

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

## **Prevailing Wage Rates**

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

ROSALIN ACOSTA Secretary WILLIAM D MCKINNEY Director

Awarding Authority:

City of Waltham

**Contract Number:** 

City/Town: WALTHAM

**Description of Work:** 

HVAC Improvements, Waltham Community Cultural Center

**Job Location:** 510 Moody Street

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

**Issue Date:** 09/20/2017 **Wage Request Number:** 20170920-029

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2016	\$33.25	\$10.91	\$10.89	\$0.00	\$55.05
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2016	\$33.32	\$10.91	\$10.89	\$0.00	\$55.12
(4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2016	\$33.44	\$10.91	\$10.89	\$0.00	\$55.24
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2015	\$88.29	\$9.80	\$19.23	\$0.00	\$117.32
For apprentice rates see "Apprentice-PILE DRIVER"						
AIR TRACK OPERATOR	06/01/2017	\$37.60	\$7.60	\$14.65	\$0.00	\$59.85
LABORERS - ZONE 1	12/01/2017	\$38.45	\$7.60	\$14.65	\$0.00	\$60.70
	06/01/2018	\$39.40	\$7.60	\$14.65	\$0.00	\$61.65
	12/01/2018	\$40.35	\$7.60	\$14.65	\$0.00	\$62.60
	06/01/2019	\$41.35	\$7.60	\$14.65	\$0.00	\$63.60
	12/01/2019	\$42.35	\$7.60	\$14.65	\$0.00	\$64.60
For apprentice rates see "Apprentice- LABORER"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	06/01/2017	\$34.90	\$11.50	\$7.10	\$0.00	\$53.50
HEAT & PROST INSULATORS LOCAL 6 (BOSTON)	12/01/2017	\$35.90	\$11.50	\$7.10	\$0.00	\$54.50
	06/01/2018	\$36.90	\$11.50	\$7.10	\$0.00	\$55.50
	12/01/2018	\$37.90	\$11.50	\$7.10	\$0.00	\$56.50
	06/01/2019	\$38.90	\$11.50	\$7.10	\$0.00	\$57.50
	12/01/2019	\$39.90	\$11.50	\$7.10	\$0.00	\$58.50
	06/01/2020	\$40.90	\$11.50	\$7.10	\$0.00	\$59.50
	12/01/2020	\$41.90	\$11.50	\$7.10	\$0.00	\$60.50
ASPHALT RAKER	06/01/2017	\$37.10	\$7.60	\$14.65	\$0.00	\$59.35
LABORERS - ZONE 1	12/01/2017	\$37.95	\$7.60	\$14.65	\$0.00	\$60.20
	06/01/2018	\$38.90	\$7.60	\$14.65	\$0.00	\$61.15
	12/01/2018	\$39.85	\$7.60	\$14.65	\$0.00	\$62.10
	06/01/2019	\$40.85	\$7.60	\$14.65	\$0.00	\$63.10
	12/01/2019	\$41.85	\$7.60	\$14.65	\$0.00	\$64.10
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4	06/01/2017	\$46.38	\$10.00	\$15.25	\$0.00	\$71.63
	12/01/2017	\$47.38	\$10.00	\$15.25	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER  OPERATING ENGINEERS LOCAL 4	06/01/2017	\$46.38	\$10.00	\$15.25	\$0.00	\$71.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$47.38	\$10.00	\$15.25	\$0.00	\$72.63
BARCO-TYPE JUMPING TAMPER	0.6/04/004=	027.10	<b>*</b>	Φ1 4 .C.F.	ФО ОО	
LABORERS - ZONE I	06/01/2017	\$37.10	\$7.60	\$14.65	\$0.00	\$59.35
	12/01/2017	\$37.95	\$7.60	\$14.65	\$0.00	\$60.20
	06/01/2018	\$38.90	\$7.60	\$14.65	\$0.00	\$61.15
	12/01/2018	\$39.85	\$7.60	\$14.65	\$0.00	\$62.10
	06/01/2019	\$40.85	\$7.60	\$14.65	\$0.00	\$63.10
For apprentice rates see "Apprentice- LABORER"	12/01/2019	\$41.85	\$7.60	\$14.65	\$0.00	\$64.10

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BLOCK PAVER, RAMMER / CURB SETTER	06/01/2017	\$37.60	\$7.60	\$14.65	\$0.00	\$59.85
LABORERS - ZONE I	12/01/2017	\$38.45	\$7.60	\$14.65	\$0.00	\$60.70
	06/01/2018	\$39.40	\$7.60	\$14.65	\$0.00	\$61.65
	12/01/2018	\$40.35	\$7.60	\$14.65	\$0.00	\$62.60
	06/01/2019	\$41.35	\$7.60	\$14.65	\$0.00	\$63.60
For apprentice rates see "Apprentice- LABORER"	12/01/2019	\$42.35	\$7.60	\$14.65	\$0.00	\$64.60
BOILER MAKER BOILERMAKERS LOCAL 29	01/01/2017	\$42.92	\$6.97	\$16.21	\$0.00	\$66.10

<b>Apprentice -</b> BOILERMAKER - Local 29
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Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$27.90	\$6.97	\$10.54	\$0.00	\$45.41
2	65	\$27.90	\$6.97	\$10.54	\$0.00	\$45.41
3	70	\$30.04	\$6.97	\$11.35	\$0.00	\$48.36
4	75	\$32.19	\$6.97	\$12.16	\$0.00	\$51.32
5	80	\$34.34	\$6.97	\$12.97	\$0.00	\$54.28
6	85	\$36.48	\$6.97	\$13.78	\$0.00	\$57.23
7	90	\$38.63	\$6.97	\$14.59	\$0.00	\$60.19
8	95	\$40.77	\$6.97	\$15.40	\$0.00	\$63.14

## Apprentice to Journeyworker Ratio:1:5

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY	08/01/2017	\$52.06	\$10.75	\$19.35	\$0.00	\$82.16
WATERPROOFING) BRICKLAYERS LOCAL 3 (WALTHAM)	02/01/2018	\$52.74	\$10.75	\$19.35	\$0.00	\$82.84
, ,	08/01/2018	\$54.09	\$10.75	\$19.48	\$0.00	\$84.32
	02/01/2019	\$54.73	\$10.75	\$19.48	\$0.00	\$84.96
	08/01/2019	\$56.08	\$10.75	\$19.62	\$0.00	\$86.45
	02/01/2020	\$56.72	\$10.75	\$19.62	\$0.00	\$87.09
	08/01/2020	\$58.07	\$10.75	\$19.77	\$0.00	\$88.59
	02/01/2021	\$58.71	\$10.75	\$19.77	\$0.00	\$89.23
	08/01/2021	\$60.11	\$10.75	\$19.93	\$0.00	\$90.79
	02/01/2022	\$60.70	\$10.75	\$19.93	\$0.00	\$91.38

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Pension

	Apprei	ntice - B	RICK/PLASTER/CEMENT	MASON - Local 3 Waltha	m				
		ve Date -	08/01/2017				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$26.03	\$10.75	\$19.35	\$0.00	\$56.13	
	2	60		\$31.24	\$10.75	\$19.35	\$0.00	\$61.34	
	3	70		\$36.44	\$10.75	\$19.35	\$0.00	\$66.54	
	4	80		\$41.65	\$10.75	\$19.35	\$0.00	\$71.75	
	5	90		\$46.85	\$10.75	\$19.35	\$0.00	\$76.95	
		ve Date -	02/01/2018				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$26.37	\$10.75	\$19.35	\$0.00	\$56.47	
	2	60		\$31.64	\$10.75	\$19.35	\$0.00	\$61.74	
	3	70		\$36.92	\$10.75	\$19.35	\$0.00	\$67.02	
	4	80		\$42.19	\$10.75	\$19.35	\$0.00	\$72.29	
	5	90		\$47.47	\$10.75	\$19.35	\$0.00	\$77.57	
	Notes:								
	İ							i	
	Appre	ntice to Jo	ourneyworker Ratio:1:5						
BULLDOZER OPERATING ENG			ER	06/01/2017	7 \$45.93	\$10.00	\$15.25	\$0.00	\$71.18
				12/01/2017	7 \$46.92	\$10.00	\$15.25	\$0.00	\$72.17
			OPERATING ENGINEERS"						
LABORERS - FOU			BOTTOM MAN /E	12/01/2010	6 \$37.45	5 \$7.60	\$14.35	\$0.00	\$59.40
For apprentic	e rates see "	Apprentice-	LABORER"						
CAISSON & V Laborers - fou				12/01/2010	6 \$36.30	\$7.60	\$14.35	\$0.00	\$58.25
For apprentic	e rates see "	Apprentice-	LABORER"						
CAISSON & U				12/01/2010	6 \$36.30	\$7.60	\$14.35	\$0.00	\$58.25
For apprentic	e rates see "	Apprentice-	LABORER"						
CARBIDE CO		L OPERA	ATOR	06/01/2017	7 \$37.10	\$7.60	\$14.65	\$0.00	\$59.35
LABORERS - ZON	VE I			12/01/2017	7 \$37.95	\$7.60	\$14.65	\$0.00	\$60.20
				06/01/2013	8 \$38.90	\$7.60	\$14.65	\$0.00	\$61.15
				12/01/2013			\$14.65	\$0.00	\$62.10
				06/01/2019	9 \$40.85	\$7.60	\$14.65	\$0.00	\$63.10
				12/01/2019	9 \$41.85	\$7.60	\$14.65	\$0.00	\$64.10
For apprentic	e rates see "	Apprentice-	LABORER"						
				09/01/2017	7 \$39.28	\$9.90	\$17.50	\$0.00	\$66.68
CARPENTER		17							
CARPENTER		ern Massach	usetts)	03/01/2013	8 \$40.28	\$9.90	\$17.50	\$0.00	\$67.68
CARPENTERS -Z		ern Massach	usetts)	03/01/2013 09/01/2013			\$17.50 \$17.50	\$0.00 \$0.00	\$67.68 \$68.72

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CEMENT MASONRY/PLASTERING

BRICKLAYERS LOCAL 3 (WALTHAM)

Pension

\$19.41

\$19.41

\$19.41

\$19.41

\$19.41

\$19.41

\$12.20

\$12.20

\$12.20

\$12.20

\$12.20

\$12.20

\$1.30

\$1.30

\$1.30

\$1.30

\$1.30

\$1.30

\$80.31

\$81.08

\$82.47

\$83.21

\$84.60

\$85.35

Step	<b>ve Date -</b> 09/01/2017 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.64	\$9.90	\$1.73	\$0.00	\$31.27
2	60	\$23.57	\$9.90	\$1.73	\$0.00	\$35.20
3	70	\$27.50	\$9.90	\$12.31	\$0.00	\$49.71
4	75	\$29.46	\$9.90	\$12.31	\$0.00	\$51.67
5	80	\$31.42	\$9.90	\$14.04	\$0.00	\$55.36
6	80	\$31.42	\$9.90	\$14.04	\$0.00	\$55.36
7	90	\$35.35	\$9.90	\$15.77	\$0.00	\$61.02
8	90	\$35.35	\$9.90	\$15.77	\$0.00	\$61.02
	ve Date - 03/01/2018				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$20.14	\$9.90	\$1.73	\$0.00	\$31.77
2	60	\$24.17	\$9.90	\$1.73	\$0.00	\$35.80
3	70	\$28.20	\$9.90	\$12.31	\$0.00	\$50.41
4	75	\$30.21	\$9.90	\$12.31	\$0.00	\$52.42
5	80	\$32.22	\$9.90	\$14.04	\$0.00	\$56.16
6	80	\$32.22	\$9.90	\$14.04	\$0.00	\$56.16
7	90	\$36.25	\$9.90	\$15.77	\$0.00	\$61.92
8	90	\$36.25	\$9.90	\$15.77	\$0.00	\$61.92
Notes:	. — — — — -					
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07/01/2017

01/01/2018

07/01/2018

01/01/2019

07/01/2019

01/01/2020

\$47.40

\$48.17

\$49.56

\$50.30

\$51.69

\$52.44

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	Step	ove <b>Date</b> - 07/01/2017 percent	Apprentice	Base Wage	Health	P	ension	Supplemental Unemployment	Total Rate	
	1	50	9	\$23.70	\$12.20	9	\$12.41	\$0.00	\$48.31	
	2	60	9	\$28.44	\$12.20	9	\$14.41	\$1.30	\$56.35	
	3	65	9	\$30.81	\$12.20	9	\$15.41	\$1.30	\$59.72	
	4	70	9	\$33.18	\$12.20	9	\$16.41	\$1.30	\$63.09	
	5	75	9	\$35.55	\$12.20	9	\$17.41	\$1.30	\$66.46	
	6	80	9	\$37.92	\$12.20	9	\$18.41	\$1.30	\$69.83	
	7	90	9	\$42.66	\$12.20	9	\$19.41	\$1.30	\$75.57	
		ive Date - 01/01/2018						Supplemental		
	Step	percent	Apprentice	Base Wage	Health	P	ension	Unemployment	Total Rate	
	1	50	9	\$24.09	\$12.20	9	\$12.41	\$0.00	\$48.70	
	2	60	9	\$28.90	\$12.20	9	\$14.41	\$1.30	\$56.81	
	3	65	9	\$31.31	\$12.20	9	\$15.41	\$1.30	\$60.22	
	4	70	9	\$33.72	\$12.20	9	\$16.41	\$1.30	\$63.63	
	5	75	9	\$36.13	\$12.20	9	\$17.41	\$1.30	\$67.04	
	6	80	9	\$38.54	\$12.20	9	\$18.41	\$1.30	\$70.45	
	7	90	9	\$43.35	\$12.20	9	\$19.41	\$1.30	\$76.26	
	Notes:		Il other steps are 1,000 hrs	S.						
	Appre	ntice to Journeyworker	Ratio:1:3							
AIN SAW (		TOR		06/01/2017	7 \$37	.10	\$7.60	\$14.65	\$0.00	\$59.35
ORERS - ZON	E I			12/01/2017	7 \$37	.95	\$7.60	\$14.65	\$0.00	\$60.20
				06/01/2018	8 \$38	.90	\$7.60	\$14.65	\$0.00	\$61.15
				12/01/2018	8 \$39	.85	\$7.60	\$14.65	\$0.00	\$62.10
				06/01/2019	9 \$40	.85	\$7.60	\$14.65	\$0.00	\$63.10
For apprentice	rates see '	'Apprentice- LABORER"		12/01/2019	9 \$41	.85	\$7.60	\$14.65	\$0.00	\$64.10
AM SHELL	S/SLUR	RY BUCKETS/HEADIN	G MACHINES	06/01/2017	7 \$47	.38	\$10.00	\$15.25	\$0.00	\$72.63
ERATING ENG	INEERS L	OCAL 4		12/01/2017	7 \$48	.38	\$10.00	\$15.25	\$0.00	\$73.63
For apprentice	rates see '	'Apprentice- OPERATING ENC	INEERS"							
MPRESSOI				06/01/2017	7 \$31	.86	\$10.00	\$15.25	\$0.00	\$57.11
		'Apprentice- OPERATING ENC	INEERS"	12/01/2017	7 \$32	.55	\$10.00	\$15.25	\$0.00	\$57.80
LEADER (I				01/01/2017	7 \$51	.41	\$7.85	\$16.10	\$0.00	\$75.36

	Step	ive Date - 01/01/2017 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	e
	1	50	\$25.71	\$7.85	\$0.00	\$0.00	\$33.56	ó
	2	55	\$28.28	\$7.85	\$3.66	\$0.00	\$39.79	)
	3	60	\$30.85	\$7.85	\$3.99	\$0.00	\$42.69	)
	4	65	\$33.42	\$7.85	\$4.32	\$0.00	\$45.59	)
	5	70	\$35.99	\$7.85	\$14.11	\$0.00	\$57.95	5
	6	75	\$38.56	\$7.85	\$14.44	\$0.00	\$60.85	5
	7	80	\$41.13	\$7.85	\$14.77	\$0.00	\$63.75	5
	8	90	\$46.27	\$7.85	\$15.44	\$0.00	\$69.56	5
	Notes:							
	İ	Steps are 750 hrs.					i	
		entice to Journeyworker Ratio:1:1						
EMO: ADZ			06/01/2017	\$37.00	\$7.60	\$14.65	\$0.00	\$59.25
1BOKEKS - ZOI	IVE I		12/01/2017	\$37.85	\$7.60	\$14.65	\$0.00	\$60.10
			06/01/2018	\$38.80	\$7.60	\$14.65	\$0.00	\$61.05
			12/01/2018	\$39.75	\$7.60	\$14.65	\$0.00	\$62.00
			06/01/2019	\$40.75	\$7.60	\$14.65	\$0.00	\$63.00
For apprenti	ce rates see	"Apprentice- LABORER"	12/01/2019	\$41.75	\$7.60	\$14.65	\$0.00	\$64.00
EMO: BAC	KHOE/L	OADER/HAMMER OPERATOR	06/01/2017	\$38.00	\$7.60	\$14.65	\$0.00	\$60.25
ABORERS - ZO	NE I		12/01/2017	\$38.85	\$7.60	\$14.65	\$0.00	\$61.10
			06/01/2018	\$39.80	\$7.60	\$14.65	\$0.00	\$62.05
			12/01/2018	\$40.75	\$7.60	\$14.65	\$0.00	\$63.00
			06/01/2019	\$41.75	\$7.60	\$14.65	\$0.00	\$64.00
For apprenti	ice rates see	"Apprentice- LABORER"	12/01/2019	\$42.75	\$7.60	\$14.65	\$0.00	\$65.00
EMO: BUR	NERS		06/01/2017	\$37.75	\$7.60	\$14.65	\$0.00	\$60.00
ABORERS - ZO	NE I		12/01/2017	\$38.60	\$7.60	\$14.65	\$0.00	\$60.85
			06/01/2018	\$39.55	\$7.60	\$14.65	\$0.00	\$61.80
			12/01/2018	\$40.50	\$7.60	\$14.65	\$0.00	\$62.75
			06/01/2019	\$41.50	\$7.60	\$14.65	\$0.00	\$63.75
For apprepti	ce rates see	"Apprentice- LABORER"	12/01/2019	\$42.50	\$7.60	\$14.65	\$0.00	\$64.75
		CUTTER/SAWYER	06/01/2017	\$38.00	\$7.60	\$14.65	\$0.00	\$60.25
BORERS - ZO	NE I		12/01/2017	\$38.85	\$7.60	\$14.65	\$0.00	\$61.10
			06/01/2018	\$39.80	\$7.60	\$14.65	\$0.00	\$62.05
			12/01/2018	\$40.75	\$7.60	\$14.65	\$0.00	\$63.00
			06/01/2019	\$41.75	\$7.60	\$14.65	\$0.00	\$64.00

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: JACKHAMMER OPERATOR	06/01/2017	\$37.75	\$7.60	\$14.65	\$0.00	\$60.00
LABORERS - ZONE 1	12/01/2017	\$38.60	\$7.60	\$14.65	\$0.00	\$60.85
	06/01/2018	\$39.55	\$7.60	\$14.65	\$0.00	\$61.80
	12/01/2018	\$40.50	\$7.60	\$14.65	\$0.00	\$62.75
	06/01/2019	\$41.50	\$7.60	\$14.65	\$0.00	\$63.75
	12/01/2019	\$42.50	\$7.60	\$14.65	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER	06/01/2017	\$37.00	\$7.60	\$14.65	\$0.00	\$59.25
LABORERS - ZONE I	12/01/2017	\$37.85	\$7.60	\$14.65	\$0.00	\$60.10
	06/01/2018	\$38.80	\$7.60	\$14.65	\$0.00	\$61.05
	12/01/2018	\$39.75	\$7.60	\$14.65	\$0.00	\$62.00
	06/01/2019	\$40.75	\$7.60	\$14.65	\$0.00	\$63.00
	12/01/2019	\$41.75	\$7.60	\$14.65	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR	06/01/2017	\$45.93	\$10.00	\$15.25	\$0.00	\$71.18
OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.92	\$10.00	\$15.25	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2015	\$58.86	\$9.80	\$19.23	\$0.00	\$87.89
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2015	\$42.04	\$9.80	\$19.23	\$0.00	\$71.07
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2015	\$63.06	\$9.80	\$19.23	\$0.00	\$92.09
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2015	\$88.23	\$9.80	\$19.23	\$0.00	\$117.26
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction)	09/01/2017	\$49.28	\$13.00	\$17.48	\$0.00	\$79.76
ELECTRICIANS LOCAL 103	03/01/2018	\$50.15	\$13.00	\$17.85	\$0.00	\$81.00
	09/01/2018	\$51.34	\$13.00	\$17.89	\$0.00	\$82.23
	03/01/2019	\$52.53	\$13.00	\$17.93	\$0.00	\$83.46
For apprentice rates see "Apprentice- ELECTRICIAN"	55/01/2019	\$0 <b>2.</b> 00	415.00		+ · ·	\$00.10
ELECTRICIAN	09/01/2017	\$49.28	\$13.00	\$17.48	\$0.00	\$79.76
ELECTRICIANS LOCAL 103	03/01/2018	\$50.15	\$13.00	\$17.85	\$0.00	\$81.00
	09/01/2018	\$51.34	\$13.00	\$17.89	\$0.00	\$82.23
	03/01/2019	\$52.53	\$13.00	\$17.93	\$0.00	\$83.46

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Pension

tep	ive Date - percent	09/01/2017	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40		\$19.71	\$13.00	\$0.59	\$0.00	\$33.30
2	40		\$19.71	\$13.00	\$0.59	\$0.00	\$33.30
3	45		\$22.18	\$13.00	\$13.39	\$0.00	\$48.57
4	45		\$22.18	\$13.00	\$13.39	\$0.00	\$48.57
5	50		\$24.64	\$13.00	\$13.76	\$0.00	\$51.40
6	55		\$27.10	\$13.00	\$14.12	\$0.00	\$54.22
7	60		\$29.57	\$13.00	\$14.50	\$0.00	\$57.07
8	65		\$32.03	\$13.00	\$14.87	\$0.00	\$59.90
9	70		\$34.50	\$13.00	\$15.25	\$0.00	\$62.75
10	75		\$36.96	\$13.00	\$15.62	\$0.00	\$65.58
Effect	ive Date -	03/01/2018				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40		\$20.06	\$13.00	\$0.60	\$0.00	\$33.66
2	40		\$20.06	\$13.00	\$0.60	\$0.00	\$33.66
3	45		\$22.57	\$13.00	\$13.61	\$0.00	\$49.18
4	45		\$22.57	\$13.00	\$13.61	\$0.00	\$49.18
5	50		\$25.08	\$13.00	\$13.99	\$0.00	\$52.07
_	55		\$27.58	\$13.00	\$14.38	\$0.00	\$54.96
6	(0		\$30.09	\$13.00	\$14.76	\$0.00	\$57.85
7	60				\$15.15	\$0.00	\$60.75
7	60 65		\$32.60	\$13.00	\$13.13	4	φου., ε
			\$32.60 \$35.11	\$13.00 \$13.00	\$15.13 \$15.53	\$0.00	\$63.64

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01/01/2017

\$55.86

\$15.28

\$15.71

\$0.00

\$86.85

Apprentice to Journeyworker Ratio:2:3\*\*\*

ELEVATOR CONSTRUCTOR

ELEVATOR CONSTRUCTORS LOCAL 4

Unemployment

**Total Rate** 

	Appren	ntice - ELEVATOR CONSTRUCTOR	? - Local 4					
	Effectiv	ve Date - 01/01/2017				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	te
	1	50	\$27.93	\$15.28	\$0.00	\$0.00	\$43.2	21
	2	55	\$30.72	\$15.28	\$15.71	\$0.00	\$61.7	'1
	3	65	\$36.31	\$15.28	\$15.71	\$0.00	\$67.3	0
	4	70	\$39.10	\$15.28	\$15.71	\$0.00	\$70.0	9
	5	80	\$44.69	\$15.28	\$15.71	\$0.00	\$75.6	58
	Notes:							ı İ
		Steps 1-2 are 6 mos.; Steps 3-5 are 1	year					
	Apprei	ntice to Journeyworker Ratio:1:1						
ELEVATOR CONST		UCTOR HELPER S LOCAL 4	01/01/2017	7 \$39.10	\$15.28	\$15.71	\$0.00	\$70.09
For apprentice	rates see ".	Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUA		IL ERECTOR	06/01/2017	7 \$37.10	\$7.60	\$14.65	\$0.00	\$59.35
LABORERS - ZONE	i I		12/01/2017	7 \$37.95	\$7.60	\$14.65	\$0.00	\$60.20
			06/01/2018	8 \$38.90	\$7.60	\$14.65	\$0.00	\$61.15
			12/01/2018	8 \$39.85	\$7.60	\$14.65	\$0.00	\$62.10
			06/01/2019	9 \$40.85	\$7.60	\$14.65	\$0.00	\$63.10
			12/01/2019	9 \$41.85	\$7.60	\$14.65	\$0.00	\$64.10
		Apprentice- LABORER"				*	** **	
OPERATING ENGLIN		SON-BLDG,SITE,HVY/HWY OCAL 4	05/01/2017			\$15.25	\$0.00	\$67.40
			11/01/2017			\$15.25	\$0.00	\$68.13
For apprentice	rates see ".	Apprentice- OPERATING ENGINEERS"	05/01/2018	8 \$43.59	\$10.00	\$15.25	\$0.00	\$68.84
		HIEF-BLDG,SITE,HVY/HWY	05/01/201	7 \$43.61	\$10.00	\$15.25	\$0.00	\$68.86
OPERATING ENGIN			11/01/201			\$15.25	\$0.00	\$69.59
			05/01/2018			\$15.25	\$0.00	\$70.31
For apprentice	rates see ".	Apprentice- OPERATING ENGINEERS"	03/01/2010	υ ψτο.υυ	\$10.00	Ψ13.23	ψ0.00	\$70.51
		SON-BLDG,SITE,HVY/HWY	05/01/2017	7 \$22.41	\$10.00	\$15.25	\$0.00	\$47.66
OPERATING ENGI	NEERS LC	OCAL 4	11/01/2017	7 \$22.83	\$10.00	\$15.25	\$0.00	\$48.08
			05/01/2018	8 \$23.26	\$10.00	\$15.25	\$0.00	\$48.51
For apprentice	rates see ".	Apprentice- OPERATING ENGINEERS"						
FIRE ALARM I		LER	09/01/2017	7 \$49.28	\$13.00	\$17.48	\$0.00	\$79.76
ELECTRICIANS EO	CAL 103		03/01/2018	8 \$50.15	\$13.00	\$17.85	\$0.00	\$81.00
			09/01/2018	8 \$51.34	\$13.00	\$17.89	\$0.00	\$82.23
			03/01/2019	9 \$52.53	\$13.00	\$17.93	\$0.00	\$83.46
		Apprentice- ELECTRICIAN"				<b></b>		
FIKE ALAKM I	KEPAIK	./MAINTENANCE /COMMISSIONING <i>ELECTRICIANS</i>	09/01/2017			\$15.62	\$0.00	\$65.58
LOCAL 103			03/01/2018			\$15.93	\$0.00	\$66.54
			09/01/2018			\$15.96	\$0.00	\$67.47
For annrentice	rates see ".	Apprentice- TELECOMMUNICATIONS TECH	03/01/2019 INICIAN"	9 \$39.40	\$13.00	\$15.98	\$0.00	\$68.38
- or appronue		rr I E E E E E E E E E E E E E E E						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIREMAN (ASST. ENGINEER)	06/01/2017	\$38.49	\$10.00	\$15.25	\$0.00	\$63.74
OPERATING ENGINEERS LOCAL 4	12/01/2017	\$39.32	\$10.00	\$15.25	\$0.00	\$64.57
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER	06/01/2017	\$20.50	\$7.60	\$14.65	\$0.00	\$42.75
LABORERS - ZONE 1	12/01/2017	\$21.50	\$7.60	\$14.65	\$0.00	\$43.75
	06/01/2018	\$21.50	\$7.60	\$14.65	\$0.00	\$43.75
	12/01/2018	\$22.50	\$7.60	\$14.65	\$0.00	\$44.75
	06/01/2019	\$22.50	\$7.60	\$14.65	\$0.00	\$44.75
	12/01/2019	\$23.50	\$7.60	\$14.65	\$0.00	\$45.75
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE I	03/01/2016	\$42.13	\$9.80	\$17.62	\$0.00	\$69.55

	Effecti	ive Date - 03/01/2016				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	e
	1	50	\$21.07	\$9.80	\$1.79	\$0.00	\$32.60	5
	2	55	\$23.17	\$9.80	\$1.79	\$0.00	\$34.70	5
	3	60	\$25.28	\$9.80	\$12.25	\$0.00	\$47.33	3
	4	65	\$27.38	\$9.80	\$12.25	\$0.00	\$49.43	3
	5	70	\$29.49	\$9.80	\$14.04	\$0.00	\$53.33	3
	6	75	\$31.60	\$9.80	\$14.04	\$0.00	\$55.44	1
	7	80	\$33.70	\$9.80	\$15.83	\$0.00	\$59.33	3
	8	85	\$35.81	\$9.80	\$15.83	\$0.00	\$61.44	1
	Notes:							
		Steps are 750 hrs.						
	Appre	ntice to Journeyworker Ratio:1	:1				'	
ORK LIFT/C			06/01/2017	7 \$46.38	\$10.00	\$15.25	\$0.00	\$71.63
PERATING ENG		OCAL 4  'Apprentice- OPERATING ENGINEERS'	12/01/2017	\$47.38	\$10.00	\$15.25	\$0.00	\$72.63
•••		ING PLANT/HEATERS		7 02106	<b>#10.00</b>	¢15.25	Φ0.00	ф <b>57</b> 11
PERATING ENG			06/01/2017		\$10.00	\$15.25	\$0.00	\$57.11
For apprentice	e rates see '	'Apprentice- OPERATING ENGINEERS'	12/01/2017	\$32.55	\$10.00	\$15.25	\$0.00	\$57.80
LAZIER (GL 'STEMS)	LASS PL	ANK/AIR BARRIER/INTERIO	01/01/2017	7 \$40.91	\$7.85	\$16.10	\$0.00	\$64.86

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Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.46	\$7.85	\$0.00	\$0.00	\$28.31
2	55	\$22.50	\$7.85	\$3.66	\$0.00	\$34.01
3	60	\$24.55	\$7.85	\$3.99	\$0.00	\$36.39
4	65	\$26.59	\$7.85	\$4.32	\$0.00	\$38.76
5	70	\$28.64	\$7.85	\$14.11	\$0.00	\$50.60
6	75	\$30.68	\$7.85	\$14.44	\$0.00	\$52.97
7	80	\$32.73	\$7.85	\$14.77	\$0.00	\$55.35
8	90	\$36.82	\$7.85	\$15.44	\$0.00	\$60.11
Notes:						
	Steps are 750 hrs.					
Apprei	ntice to Journeyworker Ratio:	1:1				

12/01/2017

\$47.38

\$10.00

\$15.25

\$0.00

\$72.63

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	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	;
	1	55	\$25.51	\$10.00	\$0.00	\$0.00	\$35.51	
	2	60	\$27.83	\$10.00	\$15.25	\$0.00	\$53.08	
	3	65	\$30.15	\$10.00	\$15.25	\$0.00	\$55.40	1
	4	70	\$32.47	\$10.00	\$15.25	\$0.00	\$57.72	
	5	75	\$34.79	\$10.00	\$15.25	\$0.00	\$60.04	
	6	80	\$37.10	\$10.00	\$15.25	\$0.00	\$62.35	
	7	85	\$39.42	\$10.00	\$15.25	\$0.00	\$64.67	
	8	90	\$41.74	\$10.00	\$15.25	\$0.00	\$66.99	1
	Effecti	ve Date - 12/01/2017				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	55	\$26.06	\$10.00	\$0.00	\$0.00	\$36.06	
	2	60	\$28.43	\$10.00	\$15.25	\$0.00	\$53.68	
	3	65	\$30.80	\$10.00	\$15.25	\$0.00	\$56.05	
	4	70	\$33.17	\$10.00	\$15.25	\$0.00	\$58.42	
	5	75	\$35.54	\$10.00	\$15.25	\$0.00	\$60.79	1
	6	80	\$37.90	\$10.00	\$15.25	\$0.00	\$63.15	
	7	85	\$40.27	\$10.00	\$15.25	\$0.00	\$65.52	
	8	90	\$42.64	\$10.00	\$15.25	\$0.00	\$67.89	1
	Notes:							
	Appre	ntice to Journeyworker Ratio:1:6						
AC (DUCT			08/01/2017	7 \$43.83	3 \$11.45	\$24.03	\$2.38	\$81.69
ETMETAL WO		OCAL 17 - A	02/01/2018			\$24.03	\$2.38	\$82.84
For apprentic	e rates see "	Apprentice- SHEET METAL WORKER"	02/01/2016	5 \$44.90	5 \$11.43	\$24.03	\$2.30	\$02.0
AC (ELEC	TRICAL	CONTROLS)	09/01/2017	7 \$49.28	\$13.00	\$17.48	\$0.00	\$79.70
CTRICIANS L	OCAL 103		03/01/2018			\$17.85	\$0.00	\$81.0
			09/01/2018			\$17.89	\$0.00	\$82.2
			03/01/2019			\$17.93	\$0.00	\$83.4
For apprentic	e rates see "	Apprentice- ELECTRICIAN"						
AC (TEST) ETMETAL WO		D BALANCING - AIR)	08/01/2017	7 \$43.83	\$11.45	\$24.03	\$2.38	\$81.69
			02/01/2018	\$44.98	\$11.45	\$24.03	\$2.38	\$82.8
		Apprentice- SHEET METAL WORKER"  D BALANCING -WATER)	03/01/2017	7 \$51.19	9 \$9.70	\$18.14	\$0.00	\$79.0
EFITTERS LO								
		Apprentice- PIPEFITTER" or "PLUMBER/P						
AC MECH	ANIC Cal 537		03/01/2017	7 \$51.19	\$9.70	\$18.14	\$0.00	\$79.03

ADDRESS ZONE I		06/01/201	\$37.60	\$7.60	\$14.65	\$0.00	\$59.85
ABORERS - ZONE 1		12/01/2017	\$38.45	\$7.60	\$14.65	\$0.00	\$60.70
		06/01/2018	\$39.40	\$7.60	\$14.65	\$0.00	\$61.65
		12/01/2018	\$40.35	\$7.60	\$14.65	\$0.00	\$62.60
		06/01/2019	\$41.35	\$7.60	\$14.65	\$0.00	\$63.60
		12/01/2019	\$42.35	\$7.60	\$14.65	\$0.00	\$64.60
	"Apprentice- LABORER"						
INSULATOR (PIPES & HEAT & FROST INSULATOR	,	09/01/2017	\$47.09	\$11.75	\$14.20	\$0.00	\$73.04
ILAI & FROSI INSULATO	AS LOCAL O (BOSTON)	09/01/2018	\$49.34	\$11.75	\$14.20	\$0.00	\$75.29
		09/01/2019	\$51.84	\$11.75	\$14.20	\$0.00	\$77.79
	ntice - ASBESTOS INSULATO ive Date - 09/01/2017				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	:
1	50	\$23.55	\$11.75	\$10.45	\$0.00	\$45.75	
2	60	\$28.25	\$11.75	\$11.20	\$0.00	\$51.20	
3	70	\$32.96	\$11.75	\$11.95	\$0.00	\$56.66	
4	80	\$37.67	\$11.75	\$12.70	\$0.00	\$62.12	
Effect	ive Date - 09/01/2018				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	

**Effective Date** 

06/01/2017

Base Wage

\$37.60

Health

\$7.60

Classification

HYDRAULIC DRILLS

Supplemental

\$0.00

Unemployment

Pension

\$14.65

**Total Rate** 

\$59.85

Step	percent	Apprentice Base wage	Health	Pension	Onemployment	Total Rate	
1	50	\$24.67	\$11.75	\$10.45	\$0.00	\$46.87	
2	60	\$29.60	\$11.75	\$11.20	\$0.00	\$52.55	
3	70	\$34.54	\$11.75	\$11.95	\$0.00	\$58.24	
4	80	\$39.47	\$11.75	\$12.70	\$0.00	\$63.92	
Notes:	Steps are 1 year						
Appre	entice to Journeyworker Ratio:1:4						
IRONWORKER/WELI IRONWORKERS LOCAL 7 (E		03/16/2017	7 \$44.65	\$7.80	\$20.85	\$0.00	573.30

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Pension

Apprentice -	IRONWORKER - Local 7 Boston

	Effecti	ive Date - 03/16/2017				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60	\$26.79	\$7.80	\$20.85	\$0.00	\$55.44	
	2	70	\$31.26	\$7.80	\$20.85	\$0.00	\$59.91	
	3	75	\$33.49	\$7.80	\$20.85	\$0.00	\$62.14	
	4	80	\$35.72	\$7.80	\$20.85	\$0.00	\$64.37	
	5	85	\$37.95	\$7.80	\$20.85	\$0.00	\$66.60	
	6	90	\$40.19	\$7.80	\$20.85	\$0.00	\$68.84	
	Notes:							
	İ	** Structural 1:6; Ornamental 1:4						
	Appre	ntice to Journeyworker Ratio:**						
		VING BREAKER OPERATOR	06/01/2017	7 \$37.10	\$7.60	\$14.65	\$0.00	\$59.35
LABORERS - ZONE 1		12/01/2017	\$37.95	\$7.60	\$14.65	\$0.00	\$60.20	
			06/01/2018	\$38.90	\$7.60	\$14.65	\$0.00	\$61.15
			12/01/2018	\$39.85	\$7.60	\$14.65	\$0.00	\$62.10
			06/01/2019	\$40.85	\$7.60	\$14.65	\$0.00	\$63.10
			12/01/2019	\$41.85	\$7.60	\$14.65	\$0.00	\$64.10
	ice rates see '	"Apprentice- LABORER"						
LABORERS - ZO	NE I		06/01/2017	7 \$36.85	\$7.60	\$14.65	\$0.00	\$59.10
Libertono Lo	.,2.		12/01/2017	\$37.70	\$7.60	\$14.65	\$0.00	\$59.95
			06/01/2018	\$38.65	\$7.60	\$14.65	\$0.00	\$60.90
			12/01/2018	\$39.60	\$7.60	\$14.65	\$0.00	\$61.85
			06/01/2019	\$40.60	\$7.60	\$14.65	\$0.00	\$62.85
			12/01/2019	\$41.60	\$7.60	\$14.65	\$0.00	\$63.85

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1 2 3 4  Effective Step 1 2 3 4  Notes:	percent  60  70  80  90  tice to Journeyworker Ratio:1:5	\$22.11 \$25.80 \$29.48 \$33.17  Apprentice Base Wage \$22.62 \$26.39 \$30.16 \$33.93	\$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$36.85 \$37.70 \$38.65	Pension \$14.65 \$14.65 \$14.65 \$14.65  Pension \$14.65 \$14.65 \$14.65 \$14.65 \$14.65 \$7.60 \$7.60 \$7.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$14.65 \$14.65 \$14.65	\$4 \$5 \$5 Total \$4 \$4 \$5	14.36 48.05 51.73 55.42
Effective Step  1 2 3 4  Notes:  Apprent  ABORER: CARPENTE  ABORERS - ZONE 1  For apprentice rates see "Apprent ABORERS - ZENE	70 80 90 e Date - 12/01/2017 percent 60 70 80 90 tice to Journeyworker Ratio:1:5	\$25.80 \$29.48 \$33.17 Apprentice Base Wage \$22.62 \$26.39 \$30.16 \$33.93 	\$7.60 \$7.60 \$7.60 Health \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$36.85 \$37.70 \$38.65	\$14.65 \$14.65 \$14.65 Pension \$14.65 \$14.65 \$14.65 \$14.65 \$7.60	\$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$14.65 \$14.65	\$4 \$5 \$5 Total \$4 \$5 \$5 \$5 \$5 \$0.00 \$0.00	Rate 48.05 51.73 55.42  Rate 44.87 48.64 52.41 56.18  \$59.10 \$59.95
Effective Step  1 2 3 4  Notes:  Apprent  ABORER: CARPENTE  ABORERS - ZONE 1  For apprentice rates see "Apprent to the content of the content	80 90 e Date - 12/01/2017 percent 60 70 80 90 tice to Journeyworker Ratio:1:5	\$29.48 \$33.17 Apprentice Base Wage \$22.62 \$26.39 \$30.16 \$33.93 	\$7.60 \$7.60 Health \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$36.85 \$37.70 \$38.65	\$14.65 \$14.65 Pension \$14.65 \$14.65 \$14.65 \$14.65 \$7.60	\$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$14.65	\$5 \$5 Total \$4 \$4 \$5 \$5 \$5 \$5 \$0.00 \$0.00	851.73 855.42 Rate 44.87 48.64 52.41 56.18 \$59.10 \$59.95
Effective Step  1 2 3 4  Notes:  Apprent  ABORER: CARPENTE  ABORERS - ZONE 1  For apprentice rates see "Apprent apprentice rates apprentice r	90  e Date - 12/01/2017 percent  60  70  80  90  tice to Journeyworker Ratio:1:5	\$33.17  Apprentice Base Wage  \$22.62 \$26.39 \$30.16 \$33.93	\$7.60  Health  \$7.60  \$7.60  \$7.60  \$7.60  \$7.60  \$7.60  \$36.85  \$37.70  \$38.65	\$14.65 Pension \$14.65 \$14.65 \$14.65 \$14.65 \$7.60	\$0.00  Supplemental Unemployment  \$0.00 \$0.00 \$0.00 \$0.00  \$14.65 \$14.65	\$55 Total \$4 \$4 \$55 \$5 \$5 \$5 \$50 \$0.00 \$0.00	Rate 44.87 48.64 52.41 56.18 \$59.10 \$59.95
Effective Step  1 2 3 4  Notes:  Apprent  ABORER: CARPENTE  ABORERS - ZONE 1  For apprentice rates see "Apprent apprentice rates see "Apprent apprentice rates see "Apprent apprentice rates see "Apprent apprentice rates see "Apprentice rates	e Date - 12/01/2017 percent  60  70  80  90  tice to Journeyworker Ratio:1:5	\$22.62 \$26.39 \$30.16 \$33.93 	Health \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.70 \$38.65	Pension \$14.65 \$14.65 \$14.65 \$14.65 \$7.60	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$14.65 \$14.65	Total \$4 \$4 \$5 \$5 \$5 \$5 \$5 \$0.00 \$0.00	Rate  14.87  48.64  52.41  56.18  \$59.10  \$59.95
Step  1 2 3 4  Notes:  Apprent  ABORER: CARPENTE  ABORERS - ZONE 1  For apprentice rates see "Apprent and apprentice rates see "Apprent apprentice rates see "Apprent apprentice rates see "Apprentice rates rat	percent  60  70  80  90  tice to Journeyworker Ratio:1:5	\$22.62 \$26.39 \$30.16 \$33.93 	\$7.60 \$7.60 \$7.60 \$7.60 \$36.85 \$37.70 \$38.65	\$14.65 \$14.65 \$14.65 \$14.65 \$7.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$14.65	\$4 \$4 \$5 \$5 \$5 \$0.00 \$0.00	\$59.10 \$59.95
1 2 3 4 Notes: Apprent ABORER: CARPENTE BORERS - ZONE 1  For apprentice rates see "A	60 70 80 90 tice to Journeyworker Ratio:1:5	\$22.62 \$26.39 \$30.16 \$33.93 	\$7.60 \$7.60 \$7.60 \$7.60 \$36.85 \$37.70 \$38.65	\$14.65 \$14.65 \$14.65 \$14.65 \$7.60	\$0.00 \$0.00 \$0.00 \$0.00 \$14.65	\$4 \$4 \$5 \$5 \$5 \$0.00 \$0.00	\$59.10 \$59.95
2 3 4 Notes: Apprent ABORER: CARPENTE BORERS - ZONE 1  For apprentice rates see "Apprentice 0 80 90 tice to Journeyworker Ratio:1:5	\$26.39 \$30.16 \$33.93 	\$7.60 \$7.60 \$7.60 \$36.85 \$37.70 \$38.65	\$14.65 \$14.65 \$14.65 	\$0.00 \$0.00 \$0.00 \$14.65 \$14.65	\$4 \$5 \$5 \$5 \$0.00 \$0.00	\$59.10 \$59.95	
Apprent ABORER: CARPENTE BORERS - ZONE 1  For apprentice rates see "Apprentice rates see	80 90 tice to Journeyworker Ratio:1:5	\$30.16 \$33.93 	\$7.60 \$7.60 \$36.85 \$37.70 \$38.65	\$14.65 \$14.65 	\$0.00 \$0.00 	\$5 \$5 \$5 \$0.00 \$0.00	\$52.41 \$66.18 \$59.10 \$59.95
Apprent ABORER: CARPENTE BORERS - ZONE 1  For apprentice rates see "Apprentice rates see	90 tice to Journeyworker Ratio:1:5	\$33.93 06/01/2017 12/01/2017 06/01/2018	\$7.60 \$36.85 \$37.70 \$38.65	\$14.65 	\$0.00 	\$0.00 \$0.00	\$59.10 \$59.95
Notes:  Apprent ABORER: CARPENTE  IBORERS - ZONE 1  For apprentice rates see "Apprentice rates rates see "Apprentice rates	tice to Journeyworker Ratio:1:5	06/01/2017 12/01/2017 06/01/2018	\$36.85 \$37.70 \$38.65	\$7.60 \$7.60	\$14.65 \$14.65	\$0.00	\$59.10 \$59.95
ABORER: CARPENTE BORERS - ZONE 1  For apprentice rates see "Apprentice rates see "Appren		12/01/2017 06/01/2018	\$37.70 \$38.65	\$7.60	\$14.65	\$0.00	\$59.95
ABORER: CARPENTE BORERS - ZONE 1  For apprentice rates see "A		12/01/2017 06/01/2018	\$37.70 \$38.65	\$7.60	\$14.65	\$0.00	\$59.95
ABORER: CARPENTE BORERS - ZONE 1  For apprentice rates see "A		12/01/2017 06/01/2018	\$37.70 \$38.65	\$7.60	\$14.65	\$0.00	\$59.95
For apprentice rates see "ApABORER: CEMENT FI	ER TENDER	12/01/2017 06/01/2018	\$37.70 \$38.65	\$7.60	\$14.65	\$0.00	\$59.95
For apprentice rates see "A <sub>l</sub> ABORER: CEMENT FI		06/01/2018	\$38.65				
ABORER: CEMENT FI				\$7.60	\$14.65	\$0.00	\$60.90
ABORER: CEMENT FI		12/01/2018			Ψ17.03		
ABORER: CEMENT FI			\$39.60	\$7.60	\$14.65	\$0.00	\$61.85
ABORER: CEMENT FI		06/01/2019	\$40.60	\$7.60	\$14.65	\$0.00	\$62.85
ABORER: CEMENT FI		12/01/2019	\$41.60	\$7.60	\$14.65	\$0.00	\$63.85
	**						
20.2.	INISHER TENDER	06/01/2017	\$36.85	\$7.60	\$14.65	\$0.00	\$59.10
		12/01/2017	\$37.70	\$7.60	\$14.65	\$0.00	\$59.95
		06/01/2018	\$38.65	\$7.60	\$14.65	\$0.00	\$60.90
		12/01/2018	\$39.60	\$7.60	\$14.65	\$0.00	\$61.85
		06/01/2019	\$40.60	\$7.60	\$14.65	\$0.00	\$62.85
For apprentice rates see "A	pprentice- LABORER"	12/01/2019	\$41.60	\$7.60	\$14.65	\$0.00	\$63.85
ABORER: HAZARDO	US WASTE/ASBESTOS REMOVE	ER 06/01/2017	\$37.00	\$7.60	\$14.65	\$0.00	\$59.25
BORERS - ZONE 1		12/01/2017		\$7.60	\$14.65	\$0.00	\$60.10
		06/01/2018		\$7.60	\$14.65	\$0.00	\$61.05
		12/01/2018		\$7.60	\$14.65	\$0.00	\$62.00
		06/01/2019		\$7.60	\$14.65	\$0.00	\$63.00
		12/01/2019		\$7.60	\$14.65	\$0.00	\$64.00

LABORER: MASON TENDER	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1201/2017   \$37.95   \$76.0		06/01/2017	\$37.10	\$7.60	\$14.65		\$59.35
1201/2018   \$39.85   \$76.0   \$14.65   \$0.00   \$63.10     For apprenation times see "Apprenation- LABORER"   \$1201/2019   \$41.85   \$76.0   \$14.65   \$0.00   \$63.10     For apprenation times see "Apprenation- LABORER"   \$1201/2019   \$41.85   \$76.0   \$14.65   \$0.00   \$59.10     LABORERE MULTI-TRADE TENDER   \$6601/2017   \$35.85   \$76.0   \$14.65   \$0.00   \$59.95     \$1201/2018   \$38.65   \$76.0   \$14.65   \$0.00   \$59.95     \$1201/2018   \$38.60   \$76.0   \$14.65   \$0.00   \$59.95     \$1201/2018   \$38.60   \$76.0   \$14.65   \$0.00   \$62.85     \$1201/2018   \$39.60   \$76.0   \$14.65   \$0.00   \$62.85     \$1201/2019   \$41.60   \$76.0   \$14.65   \$0.00   \$62.85     \$1201/2019   \$41.60   \$76.0   \$14.65   \$0.00   \$63.85     \$1201/2019   \$41.60   \$76.0   \$14.65   \$0.00   \$63.85     \$1201/2019   \$41.60   \$76.0   \$14.65   \$0.00   \$63.85     \$1201/2019   \$37.00   \$76.0   \$14.65   \$0.00   \$63.85     \$1201/2019   \$37.00   \$76.0   \$14.65   \$0.00   \$69.90     \$14.60   \$16.00   \$14.65   \$0.00   \$69.90     \$14.60   \$16.00   \$14.65   \$0.00   \$69.90     \$14.60   \$16.00   \$14.65   \$0.00   \$69.90     \$16.80   \$16.80   \$14.65   \$0.00   \$69.90     \$16.80   \$16.80   \$14.65   \$0.00   \$60.90     \$16.80   \$16.80   \$14.65   \$0.00   \$60.90     \$16.80   \$16.80   \$14.65   \$0.00   \$60.90     \$16.80   \$16.80   \$14.65   \$0.00   \$60.90     \$16.80   \$16.80   \$14.65   \$0.00   \$60.90     \$16.80   \$16.80   \$14.65   \$0.00   \$60.90     \$16.80   \$16.80   \$16.80   \$16.80   \$16.80     \$16.80   \$16.80   \$16.80   \$16.80   \$16.80     \$16.80   \$16.80   \$16.80   \$16.80   \$16.80   \$16.80     \$16.80   \$16.80   \$16.80   \$16.80   \$16.80   \$16.80     \$16.80   \$16.80   \$16.80   \$16.80   \$16.80   \$16.80     \$16.80   \$16.80   \$16.80   \$16.80   \$16.80   \$16.80   \$16.80     \$16.80	LABUKEKS - ZONE I	12/01/2017	\$37.95	\$7.60	\$14.65	\$0.00	\$60.20
Post appromistice rates see "Appromise- LABORER"   12/01/2019   14.85   75.60   14.65   80.00   864.10		06/01/2018	\$38.90	\$7.60	\$14.65	\$0.00	\$61.15
		12/01/2018	\$39.85	\$7.60	\$14.65	\$0.00	\$62.10
LABORER: MULTI-TRADE TENDER		06/01/2019	\$40.85	\$7.60	\$14.65	\$0.00	\$63.10
LABORER: MULTI-TRADE TENDER		12/01/2019	\$41.85	\$7.60	\$14.65	\$0.00	\$64.10
12/01/2017   337.70   37.60   314.65   30.00   359.95							
12/01/2017   337.70   37.60   314.65   30.00   569.95		06/01/2017	\$36.85	\$7.60	\$14.65	\$0.00	\$59.10
12/01/2018   339.60   37.60   314.65   30.00   361.85     16/01/2019   340.60   37.60   314.65   30.00   362.85     12/01/2019   341.60   37.60   314.65   30.00   363.85     16/01/2017   363.85   37.60   314.65   30.00   359.10     12/01/2017   337.70   37.60   314.65   30.00   359.10     12/01/2018   338.65   37.60   314.65   30.00   359.95     12/01/2018   338.65   37.60   314.65   30.00   359.95     12/01/2018   338.65   37.60   314.65   30.00   359.95     12/01/2018   339.60   37.60   314.65   30.00   359.95     12/01/2018   339.60   37.60   314.65   30.00   361.85     12/01/2018   339.60   37.60   314.65   30.00   361.85     12/01/2018   339.60   37.60   314.65   30.00   362.85     12/01/2018   339.60   37.60   314.65   30.00   363.85     13/01/2019   341.60   37.60   344.65   30.00   363.85     13/01/2019   341.60   37.60   344.65   30.00   363.85     13/01/2019   341.60   37.60   344.65   30.00   363.85     13/01/2019   341.60   37.60   344.65   30.00   363.85     13/01/2019   341.85   37.60   344.65   30.00   363.85     13/01/2019   341.85   37.60   344.65   30.00   363.10     13/01/2019   341.85   37.60   344.65   30.00   363.10     13/01/2019   341.85   37.60   344.65   30.00   363.10     13/01/2019   341.85   37.60   344.65   30.00   363.10     13/01/2019   341.85   37.60   344.65   30.00   363.10     13/01/2019   341.85   37.60   344.65   30.00   363.10     13/01/2019   341.85   37.60   344.65   30.00   363.10     13/01/2019   341.85   37.60   344.65   30.00   363.10     13/01/2019   341.85   341.65   341.65   341.65   341.65     13/01/2019   341.85   341.65   341.65   341.65     13/01/2019   341.85   341.65   341.65   341.65     13/01/2019   341.85   341.65   341.65     13/01/2019   341.85   341.65   341.65     13/01/2019   341.85   341.65   341.65     13/01/2019   341.85   341.65   341.65     13/01/2019   341.85   341.65     13/01/2019   341.85   341.65     13/01/2019   341.85   341.65     13/01/2019   341.85   341.65     13/01/2019   341.85   341.65     13/01/2019   341.85   341.65     13/01/20	EABORERS - ZONE I	12/01/2017	\$37.70	\$7.60	\$14.65	\$0.00	\$59.95
		06/01/2018	\$38.65	\$7.60	\$14.65	\$0.00	\$60.90
12/01/2019   \$41,60   \$7.60   \$14.65   \$0.00   \$63.85     CABORER: TREE REMOVER   \$0.601/2017   \$3.85   \$7.60   \$14.65   \$0.00   \$5.91.00     CABORER: TREE REMOVER   \$0.601/2017   \$3.77.0   \$7.60   \$14.65   \$0.00   \$5.91.00     CABORER: TREE REMOVER   \$0.601/2018   \$33.65   \$7.60   \$14.65   \$0.00   \$60.90     Cabority   \$0.80   \$0.70.0   \$14.65   \$0.00   \$60.90     Cabority   \$0.80   \$0.70.0   \$14.65   \$0.00   \$61.85     Cabority   \$0.601/2019   \$4.60   \$7.60   \$14.65   \$0.00   \$62.85     Cabority   \$0.601/2019   \$4.60   \$7.60   \$14.65   \$0.00   \$63.85     Cabority   \$0.601/2019   \$3.70   \$7.60   \$14.65   \$0.00   \$63.85     Cabority   \$0.601/2018   \$33.80   \$7.60   \$14.65   \$0.00   \$60.20     Cabority   \$0.601/2018   \$0.80   \$0.70   \$1.80   \$0.00   \$60.20     Cabority   \$0.601/2018   \$0.80   \$0.70   \$1.80   \$0.00   \$60.20     Cabority   \$0.601/2018   \$0.80   \$0.70   \$0.80   \$0.70   \$0.80     Cabority   \$0.801/2019   \$0.80   \$0.70   \$0.80   \$0.70   \$0.80     Cabority   \$0.801/2019   \$0.80   \$0.70   \$0.80   \$0.70   \$0.80     Cabority   \$0.801/2019   \$0.80		12/01/2018	\$39.60	\$7.60	\$14.65	\$0.00	\$61.85
Post apprentice rates see "Apprentice-LABORER"   12/01/2017   \$36.85   \$7.60   \$14.65   \$0.00   \$59.91     LABORERS. TREE REMOVER   12/01/2017   \$37.70   \$7.60   \$14.65   \$0.00   \$59.95     12/01/2018   \$38.65   \$7.60   \$14.65   \$0.00   \$60.90     12/01/2018   \$38.65   \$7.60   \$14.65   \$0.00   \$60.90     12/01/2018   \$38.60   \$7.60   \$14.65   \$0.00   \$61.85     12/01/2019   \$40.60   \$7.60   \$14.65   \$0.00   \$62.85     12/01/2019   \$41.60   \$7.60   \$14.65   \$0.00   \$63.85     12/01/2019   \$41.60   \$7.60   \$14.65   \$0.00   \$63.85     12/01/2019   \$41.60   \$7.60   \$14.65   \$0.00   \$63.85     12/01/2019   \$41.60   \$7.60   \$14.65   \$0.00   \$63.85     12/01/2019   \$41.70   \$7.70   \$14.65   \$0.00   \$63.85     12/01/2019   \$41.70   \$7.70   \$14.65   \$0.00   \$63.85     12/01/2018   \$38.85   \$7.60   \$14.65   \$0.00   \$60.10     12/01/2018   \$38.85   \$7.60   \$14.65   \$0.00   \$60.10     12/01/2018   \$38.85   \$7.60   \$14.65   \$0.00   \$60.10     12/01/2018   \$39.85   \$7.60   \$14.65   \$0.00   \$60.10     12/01/2018   \$39.85   \$7.60   \$14.65   \$0.00   \$60.10     12/01/2018   \$39.85   \$7.60   \$14.65   \$0.00   \$60.10     12/01/2018   \$39.85   \$7.60   \$14.65   \$0.00   \$60.10     12/01/2018   \$39.85   \$7.60   \$14.65   \$0.00   \$60.10     12/01/2018   \$39.85   \$7.60   \$14.65   \$0.00   \$60.10     12/01/2018   \$39.85   \$7.60   \$14.65   \$0.00   \$60.10     12/01/2018   \$39.85   \$7.60   \$14.65   \$0.00   \$60.10     12/01/2018   \$39.85   \$7.60   \$14.65   \$0.00   \$60.10     12/01/2018   \$39.85   \$7.60   \$14.65   \$0.00   \$60.10     12/01/2018   \$39.85   \$7.60   \$14.65   \$0.00   \$60.10     12/01/2018   \$39.85   \$7.60   \$14.65   \$0.00   \$60.10     12/01/2018   \$39.85   \$7.60   \$14.65   \$0.00   \$60.10     12/01/2018   \$39.85   \$7.60   \$14.65   \$0.00   \$60.10     12/01/2018   \$39.85   \$7.60   \$14.65   \$0.00   \$60.10     12/01/2018   \$39.85   \$7.60   \$14.65   \$0.00   \$60.10     12/01/2018   \$39.85   \$7.60   \$14.65   \$0.00   \$60.10     12/01/2018   \$39.85   \$7.60   \$14.65   \$0.00   \$60.10     12/01/2018   \$39.85   \$7.60   \$14.65   \$0.00   \$60.10		06/01/2019	\$40.60	\$7.60	\$14.65	\$0.00	\$62.85
LABORER: TREE REMOVER  LABORERS - ZONE 1  12/01/2017 \$37.70 \$7.60 \$14.65 \$0.00 \$59.95 \$0.00 \$59.95 \$0.00 \$59.95 \$0.00 \$59.95 \$0.00 \$59.95 \$0.00 \$59.95 \$0.00 \$59.95 \$0.00 \$59.95 \$0.00 \$59.95 \$0.00 \$59.95 \$0.00 \$59.95 \$0.00 \$59.95 \$0.00 \$59.95 \$0.00 \$60.90 \$12/01/2018 \$38.65 \$7.60 \$14.65 \$0.00 \$60.90 \$12/01/2018 \$39.60 \$7.60 \$14.65 \$0.00 \$62.85 \$12/01/2019 \$40.60 \$7.60 \$14.65 \$0.00 \$62.85 \$12/01/2019 \$41.60 \$7.60 \$14.65 \$0.00 \$62.85 \$12/01/2019 \$41.60 \$7.60 \$14.65 \$0.00 \$63.85 \$1.00		12/01/2019	\$41.60	\$7.60	\$14.65	\$0.00	\$63.85
ABORERS - ZONE   1   12/01/2017   \$37.70   \$7.60   \$14.65   \$0.00   \$59.95     Abort   Abort   12/01/2018   \$38.65   \$7.60   \$14.65   \$0.00   \$60.90     12/01/2018   \$39.60   \$7.60   \$14.65   \$0.00   \$60.90     12/01/2018   \$39.60   \$7.60   \$14.65   \$0.00   \$61.85     12/01/2019   \$40.60   \$7.60   \$14.65   \$0.00   \$62.85     12/01/2019   \$41.60   \$7.60   \$14.65   \$0.00   \$63.85     This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not adone for a utility company for the purpose of operation, maintenance or repair of utility company equipment. From paperturic rates are Apprentice. LABORER    LABER BEAM OPERATOR   06/01/2017   \$37.10   \$7.60   \$14.65   \$0.00   \$59.35    LABORERS - ZONE   12/01/2018   \$38.90   \$7.60   \$14.65   \$0.00   \$60.20      06/01/2018   \$39.85   \$7.60   \$14.65   \$0.00   \$60.20      06/01/2019   \$40.85   \$7.60   \$14.65   \$0.00   \$60.20      06/01/2019   \$41.85   \$7.60   \$14.65   \$0.00   \$63.10      12/01/2019   \$41.85   \$7.60   \$14.65   \$0.00   \$63.10      For apprentice rates see "Apprentice- LABORER"      MARBLE & TILE FINISHERS   08/01/2017   \$39.82   \$10.75   \$17.80   \$0.00   \$68.37      BRICKLAYERS LOCAL 3 - MARBLE & TILE   \$0.00   \$68.91      08/01/2018   \$41.44   \$10.75   \$17.93   \$0.00   \$70.63      08/01/2019   \$43.03   \$10.75   \$18.07   \$0.00   \$70.63      08/01/2020   \$44.62   \$10.75   \$18.22   \$0.00   \$71.85      08/01/2021   \$44.62   \$10.75   \$18.22   \$0.00   \$73.59      08/01/2021   \$44.62   \$10.75   \$18.22   \$0.00   \$73.59      08/01/2021   \$44.62   \$10.75   \$18.22   \$0.00   \$73.59      08/01/2021   \$44.62   \$10.75   \$18.22   \$0.00   \$73.59      08/01/2021   \$44.62   \$10.75   \$18.22   \$0.00   \$73.59      08/01/2021   \$44.62   \$10.75   \$18.22   \$0.00   \$73.59      08/01/2021   \$44.62   \$10.75   \$18.22   \$0.00   \$73.59      08/01/2021   \$44.62   \$10.75   \$18.22   \$0.00   \$73.59      08/01/2021   \$44.62   \$10.75   \$18.25   \$0.00   \$73.59      08/01/2021   \$44.62   \$10.75   \$							
12/01/2017   \$37.70   \$76.00   \$14.65   \$0.00   \$59.95     06/01/2018   \$38.65   \$7.60   \$14.65   \$0.00   \$60.90     12/01/2018   \$39.60   \$77.60   \$14.65   \$0.00   \$61.85     06/01/2019   \$40.60   \$77.60   \$14.65   \$0.00   \$62.85     12/01/2019   \$40.60   \$77.60   \$14.65   \$0.00   \$62.85     12/01/2019   \$40.60   \$7.60   \$14.65   \$0.00   \$62.85     12/01/2019   \$40.60   \$7.60   \$14.65   \$0.00   \$63.85     13/01/2019   \$40.60   \$7.60   \$14.65   \$0.00   \$63.85     13/01/2017   \$37.10   \$7.60   \$14.65   \$0.00   \$63.85     14/01/2017   \$37.10   \$7.60   \$14.65   \$0.00   \$59.35     14/01/2017   \$37.95   \$7.60   \$14.65   \$0.00   \$60.20     12/01/2018   \$38.90   \$7.60   \$14.65   \$0.00   \$60.20     12/01/2018   \$38.90   \$7.60   \$14.65   \$0.00   \$60.20     12/01/2018   \$39.85   \$7.60   \$14.65   \$0.00   \$60.20     12/01/2018   \$39.85   \$7.60   \$14.65   \$0.00   \$62.10     12/01/2019   \$40.85   \$7.60   \$14.65   \$0.00   \$63.10     12/01/2019   \$41.85   \$7.60   \$14.65   \$0.00   \$63.10     12/01/2019   \$41.85   \$7.60   \$14.65   \$0.00   \$63.10     13/01/2019   \$41.85   \$7.60   \$14.65   \$0.00   \$63.10     13/01/2019   \$41.85   \$7.60   \$14.65   \$0.00   \$68.37     13/01/2019   \$41.85   \$7.60   \$14.65   \$0.00   \$68.37     13/01/2019   \$41.85   \$7.60   \$14.65   \$0.00   \$68.37     13/01/2019   \$41.85   \$7.60   \$14.65   \$0.00   \$68.37     13/01/2019   \$41.85   \$7.60   \$14.65   \$0.00   \$68.37     13/01/2019   \$41.85   \$10.75   \$17.80   \$0.00   \$68.37     13/01/2019   \$41.95   \$10.75   \$18.07   \$0.00   \$70.63     13/01/2019   \$41.95   \$10.75   \$18.07   \$0.00   \$70.63     13/01/2019   \$43.33   \$10.75   \$18.07   \$0.00   \$71.85     13/01/2019   \$43.35   \$10.75   \$18.07   \$0.00   \$71.85     13/01/2019   \$43.35   \$10.75   \$18.07   \$0.00   \$73.59     13/01/2019   \$43.54   \$10.75   \$18.07   \$0.00   \$73.59     13/01/2019   \$43.54   \$10.75   \$18.07   \$0.00   \$73.59     13/01/2019   \$43.54   \$10.75   \$18.07   \$0.00   \$73.59     13/01/2019   \$43.54   \$10.75   \$18.22   \$0.00   \$73.59     13/01/2019   \$44.62   \$10.75   \$18.22   \$0.00   \$73.59		06/01/2017	\$36.85	\$7.60	\$14.65	\$0.00	\$59.10
12/01/2018   \$39,60   \$7.60   \$14.65   \$0.00   \$61.85     12/01/2019   \$40,60   \$7.60   \$14.65   \$0.00   \$62.85     12/01/2019   \$41.60   \$7.60   \$14.65   \$0.00   \$63.85     12/01/2019   \$41.60   \$7.60   \$14.65   \$0.00   \$63.85     12/01/2019   \$41.60   \$7.60   \$14.65   \$0.00   \$63.85     12/01/2019   \$41.60   \$7.60   \$14.65   \$0.00   \$63.85     12/01/2017   \$37.10   \$7.60   \$14.65   \$0.00   \$63.85     12/01/2017   \$37.95   \$7.60   \$14.65   \$0.00   \$59.35     12/01/2018   \$38.90   \$7.60   \$14.65   \$0.00   \$60.20     12/01/2018   \$38.90   \$7.60   \$14.65   \$0.00   \$61.15     12/01/2018   \$39.85   \$7.60   \$14.65   \$0.00   \$63.10     12/01/2019   \$41.85   \$10.75   \$18.07   \$0.00   \$77.63     12/01/2019   \$41.85   \$10.75   \$18.07   \$0.00   \$77.63     12/01/2019   \$41.85   \$10.75   \$18.07   \$0.00   \$77.63     12/01/2010	ELECTRICAL ECTE I	12/01/2017	\$37.70	\$7.60	\$14.65	\$0.00	\$59.95
No.   No.		06/01/2018	\$38.65	\$7.60	\$14.65	\$0.00	\$60.90
This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for autility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice-LABORER"  LASER BEAM OPERATOR  06/01/2017 \$37.10 \$7.60 \$14.65 \$0.00 \$59.35 \$1.460 \$14.65 \$0.00 \$60.20 \$		12/01/2018	\$39.60	\$7.60	\$14.65	\$0.00	\$61.85
This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for autility company equipment. For apprentice rates see "Apprentice: LABORER"  LASER BEAM OPERATOR  06/01/2017 \$37.10 \$7.60 \$14.65 \$0.00 \$59.35  LABORERS - ZONE 1  12/01/2017 \$37.95 \$7.60 \$14.65 \$0.00 \$60.20  06/01/2018 \$38.90 \$7.60 \$14.65 \$0.00 \$62.10  12/01/2018 \$39.85 \$7.60 \$14.65 \$0.00 \$62.10  06/01/2019 \$40.85 \$7.60 \$14.65 \$0.00 \$63.10  12/01/2019 \$41.85 \$7.60 \$14.65 \$0.00 \$63.10  12/01/2019 \$41.85 \$7.60 \$14.65 \$0.00 \$63.10  12/01/2019 \$41.85 \$7.60 \$14.65 \$0.00 \$63.10  Even apprentice rates see "Apprentice-LABORER"  MARBLE & TILE FINISHERS  08/01/2017 \$39.82 \$10.75 \$17.80 \$0.00 \$68.37  BRICKLAYERS LOCAL 3 - MARBLE & TILE  02/01/2018 \$40.36 \$10.75 \$17.80 \$0.00 \$68.91  02/01/2019 \$41.95 \$10.75 \$17.93 \$0.00 \$70.63  08/01/2019 \$43.03 \$10.75 \$18.07 \$0.00 \$71.85  02/01/2020 \$43.54 \$10.75 \$18.07 \$0.00 \$72.36  08/01/2020 \$44.62 \$10.75 \$18.22 \$0.00 \$73.59  02/01/2021 \$45.13 \$10.75 \$18.22 \$0.00 \$73.59  02/01/2021 \$45.13 \$10.75 \$18.22 \$0.00 \$73.59		06/01/2019	\$40.60	\$7.60	\$14.65	\$0.00	\$62.85
LASER BEAM OPERATOR  LABORERS - ZONE 1  12/01/2017 \$37.10 \$7.60 \$14.65 \$0.00 \$59.35  12/01/2018 \$38.90 \$7.60 \$14.65 \$0.00 \$60.20  06/01/2018 \$38.90 \$7.60 \$14.65 \$0.00 \$61.15  12/01/2018 \$39.85 \$7.60 \$14.65 \$0.00 \$62.10  06/01/2019 \$40.85 \$7.60 \$14.65 \$0.00 \$63.10  12/01/2019 \$41.85 \$7.60 \$14.65 \$0.00 \$63.10  12/01/2019 \$41.85 \$7.60 \$14.65 \$0.00 \$63.10  12/01/2019 \$41.85 \$7.60 \$14.65 \$0.00 \$64.10  For apprentice rates see "Apprentice- LABORER"  MARBLE & TILE FINISHERS  BRICKLAYERS LOCAL 3 - MARBLE & TILE  02/01/2018 \$40.36 \$10.75 \$17.80 \$0.00 \$68.91  08/01/2018 \$41.44 \$10.75 \$17.93 \$0.00 \$70.12  02/01/2019 \$43.03 \$10.75 \$17.93 \$0.00 \$70.63  08/01/2019 \$43.03 \$10.75 \$18.07 \$0.00 \$71.85  02/01/2020 \$43.54 \$10.75 \$18.07 \$0.00 \$72.36  08/01/2020 \$43.54 \$10.75 \$18.22 \$0.00 \$73.59  02/01/2021 \$45.13 \$10.75 \$18.22 \$0.00 \$74.10  08/01/2021 \$45.13 \$10.75 \$18.22 \$0.00 \$74.10  08/01/2021 \$46.25 \$10.75 \$18.38 \$0.00 \$75.38	This classification applies to all tree work associated with the removal of s						\$63.85
12/01/2017   \$37.95   \$7.60   \$14.65   \$0.00   \$60.20	a utility company for the purpose of operation, maintenance or repair of ut						
12/01/2017   \$37.95   \$7.60   \$14.65   \$0.00   \$60.20		06/01/2017	\$37.10	\$7.60	\$14.65	\$0.00	\$59.35
12/01/2018   \$39.85   \$7.60   \$14.65   \$0.00   \$62.10	EMPOREMS 20112 I	12/01/2017	\$37.95	\$7.60	\$14.65	\$0.00	\$60.20
06/01/2019   \$40.85   \$7.60   \$14.65   \$0.00   \$63.10     12/01/2019   \$41.85   \$7.60   \$14.65   \$0.00   \$64.10     For apprentice rates see "Apprentice-LABORER"		06/01/2018	\$38.90	\$7.60	\$14.65	\$0.00	\$61.15
12/01/2019   \$41.85   \$7.60   \$14.65   \$0.00   \$64.10		12/01/2018	\$39.85	\$7.60	\$14.65	\$0.00	\$62.10
MARBLE & TILE FINISHERS   08/01/2017   \$39.82   \$10.75   \$17.80   \$0.00   \$68.37		06/01/2019	\$40.85	\$7.60	\$14.65	\$0.00	\$63.10
MARBLE & TILE FINISHERS  BRICKLAYERS LOCAL 3 - MARBLE & TILE  08/01/2018 \$40.36 \$10.75 \$17.80 \$0.00 \$68.37  02/01/2018 \$41.44 \$10.75 \$17.80 \$0.00 \$68.91  08/01/2019 \$41.95 \$10.75 \$17.93 \$0.00 \$70.12  02/01/2019 \$43.03 \$10.75 \$18.07 \$0.00 \$71.85  02/01/2020 \$43.54 \$10.75 \$18.07 \$0.00 \$72.36  08/01/2020 \$44.62 \$10.75 \$18.22 \$0.00 \$73.59  02/01/2021 \$45.13 \$10.75 \$18.22 \$0.00 \$74.10  08/01/2021 \$46.25 \$10.75 \$18.38 \$0.00 \$75.38		12/01/2019	\$41.85	\$7.60	\$14.65	\$0.00	\$64.10
BRICKLAYERS LOCAL 3 - MARBLE & TILE  02/01/2018 \$40.36 \$10.75 \$17.80 \$0.00 \$68.91  08/01/2018 \$41.44 \$10.75 \$17.93 \$0.00 \$70.12  02/01/2019 \$41.95 \$10.75 \$17.93 \$0.00 \$70.63  08/01/2019 \$43.03 \$10.75 \$18.07 \$0.00 \$71.85  02/01/2020 \$43.54 \$10.75 \$18.07 \$0.00 \$72.36  08/01/2020 \$44.62 \$10.75 \$18.22 \$0.00 \$73.59  02/01/2021 \$45.13 \$10.75 \$18.22 \$0.00 \$74.10  08/01/2021 \$46.25 \$10.75 \$18.38 \$0.00 \$75.38							
02/01/2018       \$40.36       \$10.75       \$17.80       \$0.00       \$68.91         08/01/2018       \$41.44       \$10.75       \$17.93       \$0.00       \$70.12         02/01/2019       \$41.95       \$10.75       \$17.93       \$0.00       \$70.63         08/01/2019       \$43.03       \$10.75       \$18.07       \$0.00       \$71.85         02/01/2020       \$43.54       \$10.75       \$18.07       \$0.00       \$72.36         08/01/2020       \$44.62       \$10.75       \$18.22       \$0.00       \$73.59         02/01/2021       \$45.13       \$10.75       \$18.22       \$0.00       \$74.10         08/01/2021       \$46.25       \$10.75       \$18.38       \$0.00       \$75.38		08/01/2017	\$39.82	\$10.75	\$17.80	\$0.00	\$68.37
02/01/2019       \$41.95       \$10.75       \$17.93       \$0.00       \$70.63         08/01/2019       \$43.03       \$10.75       \$18.07       \$0.00       \$71.85         02/01/2020       \$43.54       \$10.75       \$18.07       \$0.00       \$72.36         08/01/2020       \$44.62       \$10.75       \$18.22       \$0.00       \$73.59         02/01/2021       \$45.13       \$10.75       \$18.22       \$0.00       \$74.10         08/01/2021       \$46.25       \$10.75       \$18.38       \$0.00       \$75.38	BRICKEST EIGEN STATE STA	02/01/2018	\$40.36	\$10.75	\$17.80	\$0.00	\$68.91
08/01/2019       \$43.03       \$10.75       \$18.07       \$0.00       \$71.85         02/01/2020       \$43.54       \$10.75       \$18.07       \$0.00       \$72.36         08/01/2020       \$44.62       \$10.75       \$18.22       \$0.00       \$73.59         02/01/2021       \$45.13       \$10.75       \$18.22       \$0.00       \$74.10         08/01/2021       \$46.25       \$10.75       \$18.38       \$0.00       \$75.38		08/01/2018	\$41.44	\$10.75	\$17.93	\$0.00	\$70.12
02/01/2020       \$43.54       \$10.75       \$18.07       \$0.00       \$72.36         08/01/2020       \$44.62       \$10.75       \$18.22       \$0.00       \$73.59         02/01/2021       \$45.13       \$10.75       \$18.22       \$0.00       \$74.10         08/01/2021       \$46.25       \$10.75       \$18.38       \$0.00       \$75.38		02/01/2019	\$41.95	\$10.75	\$17.93	\$0.00	\$70.63
08/01/2020       \$44.62       \$10.75       \$18.22       \$0.00       \$73.59         02/01/2021       \$45.13       \$10.75       \$18.22       \$0.00       \$74.10         08/01/2021       \$46.25       \$10.75       \$18.38       \$0.00       \$75.38		08/01/2019	\$43.03	\$10.75	\$18.07	\$0.00	\$71.85
02/01/2021       \$45.13       \$10.75       \$18.22       \$0.00       \$74.10         08/01/2021       \$46.25       \$10.75       \$18.38       \$0.00       \$75.38		02/01/2020	\$43.54	\$10.75	\$18.07	\$0.00	\$72.36
08/01/2021 \$46.25 \$10.75 \$18.38 \$0.00 \$75.38		08/01/2020	\$44.62	\$10.75	\$18.22	\$0.00	\$73.59
		02/01/2021	\$45.13	\$10.75	\$18.22	\$0.00	\$74.10
02/01/2022 \$46.72 \$10.75 \$18.38 \$0.00 \$75.85		08/01/2021	\$46.25	\$10.75	\$18.38	\$0.00	\$75.38
		02/01/2022	\$46.72	\$10.75	\$18.38	\$0.00	\$75.85

 Issue Date:
 09/20/2017
 Wage Request Number:
 20170920-029
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Pension

\$19.93

\$19.93

\$10.75

\$10.75

\$0.00

\$0.00

\$90.80

\$91.37

2
:

	Effecti	ive Date - 08/01/2017	now to market the			Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$19.91	\$10.75	\$17.80	\$0.00	\$48.46	
	2	60	\$23.89	\$10.75	\$17.80	\$0.00	\$52.44	
	3	70	\$27.87	\$10.75	\$17.80	\$0.00	\$56.42	
	4	80	\$31.86	\$10.75	\$17.80	\$0.00	\$60.41	
	5	90	\$35.84	\$10.75	\$17.80	\$0.00	\$64.39	
		ive Date - 02/01/2018				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$20.18	\$10.75	\$17.80	\$0.00	\$48.73	
	2	60	\$24.22	\$10.75	\$17.80	\$0.00	\$52.77	
	3	70	\$28.25	\$10.75	\$17.80	\$0.00	\$56.80	
	4	80	\$32.29	\$10.75	\$17.80	\$0.00	\$60.84	
	5	90	\$36.32	\$10.75	\$17.80	\$0.00	\$64.87	
	Notes:							
DDIEMA		entice to Journeyworker Ratio:1:3  ILELAYERS & TERRAZZO MECH			*** ==	#10.25		****
	-	ARBLE & TILE	08/01/2017			\$19.35	\$0.00	\$82.20
			02/01/2018			\$19.35	\$0.00	\$82.88
			08/01/2018			\$19.48	\$0.00	\$84.36
			02/01/2019			\$19.48 \$19.62	\$0.00	\$84.98
			08/01/2019				\$0.00	\$86.47
			02/01/2020			\$19.62 \$10.77	\$0.00	\$87.10
			08/01/2020			\$19.77	\$0.00	\$88.60
			02/01/202	\$58.72	\$10.75	\$19.77	\$0.00	\$89.24

08/01/2021

02/01/2022

\$60.12

\$60.69

**Issue Date:** 09/20/2017 **Wage Request Number:** 20170920-029 Page 18 of 33

Pension

			ARBLE-TILE-TERRAZZO	MECHANIC - Local 3 Ma	rble & Tile				
	Effecti Step	ive Date - percent	08/01/2017	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$26.05	\$10.75	\$19.35	\$0.00	\$56.15	
	2	60		\$31.26	\$10.75	\$19.35	\$0.00	\$61.36	
	3	70		\$36.47	\$10.75	\$19.35	\$0.00	\$66.57	
	4	80		\$41.68	\$10.75	\$19.35	\$0.00	\$71.78	
	5	90		\$46.89	\$10.75	\$19.35	\$0.00	\$76.99	
	Effecti Step	ive Date -	02/01/2018	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$26.39	\$10.75	\$19.35	\$0.00	\$56.49	
	2	60		\$31.67	\$10.75	\$19.35	\$0.00	\$61.77	
	3	70		\$36.95	\$10.75	\$19.35	\$0.00	\$67.05	
	4	80		\$42.22	\$10.75	\$19.35	\$0.00	\$72.32	
	5	90		\$47.50	\$10.75	\$19.35	\$0.00	\$77.60	
	Notes:								
	Appre	ntice to Jou	rneyworker Ratio:1:5						
MECH. SWEE			ON CONST. SITES)	06/01/2017	7 \$45.93	\$10.00	\$15.25	\$0.00	\$71.18
			PERATING ENGINEERS"	12/01/2017	7 \$46.92	\$10.00	\$15.25	\$0.00	\$72.17
MECHANICS	MAINT	ENANCE		06/01/2017	7 \$45.93	\$10.00	\$15.25	\$0.00	\$71.18
OPERATING ENG	NEERS L	OCAL 4		12/01/2017	7 \$46.92	\$10.00	\$15.25	\$0.00	\$72.17
For apprentice	rates see '	'Apprentice- O	PERATING ENGINEERS"						
MILLWRIGHT MILLWRIGHTS LO				04/01/2017	\$38.62	\$9.90	\$18.50	\$0.00	\$67.02
WILLW KIGHIS LC	CAL 1121	- Zone 1		10/01/2017	\$39.52	\$9.90	\$18.50	\$0.00	\$67.92
				04/01/2018	\$40.42	\$9.90	\$18.50	\$0.00	\$68.82
				10/01/2018	\$41.32	\$9.90	\$18.50	\$0.00	\$69.72

**Issue Date:** 09/20/2017 Wage Request Number: 20170920-029 Page 19 of 33

04/01/2019

\$42.22

\$9.90

\$18.50

\$0.00

\$70.62

Step percent  1 55 2 65 3 75 4 85  Effective Date - 10 Step percent  1 55 2 65 3 75 4 85  Notes:  Steps are 2,00 Apprentice to Journe  MORTAR MIXER  LABORERS - ZONE 1  For apprentice rates see "Apprentice- LABO OILER (OTHER THAN TRUCK CRA OPERATING ENGINEERS LOCAL 4 For apprentice rates see "Apprentice- OPER OILER (TRUCK CRANES, GRADAL OPERATING ENGINEERS LOCAL 4 For apprentice rates see "Apprentice- OPER OTHER POWER DRIVEN EQUIPME OPERATING ENGINEERS LOCAL 4				<b>.</b> .	Supplemental	m	
2 65 3 75 4 85  Effective Date - 10 Step percent  1 55 2 65 3 75 4 85  Notes:  Steps are 2,00 Apprentice to Journe  MORTAR MIXER  ABORERS - ZONE 1  For apprentice rates see "Apprentice- LABO DILER (OTHER THAN TRUCK CRA  DILER (OTHER THAN TRUCK CRA  DILER (TRUCK CRANES, GRADAI  DILER (TRUCK CRANES)  DILER (TRUCK CRANES)  DILER (TRUCK CRANES)  DILER (TRUCK CRANES)		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
3 75 4 85  Effective Date - 10  Step percent  1 55 2 65 3 75 4 85  Notes:  Steps are 2,00 Apprentice to Journal  MORTAR MIXER  ABORERS - ZONE 1  For apprentice rates see "Apprentice- LABO  DILER (OTHER THAN TRUCK CRA  PERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER  DILER (TRUCK CRANES, GRADAI  PERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER  DILER (TRUCK CRANES, GRADAI  PERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER  OTHER POWER DRIVEN EQUIPME		\$21.24	\$9.90	\$5.31	\$0.00	\$36.45	
Effective Date - 10 Step percent  1 55 2 65 3 75 4 85  Notes:  Steps are 2,00 Apprentice to Journe  MORTAR MIXER ABORERS - ZONE 1  For apprentice rates see "Apprentice- LABO DILER (OTHER THAN TRUCK CRA PERATING ENGINEERS LOCAL 4 For apprentice rates see "Apprentice- OPER DILER (TRUCK CRANES, GRADAI PERATING ENGINEERS LOCAL 4 For apprentice rates see "Apprentice- OPER DILER (TRUCK CRANES, GRADAI PERATING ENGINEERS LOCAL 4 For apprentice rates see "Apprentice- OPER DILER (TRUCK CRANES, GRADAI PERATING ENGINEERS LOCAL 4 For apprentice rates see "Apprentice- OPER DTHER POWER DRIVEN EQUIPME		\$25.10	\$9.90	\$15.13	\$0.00	\$50.13	
Effective Date - 10  Step percent  1 55 2 65 3 75 4 85  Notes:  Steps are 2,00 Apprentice to Journe  MORTAR MIXER  ABORERS - ZONE 1  For apprentice rates see "Apprentice- LABO  DILER (OTHER THAN TRUCK CRA  PERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER  DILER (TRUCK CRANES, GRADAI  PERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER  DILER (TRUCK CRANES, GRADAI  PERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER  DILER (TRUCK CRANES, GRADAI  PERATING ENGINEERS LOCAL 4  FOR THE POWER DRIVEN EQUIPME		\$28.97	\$9.90	\$16.10	\$0.00	\$54.97	
Step percent  1 55 2 65 3 75 4 85  Notes:  Steps are 2,00 Apprentice to Journal  IORTAR MIXER ABORERS - ZONE 1  For apprentice rates see "Apprentice- LABO  ILER (OTHER THAN TRUCK CRAP PERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER  ILER (TRUCK CRANES, GRADAI PERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER  ITHER POWER DRIVEN EQUIPME		\$32.83	\$9.90	\$17.06	\$0.00	\$59.79	
1 55 2 65 3 75 4 85  Notes:  Steps are 2,00 Apprentice to Journe  IORTAR MIXER  ABORERS - ZONE 1  For apprentice rates see "Apprentice- LABO  ILER (OTHER THAN TRUCK CRA  PERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER  ILER (TRUCK CRANES, GRADAI  PERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER  THER POWER DRIVEN EQUIPME	0/01/2017				Supplemental		
2 65 3 75 4 85  Notes:  Steps are 2,00 Apprentice to Journe  IORTAR MIXER ABORERS - ZONE 1  For apprentice rates see "Apprentice- LABO  ILER (OTHER THAN TRUCK CRAP PERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER  ILER (TRUCK CRANES, GRADAI PERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER  THER POWER DRIVEN EQUIPME		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
3 75 4 85    Notes:   Steps are 2,00   Apprentice to Journel   ORTAR MIXER   BORERS - ZONE 1    For apprentice rates see "Apprentice- LABO   ILER (OTHER THAN TRUCK CRAP   PERATING ENGINEERS LOCAL 4   For apprentice rates see "Apprentice- OPER   ILER (TRUCK CRANES, GRADAI   PERATING ENGINEERS LOCAL 4   For apprentice rates see "Apprentice- OPER   THER POWER DRIVEN EQUIPME		\$21.74	\$9.90	\$5.31	\$0.00	\$36.95	
A 85  Notes:  Steps are 2,00 Apprentice to Journe CORTAR MIXER BORERS - ZONE 1  For apprentice rates see "Apprentice- LABO ILER (OTHER THAN TRUCK CRAP PERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER ILER (TRUCK CRANES, GRADAI PERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER THER POWER DRIVEN EQUIPME		\$25.69	\$9.90	\$15.13	\$0.00	\$50.72	
Steps are 2,00 Apprentice to Journal IORTAR MIXER ABORERS - ZONE 1  For apprentice rates see "Apprentice- LABO ILER (OTHER THAN TRUCK CRAPPERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER ILER (TRUCK CRANES, GRADAI PERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER THER POWER DRIVEN EQUIPME		\$29.64	\$9.90	\$16.10	\$0.00	\$55.64	
Steps are 2,00 Apprentice to Journal ORTAR MIXER BORERS - ZONE 1  For apprentice rates see "Apprentice- LABO ILER (OTHER THAN TRUCK CRAP PERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER ILER (TRUCK CRANES, GRADAI PERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER THER POWER DRIVEN EQUIPME		\$33.59	\$9.90	\$17.06	\$0.00	\$60.55	
Apprentice to Journe ORTAR MIXER BORERS - ZONE 1  For apprentice rates see "Apprentice- LABO ILER (OTHER THAN TRUCK CRAP PERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER ILER (TRUCK CRANES, GRADAI PERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER ITHER POWER DRIVEN EQUIPME							
For apprentice rates see "Apprentice- LABO ILER (OTHER THAN TRUCK CRAPERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER ILER (TRUCK CRANES, GRADAI PERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER THER POWER DRIVEN EQUIPME	000 hours						
For apprentice rates see "Apprentice- LABO ILER (OTHER THAN TRUCK CRAPERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER ILER (TRUCK CRANES, GRADAI PERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER THER POWER DRIVEN EQUIPME	neyworker Ratio:1:5						
For apprentice rates see "Apprentice- LABO ILER (OTHER THAN TRUCK CRA PERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER ILER (TRUCK CRANES, GRADAI PERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER THER POWER DRIVEN EQUIPME		06/01/2017	\$37.10	\$7.60	\$14.65	\$0.00	\$59.35
ILER (OTHER THAN TRUCK CRAPERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER ILER (TRUCK CRANES, GRADAI PERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER THER POWER DRIVEN EQUIPME		12/01/2017	\$37.95	\$7.60	\$14.65	\$0.00	\$60.20
ILER (OTHER THAN TRUCK CRAPERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER ILER (TRUCK CRANES, GRADAI PERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER THER POWER DRIVEN EQUIPME		06/01/2018	\$38.90	\$7.60	\$14.65	\$0.00	\$61.15
ILER (OTHER THAN TRUCK CRAPERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER ILER (TRUCK CRANES, GRADAI PERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER THER POWER DRIVEN EQUIPME		12/01/2018	\$39.85	\$7.60	\$14.65	\$0.00	\$62.10
ILER (OTHER THAN TRUCK CRAPERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER ILER (TRUCK CRANES, GRADAI PERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER THER POWER DRIVEN EQUIPME		06/01/2019	\$40.85	\$7.60	\$14.65	\$0.00	\$63.10
ILER (OTHER THAN TRUCK CRAPERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER ILER (TRUCK CRANES, GRADAI PERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER THER POWER DRIVEN EQUIPME	OPER"	12/01/2019	\$41.85	\$7.60	\$14.65	\$0.00	\$64.10
For apprentice rates see "Apprentice- OPER ILER (TRUCK CRANES, GRADAL PERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER THER POWER DRIVEN EQUIPME		06/01/2017	\$23.47	\$10.00	\$15.25	\$0.00	\$48.72
ILER (TRUCK CRANES, GRADAI PERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER THER POWER DRIVEN EQUIPME		12/01/2017		\$10.00	\$15.25	\$0.00	\$49.24
PERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPER THER POWER DRIVEN EQUIPME	RATING ENGINEERS"						
For apprentice rates see "Apprentice- OPER	LLS)	06/01/2017	\$27.54	\$10.00	\$15.25	\$0.00	\$52.79
THER POWER DRIVEN EQUIPME		12/01/2017	\$28.15	\$10.00	\$15.25	\$0.00	\$53.40
•	RATING ENGINEERS"						
ERTITIO ENGINEERS LUCAL 4	ENT - CLASS II	06/01/2017	\$45.93	\$10.00	\$15.25	\$0.00	\$71.18
		12/01/2017	\$46.92	\$10.00	\$15.25	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPER AINTER (BRIDGES/TANKS)	RATING ENGINEERS"						

	ve Date - 01/01/2017				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$25.71	\$7.85	\$0.00	\$0.00	\$33.56
2	55	\$28.28	\$7.85	\$3.66	\$0.00	\$39.79
3	60	\$30.85	\$7.85	\$3.99	\$0.00	\$42.69
4	65	\$33.42	\$7.85	\$4.32	\$0.00	\$45.59
5	70	\$35.99	\$7.85	\$14.11	\$0.00	\$57.95
6	75	\$38.56	\$7.85	\$14.44	\$0.00	\$60.85
7	80	\$41.13	\$7.85	\$14.77	\$0.00	\$63.75
8	90	\$46.27	\$7.85	\$15.44	\$0.00	\$69.56
Notes:						
	Steps are 750 hrs.					
— — Apprei	ntice to Journeyworker Ratio	:1:1				

PAINTER (SPRAY OR SANDBLAST, NEW) \*

\$0.00 01/01/2017 \$42.31 \$7.85 \$16.10 \$66.26

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

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

Effective	<b>ve Date -</b> 01/01/2017				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$21.16	\$7.85	\$0.00	\$0.00	\$29.01
2	55	\$23.27	\$7.85	\$3.66	\$0.00	\$34.78
3	60	\$25.39	\$7.85	\$3.99	\$0.00	\$37.23
4	65	\$27.50	\$7.85	\$4.32	\$0.00	\$39.67
5	70	\$29.62	\$7.85	\$14.11	\$0.00	\$51.58
6	75	\$31.73	\$7.85	\$14.44	\$0.00	\$54.02
7	80	\$33.85	\$7.85	\$14.77	\$0.00	\$56.47
8	90	\$38.08	\$7.85	\$15.44	\$0.00	\$61.37
Notes:	Steps are 750 hrs.					
Appren	tice to Journeyworker Ratio:1:1					
PAINTER (SPRAY OR PAINTERS LOCAL 35 - ZONE	SANDBLAST, REPAINT)	01/01/2017	\$40.3	7 \$7.85	\$16.10	\$60.00 \$64.32

**Issue Date:** 09/20/2017

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

Apprentice -	PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint
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Effe	etive Date - 01/01/2017				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$20.19	\$7.85	\$0.00	\$0.00	\$28.04	
2	55	\$22.20	\$7.85	\$3.66	\$0.00	\$33.71	
3	60	\$24.22	\$7.85	\$3.99	\$0.00	\$36.06	
4	65	\$26.24	\$7.85	\$4.32	\$0.00	\$38.41	
5	70	\$28.26	\$7.85	\$14.11	\$0.00	\$50.22	
6	75	\$30.28	\$7.85	\$14.44	\$0.00	\$52.57	
7	80	\$32.30	\$7.85	\$14.77	\$0.00	\$54.92	
8	90	\$36.33	\$7.85	\$15.44	\$0.00	\$59.62	
Note	Steps are 750 hrs.						
App	rentice to Journeyworker Ratio:1	:1					
PAINTER (TRAFFIC	MARKINGS)	06/01/2017	\$36.85	\$7.60	\$14.65	\$0.00	\$59.10
LABORERS - ZONE 1		12/01/2017	\$37.70	\$7.60	\$14.65	\$0.00	\$59.95
		06/01/2018	\$38.65	\$7.60	\$14.65	\$0.00	\$60.90
		12/01/2018	\$39.60	\$7.60	\$14.65	\$0.00	\$61.85
		06/01/2019	\$40.60	\$7.60	\$14.65	\$0.00	\$62.85
For Apprentice rates so	ee "Apprentice- LABORER"	12/01/2019	\$41.60	\$7.60	\$14.65	\$0.00	\$63.85
PAINTER / TAPER (	BRUSH, NEW) *	01/01/2017	7 \$40.91	\$7.85	\$16.10	\$0.00	\$64.86
(IC 200/	C						

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

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

PAINTERS LOCAL 35 - ZONE 2

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

Step	ive <b>Date</b> - 01/01/2017 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.46	\$7.85	\$0.00	\$0.00	\$28.31
2	55	\$22.50	\$7.85	\$3.66	\$0.00	\$34.01
3	60	\$24.55	\$7.85	\$3.99	\$0.00	\$36.39
4	65	\$26.59	\$7.85	\$4.32	\$0.00	\$38.76
5	70	\$28.64	\$7.85	\$14.11	\$0.00	\$50.60
6	75	\$30.68	\$7.85	\$14.44	\$0.00	\$52.97
7	80	\$32.73	\$7.85	\$14.77	\$0.00	\$55.35
8	90	\$36.82	\$7.85	\$15.44	\$0.00	\$60.11
Notes:						
j	Steps are 750 hrs.					
Appre	ntice to Journeyworker Ratio:					

PIPEFITTERS LOCAL 537

Apprentice -	PAINTER Local 35 Zone 2 - BRUSH REPAINT
Effective Date	e - 01/01/2017

Effect	ive Date -	01/01/2017				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$19.49	\$7.85	\$0.00	\$0.00	\$27.34
2	55		\$21.43	\$7.85	\$3.66	\$0.00	\$32.94
3	60		\$23.38	\$7.85	\$3.99	\$0.00	\$35.22
4	65		\$25.33	\$7.85	\$4.32	\$0.00	\$37.50
5	70		\$27.28	\$7.85	\$14.11	\$0.00	\$49.24
6	75		\$29.23	\$7.85	\$14.44	\$0.00	\$51.52
7	80		\$31.18	\$7.85	\$14.77	\$0.00	\$53.80
8	90		\$35.07	\$7.85	\$15.44	\$0.00	\$58.36

Apprentice to Journeyworker Ratio:1:1

PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	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)  For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2015	\$42.04	\$9.80	\$19.23	\$0.00	\$71.07
PILE DRIVER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2015	\$42.04	\$9.80	\$19.23	\$0.00	\$71.07

percent	Apprentice Base Wag	e Health	Pension	Unemployment	Total Rate
50	\$21.02	\$9.80	\$19.23	\$0.00	\$50.05
60	\$25.22	\$9.80	\$19.23	\$0.00	\$54.25
70	\$29.43	\$9.80	\$19.23	\$0.00	\$58.46
75	\$31.53	\$9.80	\$19.23	\$0.00	\$60.56
80	\$33.63	\$9.80	\$19.23	\$0.00	\$62.66
80	\$33.63	\$9.80	\$19.23	\$0.00	\$62.66
90	\$37.84	\$9.80	\$19.23	\$0.00	\$66.87
90	\$37.84	\$9.80	\$19.23	\$0.00	\$66.87
- — — — — — — - :					
					j
	60 70 75 80 80 90	60 \$25.22 70 \$29.43 75 \$31.53 80 \$33.63 80 \$33.63 90 \$37.84 90 \$37.84	60       \$25.22       \$9.80         70       \$29.43       \$9.80         75       \$31.53       \$9.80         80       \$33.63       \$9.80         80       \$33.63       \$9.80         90       \$37.84       \$9.80         90       \$37.84       \$9.80         90       \$37.84       \$9.80	60       \$25.22       \$9.80       \$19.23         70       \$29.43       \$9.80       \$19.23         75       \$31.53       \$9.80       \$19.23         80       \$33.63       \$9.80       \$19.23         80       \$33.63       \$9.80       \$19.23         90       \$37.84       \$9.80       \$19.23         90       \$37.84       \$9.80       \$19.23         90       \$37.84       \$9.80       \$19.23         90       \$37.84       \$9.80       \$19.23	60       \$25.22       \$9.80       \$19.23       \$0.00         70       \$29.43       \$9.80       \$19.23       \$0.00         75       \$31.53       \$9.80       \$19.23       \$0.00         80       \$33.63       \$9.80       \$19.23       \$0.00         80       \$33.63       \$9.80       \$19.23       \$0.00         90       \$37.84       \$9.80       \$19.23       \$0.00         90       \$37.84       \$9.80       \$19.23       \$0.00         90       \$37.84       \$9.80       \$19.23       \$0.00

**Issue Date:** 09/20/2017

**Apprentice -** PIPEFITTER - Local 537

	Apprei Effecti	ve Date - 03/01/2017				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total	Rate
	1	40	\$20.48	\$9.70	\$7.50	\$0.00	\$3	37.68
	2	45	\$23.04	\$9.70	\$18.14	\$0.00	\$5	50.88
	3	60	\$30.71	\$9.70	\$18.14	\$0.00	\$5	58.55
	4	70	\$35.83	\$9.70	\$18.14	\$0.00	\$6	63.67
	5	80	\$40.95	\$9.70	\$18.14	\$0.00	\$6	68.79
	Notes:	** 1:3; 3:15; 1:10 thereafter	/ Steps are 1 yr. 1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:1	7;9:20;10:23(N				
	Appre	ntice to Journeyworker Rati	0:**					
PELAYER BORERS - ZO			06/01/2017	\$37.10	\$7.60	\$14.65	\$0.00	\$59.35
OKEKS - ZO	INE I		12/01/2017	\$37.95	\$7.60	\$14.65	\$0.00	\$60.20
			06/01/2018	\$38.90	\$7.60	\$14.65	\$0.00	\$61.15
			12/01/2018	\$39.85	\$7.60	\$14.65	\$0.00	\$62.10
			06/01/2019	\$40.85	\$7.60	\$14.65	\$0.00	\$63.10
			12/01/2019	\$41.85	\$7.60	\$14.65	\$0.00	\$64.10
		Apprentice- LABORER"						
UMBERS	& GASFI		03/01/2017	\$52.69	\$11.32	\$15.46	\$0.00	\$79.47
UMBERS & C	Appre	ntice - PLUMBER/GASFIT	TER - Local 12					
JMBERS & C	Appre		TER - Local 12  Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total	Rate
UMBERS & C	Apprei Effecti	ntice - <i>PLUMBER/GASFITT</i> ve Date - 03/01/2017		Health \$11.32	Pension \$5.74			Rate 35.50
IMBERS & C	Apprei Effecti Step	ntice - PLUMBER/GASFIT ve Date - 03/01/2017 percent	Apprentice Base Wage			Unemployment	\$3	
IMBERS & C	Apprei Effecti Step 1	ntice - PLUMBER/GASFITT ve Date - 03/01/2017 percent	Apprentice Base Wage \$18.44	\$11.32	\$5.74	Unemployment \$0.00	\$3 \$3	35.50
JMBERS & C	Apprei Effecti Step 1	ntice - PLUMBER/GASFITT ve Date - 03/01/2017 percent 35 40	Apprentice Base Wage \$18.44 \$21.08	\$11.32 \$11.32	\$5.74 \$6.49	\$0.00 \$0.00	\$3 \$3 \$4	35.50 38.89
IMBERS & C	Apprei Effecti Step 1 2 3	ntice - <i>PLUMBER/GASFITT</i> ve Date - 03/01/2017 percent  35 40 55	Apprentice Base Wage \$18.44 \$21.08 \$28.98	\$11.32 \$11.32 \$11.32	\$5.74 \$6.49 \$8.73	\$0.00 \$0.00 \$0.00	\$3 \$3 \$4 \$4	35.50 38.89 49.03
UMBERS & C	Apprei Effecti Step 1 2 3 4	percent  35 40 55 65 75	\$18.44 \$21.08 \$28.98 \$34.25	\$11.32 \$11.32 \$11.32 \$11.32	\$5.74 \$6.49 \$8.73 \$10.23	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$3 \$3 \$4 \$4	35.50 38.89 49.03 55.80
UMBERS & C	Apprei Effecti Step 1 2 3 4 5	percent  35 40 55 65 75	Apprentice Base Wage \$18.44 \$21.08 \$28.98 \$34.25 \$39.52	\$11.32 \$11.32 \$11.32 \$11.32	\$5.74 \$6.49 \$8.73 \$10.23	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$3 \$3 \$4 \$4	35.50 38.89 49.03 55.80
UMBERS & C	Apprei Effecti Step  1 2 3 4 5	percent  35  40  55  65  75  ** 1:2; 2:6; 3:10; 4:14; 5:19	Apprentice Base Wage \$18.44 \$21.08 \$28.98 \$34.25 \$39.52  Steps are 1 yr with lic\$65.36	\$11.32 \$11.32 \$11.32 \$11.32	\$5.74 \$6.49 \$8.73 \$10.23	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$3 \$3 \$4 \$4	35.50 38.89 49.03 55.80
	Apprei Effecti Step  1 2 3 4 5  Notes:  Appre	ntice - PLUMBER/GASFITT ve Date - 03/01/2017 percent  35 40 55 65 75	Apprentice Base Wage \$18.44 \$21.08 \$28.98 \$34.25 \$39.52  Steps are 1 yr with lic\$65.36	\$11.32 \$11.32 \$11.32 \$11.32 \$11.32	\$5.74 \$6.49 \$8.73 \$10.23	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$3 \$3 \$4 \$4	35.50 38.89 49.03 55.80
EUMATIO EFITTERS L	Apprei Effecti Step  1 2 3 4 5  Notes:  Appre	** 1:2; 2:6; 3:10; 4:14; 5:19 Step4 with lic\$58.50 Step5 ventice to Journeyworker Ratio	Apprentice Base Wage \$18.44 \$21.08 \$28.98 \$34.25 \$39.52  Steps are 1 yr with lic\$65.36 0:**  03/01/2017	\$11.32 \$11.32 \$11.32 \$11.32 \$11.32	\$5.74 \$6.49 \$8.73 \$10.23 \$11.72	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$1 \$2 \$4 \$3 \$6 \$6	35.50 38.89 49.03 55.80 62.56
EUMATIO EFITTERS L For apprent EUMATIO	Apprei Effecti Step  1 2 3 4 5  Notes:  Appre C CONTROCAL 537 ice rates see "C DRILL/"	** 1:2; 2:6; 3:10; 4:14; 5:19  Step4 with lic\$58.50 Step5 voice to Journeyworker Ratio	Apprentice Base Wage \$18.44 \$21.08 \$28.98 \$34.25 \$39.52  Steps are 1 yr with lic\$65.36 0:**  03/01/2017	\$11.32 \$11.32 \$11.32 \$11.32 \$11.32 7 \$51.19	\$5.74 \$6.49 \$8.73 \$10.23 \$11.72	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$1 \$2 \$4 \$3 \$6 \$6	35.50 38.89 49.03 55.80 62.56
EUMATIO PEFITTERS L For apprent	Apprei Effecti Step  1 2 3 4 5  Notes:  Appre C CONTROCAL 537 ice rates see "C DRILL/"	represent a specific control of the	Apprentice Base Wage \$18.44 \$21.08 \$28.98 \$34.25 \$39.52  Steps are 1 yr with lic\$65.36  0:**  03/01/2017	\$11.32 \$11.32 \$11.32 \$11.32 \$11.32 7 \$51.19	\$5.74 \$6.49 \$8.73 \$10.23 \$11.72	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$18.14	\$1.50	35.50 38.89 49.03 55.80 62.56
EUMATIO EFITTERS L For apprent EUMATIO	Apprei Effecti Step  1 2 3 4 5  Notes:  Appre C CONTROCAL 537 ice rates see "C DRILL/"	represent a specific control of the	Apprentice Base Wage \$18.44 \$21.08 \$28.98 \$34.25 \$39.52  (Steps are 1 yr with lic\$65.36  D:**  03/01/2017	\$11.32 \$11.32 \$11.32 \$11.32 \$11.32 7 \$51.19 7 \$37.10 7 \$37.95	\$5.74 \$6.49 \$8.73 \$10.23 \$11.72 \$9.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$18.14	\$3. \$4. \$5. \$6. \$0.00	\$79.03 \$55.35
EUMATIO EFITTERS L For apprent EUMATIO	Apprei Effecti Step  1 2 3 4 5  Notes:  Appre C CONTROCAL 537 ice rates see "C DRILL/"	represent a specific control of the	Apprentice Base Wage \$18.44 \$21.08 \$28.98 \$34.25 \$39.52  Steps are 1 yr with lic\$65.36  0:**  03/01/2017 12/01/2017	\$11.32 \$11.32 \$11.32 \$11.32 \$11.32 7 \$51.19 7 \$37.10 7 \$37.95 838.90	\$5.74 \$6.49 \$8.73 \$10.23 \$11.72 \$9.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$18.14	\$0.00 \$0.00	\$79.03 \$5.50 38.89 49.03 55.80 62.56 \$79.03
EUMATIO PEFITTERS L For apprent	Apprei Effecti Step  1 2 3 4 5  Notes:  Appre C CONTROCAL 537 ice rates see "C DRILL/"	represent a specific control of the	Apprentice Base Wage \$18.44 \$21.08 \$28.98 \$34.25 \$39.52  (Steps are 1 yr with lic\$65.36 0:**  03/01/2017 12/01/2017 06/01/2018	\$11.32 \$11.32 \$11.32 \$11.32 \$11.32 7 \$51.19 7 \$37.10 7 \$37.95 8 \$38.90 8 \$39.85	\$5.74 \$6.49 \$8.73 \$10.23 \$11.72 \$9.70 \$7.60 \$7.60 \$7.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$18.14 \$14.65 \$14.65 \$14.65	\$0.00 \$0.00 \$0.00 \$0.00	\$59.35 \$60.20 \$61.15

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER	06/01/2017	\$37.85	\$7.60	\$14.65	\$0.00	\$60.10
LABORERS - ZONE I	12/01/2017	\$38.70	\$7.60	\$14.65	\$0.00	\$60.95
	06/01/2018	\$39.65	\$7.60	\$14.65	\$0.00	\$61.90
	12/01/2018	\$40.60	\$7.60	\$14.65	\$0.00	\$62.85
	06/01/2019	\$41.60	\$7.60	\$14.65	\$0.00	\$63.85
	12/01/2019	\$42.60	\$7.60	\$14.65	\$0.00	\$64.85
For apprentice rates see "Apprentice- LABORER"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE	06/01/2017	\$46.38	\$10.00	\$15.25	\$0.00	\$71.63
OPERATING ENGINEERS LOCAL 4	12/01/2017	\$47.38	\$10.00	\$15.25	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 4	06/01/2017	\$46.38	\$10.00	\$15.25	\$0.00	\$71.63
	12/01/2017	\$47.38	\$10.00	\$15.25	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 4	06/01/2017	\$31.86	\$10.00	\$15.25	\$0.00	\$57.11
	12/01/2017	\$32.55	\$10.00	\$15.25	\$0.00	\$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY MIX CONCRETE DRIVERS after 4/30/10	07/01/2017	\$28.18	\$8.48	\$9.72	\$0.00	\$46.38
(Drivers Hired After 4/30/2010) TEAMSTERS LOCAL 25b						
READY-MIX CONCRETE DRIVER	07/01/2017	\$29.48	\$8.48	\$9.72	\$0.00	\$47.68
TEAMSTERS LOCAL 25b						
RECLAIMERS	06/01/2017	\$45.93	\$10.00	\$15.25	\$0.00	\$71.18
OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.92	\$10.00	\$15.25	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RESIDENTIAL WOOD FRAME (All Other Work)  CARPENTERS - ZONE 2 (Residential Wood)	06/01/2016	\$25.32	\$9.80	\$16.82	\$0.00	\$51.94
RESIDENTIAL WOOD FRAME CARPENTER **	04/01/2017	\$26.31	\$7.07	\$7.18	\$0.00	\$40.56
** The Residential Wood Frame Carpenter classification applies	10/01/2017	\$26.93	\$7.07	\$7.18	\$0.00	\$41.18
only to the construction of new, wood frame residences that do not exceed four stories including the basement. CARPENTERS -ZONE	04/01/2018	\$27.35	\$7.07	\$7.18	\$0.00	\$41.60
2 (Residential Wood)	10/01/2018	\$27.77	\$7.07	\$7.18	\$0.00	\$42.02
	04/01/2019	\$28.20	\$7.07	\$7.18	\$0.00	\$42.45
	10/01/2019	\$28.63	\$7.07	\$7.18	\$0.00	\$42.88
	10/01/2019	\$40.03	\$1.07	Ψ7.10	ψυ.υυ	φ <del>1</del> 4.00

 $10/01/2019 \hspace{0.2cm} \$28.63 \hspace{0.2cm} \$7.07 \hspace{0.2cm} \$7.18$  As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate.

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Notes:

**Total Rate** 

Step	tive Date - 04/01/2017 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$15.79	\$7.07	\$0.00	\$0.00	\$22.86
2	60	\$15.79	\$7.07	\$0.00	\$0.00	\$22.86
3	65	\$17.10	\$7.07	\$7.18	\$0.00	\$31.35
4	70	\$18.42	\$7.07	\$7.18	\$0.00	\$32.67
5	75	\$19.73	\$7.07	\$7.18	\$0.00	\$33.98
6	80	\$21.05	\$7.07	\$7.18	\$0.00	\$35.30
7	85	\$22.36	\$7.07	\$7.18	\$0.00	\$36.61
8	90	\$23.68	\$7.07	\$7.18	\$0.00	\$37.93
Effect	tive <b>Date</b> - 10/01/2017				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	60	\$16.16	\$7.07	\$0.00	\$0.00	\$23.23
2	60	\$16.16	\$7.07	\$0.00	\$0.00	\$23.23
3	65	\$17.50	\$7.07	\$7.18	\$0.00	\$31.75
4	70	\$18.85	\$7.07	\$7.18	\$0.00	\$33.10
	75	\$20.20	\$7.07	\$7.18	\$0.00	\$34.45
5		\$21.54	\$7.07	\$7.18	\$0.00	\$35.79
5 6	80					
	80 85	\$22.89	\$7.07	\$7.18	\$0.00	\$37.14

!						
Apprentice to Journeyworker Ratio:1:5						
RIDE-ON MOTORIZED BUGGY OPERATOR	06/01/2017	\$37.10	\$7.60	\$14.65	\$0.00	\$59.35
LABORERS - ZONE 1	12/01/2017	\$37.95	\$7.60	\$14.65	\$0.00	\$60.20
	06/01/2018	\$38.90	\$7.60	\$14.65	\$0.00	\$61.15
	12/01/2018	\$39.85	\$7.60	\$14.65	\$0.00	\$62.10
	06/01/2019	\$40.85	\$7.60	\$14.65	\$0.00	\$63.10
	12/01/2019	\$41.85	\$7.60	\$14.65	\$0.00	\$64.10
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE	06/01/2017	\$45.93	\$10.00	\$15.25	\$0.00	\$71.18
OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.92	\$10.00	\$15.25	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofer Waterproofing &Roofer Damproofg)	08/01/2017	\$41.36	\$11.20	\$14.80	\$0.00	\$67.36
ROOFERS LOCAL 33	02/01/2018	\$42.51	\$11.20	\$14.80	\$0.00	\$68.51
	08/01/2018	\$43.61	\$11.20	\$14.80	\$0.00	\$69.61
	02/01/2019	\$44.76	\$11.20	\$14.80	\$0.00	\$70.76

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Pension

**Total Rate** 

		ntice - RO	00FER - Local 33 08/01/2017						
	Step	percent	00/01/201/	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$20.68	\$11.20	\$3.44	\$0.00	\$35.32	
	2	60		\$24.82	\$11.20	\$14.80	\$0.00	\$50.82	
	3	65		\$26.88	\$11.20	\$14.80	\$0.00	\$52.88	
	4	75		\$31.02	\$11.20	\$14.80	\$0.00	\$57.02	
	5	85		\$35.16	\$11.20	\$14.80	\$0.00	\$61.16	
	Effecti	ve Date -	02/01/2018				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$21.26	\$11.20	\$3.44	\$0.00	\$35.90	
	2	60		\$25.51	\$11.20	\$14.80	\$0.00	\$51.51	
	3	65		\$27.63	\$11.20	\$14.80	\$0.00	\$53.63	
	4	75		\$31.88	\$11.20	\$14.80	\$0.00	\$57.88	
	5	85		\$36.13	\$11.20	\$14.80	\$0.00	\$62.13	
	Notes:	** 1:5, 2:6		4, then 1:1					
			2000 hrs.; Steps 2-5 are 100 Mechanics' receive \$1.00						
	Appre	ntice to Jo	rneyworker Ratio:**						
		E / PRECA	ST CONCRETE	08/01/2017	\$41.61	\$11.20	\$14.80	\$0.00	\$67.61
OFERS LOCAL .	33			02/01/2018	\$42.76	\$11.20	\$14.80	\$0.00	\$68.76
				08/01/2018	\$43.86	\$11.20	\$14.80	\$0.00	\$69.86
				02/01/2019	\$45.01	\$11.20	\$14.80	\$0.00	\$71.01
For apprentice		••	OOFER"						
HEETMETAL EETMETAL WO				08/01/2017	\$43.83	\$11.45	\$24.03	\$2.38	\$81.69
SSIMBIND WOL		J. C. III. 1 / - 21		02/01/2018	\$44.98	\$11.45	\$24.03	\$2.38	\$82.84

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SIGN ERECTOR

PAINTERS LOCAL 35 - ZONE 2

\$7.05

\$0.00

\$39.93

\$7.07

\$17.53 \$17.53 \$19.72 \$19.72	\$11.45 \$11.45 \$11.45	\$5.61 \$5.61 \$10.76	\$0.00 \$0.00	\$34.59 \$34.59
\$19.72 \$19.72	\$11.45			\$34.59
\$19.72		\$10.76		
		ψ10./0	\$1.26	\$43.19
¢21.02	\$11.45	\$10.76	\$1.26	\$43.19
\$21.92	\$11.45	\$11.71	\$1.35	\$46.43
\$21.92	\$11.45	\$11.96	\$1.36	\$46.69
\$26.30	\$11.45	\$13.61	\$1.54	\$52.90
\$28.49	\$11.45	\$14.56	\$1.64	\$56.14
\$32.87	\$11.45	\$16.47	\$1.82	\$62.61
\$37.26	\$11.45	\$17.87	\$2.00	\$68.58
\$17.99	\$11.45	\$5.24	\$0.00	\$34.68
			Unemployment	Total Rate
				\$34.68
				\$43.27
				\$43.27
\$22.49			\$1.37	\$46.52
\$22.49			\$1.38	\$46.78
\$26.99	\$11.45	\$13.02	\$1.56	\$53.02
\$29.24	\$11.45	\$13.93	\$1.67	\$56.29
\$33.74	\$11.45	\$15.74	\$1.85	\$62.78
\$38.23	\$11.45	\$17.05	\$2.03	\$68.76
02/01/2018	\$37.26  - 02/01/2018  Apprentice Base Wage  \$17.99 \$17.99 \$20.24 \$20.24 \$22.49 \$22.49 \$22.49 \$22.49 \$33.74	\$37.26 \$11.45  02/01/2018  Apprentice Base Wage Health  \$17.99 \$11.45  \$17.99 \$11.45  \$20.24 \$11.45  \$20.24 \$11.45  \$22.49 \$11.45  \$22.49 \$11.45  \$22.49 \$11.45  \$22.49 \$11.45  \$22.49 \$11.45  \$22.49 \$11.45  \$22.49 \$11.45  \$22.49 \$11.45  \$22.49 \$11.45  \$22.49 \$11.45	\$37.26 \$11.45 \$17.87  02/01/2018  Apprentice Base Wage   Health   Pension  \$17.99 \$11.45 \$5.24  \$17.99 \$11.45 \$5.24  \$20.24 \$11.45 \$10.31  \$20.24 \$11.45 \$10.31  \$22.49 \$11.45 \$11.21  \$22.49 \$11.45 \$11.46  \$26.99 \$11.45 \$13.02  \$29.24 \$11.45 \$13.93  \$33.74 \$11.45 \$15.74	\$37.26 \$11.45 \$17.87 \$2.00  02/01/2018  Apprentice Base Wage   Health   Pension   Unemployment    \$17.99 \$11.45 \$5.24 \$0.00    \$17.99 \$11.45 \$5.24 \$0.00    \$20.24 \$11.45 \$10.31 \$1.27    \$20.24 \$11.45 \$10.31 \$1.27    \$22.49 \$11.45 \$11.21 \$1.37    \$22.49 \$11.45 \$11.46 \$1.38    \$26.99 \$11.45 \$13.02 \$1.56    \$29.24 \$11.45 \$13.93 \$1.67    \$33.74 \$11.45 \$11.45 \$15.74 \$1.85

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06/01/2013

\$25.81

	Step	ve Date - 06/01/2013 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Tota	al Rate
_	1	50	\$12.91	\$7.07	\$0.00	\$0.00	\$	\$19.98
	2	55	\$14.20	\$7.07	\$2.45	\$0.00	\$	\$23.72
	3	60	\$15.49	\$7.07	\$2.45	\$0.00	\$	\$25.01
	4	65	\$16.78	\$7.07	\$2.45	\$0.00	9	\$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
	7	80	\$20.65	\$7.07	\$7.05	\$0.00	\$	\$34.77
	8	85	\$21.94	\$7.07	\$7.05	\$0.00	\$	\$36.06
	9	90	\$23.23	\$7.07	\$7.05	\$0.00	\$	\$37.35
  1 	Notes:	Steps are 4 mos.						- ¬   
	Appre	ntice to Journeyworker Ratio:1:1						<u>'</u>
		H MOVING EQUIP < 35 TONS IL NO. 10 ZONE A	12/01/2016	\$33.54	\$10.91	\$10.89	\$0.00	\$55.34
		H MOVING EQUIP > 35 TONS IL NO. 10 ZONE A	12/01/2016	\$33.83	\$10.91	\$10.89	\$0.00	\$55.63
RINKLER FIT INKLER FITTERS		L 550 - (Section A) Zone 1	03/01/2017	\$56.08	\$8.77	\$17.20	\$0.00	\$82.0

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	35	\$19.63	\$8.52	\$8.70	\$0.00	\$36.85	
2	40	\$22.43	\$8.52	\$8.70	\$0.00	\$39.65	
3	45	\$25.24	\$8.52	\$8.70	\$0.00	\$42.46	
4	50	\$28.04	\$8.52	\$8.70	\$0.00	\$45.26	
5	55	\$30.84	\$8.52	\$8.70	\$0.00	\$48.06	
6	60	\$33.65	\$8.52	\$10.20	\$0.00	\$52.37	
7	65	\$36.45	\$8.52	\$10.20	\$0.00	\$55.17	
8	70	\$39.26	\$8.52	\$10.20	\$0.00	\$57.98	
9	75	\$42.06	\$8.52	\$10.20	\$0.00	\$60.78	
10	80	\$44.86	\$8.52	\$10.20	\$0.00	\$63.58	
Notes	Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85						
Ļ. —	Steps are 850 hours						
Appr	entice to Journeyworker Ratio:1:3						

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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN	06/01/2017	\$45.93	\$10.00	\$15.25	\$0.00	\$71.18
OPERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$46.92	\$10.00	\$15.25	\$0.00	\$72.17
TELECOMMUNICATION TECHNICIAN	00/01/0017	0000	012.00	ф15.C2	ФО ОО	
ELECTRICIANS LOCAL 103	09/01/2017	\$36.96	\$13.00	\$15.62	\$0.00	\$65.58
	03/01/2018	\$37.61	\$13.00	\$15.93	\$0.00	\$66.54
	09/01/2018	\$38.51	\$13.00	\$15.96	\$0.00	\$67.47
	03/01/2019	\$39.40	\$13.00	\$15.98	\$0.00	\$68.38

**Apprentice -** TELECOMMUNICATION TECHNICIAN - Local 103

Step	ve Date - percent	09/01/2017	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40		\$14.78	\$13.00	\$0.44	\$0.00	\$28.22
2	40		\$14.78	\$13.00	\$0.44	\$0.00	\$28.22
3	45		\$16.63	\$13.00	\$12.55	\$0.00	\$42.18
4	45		\$16.63	\$13.00	\$12.55	\$0.00	\$42.18
5	50		\$18.48	\$13.00	\$12.82	\$0.00	\$44.30
6	55		\$20.33	\$13.00	\$13.10	\$0.00	\$46.43
7	60		\$22.18	\$13.00	\$13.39	\$0.00	\$48.57
8	65		\$24.02	\$13.00	\$13.66	\$0.00	\$50.68
9	70		\$25.87	\$13.00	\$13.95	\$0.00	\$52.82
10	75		\$27.72	\$13.00	\$14.22	\$0.00	\$54.94
<b>Effecti</b> Step	ve Date - percent	03/01/2018	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
		03/01/2018	Apprentice Base Wage \$15.04	Health \$13.00	Pension \$0.45		Total Rate \$28.49
Step	percent	03/01/2018				Unemployment	
Step 1	percent 40	03/01/2018	\$15.04	\$13.00	\$0.45	Unemployment \$0.00	\$28.49
Step 1 2	percent 40 40	03/01/2018	\$15.04 \$15.04	\$13.00 \$13.00	\$0.45 \$0.45	\$0.00 \$0.00	\$28.49 \$28.49
Step 1 2 3	40 40 45	03/01/2018	\$15.04 \$15.04 \$16.92	\$13.00 \$13.00 \$13.00	\$0.45 \$0.45 \$12.74	\$0.00 \$0.00 \$0.00	\$28.49 \$28.49 \$42.66
Step 1 2 3 4	40 40 45 45	03/01/2018	\$15.04 \$15.04 \$16.92 \$16.92	\$13.00 \$13.00 \$13.00 \$13.00	\$0.45 \$0.45 \$12.74 \$12.74	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$28.49 \$28.49 \$42.66
Step 1 2 3 4 5 5	percent 40 40 45 45 50	03/01/2018	\$15.04 \$15.04 \$16.92 \$16.92 \$18.81	\$13.00 \$13.00 \$13.00 \$13.00 \$13.00	\$0.45 \$0.45 \$12.74 \$12.74 \$13.03	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$28.49 \$28.49 \$42.66 \$42.66
Step  1 2 3 4 5 6	percent 40 40 45 45 50 55	03/01/2018	\$15.04 \$15.04 \$16.92 \$16.92 \$18.81 \$20.69	\$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00	\$0.45 \$0.45 \$12.74 \$12.74 \$13.03 \$13.32	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$28.49 \$28.49 \$42.66 \$42.66 \$44.84
Step  1 2 3 4 5 6 7	percent  40  40  45  45  50  55  60	03/01/2018	\$15.04 \$15.04 \$16.92 \$16.92 \$18.81 \$20.69 \$22.57	\$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00	\$0.45 \$0.45 \$12.74 \$12.74 \$13.03 \$13.32 \$13.61	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$28.49 \$28.49 \$42.66 \$44.84 \$47.01 \$49.18

Apprentice to Journeyworker Ratio:1:1

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						ι	пешрюушент	
TERRAZZO FI			08/01/2017	7 \$51.00	\$10.75	\$19.35	\$0.00	\$81.10
DRICKLATERS LOC	CAL 3 - MI	ARDLE & TILE	02/01/2018	\$51.68	\$10.75	\$19.35	\$0.00	\$81.78
			08/01/2018	\$53.03	\$10.75	\$19.48	\$0.00	\$83.26
			02/01/2019	\$53.67	\$10.75	\$19.48	\$0.00	\$83.90
			08/01/2019	\$55.02	\$10.75	\$19.62	\$0.00	\$85.39
			02/01/2020	\$55.66	\$10.75	\$19.62	\$0.00	\$86.03
			08/01/2020	\$57.01	\$10.75	\$19.77	\$0.00	\$87.53
			02/01/202	\$57.65	\$10.75	\$19.77	\$0.00	\$88.17
			08/01/202	\$59.05	\$10.75	\$19.93	\$0.00	\$89.73
			02/01/2022	2 \$59.64	\$10.75	\$19.93	\$0.00	\$90.32
	Apprer	ntice - TERRAZZO FINISHER - Lo	cal 3 Marble & Tile					
	Effectiv	ve Date - 08/01/2017				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$25.50	\$10.75	\$19.35	\$0.00	\$55.60	
	2	60	\$30.60	\$10.75	\$19.35	\$0.00	\$60.70	
	3	70	\$35.70	\$10.75	\$19.35	\$0.00	\$65.80	
	4	80	\$40.80	\$10.75	\$19.35	\$0.00	\$70.90	
	5	90	\$45.90	\$10.75	\$19.35	\$0.00	\$76.00	
		ve Date - 02/01/2018				Supplemental		
	Step	percent	Apprentice Base Wage		Pension	Unemployment	Total Rate	
	1	50	\$25.84	\$10.75	\$19.35	\$0.00	\$55.94	
	2	60	\$31.01	\$10.75	\$19.35	\$0.00	\$61.11	
	3	70	\$36.18	\$10.75	\$19.35	\$0.00	\$66.28	
	4	80	\$41.34	\$10.75	\$19.35	\$0.00	\$71.44	
	5	90	\$46.51	\$10.75	\$19.35	\$0.00	\$76.61	
	Notes:							
	Approx	ntice to Journeyworker Ratio:1:3						
ΓEST BORING		<u> </u>	12/01/201	, dag 50	Φ7.60	£1.4.25	Φ0.00	Φ50.65
ABORERS - FOUN			12/01/2010	\$37.70	\$7.60	\$14.35	\$0.00	\$59.65
	rates see ".	Apprentice- LABORER"						
For apprentice		ER HELPER	12/01/2016	5 \$36.42	\$7.60	\$14.35	\$0.00	\$58.37
TEST BORING								
EST BORING ABORERS - FOUN	NDATION .							
TEST BORING ABORERS - FOUN For apprentice TEST BORING	rates see ".	AND MARINE Apprentice- LABORER" RER	12/01/2010	5 \$36.30	\$7.60	\$14.35	\$0.00	\$58.25
TEST BORING  ABORERS - FOUN  For apprentice  TEST BORING  ABORERS - FOUN	rates see ". LABOI	AND MARINE Apprentice- LABORER" RER	12/01/2016	5 \$36.30	\$7.60	\$14.35	\$0.00	\$58.25
FOR ABORENS - FOUN For apprentice FEST BORING LABORERS - FOUN For apprentice	rates see " LABOR NDATION rates see " PARTABLE	AND MARINE Apprentice- LABORER" RER AND MARINE Apprentice- LABORER" LE STEAM GENERATORS	06/01/201	7 \$45.93	\$10.00	\$15.25	\$0.00	\$71.18
FOR ABORENS - FOUN For apprentice FEST BORING LABORERS - FOUN For apprentice FRACTORS/PO DPERATING ENGIN	rates see " rates see " rates see " PATABLE NEERS LC	AND MARINE Apprentice- LABORER" RER AND MARINE Apprentice- LABORER" LE STEAM GENERATORS		7 \$45.93				

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
UNNEL WORK - COMPRESSED AIR ABORERS (COMPRESSED AIR)	12/01/2016	\$48.58	\$7.60	\$14.75	\$0.00	\$70.93
For apprentice rates see "Apprentice- LABORER"						
UNNEL WORK - COMPRESSED AIR (HAZ. WASTE)  ABORERS (COMPRESSED AIR)	12/01/2016	\$50.58	\$7.60	\$14.75	\$0.00	\$72.93
For apprentice rates see "Apprentice- LABORER"						
UNNEL WORK - FREE AIR ABORERS (FREE AIR TUNNEL)	12/01/2016	\$40.65	\$7.60	\$14.75	\$0.00	\$63.00
For apprentice rates see "Apprentice- LABORER"						
UNNEL WORK - FREE AIR (HAZ. WASTE)  ABORERS (FREE AIR TUNNEL)	12/01/2016	\$42.65	\$7.60	\$14.75	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL EAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2016	\$33.54	\$10.91	\$10.89	\$0.00	\$55.34
/AGON DRILL OPERATOR	06/01/2017	\$37.60	\$7.60	\$14.15	\$0.00	\$59.35
ABORERS - ZONE 1	12/01/2017	\$38.45	\$7.60	\$14.15	\$0.00	\$60.20
	06/01/2018	\$39.40	\$7.60	\$14.15	\$0.00	\$61.15
	12/01/2018	\$40.35	\$7.60	\$14.15	\$0.00	\$62.10
	06/01/2019	\$41.35	\$7.60	\$14.15	\$0.00	\$63.10
	12/01/2019	\$42.35	\$7.60	\$14.15	\$0.00	\$64.10
For apprentice rates see "Apprentice- LABORER"						
VASTE WATER PUMP OPERATOR	06/01/2017	\$46.38	\$10.00	\$15.25	\$0.00	\$71.63
PERATING ENGINEERS LOCAL 4	12/01/2017	\$47.38	\$10.00	\$15.25	\$0.00	\$72.63
	12/01/201/					
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017					
VATER METER INSTALLER	03/01/2017	\$52.69	\$11.32	\$15.46	\$0.00	\$79.47
VATER METER INSTALLER  LUMBERS & GASFITTERS LOCAL 12  For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER  Dutside Electrical - East  CABLE TECHNICIAN (Power Zone)	03/01/2017	·	\$11.32 \$7.75	\$15.46 \$1.81	\$0.00	\$79.47 \$36.70
VATER METER INSTALLER  LUMBERS & GASFITTERS LOCAL 12  For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER  Dutside Electrical - East  CABLE TECHNICIAN (Power Zone)	03/01/2017 R/GASFITTER"	\$52.69				
VATER METER INSTALLER  LUMBERS & GASFITTERS LOCAL 12  For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER  Dutside Electrical - East  ABLE TECHNICIAN (Power Zone)  UTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  ABLEMAN (Underground Ducts & Cables)	03/01/2017 R/GASFITTER"	\$52.69				
VATER METER INSTALLER  LUMBERS & GASFITTERS LOCAL 12  For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER  Dutside Electrical - East  CABLE TECHNICIAN (Power Zone)  LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  CABLEMAN (Underground Ducts & Cables)	03/01/2017 R/GASFITTER" 09/03/2017	\$52.69 \$27.14	\$7.75	\$1.81	\$0.00	\$36.70
VATER METER INSTALLER  LUMBERS & GASFITTERS LOCAL 12  For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER  Dutside Electrical - East  ABLE TECHNICIAN (Power Zone)  UTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  ABLEMAN (Underground Ducts & Cables)  UTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  ORIVER / GROUNDMAN CDL	03/01/2017 R/GASFITTER" 09/03/2017	\$52.69 \$27.14	\$7.75	\$1.81	\$0.00	\$36.70
VATER METER INSTALLER  LUMBERS & GASFITTERS LOCAL 12  For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER  Dutside Electrical - East  ABLE TECHNICIAN (Power Zone)  UTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  ABLEMAN (Underground Ducts & Cables)  UTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  ORIVER / GROUNDMAN CDL	03/01/2017  R/GASFITTER"  09/03/2017	\$52.69 \$27.14 \$38.45	\$7.75 \$7.75	\$1.81 \$9.53	\$0.00 \$0.00	\$36.70 \$55.73
VATER METER INSTALLER  LUMBERS & GASFITTERS LOCAL 12  For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER  Dutside Electrical - East  CABLE TECHNICIAN (Power Zone)  LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  CABLEMAN (Underground Ducts & Cables)  LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  DRIVER / GROUNDMAN CDL  LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  DRIVER / GROUNDMAN - Inexperienced (<2000 Hrs)	03/01/2017  R/GASFITTER"  09/03/2017	\$52.69 \$27.14 \$38.45	\$7.75 \$7.75	\$1.81 \$9.53	\$0.00 \$0.00	\$36.70 \$55.73
VATER METER INSTALLER  LUMBERS & GASFITTERS LOCAL 12  For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER  Dutside Electrical - East  CABLE TECHNICIAN (Power Zone)  LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  CABLEMAN (Underground Ducts & Cables)  LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  DRIVER / GROUNDMAN CDL  LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  DRIVER / GROUNDMAN - Inexperienced (<2000 Hrs)	03/01/2017  R/GASFITTER"  09/03/2017  09/03/2017	\$52.69 \$27.14 \$38.45 \$31.66	\$7.75 \$7.75	\$1.81 \$9.53 \$9.44	\$0.00 \$0.00 \$0.00	\$36.70 \$55.73 \$48.85
VATER METER INSTALLER  LUMBERS & GASFITTERS LOCAL 12  For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER  Dutside Electrical - East  CABLE TECHNICIAN (Power Zone)  PUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  CABLEMAN (Underground Ducts & Cables)  PUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  DRIVER / GROUNDMAN CDL  PUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  DRIVER / GROUNDMAN - Inexperienced (<2000 Hrs)  PUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  COUIPMENT OPERATOR (Class A CDL)	03/01/2017  R/GASFITTER"  09/03/2017  09/03/2017	\$52.69 \$27.14 \$38.45 \$31.66	\$7.75 \$7.75	\$1.81 \$9.53 \$9.44	\$0.00 \$0.00 \$0.00	\$36.70 \$55.73 \$48.85
VATER METER INSTALLER  LUMBERS & GASFITTERS LOCAL 12  For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER  Dutside Electrical - East  CABLE TECHNICIAN (Power Zone)  LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  CABLEMAN (Underground Ducts & Cables)  LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  DRIVER / GROUNDMAN CDL  LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  DRIVER / GROUNDMAN - Inexperienced (<2000 Hrs)  LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  OUIPMENT OPERATOR (Class A CDL)	03/01/2017  R/GASFITTER"  09/03/2017  09/03/2017  09/03/2017	\$52.69 \$27.14 \$38.45 \$31.66	\$7.75 \$7.75 \$7.75	\$1.81 \$9.53 \$9.44 \$1.75	\$0.00 \$0.00 \$0.00	\$36.70 \$55.73 \$48.85
VATER METER INSTALLER  LUMBERS & GASFITTERS LOCAL 12  For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER  Dutside Electrical - East  CABLE TECHNICIAN (Power Zone)  LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  CABLEMAN (Underground Ducts & Cables)  LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  DRIVER / GROUNDMAN CDL  LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs)  LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  CQUIPMENT OPERATOR (Class A CDL)  LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  CQUIPMENT OPERATOR (Class B CDL)	03/01/2017  R/GASFITTER"  09/03/2017  09/03/2017  09/03/2017	\$52.69 \$27.14 \$38.45 \$31.66	\$7.75 \$7.75 \$7.75	\$1.81 \$9.53 \$9.44 \$1.75	\$0.00 \$0.00 \$0.00	\$36.70 \$55.73 \$48.85 \$34.38
VATER METER INSTALLER  LUMBERS & GASFITTERS LOCAL 12  For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER  Dutside Electrical - East  ABLE TECHNICIAN (Power Zone)  UTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  ABLEMAN (Underground Ducts & Cables)  UTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  PRIVER / GROUNDMAN CDL  UTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  PRIVER / GROUNDMAN - Inexperienced (<2000 Hrs)  UTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  QUIPMENT OPERATOR (Class A CDL)  UTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  QUIPMENT OPERATOR (Class B CDL)  UTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"	03/01/2017  R/GASFITTER"  09/03/2017  09/03/2017  09/03/2017  09/03/2017	\$52.69 \$27.14 \$38.45 \$31.66 \$24.88	\$7.75 \$7.75 \$7.75 \$7.75	\$1.81 \$9.53 \$9.44 \$1.75	\$0.00 \$0.00 \$0.00 \$0.00	\$36.70 \$55.73 \$48.85 \$34.38
VATER METER INSTALLER  LUMBERS & GASFITTERS LOCAL 12  For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER  Dutside Electrical - East  CABLE TECHNICIAN (Power Zone)  LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  CABLEMAN (Underground Ducts & Cables)  LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  DRIVER / GROUNDMAN CDL  LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs)  LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  CQUIPMENT OPERATOR (Class A CDL)  LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  CQUIPMENT OPERATOR (Class B CDL)  LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  CQUIPMENT OPERATOR (Class B CDL)  LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  CQUIPMENT OPERATOR (Class B CDL)  LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  CROUNDMAN	03/01/2017  R/GASFITTER"  09/03/2017  09/03/2017  09/03/2017  09/03/2017	\$52.69 \$27.14 \$38.45 \$31.66 \$24.88	\$7.75 \$7.75 \$7.75 \$7.75	\$1.81 \$9.53 \$9.44 \$1.75	\$0.00 \$0.00 \$0.00 \$0.00	\$36.70 \$55.73 \$48.85 \$34.38
VATER METER INSTALLER  LUMBERS & GASFITTERS LOCAL 12  For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER  CABLE TECHNICIAN (Power Zone)  LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  CABLEMAN (Underground Ducts & Cables)  LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  DRIVER / GROUNDMAN CDL  LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  DRIVER / GROUNDMAN - Inexperienced (<2000 Hrs)  LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  CQUIPMENT OPERATOR (Class A CDL)  LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  CQUIPMENT OPERATOR (Class B CDL)  LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  CQUIPMENT OPERATOR (Class B CDL)  LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  CQUIPMENT OPERATOR (Class B CDL)  LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  CROUNDMAN  LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  FOR APPRENT OPERATOR (Class B CDL)	03/01/2017  R/GASFITTER"  09/03/2017  09/03/2017  09/03/2017  09/03/2017	\$52.69 \$27.14 \$38.45 \$31.66 \$24.88 \$38.45	\$7.75 \$7.75 \$7.75 \$7.75	\$1.81 \$9.53 \$9.44 \$1.75 \$13.61	\$0.00 \$0.00 \$0.00 \$0.00	\$36.70 \$55.73 \$48.85 \$34.38 \$59.81
WATER METER INSTALLER  LUMBERS & GASFITTERS LOCAL 12  For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER  CABLE TECHNICIAN (Power Zone)  DUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  CABLEMAN (Underground Ducts & Cables)  DUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  DRIVER / GROUNDMAN CDL  DUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  DRIVER / GROUNDMAN - Inexperienced (<2000 Hrs)  DUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  EQUIPMENT OPERATOR (Class A CDL)  DUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  For apprentice rates see "Apprentice- LINEMAN"  EQUIPMENT OPERATOR (Class B CDL)  DUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104  FOR apprentice rates see "Apprentice- LINEMAN"  EQUIPMENT OPERATOR (Class B CDL)  DUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	03/01/2017  R/GASFITTER"  09/03/2017  09/03/2017  09/03/2017  09/03/2017	\$52.69 \$27.14 \$38.45 \$31.66 \$24.88 \$38.45	\$7.75 \$7.75 \$7.75 \$7.75	\$1.81 \$9.53 \$9.44 \$1.75 \$13.61	\$0.00 \$0.00 \$0.00 \$0.00	\$36.70 \$55.73 \$48.85 \$34.38 \$59.81

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
JOURNEYMAN LINEMAN	09/03/2017	\$45.23	\$7.75	\$16.61	\$0.00	\$69.59
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104		‡ .3. <u>-</u> 2	4			******

	Step	ive Date - 09/03/2017 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	:
	1	60	\$27.14	\$7.75	\$3.31	\$0.00	\$38.20	
	2	65	\$29.40	\$7.75	\$3.38	\$0.00	\$40.53	
	3	70	\$31.66	\$7.75	\$3.45	\$0.00	\$42.86	
	4	75	\$33.92	\$7.75	\$5.02	\$0.00	\$46.69	
	5	80	\$36.18	\$7.75	\$5.09	\$0.00	\$49.02	
	6	85	\$38.45	\$7.75	\$5.15	\$0.00	\$51.35	
	7	90	\$40.71	\$7.75	\$7.22	\$0.00	\$55.68	
	Notes:							
	İ						i	
	Appre	entice to Journeyworker Ratio:1:2						
TELEDATA (		PLICER RKERS - EAST LOCAL 104	01/01/2016	5 \$28.98	\$4.25	\$3.12	\$0.00	\$36.35
		N/EQUIPMENT OPERATOR RKERS - EAST LOCAL 104	01/01/2016	5 \$27.31	\$4.25	\$3.07	\$0.00	\$34.63
		N/INSTALLER/TECHNICIAN RKERS - EAST LOCAL 104	01/01/2016	5 \$27.31	\$4.25	\$3.07	\$0.00	\$34.63
TREE TRIMM OUTSIDE ELECT		RKERS - EAST LOCAL 104	01/31/2016	\$18.51	\$3.55	\$0.00	\$0.00	\$22.06
operating, ma	intaining, o	es only to tree work done: (a) for a utility com or repairing the utility company's equipment, a not apply to wholesale tree removal.		_				
TREE TRIMM		OUNDMAN RKERS - EAST LOCAL 104	01/31/2016	\$16.32	2 \$3.55	\$0.00	\$0.00	\$19.87

## 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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