.42	\$8.40	\$0.00	\$55.20	
9	75	\$41.12	\$8.42	\$8.40	\$0.00	\$57.94	
10	80	\$43.86	\$8.42	\$8.40	\$0.00	\$60.68	
<b>Effec</b> Step	tive Date - 01/01/2016 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
$\frac{\text{step}}{1}$	35	\$19.05	\$8.67	\$8.55	\$0.00	\$36.27	
2	40	\$19.03 \$21.77	\$8.67	\$8.55	\$0.00	\$38.99	
3	45	\$21.77 \$24.49	\$8.67	\$8.55	\$0.00	\$38.99 \$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	
Notes	s: Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 Steps are 850 hours						
Appr	rentice to Journeyworker Ratio:1:3						
STEAM BOILER OPI	ERATOR	06/01/2015	5 \$42.42	\$10.00	\$14.55	\$0.00	\$66.97
OPERATING ENGINEERS	LOCAL 4	12/01/2015			\$14.55	\$0.00	\$68.21
		06/01/2016			\$14.55	\$0.00	\$68.96
		12/01/2016	5 \$45.64	\$10.00	\$14.55	\$0.00	\$70.19
		06/01/2017	7 \$46.63	\$10.00	\$14.55	\$0.00	\$71.18
		12/01/2017	7 \$47.62	\$10.00	\$14.55	\$0.00	\$72.17
	e "Apprentice- OPERATING ENGINEERS"						
TAMPERS, SELF-PR OPERATING ENGINEERS I	OPELLED OR TRACTOR DRAWN LOCAL 4	06/01/2015		\$10.00	\$14.55	\$0.00	\$66.97
		12/01/2015			\$14.55	\$0.00	\$68.21
		06/01/2016			\$14.55	\$0.00	\$68.96
		12/01/2016			\$14.55	\$0.00	\$70.19
		06/01/2017			\$14.55	\$0.00	\$71.18
For apprentice rates see	e "Apprentice- OPERATING ENGINEERS"	12/01/2017	7 \$47.62	2 \$10.00	\$14.55	\$0.00	\$72.17
-•							
ssue Date: 11/13/20	015 Wage Requ	est Number: 201511	13-001			P	age 33 of 39

Classification			Effective Da	ite Base Wag	e Health		Supplemental Unemployment	Total Rate
TELECOMMUNICATION TECHNICIAN		09/01/201:	5 \$34.25	\$13.00	\$14.06	\$0.00	\$61.31	
LECTRICIANS LOCA	AL 103		03/01/2010	6 \$34.63	\$13.00	\$14.55	\$0.00	\$62.18
E	Effective Da	TELECOMMUNICATION To te - 09/01/2015				Supplemental		
_	Step perc	ent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1 40		\$13.70	\$13.00	\$0.41	\$0.00	\$27.11	
2	2 40		\$13.70	\$13.00	\$0.41	\$0.00	\$27.11	
3	3 45		\$15.41	\$13.00	\$11.03	\$0.00	\$39.44	
2	4 45		\$15.41	\$13.00	\$11.03	\$0.00	\$39.44	
4	5 50		\$17.13	\$13.00	\$11.30	\$0.00	\$41.43	
(	6 55		\$18.84	\$13.00	\$11.58	\$0.00	\$43.42	
7	7 60		\$20.55	\$13.00	\$11.86	\$0.00	\$45.41	
8	8 65		\$22.26	\$13.00	\$12.13	\$0.00	\$47.39	
Ģ	9 70		\$23.98	\$13.00	\$12.41	\$0.00	\$49.39	
1	10 75		\$25.69	\$13.00	\$12.68	\$0.00	\$51.37	
E	Effective Da	<b>te</b> - 03/01/2016				Supplemental		
S	step perc	ent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	1 40		\$13.85	\$13.00	\$0.42	\$0.00	\$27.27	
2	2 40		\$13.85	\$13.00	\$0.42	\$0.00	\$27.27	
3	3 45		\$15.58	\$13.00	\$11.52	\$0.00	\$40.10	
4	4 45		\$15.58	\$13.00	\$11.52	\$0.00	\$40.10	
4	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	7 60		\$20.78	\$13.00	\$12.34	\$0.00	\$46.12	
8	8 65		\$22.51	\$13.00	\$12.62	\$0.00	\$48.13	
Ģ	9 70		\$24.24	\$13.00	\$12.90	\$0.00	\$50.14	
1	10 75		\$25.97	\$13.00	\$13.17	\$0.00	\$52.14	
N	Notes:							
İ								
		to Journeyworker Ratio:1:1						
TERRAZZO FINI Bricklayers local		. TII E	08/01/201:	5 \$48.80	\$10.18	\$18.57	\$0.00	\$77.55
DATEKS LUCAI	L 3 - MAKBLE	X IILE	02/01/2010	6 \$49.37	\$10.18	\$18.57	\$0.00	\$78.12

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08/01/2016

02/01/2017

\$50.27

\$50.84

\$10.18

\$10.18

\$18.65

\$18.65

\$0.00

\$0.00

\$79.10

\$79.67

		ntice - TERRAZZO FINISHER -	Local 3 Marble & Tile					
		ve Date - 08/01/2015	Ammontics Desc William	Haaltl-	Dong:	Supplemental	Takal Dak	
	Step	percent	Apprentice Base Wage		Pension	Unemployment	Total Rate	
	1	50	\$24.40	\$10.18	\$18.57	\$0.00	\$53.15	
	2	60	\$29.28	\$10.18	\$18.57	\$0.00	\$58.03	
	3	70	\$34.16	\$10.18	\$18.57	\$0.00	\$62.91	
	4	80	\$39.04	\$10.18	\$18.57	\$0.00	\$67.79	
	5	90	\$43.92	\$10.18	\$18.57	\$0.00	\$72.67	
	Effecti	ve Date - 02/01/2016				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	50	\$24.69	\$10.18	\$18.57	\$0.00	\$53.44	
	2	60	\$29.62	\$10.18	\$18.57	\$0.00	\$58.37	1
	3	70	\$34.56	\$10.18	\$18.57	\$0.00	\$63.31	
	4	80	\$39.50	\$10.18	\$18.57	\$0.00	\$68.25	
	5	90	\$44.43	\$10.18	\$18.57	\$0.00	\$73.18	1
	Notes:							
	Appre	ntice to Journeyworker Ratio:1:3	<u> </u>					
TEST BORING			06/01/201:	5 \$36.45	\$7.30	\$13.40	\$0.00	\$57.15
LABORERS - FOUN	IDATION	AND MARINE	12/01/201:	5 \$37.20	\$7.30	\$13.40	\$0.00	\$57.90
			06/01/2010	6 \$37.95	\$7.30	\$13.40	\$0.00	\$58.65
			12/01/2010	6 \$38.95	\$7.30	\$13.40	\$0.00	\$59.65
		'Apprentice- LABORER"						
TEST BORING			06/01/201:	5 \$35.17	\$7.30	\$13.40	\$0.00	\$55.87
Elizonello Tool			12/01/201:	5 \$35.92	\$7.30	\$13.40	\$0.00	\$56.62
			06/01/2010	6 \$36.67	\$7.30	\$13.40	\$0.00	\$57.37
For apprentice	rates see "	'Apprentice- LABORER"	12/01/2010	6 \$37.67	\$7.30	\$13.40	\$0.00	\$58.37
TEST BORING	LABO	RER	06/01/201:	5 \$35.05	5 \$7.30	\$13.40	\$0.00	\$55.75
LABORERS - FOUN	IDATION	AND MARINE	12/01/201:			\$13.40	\$0.00	\$56.50
			06/01/2010			\$13.40	\$0.00	\$57.25
			12/01/2010			\$13.40	\$0.00	\$58.25
For apprentice	rates see "	'Apprentice- LABORER"						
		LE STEAM GENERATORS	06/01/201:	5 \$42.42	\$10.00	\$14.55	\$0.00	\$66.97
OPERATING ENGL	NEERS LO	JCAL 4	12/01/201:	5 \$43.66	\$10.00	\$14.55	\$0.00	\$68.21
			06/01/2010	6 \$44.41	\$10.00	\$14.55	\$0.00	\$68.96
			12/01/2010	6 \$45.64	\$10.00	\$14.55	\$0.00	\$70.19
			06/01/2017	7 \$46.63	\$10.00	\$14.55	\$0.00	\$71.18
			12/01/2017				\$0.00	\$72.17
For apprentice	rates see "	'Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRAILERS FOR EARTH MOVING EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	08/01/2015	\$33.62	\$10.41	\$9.33	\$0.00	\$53.36
!EAMSTERS JOHNT COUNCIL NO. 10 ZONE A	12/01/2015	\$33.62	\$10.41	\$10.08	\$0.00	\$54.11
	06/01/2016	\$34.12	\$10.41	\$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	\$55.92
TUNNEL WORK - COMPRESSED AIR	06/01/2015	\$47.33	\$7.30	\$13.80	\$0.00	\$68.43
LABORERS (COMPRESSED AIR)	12/01/2015	\$48.08	\$7.30	\$13.80	\$0.00	\$69.18
	06/01/2016	\$48.83	\$7.30	\$13.80	\$0.00	\$69.93
	12/01/2016	\$49.83	\$7.30	\$13.80	\$0.00	\$70.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)  LABORERS (COMPRESSED AIR)	06/01/2015	\$49.33	\$7.30	\$13.80	\$0.00	\$70.43
ABOIGERO (COM RESSED MA)	12/01/2015	\$50.08	\$7.30	\$13.80	\$0.00	\$71.18
	06/01/2016	\$50.83	\$7.30	\$13.80	\$0.00	\$71.93
	12/01/2016	\$51.83	\$7.30	\$13.80	\$0.00	\$72.93
For apprentice rates see "Apprentice- LABORER"				<b></b>	***	
TUNNEL WORK - FREE AIR LABORERS (FREE AIR TUNNEL)	06/01/2015	\$39.40	\$7.30	\$13.80	\$0.00	\$60.50
·	12/01/2015	\$40.15	\$7.30	\$13.80	\$0.00	\$61.25
	06/01/2016	\$40.90	\$7.30	\$13.80	\$0.00	\$62.00
Estatoristica estatorio e "Anomortica L'ADODED"	12/01/2016	\$41.90	\$7.30	\$13.80	\$0.00	\$63.00
For apprentice rates see "Apprentice- LABORER"  TUNNEL WORK - FREE AIR (HAZ. WASTE)	0.5/0.1/0.01.5	***		#12.00	<b></b>	
LABORERS (FREE AIR TUNNEL)	06/01/2015	\$41.40	\$7.30	\$13.80	\$0.00	\$62.50
	12/01/2015	\$42.15	\$7.30	\$13.80	\$0.00	\$63.25
	06/01/2016	\$42.90	\$7.30	\$13.80	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$43.90	\$7.30	\$13.80	\$0.00	\$65.00
VAC-HAUL	08/01/2015	\$22.04	¢10.41	\$9.33	\$0.00	\$52.78
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2015	\$33.04	\$10.41	\$10.08	\$0.00	
	06/01/2016	\$33.04	\$10.41	\$10.08	\$0.00	\$53.53 \$54.03
		\$33.54	\$10.41	\$10.08	\$0.00	\$54.03
	08/01/2016	\$33.54	\$10.91	\$10.08		\$54.53
WAGON DRILL OPERATOR	12/01/2016	\$33.54	\$10.91		\$0.00	\$55.34
LABORERS - ZONE I	06/01/2015	\$35.35	\$7.30	\$13.20	\$0.00	\$55.85
	12/01/2015	\$36.10	\$7.30	\$13.20	\$0.00	\$56.60
	06/01/2016	\$36.85	\$7.30	\$13.20	\$0.00	\$57.35
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$37.85	\$7.30	\$13.20	\$0.00	\$58.35
WASTE WATER PUMP OPERATOR	06/01/2015	\$42.83	\$10.00	\$14.55	\$0.00	\$67.38
OPERATING ENGINEERS LOCAL 4	12/01/2015	\$44.08	\$10.00	\$14.55	\$0.00	\$68.63
				\$14.55	\$0.00	\$69.38
	06/01/2016 12/01/2016	\$44.83 \$46.08	\$10.00 \$10.00	\$14.55	\$0.00	\$09.38 \$70.63
	06/01/2017			\$14.55	\$0.00	\$70.63 \$71.63
		\$47.08	\$10.00			
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$48.08	\$10.00	\$14.55	\$0.00	\$72.63
		\$50.46	\$10.82	\$15.14	\$0.00	\$76.42
	09/01/2015					4,0.12
WATER METER INSTALLER PLUMBERS & GASFITTERS LOCAL 12	09/01/2015 03/01/2016				\$0.00	\$77.57
WATER METER INSTALLER	09/01/2015 03/01/2016 09/01/2016	\$51.61 \$52.66	\$10.82 \$10.82	\$15.14 \$15.14	\$0.00 \$0.00	\$77.57 \$78.62

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Outside Electrical - East   CABLE TECHNICIAN (Power Zone)   08/30/2015   \$26.11   \$7.25   \$1.78   \$0.00   \$35.14	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
### ROUNDMAN - Inexperienced (<2000 Hrs)   08/30/2017   524.88   57.75   51.80   50.00   535.91	Outside Electrical - East					- "	
Security   Security	·	08/30/2015	\$26.11	\$7.25	\$1.78	\$0.00	\$35.14
Post approentice rates see "Apprentice-LINEMAN"   S28/2016   S36,98   S7.25   S8.12   S0.00   S52,35     Post approentice rates see "Apprentice-LINEMAN"   S38,45   S7.50   S8.87   S0.00   S54,07     Post approentice rates see "Apprentice-LINEMAN"   S38,45   S7.50   S8.87   S9.53   S0.00   S55,73     Post approentice rates see "Apprentice-LINEMAN"   S38,45   S7.50   S8.89   S0.00   S46,05     Post approentice rates see "Apprentice-LINEMAN"   S38,07/2015   S30,46   S7.25   S8.34   S0.00   S47,44     S68,288/2016   S31,05   S7.50   S8.89   S9.00   S47,44     S69,07/2017   S31,66   S7.50   S8.89   S9.00   S47,44     Post approentice rates see "Apprentice-LINEMAN"   S31,66   S7.50   S8.89   S9.00   S48,85     Post approentice rates see "Apprentice-LINEMAN"   S82,07/2015   S23,93   S7.25   S1.72   S0.00   S32,90     OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 164   S82,07/2015   S23,93   S7.25   S1.73   S0.00   S33,62     Post approentice rates see "Apprentice-LINEMAN"   S24,88   S7.50   S1.73   S0.00   S34,88     Post approentice rates see "Apprentice-LINEMAN"   S24,88   S7.50   S1.75   S0.00   S56,52     OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 164   S82,87/2016   S37,00   S7.50   S12,95   S0.00   S58,15     Post approentice rates see "Apprentice-LINEMAN"   S82,87/2016   S37,00   S32,90     Post approentice rates see "Apprentice-LINEMAN"   S82,87/2016   S32,63   S7.50   S13,61   S0.00   S59,81     Post approentice rates see "Apprentice-LINEMAN"   S82,87/2016   S32,63   S7.50   S13,61   S0.00   S59,81     Post approentice rates see "Apprentice-LINEMAN"   S82,87/2016   S32,83   S7.50   S1,50   S0.00   S48,93     OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 164   S82,87/2016   S32,83   S7.50   S1,50   S0.00   S32,90     OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 164   S82,87/2016   S32,93   S7.50   S1,50   S0.00   S32,90     OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 164   S82,87/2016   S32,93   S7.50   S1,73   S0.00   S32,90     OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 164   S82,87/2016   S32,93   S7.50   S1,50   S0.00   S32,90	OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/28/2016	\$26.61	\$7.50	\$1.80	\$0.00	\$35.91
CABLEMAN (Underground Ducts & Cables)  OBS/30/2015 S36,98 \$7.25 \$8.12 \$0.00 \$52.35  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 164  OBS/28/2016 \$37.70 \$7.50 \$8.87 \$0.00 \$54.07  For apprentice rates see "Apprentice- LINEMAN"  DRIVER / GROUNDMAN CDL  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 164  OBS/28/2016 \$31.05 \$7.50 \$8.89 \$0.00 \$46.05  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 164  OBS/28/2016 \$31.05 \$7.50 \$8.89 \$0.00 \$47.44  DRIVER / GROUNDMAN CDL  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 164  OBS/28/2016 \$31.05 \$7.50 \$8.89 \$0.00 \$47.44  DRIVER / GROUNDMAN - Inexperienced (<2000 Hrs)  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 164  OBS/28/2016 \$23.93 \$7.25 \$1.72 \$0.00 \$32.90  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 164  OBS/28/2016 \$34.39 \$7.50 \$1.75 \$0.00 \$33.43  For apprentice rates see "Apprentice- LINEMAN"  EQUIPMENT OPERATOR (Class A CDL)  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 164  OBS/28/2016 \$37.70 \$7.50 \$12.29 \$0.00 \$56.52  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 164  OBS/28/2016 \$37.70 \$7.50 \$12.29 \$0.00 \$56.52  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 164  OBS/28/2016 \$37.70 \$7.50 \$12.29 \$0.00 \$56.52  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 164  OBS/28/2016 \$37.70 \$7.50 \$12.29 \$0.00 \$56.52  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 164  OBS/28/2016 \$37.70 \$7.50 \$12.29 \$0.00 \$56.52  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 164  OBS/28/2016 \$37.70 \$7.50 \$12.29 \$0.00 \$56.52  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 164  OBS/28/2016 \$37.70 \$7.50 \$10.21 \$0.00 \$58.15  For apprentice rates see "Apprentice- LINEMAN"  GROUNDMAN  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 164  OBS/28/2016 \$37.70 \$7.50 \$1.73 \$0.00 \$33.00  S50.39  For apprentice rates see "Apprentice- LINEMAN"  GROUNDMAN - Inexperienced (<2000 Hrs.)  OBS/28/2016 \$19.96 \$7.50 \$1.50 \$0.00 \$34.93  For apprentice rates see "Apprentice- LINEMAN"  GROUNDMAN - Inexperienced (<2000 Hrs.)  OBS/28/2016 \$19.96 \$7.50 \$1.60 \$0.00 \$29.06  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 164  OBS/28/2016 \$19.96 \$7.50 \$1.60 \$0.00 \$29.06  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 164  O		09/03/2017	\$27.14	\$7.75	\$1.81	\$0.00	\$36.70
### PAPER COUNTING ELECTRICAL WORKERS - EAST LOCAL 104    \$08/28/2016   \$337.70   \$7.50   \$8.87   \$0.00   \$54.07     \$09/03/2017   \$38.45   \$7.75   \$9.53   \$0.00   \$55.73     \$09/03/2017   \$38.45   \$7.75   \$9.53   \$0.00   \$55.73     \$09/03/2017   \$38.45   \$7.75   \$9.53   \$0.00   \$46.05     \$04.05   \$04.05   \$04.05     \$04.05   \$04.05   \$04.05   \$04.05     \$04.05   \$04.05     \$04.05	For apprentice rates see "Apprentice- LINEMAN"						
SAVERAGE   SAVER   S	CABLEMAN (Underground Ducts & Cables)	08/30/2015	\$36.98	\$7.25	\$8.12	\$0.00	\$52.35
DRIVER   GROUNDMAN CDL   08/30/2015   \$30.46   \$7.25   \$8.34   \$0.00   \$46.05	OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	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		09/03/2017	\$38.45	\$7.75	\$9.53	\$0.00	\$55.73
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/28/2016  08/28/2016  S31.05  S7.50  S8.89  S0.00  \$47.44  09/03/2017  \$31.66  \$7.75  \$9.44  \$0.00  \$48.85  For apprentice rates see "Apprentice-LINEMAN"  EQUIPMENT OPERATOR (Class A CDL)  08/30/2015  S32.90  08/30/2015  S33.69  S7.50  S8.89  S0.00  \$32.90  00TSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/28/2016  824.39  \$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"  EQUIPMENT OPERATOR (Class A CDL)  08/30/2015  \$36.98  \$7.25  \$12.29  \$0.00  \$56.52  00TSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/28/2016  \$37.70  \$38.45  \$7.75  \$13.61  \$0.00  \$58.15  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  08/30/2015  \$33.92  \$7.75  \$10.21  \$0.00  \$59.81  For apprentice rates see "Apprentice-LINEMAN"  EQUIPMENT OPERATOR (Class B CDL)  08/30/2015  \$33.92  \$7.75  \$10.21  \$0.00  \$50.00  \$50.39  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/28/2016  08/28/2016  \$24.39  \$7.50  \$10.21  \$0.00  \$33.92  \$7.50  \$10.00  \$10.00	For apprentice rates see "Apprentice- LINEMAN"						
Section   Sect		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		09/03/2017	\$31.66	\$7.75	\$9.44	\$0.00	\$48.85
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  EQUIPMENT OPERATOR (Class A CDL)  08/30/2015 \$36.98 \$7.25 \$12.29 \$0.00 \$56.52  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 \$58.15  09/03/2017 \$38.45 \$7.75 \$13.61 \$0.00 \$59.81  EQUIPMENT OPERATOR (Class B CDL)  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"  GROUNDMAN  09/03/2017 \$33.92 \$7.75 \$10.21 \$0.00 \$51.88  For apprentice rates see "Apprentice- LINEMAN"  GROUNDMAN  00TSIDE 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  For apprentice rates see "Apprentice- LINEMAN"  GROUNDMAN - Inexperienced (<2000 Hrs.)  09/03/2017 \$24.88 \$7.75 \$1.75 \$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  10/10/10/10/10/10/10/10/10/10/10/10/10/1	For apprentice rates see "Apprentice- LINEMAN"						
O8/28/2016   S24.39   S7.50   S1.73   S0.00   S33.62	DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs)	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  09/03/2017 \$38.45 \$7.70 \$7.50 \$12.95 \$0.00 \$58.15  69/03/2017 \$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  00/03/2017 \$33.26 \$7.50 \$9.63 \$0.00 \$59.81  For apprentice rates see "Apprentice-LINEMAN"  For apprentice rates see "Apprentice-LINEMAN"  GROUNDMAN  08/30/2015 \$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 \$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 \$33.62  09/03/2017 \$24.88 \$7.75 \$1.75 \$0.00 \$34.38  For apprentice rates see "Apprentice-LINEMAN"  GROUNDMAN -Inexperienced (<2000 Hrs.)  09/03/2017 \$20.35 \$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  08/30/2015 \$43.51 \$7.25 \$15.06 \$0.00 \$65.82  00/15/16/2016 \$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
EQUIPMENT OPERATOR (Class A CDL) 08/30/2015 \$36.98 \$7.25 \$12.29 \$0.00 \$56.52 00TSIDE 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 08/30/2015 \$23.93 \$7.25 \$1.72 \$0.00 \$32.90 00TSIDE 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.) 09/03/2017 \$24.88 \$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 \$29.71 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		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  For apprentice rates see "Apprentice-LINEMAN"  GROUNDMAN 08/30/2015 \$23.93 \$7.25 \$10.21 \$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 \$7.50 \$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.) 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 \$29.07  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"  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	For apprentice rates see "Apprentice- LINEMAN"						
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   \$550.39     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   \$34.38     For apprentice rates see "Apprentice-LINEMAN"     GROUNDMAN - Inexperienced (<2000 Hrs.)   O8/30/2015   \$19.58   \$7.25   \$1.59   \$0.00   \$28.42     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   \$29.06     O9/03/2017   \$20.35   \$7.75   \$1.61   \$0.00   \$29.71     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   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   \$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   \$67.68     OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104   O8/28/2016   \$44.35   \$7.50   \$	EQUIPMENT OPERATOR (Class A CDL)	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  08/28/2016 S33.26 S7.50 S9.63 S0.00 \$48.93 08/28/2016 S33.26 S7.50 S9.63 S0.00 S50.39 09/03/2017 S33.92 S7.75 S10.21 S0.00 S51.88  For apprentice rates see "Apprentice-LINEMAN"  GROUNDMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 08/28/2016 S24.39 S7.50 S1.72 S0.00 S32.90 09/03/2017 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 08/28/2016 S19.58 S7.25 S1.59 S0.00 S28.42 OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 08/28/2016 S19.96 S7.50 S1.60 S0.00 S29.06 O9/03/2017 S20.35 S7.75 S1.61 S0.00 S29.71 For apprentice rates see "Apprentice-LINEMAN"  JOURNEYMAN LINEMAN ORADICAL WORKERS - EAST LOCAL 104 ORADICAL WO	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  08/30/2015 \$32.63 \$7.25 \$9.05 \$0.00 \$48.93  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  08/30/2015 \$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  08/30/2015 \$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  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  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/28/2016 \$44.35 \$7.50 \$15.83 \$0.00 \$65.82		09/03/2017	\$38.45	\$7.75	\$13.61	\$0.00	\$59.81
OUTSIDE ELECTRICAL WORKER'S - 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 WORKER'S - 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 \$33.62  GROUNDMAN - Inexperienced (<2000 Hrs.) OUTSIDE ELECTRICAL WORKER'S - EAST LOCAL 104  08/28/2016 \$19.58 \$7.25 \$1.59 \$0.00 \$28.42  OUTSIDE ELECTRICAL WORKER'S - 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 OUTSIDE ELECTRICAL WORKER'S - EAST LOCAL 104  08/30/2015 \$43.51 \$7.25 \$15.06 \$0.00 \$65.82  OUTSIDE ELECTRICAL WORKER'S - EAST LOCAL 104  08/28/2016 \$44.35 \$7.50 \$15.83 \$0.00 \$67.68							
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
For apprentice rates see "Apprentice-LINEMAN"  GROUNDMAN  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  OR / 28 / 2016  OR / 30 / 2015  S23.93  \$7.25  \$1.72  \$0.00  \$32.90  OR / 28 / 2016  S24.39  \$7.50  \$1.73  \$0.00  \$33.62  OP / 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  OR / 28 / 2016  OR / 30 / 2015  OR / 30 / 2015  S19.58  \$7.25  \$1.59  \$0.00  \$28.42  OR / 30 / 2015  OR / 30 / 2017  S20.35  S7.75  \$1.61  S0.00  \$29.06  OP / 03 / 2017  S20.35  S7.75  \$1.61  S0.00  \$29.71  For apprentice rates see "Apprentice-LINEMAN"  JOURNEYMAN LINEMAN  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  OR / 28 / 2016  OR / 30 / 2015  S43.51  \$7.25  \$15.06  \$0.00  \$65.82  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  OR / 28 / 2016  S44.35  \$7.50  \$15.83  \$0.00  \$67.68	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  08/30/2015 \$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	\$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 \$29.07  For apprentice rates see "Apprentice- LINEMAN"  JOURNEYMAN LINEMAN  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  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							
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  08/28/2016 \$44.35 \$7.50 \$15.83 \$0.00 \$67.68	OUTSIDE ELECTRICIE WORKERS - EAST EOCAL 197	08/28/2016	\$24.39	\$7.50	\$1.73	\$0.00	\$33.62
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  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         0UTSIDE ELECTRICAL WORKERS - EAST LOCAL 104       08/30/2015       \$43.51       \$7.25       \$15.06       \$0.00       \$65.82         08/28/2016       \$44.35       \$7.50       \$15.83       \$0.00       \$67.68							
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         00ttside electrical workers - east local 104       08/30/2015       \$43.51       \$7.25       \$15.06       \$0.00       \$65.82         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  0UTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  08/28/2016 \$44.35 \$7.50 \$15.83 \$0.00 \$67.68	OUISIDE EEDCHACHE WORKERS - ENST EOCHE 104	08/28/2016	\$19.96	\$7.50	\$1.60	\$0.00	\$29.06
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							
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
09/03/2017 \$45.23 \$7.75 \$16.61 \$0.00 \$69.59	OUTSIDE EEDCTRICKE WORKERS - EAST EOCAL 107	08/28/2016	\$44.35	\$7.50	\$15.83	\$0.00	\$67.68
		09/03/2017	\$45.23	\$7.75	\$16.61	\$0.00	\$69.59

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TREE TRIMMER GROUNDMAN

OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104

Pension

\$0.00

\$0.00

\$0.00

\$0.00

\$19.47

\$19.87

\$3.55

\$3.55

	Step	ve Date - 08/30/2015 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	e.
_	1	60	\$26.11	\$7.25	\$3.28	\$0.00	\$36.64	
	2	65	\$28.28				\$30.02	
	3	70		\$7.25	\$3.35	\$0.00		
	4		\$30.46	\$7.25	\$3.41	\$0.00	\$41.12	
	5	75	\$32.63	\$7.25	\$4.98	\$0.00	\$44.86	
		80	\$34.81	\$7.25	\$5.04	\$0.00	\$47.10	
	6	85	\$36.98	\$7.25	\$5.11	\$0.00	\$49.34	
	7	90	\$39.16	\$7.25	\$7.17	\$0.00	\$53.58	3
I	Effecti	ve Date - 08/28/2016				Supplemental		
S	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	e
_	1	60	\$26.61	\$7.50	\$3.30	\$0.00	\$37.41	1
	2	65	\$28.83	\$7.50	\$3.36	\$0.00	\$39.69	9
	3	70	\$31.05	\$7.50	\$3.43	\$0.00	\$41.98	3
	4	75	\$33.26	\$7.50	\$5.00	\$0.00	\$45.76	5
:	5	80	\$35.48	\$7.50	\$5.06	\$0.00	\$48.04	4
	6	85	\$37.70	\$7.50	\$5.13	\$0.00	\$50.33	3
	7	90	\$39.92	\$7.50	\$7.20	\$0.00	\$54.62	
Ī	 Notes:							
	101051							
Ā	Appre							
EDATA CAI			01/01/2015	5 \$28.12	\$4.25	\$3.09	\$0.00	\$35.4
SIDE ELECTRIC	AL WO	RKERS - EAST LOCAL 104	01/01/2016			\$3.12	\$0.00	\$36.3
EDATA LIN	EMA	N/EQUIPMENT OPERATOR	01/01/2015			\$3.04	\$0.00	\$33.7
SIDE ELECTRIC	AL WO	RKERS - EAST LOCAL 104	01/01/2016			\$3.07	\$0.00	\$34.6
EDATA WIR	REMA	N/INSTALLER/TECHNICIAN	01/01/2015			\$3.04	\$0.00	\$33.7
SIDE ELECTRIC	AL WO	RKERS - EAST LOCAL 104	01/01/2016			\$3.07	\$0.00	\$34.6
E TRIMMER			02/01/2015			\$0.00	\$0.00	\$21.6
		RKERS - EAST LOCAL 104	01/31/2016			\$0.00	\$0.00	\$21.0
This classification	n annlie	s only to tree work done: (a) for a utility con						Ψ22.0

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

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02/01/2015

01/31/2016

\$15.92

\$16.32

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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