

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:

Waltham Veterans Memorial Ice Rink, Mechanical Improvements

Job Location: 295 Totten Pond Rd., Waltham Ma

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule from the Department of Labor Standards ("DLS") if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- All apprentices working on the project are required to be registered with the Massachusetts 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: 09/26/2017 **Wage Request Number:** 20170925-063

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 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
	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
TIEST WINOSE PROCEEDINGS ESCREEN (DOSTOR)	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 LABORERS - ZONE 1	06/01/2017	\$37.10	\$7.60	\$14.65	\$0.00	\$59.35
EMOREMO ZONE 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
For apprentice rates see "Apprentice- LABORER"	12/01/2019	\$41.85	\$7.60	\$14.65	\$0.00	\$64.10
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	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"		4 1 1 1 2 2	4-0100			4,-102
BACKHOE/FRONT-END LOADER	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"						
BARCO-TYPE JUMPING TAMPER LABORERS - ZONE 1	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 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
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

Apprentice -	BOILERMAKER - Local 29
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Effect	ive Date -	01/01/2017				Supplemental	
Step	percent		Apprentice Base Wag	e Health	Pension	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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		ntice - BRICK/PLASTER/CEMENT	MASON - Local 3 Waltha	m				
		ve Date - 08/01/2017		TT 1.1	ъ :	Supplemental	T . 1 P .	
	Step	percent	Apprentice Base Wage		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:							
							i	
	Appre	ntice to Journeyworker Ratio:1:5						
BULLDOZER/O			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
		'Apprentice- OPERATING ENGINEERS"						
LABORERS - FOUN		INNING BOTTOM MAN AND MARINE	12/01/2010	6 \$37.45	\$7.60	\$14.35	\$0.00	\$59.40
For apprentice	rates see "	Apprentice- LABORER"						
CAISSON & UI LABORERS - FOUN		INNING LABORER and marine	12/01/2010	536.30	\$7.60	\$14.35	\$0.00	\$58.25
For apprentice	rates see "	Apprentice- LABORER"						
CAISSON & UI		INNING TOP MAN AND MARINE	12/01/2010	6 \$36.30	\$7.60	\$14.35	\$0.00	\$58.25
For apprentice	rates see "	'Apprentice- LABORER"						
CARBIDE COR		LL OPERATOR	06/01/2017	7 \$37.10	\$7.60	\$14.65	\$0.00	\$59.35
LABORERS - ZONE	: 1		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
	rates see "	Apprentice- LABORER"						
CARPENTERS -ZON	NE 2 (Eas:	tern Massachusetts)	09/01/2017	7 \$39.28	\$9.90	\$17.50	\$0.00	\$66.68
C.Mi Dividio -LOI	z (±us)	от тальновия ста	03/01/2018	8 \$40.28	\$9.90	\$17.50	\$0.00	\$67.68
			09/01/2018	8 \$41.32	\$9.90	\$17.50	\$0.00	\$68.72
			03/01/2019	9 \$42.35	\$9.90	\$17.50	\$0.00	\$69.75

Pension

Apprentice -	CARPENTER - Zone	2 Eastern MA

Effe	ctive Date -	09/01/2017				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	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	
	ctive Date -	03/01/2018				Supplemental		
Step			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	
Note	es:							
App	rentice to Jo	urneyworker Ratio:1:5						
CEMENT MASONR		ING	07/01/2017	7 \$47.40	\$12.20	\$19.41	\$1.30	\$80.31
RICKLAYERS LOCAL 3 (WALTHAM)		01/01/2018	3 \$48.17	\$12.20	\$19.41	\$1.30	\$81.08
			07/01/2018	\$49.56	\$12.20	\$19.41	\$1.30	\$82.47
			01/01/2019	\$50.30	\$12.20	\$19.41	\$1.30	\$83.21
			07/01/2019	\$51.69	\$12.20	\$19.41	\$1.30	\$84.60
			01/01/2020	\$52.44		\$19.41	\$1.30	\$85.35

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

Pension

		ve Date -	07/01/2017				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$23.70	\$12.20	\$12.41	\$0.00	\$48.31	
	2	60		\$28.44	\$12.20	\$14.41	\$1.30	\$56.35	
	3	65		\$30.81	\$12.20	\$15.41	\$1.30	\$59.72	
	4	70		\$33.18	\$12.20	\$16.41	\$1.30	\$63.09	
	5	75		\$35.55	\$12.20	\$17.41	\$1.30	\$66.46	
	6	80		\$37.92	\$12.20	\$18.41	\$1.30	\$69.83	
	7	90		\$42.66	\$12.20	\$19.41	\$1.30	\$75.57	
	Effecti	ve Date -	01/01/2018				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$24.09	\$12.20	\$12.41	\$0.00	\$48.70	
	2	60		\$28.90	\$12.20	\$14.41	\$1.30	\$56.81	
	3	65		\$31.31	\$12.20	\$15.41	\$1.30	\$60.22	
	4	70		\$33.72	\$12.20	\$16.41	\$1.30	\$63.63	
	5	75		\$36.13	\$12.20	\$17.41	\$1.30	\$67.04	
	6	80		\$38.54	\$12.20	\$18.41	\$1.30	\$70.45	
	7	90		\$43.35	\$12.20	\$19.41	\$1.30	\$76.26	
	Notes:	Steps 3,4 a	are 500 hrs. All other steps ar	re 1,000 hrs.					
	Appre	 ntice to Jou							
HAIN SAW C				06/01/2013	7 \$37.10	\$7.60	\$14.65	\$0.00	\$59.35
BORERS - ZONE				12/01/2017			\$14.65	\$0.00	\$60.20
				06/01/2018			\$14.65	\$0.00	\$61.15
				12/01/2018			\$14.65	\$0.00	\$62.10
				06/01/2019			\$14.65	\$0.00	\$63.10
				12/01/2019			\$14.65	\$0.00	\$64.10
For apprentice	rates see "	Apprentice- L.	ABORER"	12/01/2013	φπ1.03	Ψ7.00	ψ11.05	ψ0.00	ψυπ.10
			ETS/HEADING MACHINES	S 06/01/2017	⁷ \$47.38	\$10.00	\$15.25	\$0.00	\$72.63
PERATING ENGI	NEERS LC	OCAL 4		12/01/2017	\$48.38	\$10.00	\$15.25	\$0.00	\$73.63
			PERATING ENGINEERS"						
OMPRESSOR PERATING ENGL				06/01/2017	\$31.86	\$10.00	\$15.25	\$0.00	\$57.11
			PERATING ENGINEERS"	12/01/2017	\$32.55	\$10.00	\$15.25	\$0.00	\$57.80
ELEADER (B				01/01/2017	7 \$51.41	\$7.85	\$16.10	\$0.00	\$75.36
AINTERS LOCAL	35 - ZONE	E 2			Ψυ 1.11	21.00			4.2.20

Pension

Total Rate

	Step	ive Date - 01/01/2017 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	·
	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	;
	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	;
	8	90	\$46.27	\$7.85	\$15.44	\$0.00	\$69.56	ó
	Notes:							
		Steps are 750 hrs.					i	
TMO ADZE		entice to Journeyworker Ratio:1:1						
EMO: ADZE BORERS - ZON			06/01/2017	\$37.00	\$7.60	\$14.65	\$0.00	\$59.25
			12/01/2017	\$37.85	\$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	\$40.75	\$7.60	\$14.65	\$0.00	\$63.00
For apprentice	e rates see	"Apprentice- LABORER"	12/01/2019	\$41.75	\$7.60	\$14.65	\$0.00	\$64.00
EMO: BACK	CHOE/LO	OADER/HAMMER OPERATOR	06/01/2017	\$38.00	\$7.60	\$14.65	\$0.00	\$60.25
BORERS - ZON	E 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
			12/01/2019	\$42.75	\$7.60	\$14.65	\$0.00	\$65.00
		"Apprentice- LABORER"						
EMO: BURN Borers - zon			06/01/2017		\$7.60	\$14.65	\$0.00	\$60.00
			12/01/2017		\$7.60	\$14.65	\$0.00	\$60.85
			06/01/2018		\$7.60	\$14.65	\$0.00	\$61.80
			12/01/2018		\$7.60	\$14.65	\$0.00	\$62.75
			06/01/2019		\$7.60	\$14.65	\$0.00	\$63.75
For apprentice	e 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 - ZON			12/01/2017		\$7.60 \$7.60	\$14.65 \$14.65	\$0.00	\$60.25 \$61.10
			06/01/2017		\$7.60 \$7.60	\$14.65 \$14.65	\$0.00	\$62.05
						\$14.65 \$14.65	\$0.00	\$63.00
			12/01/2018		\$7.60 \$7.60	\$14.65 \$14.65	\$0.00	
			06/01/2019		\$7.60 \$7.60		\$0.00	\$64.00
			12/01/2019	\$42.75	\$7.60	\$14.65	\$U.UU	\$65.00

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 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 apprentice rates see "Apprentice- LABORER"	12/01/2019	\$42.50	\$7.60	\$14.65	\$0.00	\$64.75
DEMO: WRECKING LABORER	06/01/2017	\$37.00	\$7.60	\$14.65	\$0.00	\$59.25
LABORERS - ZONE 1	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
D. C. L. HALL C. LADODEN	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"	12,01,201,	ψ10.72	Ψ10.00	Ψ10.20	Ψ0.00	Ψ/2.17
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"						
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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\$0.00

\$66.54

	ntice - ELECTRICIAN - Local 103					
Effecti Step	ive Date - 09/01/2017 percent	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
Effecti	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
6	55	\$27.58	\$13.00	\$14.38	\$0.00	\$54.96
7	60	\$30.09	\$13.00	\$14.76	\$0.00	\$57.85
8	65	\$32.60	\$13.00	\$15.15	\$0.00	\$60.75
9	70	\$35.11	\$13.00	\$15.53	\$0.00	\$63.64

Notes: :

75

10

App Prior 1/1/03; 30/35/40/45/50/55/65/70/75/80

Apprentice to Journeyworker Ratio:2:3***

ELEVATOR CONSTRUCTOR \$0.00 01/01/2017 \$55.86 \$15.28 \$15.71 \$86.85 ELEVATOR CONSTRUCTORS LOCAL 4

\$37.61

\$13.00

\$15.93

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Apprentice - ELEVATOR	CONSTRUCTOR - Local 4					
Effective Date - 01/01/2				Supplemental		
Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1 50	\$27.93	\$15.28	\$0.00	\$0.00	\$43.21	
2 55	\$30.72	\$15.28	\$15.71	\$0.00	\$61.71	
3 65	\$36.31	\$15.28	\$15.71	\$0.00	\$67.30	
4 70	\$39.10	\$15.28	\$15.71	\$0.00	\$70.09	
5 80	\$44.69	\$15.28	\$15.71	\$0.00	\$75.68	
Notes:						
Steps 1-2 are 6 mos	s.; Steps 3-5 are 1 year				į	
Apprentice to Journeywor	ker Ratio:1:1					
ELEVATOR CONSTRUCTOR HELPER ELEVATOR CONSTRUCTORS LOCAL 4	01/01/201	7 \$39.10	\$15.28	\$15.71	\$0.00	\$70.09
For apprentice rates see "Apprentice - ELEVATOR	R CONSTRUCTOR"					
FENCE & GUARD RAIL ERECTOR	06/01/201	7 \$37.10	\$7.60	\$14.65	\$0.00	\$59.35
LABORERS - ZONE 1	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 appropriate rates and "Appropriate LADODED"	12/01/2019	9 \$41.85	\$7.60	\$14.65	\$0.00	\$64.10
For apprentice rates see "Apprentice- LABORER" FIELD ENG.INST.PERSON-BLDG,SITE,F	IVV/HWV	- *10.1.7		Ф15.05	Ф0.00	0.5-10
OPERATING ENGINEERS LOCAL 4	03/01/201		\$10.00	\$15.25	\$0.00	\$67.40
	11/01/201		\$10.00	\$15.25	\$0.00	\$68.13
For apprentice rates see "Apprentice- OPERATING	05/01/2018 G ENGINEERS"	8 \$43.59	\$10.00	\$15.25	\$0.00	\$68.84
FIELD ENG.PARTY CHIEF-BLDG,SITE,		7 \$43.61	\$10.00	\$15.25	\$0.00	\$68.86
OPERATING ENGINEERS LOCAL 4	11/01/201		\$10.00	\$15.25 \$15.25	\$0.00	\$69.59
	05/01/2018	*	\$10.00	\$15.25 \$15.25	\$0.00	\$70.31
For apprentice rates see "Apprentice- OPERATING		3 \$45.00	\$10.00	Ψ13.23	\$0.00	\$70.31
FIELD ENG.ROD PERSON-BLDG,SITE,H	IVY/HWY 05/01/2017	7 \$22.41	\$10.00	\$15.25	\$0.00	\$47.66
OPERATING ENGINEERS LOCAL 4	11/01/2017		\$10.00	\$15.25	\$0.00	\$48.08
	05/01/2018		\$10.00	\$15.25	\$0.00	\$48.51
For apprentice rates see "Apprentice- OPERATING						
FIRE ALARM INSTALLER	09/01/201	7 \$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	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
For apprentice rates see "Apprentice- ELECTRICL						
FIRE ALARM REPAIR / MAINTENANCE	05/01/201	7 \$36.96	\$13.00	\$15.62	\$0.00	\$65.58
/ COMMISSIONIN	NGELECTRICIANS 03/01/2018	\$37.61	\$13.00	\$15.93	\$0.00	\$66.54
	09/01/2018	3 \$38.51	\$13.00	\$15.96	\$0.00	\$67.47
	03/01/2019	9 \$39.40	\$13.00	\$15.98	\$0.00	\$68.38
For apprentice rates see "Apprentice- TELECOMN	MUNICATIONS TECHNICIAN"					

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

	Step	ive Date - 03/01/2016 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$21.07	\$9.80	\$1.79	\$0.00	\$32.66	ó
	2	55	\$23.17	\$9.80	\$1.79	\$0.00	\$34.76	ó
	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	ļ
	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	ļ
	Notes:							
	İ	Steps are 750 hrs.					i	
	Appre	entice to Journeyworker Ratio:1:1						
RK LIFT/C			06/01/2017	\$46.38	\$10.00	\$15.25	\$0.00	\$71.63
For apprentic		"Apprentice- OPERATING ENGINEERS"	12/01/2017	\$47.38	\$10.00	\$15.25	\$0.00	\$72.63
		ING PLANT/HEATERS	06/01/2017	\$31.86	\$10.00	\$15.25	\$0.00	\$57.11
ERATING ENC		OCAL 4 "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$32.55	\$10.00	\$15.25	\$0.00	\$57.80
		ANK/AIR BARRIER/INTERIOR	01/01/2017	\$40.91	\$7.85	\$16.10	\$0.00	\$64.86

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\$15.25

\$10.00

\$0.00

\$72.63

OPERATING ENGINEERS LOCAL 4

Total Rate

12/01/2017

\$47.38

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upplemental Total Rate

	Step	ve Date - 06/01/2017 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	2
	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
	3	65	\$30.15	\$10.00	\$15.25	\$0.00	\$55.40)
	4	70	\$32.47	\$10.00	\$15.25	\$0.00	\$57.72	!
	5	75	\$34.79	\$10.00	\$15.25	\$0.00	\$60.04	ļ
	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)
	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	ó
	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)
	6	80	\$37.90	\$10.00	\$15.25	\$0.00	\$63.15	j
	7	85	\$40.27	\$10.00	\$15.25	\$0.00	\$65.52	!
	8	90	\$42.64	\$10.00	\$15.25	\$0.00	\$67.89)
	Notes:							
	Appre	ntice to Journeyworker Ratio:1:6						
AC (DUCT			08/01/2017	7 \$43.	83 \$11.45	\$24.03	\$2.38	\$81.69
ETMETAL WO	RKERS LC	OCAL 17 - A	02/01/2018	8 \$44.	98 \$11.45	\$24.03	\$2.38	\$82.84
		Apprentice- SHEET METAL WORKER"						
AC (ELECT Etricians lo		CONTROLS)	09/01/2017	7 \$49.	28 \$13.00	\$17.48	\$0.00	\$79.76
THICKING LC	CAL 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
For apprentice	rates see "	Apprentice- ELECTRICIAN"	03/01/2019	\$52.	53 \$13.00	\$17.93	\$0.00	\$83.46
AC (TESTI) 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	\$82.84
	NG ANI	Apprentice- SHEET METAL WORKER" D BALANCING -WATER)	03/01/2017	7 \$51.	19 \$9.70	\$18.14	\$0.00	\$79.03
		Apprentice- PIPEFITTER" or "PLUMBER/PIPEFI	TTER"					
	ANIC		03/01/2017	7 \$51.	19 \$9.70	\$18.14	\$0.00	\$79.03

			00/01/2010	υ ψυ / . 	Ψ1.00	Φ1 1.05	Ψ0.00	Φ01.05
			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"						
ISULATOR (I			09/01/2017	7 \$47.09	\$11.75	\$14.20	\$0.00	\$73.04
LAI & FROSI IN	SULATOR	S LOCAL 6 (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 ve Date - 09/01/2017 percent	Apprentice Base Wage		Pension	Supplemental 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	
	Effecti	ve Date - 09/01/2018				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	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	

\$39.47

03/16/2017

\$11.75

\$44.65

\$12.70

\$7.80

\$0.00

\$20.85

\$0.00

\$63.92

\$73.30

Effective Date

06/01/2017

12/01/2017

06/01/2018

Base Wage

\$37.60

\$38.45

\$39.40

Health

\$7.60

\$7.60

\$7.60

Classification

LABORERS - ZONE 1

HYDRAULIC DRILLS

4

IRONWORKER/WELDER

IRONWORKERS LOCAL 7 (BOSTON AREA)

Notes:

80

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

Supplemental

\$0.00

\$0.00

\$0.00

Unemployment

Pension

\$14.65

\$14.65

\$14.65

Total Rate

\$59.85

\$60.70

\$61.65

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		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:	** Structural 1:6; Ornamental 1:4						
	Appre	entice to Journeyworker Ratio:**						
		VING BREAKER OPERATOR	06/01/2017	\$37.10	\$7.60	\$14.65	\$0.00	\$59.35
BORERS - ZON	/E 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
	e rates see	"Apprentice- LABORER"						
ABORER ABORERS - ZON	IE I		06/01/2017	\$36.85	\$7.60	\$14.65	\$0.00	\$59.10
301			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: Apprent ABORER: CARPENTE ABORERS - ZONE 1	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 \$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 see "Apprent apprentice rates see "Apprentice	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 \$36.85 \$37.70 \$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 \$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 \$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 rates see "Apprent	70 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 \$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 _l ABORER: CEMENT FI	Step percent 1 60 2 70 3 80 4 90 Notes: Apprentice to Journeyworker Ratio:1:5 ER: CARPENTER TENDER - ZONE 1 Prentice rates see "Apprentice- LABORER" ER: CEMENT FINISHER TENDER - ZONE 1 prentice rates see "Apprentice- LABORER" ER: HAZARDOUS WASTE/ASBESTOS REMO	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	**	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 \$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 \$1	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 \$5.90.00 Caboritation \$0.601/2018 \$33.65 \$7.60 \$14.65 \$0.00 \$6.00.00 Caboritation \$0.601/2019 \$4.00 \$7.60 \$14.65 \$0.00 \$6.28.50 Caboritation \$0.601/2019 \$4.00 \$7.60 \$14.65 \$0.00 \$6.28.50 Caboritation \$0.601/2019 \$4.00 \$7.60 \$14.65 \$0.00 \$6.28.50 Caboritation \$0.601/2019 \$4.10 \$7.60 \$14.65 \$0.00 \$6.28.50 Caboritation \$0.601/2019 \$4.10 \$7.60 \$14.65 \$0.00 \$6.28.50 Caboritation \$0.601/2019 \$4.10 \$7.60 \$14.65 \$0.00 \$6.28.50 Caboritation \$0.601/2019 \$3.7.00 \$7.60 \$14.65 \$0.00 \$6.28.50 Caboritation \$0.601/2019 \$3.7.00 \$7.60 \$14.65 \$0.00 \$6.00.00 Caboritation \$0.601/2019 \$3.8.50 \$7.60 \$14.65 \$0.00 \$6.00.00 Caboritation \$0.601/2019 \$4.8.50 \$7.60 \$14.65 \$0.00 \$6.1.15 Caboritation \$0.601/2019 \$4.8.50 \$7.60 \$14.65 \$0.00 \$6.1.15 Caboritation \$0.601/2019 \$4.1.85 \$0.70 \$1.80 \$0.00		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 \$38.90 \$7.60 \$14.65 \$0.00 \$60.20 06/01/2019 \$40.85 \$7.60 \$14.65 \$0.00 \$60.10 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 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 \$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 08/01/2019 \$43.03 \$10.75 \$18.07 \$0.00 \$70.63 08/01/2019 \$44.62 \$10.75 \$18.22 \$0.00 \$71.85 02/01/2020 \$44.62 \$10.75 \$18.22 \$0.00 \$73.59 02/01/2021 \$44.62 \$10.75 \$18.22 \$0.00 \$73.59 02/01/2021 \$44.62 \$10.75 \$18.22 \$0.00 \$73.59 02/01/2021 \$44.62 \$10.75 \$18.22 \$0.00 \$73.59 02/01/2021 \$44.62 \$10.75 \$18.22 \$0.00 \$73.59 02/01/2021 \$44.62 \$10.75 \$18.22 \$0.00 \$73.59 02/01/2021 \$44.62 \$10.75 \$18.22 \$0.00 \$73.59 02/01/2021 \$44.62 \$10.75 \$18.22 \$0.00 \$73.59 02/01/2021 \$44.62 \$10.75 \$18.22 \$0.00 \$73.59 02/01/							
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 \$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 done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice Taxles see "Apprentice-LABORER" LASER BEAM OPERATOR 06/01/2017 \$37.10 \$7.60 \$14.65 \$0.00 \$60.20 06/01/2018 \$38.90 \$7.60 \$14.65 \$0.00 \$60.20 06/01/2018 \$38.90 \$7.60 \$14.65 \$0.00 \$60.20 06/01/2018 \$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 12/01/2018 \$39.85 \$7.60 \$14.65 \$0.00 \$63.10 12/01/2019 \$41.85 \$7.60 \$14.65 \$0.00 \$68.37 12/01/2019 \$41.85 \$7.60 \$14.65 \$0.00 \$68.37 12/01/2019 \$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 \$43.03 \$10.75 \$18.07 \$0.00 \$71.85 13/01/2019 \$43.35 \$10.75 \$18.07 \$0.00 \$73.59 13/01/2019 \$43.35 \$10.75 \$18.07 \$0.00 \$73.59 13/01/2019 \$44.62 \$10.75 \$18.22 \$0.00 \$73.59 13/01/2019 \$44.62 \$10.75 \$18.22 \$0.00 \$73.59 13/01/2019 \$44.62 \$10.75 \$18.22 \$0.00 \$73.59 13/01/2019 \$44.62 \$10.75 \$18.22 \$0.00 \$73.59 13/01/2019 \$44.62 \$10.75 \$18.25 \$0.00 \$73.59 13/01/2019 \$44.62 \$10.75 \$18.25 \$0.00 \$73.59 13/01/		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 \$77.85 12/01/2019 \$41.85 \$10.75 \$18.07 \$0.00 \$77.85 12/01/2019 \$41.85 \$10.75 \$18.20 \$0.00 \$77.85 12/01/2010	ELDORERO ECILE I	12/01/2017	\$37.70	\$7.60	\$14.65	\$0.00	\$59.95
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

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Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & T	[ile
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	Apprei Effecti	ve Date - 08/01/2017				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	
	Effecti Step	ve Date - 02/01/2018 percent	Apprentice Base Wage	Health	Pension	Supplemental 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:	. — — — — — — .						
I L	Appre	ntice to Journeyworker Ratio:1:3						
MARBLE MASO	-	ILELAYERS & TERRAZZO MECH	08/01/2017	7 \$52.10	\$10.75	\$19.35	\$0.00	\$82.20
RICKLATERS LOCA	AL 3 - M.	ARBLE & TILE	02/01/2018	\$52.78	\$10.75	\$19.35	\$0.00	\$82.88
			08/01/2018	\$54.13	\$10.75	\$19.48	\$0.00	\$84.36
			02/01/2019	\$54.75	\$10.75	\$19.48	\$0.00	\$84.98
			08/01/2019	\$56.10	\$10.75	\$19.62	\$0.00	\$86.47
			02/01/2020	\$56.73	\$10.75	\$19.62	\$0.00	\$87.10
			08/01/2020	\$58.08	\$10.75		\$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

\$19.93

\$19.93

\$10.75

\$10.75

\$0.00

\$0.00

\$90.80

\$91.37

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	Step	ive Date - 08/01/2017 percent	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	
	Effect	ive Date - 02/01/2018				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	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 Journeyworker Ratio:1:5						
CH. SWEEI	PER OP	ERATOR (ON CONST. SITES)	06/01/2017	7 \$45.93	3 \$10.00	\$15.25	\$0.00	\$71.18
ERATING ENGL	NEERS L	OCAL 4	12/01/2017	7 \$46.92	2 \$10.00	\$15.25	\$0.00	\$72.17
For apprentice	rates see	"Apprentice- OPERATING ENGINEERS"						
CHANICS I			06/01/2017	7 \$45.93	\$10.00	\$15.25	\$0.00	\$71.18
			12/01/2017	7 \$46.92	2 \$10.00	\$15.25	\$0.00	\$72.17
LLWRIGHT		"Apprentice- OPERATING ENGINEERS"	0.4/01/2015	7	• • • • • • • • • • • • • • • • • • • •	¢10.50	Φ0.00	Φ.(7.02
LWRIGHTS LO			04/01/2017			\$18.50	\$0.00	\$67.02
			10/01/2017	,		\$18.50	\$0.00	\$67.92
			04/01/2018			\$18.50 \$18.50	\$0.00 \$0.00	\$68.82
			10/01/2018	8 \$41.32	2 \$9.90	\$18.50	50 00	\$69.72

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Pension

	Effecti	ve Date -	04/01/2017				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	:
	1	55		\$21.24	\$9.90	\$5.31	\$0.00	\$36.45	
	2	65		\$25.10	\$9.90	\$15.13	\$0.00	\$50.13	
	3	75		\$28.97	\$9.90	\$16.10	\$0.00	\$54.97	
	4	85		\$32.83	\$9.90	\$17.06	\$0.00	\$59.79	
	Effecti	ve Date -	10/01/2017				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	:
	1	55		\$21.74	\$9.90	\$5.31	\$0.00	\$36.95	
	2	65		\$25.69	\$9.90	\$15.13	\$0.00	\$50.72	
	3	75		\$29.64	\$9.90	\$16.10	\$0.00	\$55.64	
	4	85		\$33.59	\$9.90	\$17.06	\$0.00	\$60.55	
	Notes:								
			2,000 hours					i	
	Appre	ntice to Jo	urneyworker Ratio:1:5						
MORTAR MIX ABORERS - ZONE				06/01/201	7 \$37.1	0 \$7.60	\$14.65	\$0.00	\$59.35
ABOKEKS - ZONE	2 1			12/01/201	7 \$37.9	5 \$7.60	\$14.65	\$0.00	\$60.20
				06/01/201	8 \$38.9	0 \$7.60	\$14.65	\$0.00	\$61.15
				12/01/201	8 \$39.8	5 \$7.60	\$14.65	\$0.00	\$62.10
				06/01/201	9 \$40.8	5 \$7.60	\$14.65	\$0.00	\$63.10
For apprentice	rates see '	'Apprentice- I	ABORER"	12/01/201	9 \$41.8	5 \$7.60	\$14.65	\$0.00	\$64.10
			CRANES,GRADALLS)	06/01/201	7 \$23.4	7 \$10.00	\$15.25	\$0.00	\$48.72
PERATING ENGI			,	12/01/201				\$0.00	\$49.24
For apprentice	rates see '	Apprentice- C	PERATING ENGINEERS"	12,01,201	, φ23.)	, ψ10.00			Ψ12.27
OILER (TRUC			DALLS)	06/01/201	7 \$27.5	4 \$10.00	\$15.25	\$0.00	\$52.79
PERATING ENGI	NEERS LO	OCAL 4		12/01/201	7 \$28.1	5 \$10.00	\$15.25	\$0.00	\$53.40
For apprentice	rates see '	Apprentice- C	PERATING ENGINEERS"						
OTHER POWE			PMENT - CLASS II	06/01/201	7 \$45.9	3 \$10.00	\$15.25	\$0.00	\$71.18
				12/01/201	7 \$46.9	2 \$10.00	\$15.25	\$0.00	\$72.17
			PERATING ENGINEERS"						
PAINTER (BRI	IDGES/ 35 - ZONI	,		01/01/201	7 \$51.4	1 \$7.85	\$16.10	\$0.00	\$75.36

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\$16.10

\$7.85

\$0.00

\$64.32

Effecti	ive 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.					
Appre	entice to Journeyworker Ratio:1:1					
	R SANDBLAST, NEW) *	01/01/2017	7 \$42.31	\$7.85	\$16.10	\$66.26

PAINT

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

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

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

Step	ve Date - 01/01/2017 percent	Apprentice Base Wag	ge Health	Pension	Supplemental 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.						

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01/01/2017

\$40.37

PAINTERS LOCAL 35 - ZONE 2

PAINTER (SPRAY OR SANDBLAST, REPAINT)

Appre	ntice - PAINTER Local 35 Zon	e 2 - Spray/Sandblast - Repaint					
Effecti Step	ive Date - 01/01/2017 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra	te
1	50	\$20.19	\$7.85	\$0.00	\$0.00	\$28.0)4
2	55	\$22.20	\$7.85	\$3.66	\$0.00	\$33.7	' 1
3	60	\$24.22	\$7.85	\$3.99	\$0.00	\$36.0	06
4	65	\$26.24	\$7.85	\$4.32	\$0.00	\$38.4	1
5	70	\$28.26	\$7.85	\$14.11	\$0.00	\$50.2	.2
6	75	\$30.28	\$7.85	\$14.44	\$0.00	\$52.5	57
7	80	\$32.30	\$7.85	\$14.77	\$0.00	\$54.9)2
8	90	\$36.33	\$7.85	\$15.44	\$0.00	\$59.6	52
Notes:							ı
	Steps are 750 hrs.						
Appre	ntice to Journeyworker Ratio:1	:1					
PAINTER (TRAFFIC N	MARKINGS)	06/01/2017	7 \$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
		12/01/2019	\$41.60	\$7.60	\$14.65	\$0.00	\$63.85
For Apprentice rates see	"Apprentice- LABORER"						
PAINTER / TAPER (B	RUSH, NEW) *	01/01/2017	7 \$40.91	\$7.85	\$16.10	\$0.00	\$64.86

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

Apprentice -	PAINTER - Local 35 Zone 2 - BRUSH NEW
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Effecti	ive Date - 01/01/2017				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	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.					
Appre	entice to Journeyworker Ratio	1:1				- — — —
PER (B	RUSH, REPAINT)	01/01/201	7 \$38.97	\$7.85	\$16.10	\$0.00 \$62.92

PAINTER / TAPER (BRUSH, REPAINT)	01/01/2017	\$38.97	\$7.85	\$16.10	\$0.00	\$62.92
PAINTERS LOCAL 35 - ZONE 2						

^{*} If 30% or more of surfaces to be painted are new construction,

7

8

PIPEFITTERS LOCAL 537

80

90

\$7.85

\$7.85

\$14.77

\$15.44

\$0.00

\$0.00

\$53.80

\$58.36

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

Notes: Steps are 750 hrs.

\$31.18

\$35.07

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

Apprentice - PILE DRIVER - Local 56 Zone 1

Effect	ive Date - 08/01/2015				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$21.02	\$9.80	\$19.23	\$0.00	\$50.05
2	60	\$25.22	\$9.80	\$19.23	\$0.00	\$54.25
3	70	\$29.43	\$9.80	\$19.23	\$0.00	\$58.46
4	75	\$31.53	\$9.80	\$19.23	\$0.00	\$60.56
5	80	\$33.63	\$9.80	\$19.23	\$0.00	\$62.66
6	80	\$33.63	\$9.80	\$19.23	\$0.00	\$62.66
7	90	\$37.84	\$9.80	\$19.23	\$0.00	\$66.87
8	90	\$37.84	\$9.80	\$19.23	\$0.00	\$66.87
Notes	- — — — — — — - :					
						į
Appro	entice to Journeyworker Ratio:1:	3				
EFITTER & STEA	MFITTER	03/01/2017	7 \$51.1	9 \$9.70	\$18.14	50.00 \$79.03

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	Effective Step	ve Date - 03/01/2017 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	To	tal Rate
	1	40	\$20.48	\$9.70	\$7.50	\$0.00		\$37.68
	2	45	\$23.04	\$9.70	\$18.14	\$0.00		\$50.88
	3	60	\$30.71	\$9.70	\$18.14	\$0.00		\$58.55
	4	70						
	5		\$35.83	\$9.70	\$18.14	\$0.00		\$63.67
	3	80	\$40.95	\$9.70	\$18.14	\$0.00		\$68.79
	Notes:	** 1:3; 3:15; 1:10 thereafter Refrig/AC Mechanic **1:1;	/ Steps are 1 yr. 1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:1	17;9:20;10:23(Max)			
	Apprei	ntice to Journeyworker Rati	0:**					
PELAYER			06/01/201	7 \$37.10	\$7.60	\$14.65	\$0.00	\$59.3
BORERS - ZON	EI		12/01/201	7 \$37.95	\$7.60	\$14.65	\$0.00	\$60.2
			06/01/201	8 \$38.90	\$7.60	\$14.65	\$0.00	\$61.1
			12/01/201	8 \$39.85	\$7.60	\$14.65	\$0.00	\$62.1
			06/01/201	9 \$40.85	\$7.60	\$14.65	\$0.00	\$63.1
			12/01/201	9 \$41.85	\$7.60	\$14.65	\$0.00	\$64.1
For apprentice	e rates see ".	Apprentice- LABORER"						
.UMBERS &	⊱ G∆SFIT							
	SFITTERS I		03/01/201 TER - Local 12	7 \$52.69	\$11.32	\$15.46	\$0.00	\$79.4
	Appren Effectiv	ntice - PLUMBER/GASFIT ve Date - 03/01/2017	TER - Local 12			\$15.46 Supplemental Unemployment		
	SFITTERS I	ntice - PLUMBER/GASFIT we Date - 03/01/2017 percent	TER - Local 12 Apprentice Base Wage	· Health	Pension	Supplemental Unemployment		tal Rate
	Appren Effective Step 1	ntice - PLUMBER/GASFIT: ve Date - 03/01/2017 percent 35	TER - Local 12 Apprentice Base Wage \$18.44	Health \$11.32	Pension \$5.74	Supplemental Unemployment \$0.00		tal Rate \$35.50
	Appren Effectiv Step 1	ntice - PLUMBER/GASFIT ve Date - 03/01/2017 percent 35	TER - Local 12 Apprentice Base Wage \$18.44 \$21.08	\$ Health \$11.32 \$11.32	Pension \$5.74 \$6.49	Supplemental Unemployment \$0.00 \$0.00		tal Rate \$35.50 \$38.89
	Appren Effective Step 1 2 3	tice - PLUMBER/GASFITT ve Date - 03/01/2017 percent 35 40 55	TER - Local 12 Apprentice Base Wage \$18.44 \$21.08 \$28.98	Health \$11.32 \$11.32 \$11.32	Pension \$5.74 \$6.49 \$8.73	Supplemental Unemployment \$0.00 \$0.00 \$0.00		tal Rate \$35.50 \$38.89 \$49.03
	Apprene Effective Step 1 2 3 4	ntice - PLUMBER/GASFIT: ve Date - 03/01/2017 percent 35 40 55	Apprentice Base Wage \$18.44 \$21.08 \$28.98 \$34.25	\$11.32 \$11.32 \$11.32 \$11.32	Pension \$5.74 \$6.49 \$8.73 \$10.23	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00		\$35.50 \$38.89 \$49.03 \$55.80
	Appren Effective Step 1 2 3	tice - PLUMBER/GASFITT ve Date - 03/01/2017 percent 35 40 55	TER - Local 12 Apprentice Base Wage \$18.44 \$21.08 \$28.98	Health \$11.32 \$11.32 \$11.32	Pension \$5.74 \$6.49 \$8.73	Supplemental Unemployment \$0.00 \$0.00 \$0.00		tal Rate \$35.50 \$38.89 \$49.03
	Apprene Effective Step 1 2 3 4	ntice - PLUMBER/GASFIT: ve Date - 03/01/2017 percent 35 40 55	Apprentice Base Wage \$18.44 \$21.08 \$28.98 \$34.25 \$39.52	\$11.32 \$11.32 \$11.32 \$11.32	Pension \$5.74 \$6.49 \$8.73 \$10.23	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00		\$35.50 \$38.89 \$49.03 \$55.80
	Appren Effective Step 1 2 3 4 5	tice - 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 \$39.52	\$11.32 \$11.32 \$11.32 \$11.32	Pension \$5.74 \$6.49 \$8.73 \$10.23	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00		\$35.50 \$38.89 \$49.03 \$55.80
NEUMATIC	Appren Effective Step 1 2 3 4 5 Notes:	tice - PLUMBER/GASFIT: ve Date - 03/01/2017 percent 35 40 55 65 75 ** 1:2; 2:6; 3:10; 4:14; 5:19 Step4 with lic\$58.50 Step5	Apprentice Base Wage \$18.44 \$21.08 \$28.98 \$34.25 \$39.52 \$39.52	\$ Health \$11.32 \$11.32 \$11.32 \$11.32	Pension \$5.74 \$6.49 \$8.73 \$10.23 \$11.72	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00		\$35.50 \$38.89 \$49.03 \$55.80
NEUMATIC PEFITTERS LO	Appren Effective Step 1 2 3 4 5 Notes:	## 1:2; 2:6; 3:10; 4:14; 5:19 Step4 with lic\$58.50 Step5	Apprentice Base Wage \$18.44 \$21.08 \$28.98 \$34.25 \$39.52 //Steps are 1 yr with lic\$65.36 o:** 03/01/201	\$ Health \$11.32 \$11.32 \$11.32 \$11.32	Pension \$5.74 \$6.49 \$8.73 \$10.23 \$11.72	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	To	tal Rate \$35.50 \$38.89 \$49.03 \$55.80 \$62.56
NEUMATIC PEFITTERS LOG For apprentice NEUMATIC	Appren Effective Step 1 2 3 4 5 Notes: CONTROCAL 537 e rates see " DRILL/T	## 1:2; 2:6; 3:10; 4:14; 5:19 Step4 with lic\$58.50 Step5 stept of DLS (TEMP.)	Apprentice Base Wage \$18.44 \$21.08 \$28.98 \$34.25 \$39.52 //Steps are 1 yr with lic\$65.36 o:** 03/01/201	\$ Health \$11.32 \$11.32 \$11.32 \$11.32 \$11.32	Pension \$5.74 \$6.49 \$8.73 \$10.23 \$11.72 \$9.70	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	To	tal Rate \$35.50 \$38.89 \$49.03 \$55.80 \$62.56
NEUMATIC PEFITTERS LOG For apprentice	Appren Effective Step 1 2 3 4 5 Notes: CONTROCAL 537 e rates see " DRILL/T	## 1:2; 2:6; 3:10; 4:14; 5:19 Step4 with lic\$58.50 Step5 Apprentice- PIPEFITTER" or "PLUMARY OF The Control o	Apprentice Base Wage \$18.44 \$21.08 \$28.98 \$34.25 \$39.52 /Steps are 1 yr with lic\$65.36 0:** 03/01/201	Health \$11.32 \$11.32 \$11.32 \$11.32 \$11.32 \$11.32 7 \$51.19	Pension \$5.74 \$6.49 \$8.73 \$10.23 \$11.72 \$9.70	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$18.14	**To	tal Rate \$35.50 \$38.89 \$49.03 \$55.80 \$62.56
NEUMATIC PEFITTERS LOG For apprentice NEUMATIC	Appren Effective Step 1 2 3 4 5 Notes: CONTROCAL 537 e rates see " DRILL/T	## 1:2; 2:6; 3:10; 4:14; 5:19 Step4 with lic\$58.50 Step5 Apprentice- PIPEFITTER" or "PLUMARY OF The Control o	Apprentice Base Wage \$18.44 \$21.08 \$28.98 \$34.25 \$39.52 /Steps are 1 yr with lic\$65.36 o:** 03/01/201	Health \$11.32 \$11.32 \$11.32 \$11.32 \$11.32 \$11.32 7 \$51.19	Pension \$5.74 \$6.49 \$8.73 \$10.23 \$11.72 \$9.70 \$7.60 \$7.60	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$18.14	\$0.00 \$0.00	tal Rate \$35.50 \$38.89 \$49.03 \$55.80 \$62.56
NEUMATIC PEFITTERS LOG For apprentice NEUMATIC	Appren Effective Step 1 2 3 4 5 Notes: CONTROCAL 537 e rates see " DRILL/T	## 1:2; 2:6; 3:10; 4:14; 5:19 Step4 with lic\$58.50 Step5 Apprentice- PIPEFITTER" or "PLUMARY PLUMARY PLUMARY PIPEFITTER" or "PLUMARY PIPEFITTER" PIPEFITTER PIPEFITTER" PIPEFITTER PIPEFITT	Apprentice Base Wage \$18.44 \$21.08 \$28.98 \$34.25 \$39.52 //Steps are 1 yr with lic\$65.36 o:** 03/01/201 MBER/PIPEFITTER"	Health \$11.32 \$11.32 \$11.32 \$11.32 \$11.32 \$11.32 \$11.32 \$11.32 \$11.32 \$11.32 \$11.32	Pension \$5.74 \$6.49 \$8.73 \$10.23 \$11.72 \$9.70 \$7.60 \$7.60 \$7.60	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$18.14	\$0.00 \$0.00 \$0.00	tal Rate \$35.50 \$38.89 \$49.03 \$55.80 \$62.56 \$79.0
NEUMATIC PEFITTERS LOG For apprentice NEUMATIC	Appren Effective Step 1 2 3 4 5 Notes: CONTROCAL 537 e rates see " DRILL/T	## 1:2; 2:6; 3:10; 4:14; 5:19 Step4 with lic\$58.50 Step5 Apprentice- PIPEFITTER" or "PLUMARY PLUMARY PLUMARY PIPEFITTER" or "PLUMARY PIPEFITTER" PIPEFITTER PIPEFITTER" PIPEFITTER PIPEFITT	Apprentice Base Wage \$18.44 \$21.08 \$28.98 \$34.25 \$39.52 /Steps are 1 yr with lic\$65.36 o:** 03/01/201 12/01/201 06/01/201	Health \$11.32 \$11.32 \$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	Pension \$5.74 \$6.49 \$8.73 \$10.23 \$11.72 \$9.70 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$18.14	\$0.00 \$0.00 \$0.00 \$0.00	\$35.50 \$38.89 \$49.03 \$55.80 \$62.56 \$79.0 \$59.3 \$60.2 \$61.1

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 1	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)	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 (DEWATERING, OTHER)	06/01/2017	\$31.86	\$10.00	\$15.25	\$0.00	\$57.11
OPERATING ENGINEERS LOCAL 4	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)	06/01/2016	\$25.32	\$9.80	\$16.82	\$0.00	\$51.94
CARPENTERS -ZONE 2 (Residential Wood)						
RESIDENTIAL WOOD FRAME CARPENTER **	04/01/2017	\$26.31	\$7.07	\$7.18	\$0.00	\$40.56
** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do	10/01/2017	\$26.93	\$7.07	\$7.18	\$0.00	\$41.18
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 \$28.63 \$7.07 \$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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02/01/2019

\$44.76

\$11.20

\$14.80

\$0.00

\$70.76

		ntice - RO ve Date -	OOFER - Local 33 08/01/2017				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	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	-10, the 1:10; Reroofing: 1:	4, then 1:1					
		•	2000 hrs.; Steps 2-5 are 100 n Mechanics' receive \$1.00 l						
	Appre	ntice to Jo	urneyworker Ratio:**						
		E / PRECA	ST CONCRETE	08/01/2017	\$41.61	\$11.20	\$14.80	\$0.00	\$67.61
OOFERS 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 HEETMETAL WO				08/01/2017	\$43.83	\$11.45	\$24.03	\$2.38	\$81.69
LLIIMLIME # O.				02/01/2018	\$44.98	\$11.45	\$24.03	\$2.38	\$82.84

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PAINTERS LOCAL 35 - ZONE 2

Pension

Total Rate

Step	ve Date - 08/01/2017 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total R
1	40	\$17.53	\$11.45	\$5.61	\$0.00	\$34.
2	40	\$17.53	\$11.45	\$5.61	\$0.00	\$34.
3	45	\$19.72	\$11.45	\$10.76	\$1.26	\$43.
4	45	\$19.72	\$11.45	\$10.76	\$1.26	\$43.
5	50	\$21.92	\$11.45	\$11.71	\$1.35	\$46.
6	50	\$21.92	\$11.45	\$11.96	\$1.36	\$46.
7	60	\$26.30	\$11.45	\$13.61	\$1.54	\$52.
8	65	\$28.49	\$11.45	\$14.56	\$1.64	\$56.
9	75	\$32.87	\$11.45	\$16.47	\$1.82	\$62.
10	85	\$37.26	\$11.45	\$17.87	\$2.00	\$68.
Effecti Step	ve Date - 02/01/2018 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total R
1	40	\$17.99	\$11.45	\$5.24	\$0.00	\$34.
2	40	\$17.99	\$11.45	\$5.24	\$0.00	\$34.
3	45	\$20.24	\$11.45	\$10.31	\$1.27	\$43.
4	45	\$20.24	\$11.45	\$10.31	\$1.27	\$43.
5	50	\$22.49	\$11.45	\$11.21	\$1.37	\$46.
6	50	\$22.49	\$11.45	\$11.46	\$1.38	\$46.
7	60	\$26.99	\$11.45	\$13.02	\$1.56	\$53
8	65	\$29.24	\$11.45	\$13.93	\$1.67	\$56
9	75	\$33.74	\$11.45	\$15.74	\$1.85	\$62
10	85	\$38.23	\$11.45	\$17.05	\$2.03	\$68
Notes:	Steps are 6 mos.					
110003.	Steps are o mos.					

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Ste		Date - 06/01/2013 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	•
1		50	\$12.91	\$7.07	\$0.00	\$0.00	\$19.98	3
2	:	55	\$14.20	\$7.07	\$2.45	\$0.00	\$23.72	
3	(60	\$15.49	\$7.07	\$2.45	\$0.00	\$25.01	
4	(65	\$16.78	\$7.07	\$2.45	\$0.00	\$26.30)
5	,	70	\$18.07	\$7.07	\$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	
No	otes:	teps are 4 mos.						
Ap	prenti	ce to Journeyworker Ratio:1:1						
CIALIZED EAI		MOVING EQUIP < 35 TONS NO. 10 ZONE A	12/01/2016	\$33.54	\$10.91	\$10.89	\$0.00	\$55.3
CIALIZED EAI		MOVING EQUIP > 35 TONS NO. 10 ZONE A	12/01/2016	\$33.83	\$10.91	\$10.89	\$0.00	\$55.6
		50 - (Section A) Zone 1	03/01/2017	\$56.08	\$8.77	\$17.20	\$0.00	\$82.0
App	OCAL 5:	50 - (Section A) Zone I ce - SPRINKLER FITTER - Loca Date - 03/01/2017	al 550 (Section A) Zone 1			Supplemental		
App	OCAL 5:	ce - SPRINKLER FITTER - Loca			\$8.77 Pension		\$0.00 Total Rate	
<i>Ap</i> p Eff	prentice preprint pre	ce - <i>SPRINKLER FITTER - Loca</i> Date - 03/01/2017	al 550 (Section A) Zone 1			Supplemental		2
App Eff	prentice preprentice preprenti	ce - SPRINKLER FITTER - Loca Date - 03/01/2017 percent	al 550 (Section A) Zone 1 Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	;
App Eff Ste	prentic fective	ce - SPRINKLER FITTER - Loca Date - 03/01/2017 percent	Apprentice Base Wage \$19.63	Health \$8.52	Pension \$8.70	Supplemental Unemployment \$0.00	Total Rate	5
App Eff Ste 1	prentic fective	ce - SPRINKLER FITTER - Loca Date - 03/01/2017 percent 35	Apprentice Base Wage \$19.63 \$22.43	Health \$8.52 \$8.52	Pension \$8.70 \$8.70	Supplemental Unemployment \$0.00 \$0.00	Total Rate \$36.85 \$39.65	5
App Eff Ste 1 2 3	prentic fective	ce - SPRINKLER FITTER - Local Date - 03/01/2017 percent 35 40	Apprentice Base Wage \$19.63 \$22.43 \$25.24	Health \$8.52 \$8.52 \$8.52	Pension \$8.70 \$8.70 \$8.70	Supplemental Unemployment \$0.00 \$0.00 \$0.00	Total Rate \$36.85 \$39.65 \$42.46	5
App Eff Ste 1 2 3 4	prentic	ce - SPRINKLER FITTER - Loca Date - 03/01/2017 percent 35 40 45	Apprentice Base Wage \$19.63 \$22.43 \$25.24 \$28.04	Health \$8.52 \$8.52 \$8.52 \$8.52	Pension \$8.70 \$8.70 \$8.70 \$8.70	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$36.85 \$39.65 \$42.46 \$45.26	; ; ;
App Eff Ste 1 2 3 4 5	prenti- fective	ce - SPRINKLER FITTER - Local Date - 03/01/2017 sercent 35 40 45 50	Apprentice Base Wage \$19.63 \$22.43 \$25.24 \$28.04 \$30.84	Health \$8.52 \$8.52 \$8.52 \$8.52 \$8.52	Pension \$8.70 \$8.70 \$8.70 \$8.70 \$8.70	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$36.85 \$39.65 \$42.46 \$45.26 \$48.06	6 6 6
App Eff Ste 1 2 3 4 5 6	prentic	ce - SPRINKLER FITTER - Loca Date - 03/01/2017 percent 35 40 45 50 55	Apprentice Base Wage \$19.63 \$22.43 \$25.24 \$28.04 \$30.84 \$33.65	Health \$8.52 \$8.52 \$8.52 \$8.52 \$8.52 \$8.52 \$8.52	Pension \$8.70 \$8.70 \$8.70 \$8.70 \$8.70 \$10.20	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$36.85 \$39.65 \$42.46 \$45.26 \$48.06 \$52.37	5 5 5 6 6
App Eff Ste 1 2 3 4 5 6 7	prenti- fective	ce - SPRINKLER FITTER - Local Date - 03/01/2017 sercent 35 40 45 50 55 60	\$19.63 \$22.43 \$25.24 \$30.84 \$33.65 \$36.45	Health \$8.52 \$8.52 \$8.52 \$8.52 \$8.52 \$8.52 \$8.52 \$8.52	Pension \$8.70 \$8.70 \$8.70 \$8.70 \$8.70 \$10.20	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$36.85 \$39.65 \$42.46 \$45.26 \$48.06 \$52.37 \$55.17	5 5 5 6 6 7 7 7 8 8
App Eff Ste 1 2 3 4 5 6 7 8	prentic	ce - SPRINKLER FITTER - Loca Date - 03/01/2017 ercent 35 40 45 50 65 70	Apprentice Base Wage \$19.63 \$22.43 \$25.24 \$28.04 \$30.84 \$33.65 \$36.45 \$39.26	Health \$8.52 \$8.52 \$8.52 \$8.52 \$8.52 \$8.52 \$8.52 \$8.52 \$8.52	Pension \$8.70 \$8.70 \$8.70 \$8.70 \$10.20 \$10.20	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$36.85 \$39.65 \$42.46 \$45.26 \$48.06 \$52.37 \$55.17	5 5 5 6 7 7 8
App Eff Ste 1 2 3 4 5 6 7 8 9 10	prentice pre	ce - SPRINKLER FITTER - Local Date - 03/01/2017 percent 35 40 45 50 65 60 65 70 75 80 exprentice entered prior 9/30/10: 0/45/50/55/60/65/70/75/80/85 teps are 850 hours	\$19.63 \$22.43 \$25.24 \$28.04 \$30.84 \$33.65 \$36.45 \$39.26 \$42.06	Health \$8.52 \$8.52 \$8.52 \$8.52 \$8.52 \$8.52 \$8.52 \$8.52 \$8.52 \$8.52	Pension \$8.70 \$8.70 \$8.70 \$8.70 \$8.70 \$10.20 \$10.20 \$10.20 \$10.20	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$36.85 \$39.65 \$42.46 \$45.26 \$48.06 \$52.37 \$55.17 \$57.98 \$60.78	5 5 5 6 7 7 8
App Eff Ste 1 2 3 4 5 6 7 8 9 10	prentice pre	ce - SPRINKLER FITTER - Local Date - 03/01/2017 percent 35 40 45 50 65 60 65 70 75 80 pprentice entered prior 9/30/10: 0/45/50/55/60/65/70/75/80/85	\$19.63 \$22.43 \$25.24 \$28.04 \$30.84 \$33.65 \$36.45 \$39.26 \$42.06	Health \$8.52 \$8.52 \$8.52 \$8.52 \$8.52 \$8.52 \$8.52 \$8.52 \$8.52 \$8.52	Pension \$8.70 \$8.70 \$8.70 \$8.70 \$8.70 \$10.20 \$10.20 \$10.20 \$10.20	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$36.85 \$39.65 \$42.46 \$45.26 \$48.06 \$52.37 \$55.17 \$57.98 \$60.78	5 5 6 6 7 7
App Eff Ste 1 2 3 4 5 6 7 8 9 10	prenticipe	ce - SPRINKLER FITTER - Local Date - 03/01/2017 percent 35 40 45 50 55 60 65 70 75 80 poprentice entered prior 9/30/10: 0/45/50/55/60/65/70/75/80/85 teps are 850 hours ce to Journeyworker Ratio:1:3	\$19.63 \$22.43 \$25.24 \$28.04 \$30.84 \$33.65 \$36.45 \$39.26 \$42.06	Health \$8.52 \$8.52 \$8.52 \$8.52 \$8.52 \$8.52 \$8.52 \$8.52 \$8.52 \$8.52	Pension \$8.70 \$8.70 \$8.70 \$8.70 \$8.70 \$10.20 \$10.20 \$10.20 \$10.20	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$36.85 \$39.65 \$42.46 \$45.26 \$48.06 \$52.37 \$55.17 \$57.98 \$60.78	5 5 5 6 7 7 8

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	00/04/004=		***	#15.63	***	**
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
Effecti	ve Date -	03/01/2018	•			Supplemental	
Effecti		03/01/2018	•			Supplemental	
Step	ve Date -	03/01/2018	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
Step 1	percent 40	03/01/2018	Apprentice Base Wage \$15.04	Health \$13.00	\$0.45	Unemployment \$0.00	\$28.49
Step 1 2	percent 40 40	03/01/2018	Apprentice Base Wage \$15.04 \$15.04	Health \$13.00 \$13.00	\$0.45 \$0.45	\$0.00 \$0.00	\$28.49 \$28.49
Step 1 2 3	ve Date - percent 40 40 45	03/01/2018	Apprentice Base Wage \$15.04	Health \$13.00	\$0.45	Unemployment \$0.00	\$28.49 \$28.49
Step 1 2	percent 40 40	03/01/2018	Apprentice Base Wage \$15.04 \$15.04	Health \$13.00 \$13.00	\$0.45 \$0.45	\$0.00 \$0.00	\$28.49
Step 1 2 3	ve Date - percent 40 40 45	03/01/2018	Apprentice Base Wage \$15.04 \$15.04 \$16.92	Health \$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	Health \$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 \$42.66
Step 1 2 3 4 5 5	40 40 45 45 50	03/01/2018	Apprentice Base Wage \$15.04 \$15.04 \$16.92 \$16.92 \$18.81	Health \$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	40 40 45 45 50 55	03/01/2018	\$15.04 \$15.04 \$16.92 \$16.92 \$18.81 \$20.69	Health \$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	40 40 45 45 50 55 60	03/01/2018	\$15.04 \$15.04 \$16.92 \$16.92 \$18.81 \$20.69 \$22.57	Health \$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 \$42.66 \$44.84 \$47.01 \$49.18

Apprentice to Journeyworker Ratio:1:1

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							пешрюушент	
TERRAZZO FI			08/01/2017	7 \$51.00	\$10.75	\$19.35	\$0.00	\$81.10
DRICKLATERS LOC	CAL 3 - MI	ANDLE & 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
			02/01/2021	\$57.65	\$10.75	\$19.77	\$0.00	\$88.17
			08/01/2021	\$59.05	\$10.75	\$19.93	\$0.00	\$89.73
			02/01/2022	2 \$59.64	\$10.75	\$19.93	\$0.00	\$90.32
		ntice - TERRAZZO FINISHER - Lo	cal 3 Marble & Tile					
		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		TI 1d	ъ :	Supplemental	TAID	
	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:							
	Apprei	ntice to Journeyworker Ratio:1:3						
	DRILL		12/01/2016	5 \$37.70	\$7.60	\$14.35	\$0.00	\$59.65
ABORERS - FOUN	DRILL	ER AND MARINE	12/01/2016	5 \$37.70	\$7.60	\$14.35	\$0.00	\$59.65
For apprentice	G DRILL NDATION rates see "	ER AND MARINE Apprentice- LABORER" ER HELPER	12/01/2016		\$7.60 \$7.60	\$14.35 \$14.35	\$0.00 \$0.00	\$59.65 \$58.37
ABORERS - FOUN For apprentice FEST BORING ABORERS - FOUN	G DRILL NDATION rates see " G DRILL NDATION	ER AND MARINE Apprentice- LABORER" ER HELPER AND MARINE						
ABORERS - FOUN For apprentice FEST BORING ABORERS - FOUN For apprentice	G DRILL NDATION rates see " G DRILL NDATION rates see "	ER AND MARINE Apprentice- LABORER" ER HELPER AND MARINE Apprentice- LABORER"	12/01/2010	5 \$36.42	\$7.60	\$14.35	\$0.00	\$58.37
For apprentice FEST BORING ABORERS - FOUN For apprentice FEST BORING ABORERS - FOUN	G DRILL NDATION rates see " G DRILL NDATION rates see " G LABOI	ER AND MARINE Apprentice- LABORER" ER HELPER AND MARINE Apprentice- LABORER" RER AND MARINE		5 \$36.42				
For apprentice FEST BORING ABORERS - FOUN For apprentice FEST BORING ABORERS - FOUN For apprentice	G DRILL NDATION rates see " G DRILL NDATION rates see " G LABOI NDATION rates see "	ER AND MARINE Apprentice- LABORER" ER HELPER AND MARINE Apprentice- LABORER" RER AND MARINE Apprentice- LABORER"	12/01/2010	5 \$36.42	\$7.60	\$14.35 \$14.35	\$0.00 \$0.00	\$58.37
For apprentice FEST BORING LABORERS - FOUN For apprentice FEST BORING LABORERS - FOUN For apprentice FOR APPRENTICE FOR APPRENTICE FOR APPRENTICE FOR APPRENTICE	G DRILL NDATION rates see " G DRILL NDATION rates see " G LABOI NDATION rates see " C LABOI NDATION rates see "	ER AND MARINE Apprentice- LABORER" ER HELPER AND MARINE Apprentice- LABORER" RER AND MARINE Apprentice- LABORER" LE STEAM GENERATORS	12/01/2016 12/01/2016 06/01/2017	5 \$36.42 5 \$36.30 7 \$45.93	\$7.60 \$7.60 \$10.00	\$14.35 \$14.35 \$15.25	\$0.00 \$0.00 \$0.00	\$58.37 \$58.25 \$71.18
TEST BORING LABORERS - FOUN For apprentice TEST BORING LABORERS - FOUN For apprentice TRACTORS/PO OPERATING ENGLE	G DRILL NDATION rates see " G DRILL NDATION rates see " G LABOI NDATION rates see " ORTABI	ER AND MARINE Apprentice- LABORER" ER HELPER AND MARINE Apprentice- LABORER" RER AND MARINE Apprentice- LABORER" LE STEAM GENERATORS	12/01/2016	5 \$36.42 5 \$36.30 7 \$45.93	\$7.60 \$7.60	\$14.35 \$14.35	\$0.00 \$0.00	\$58.37 \$58.25

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
4BORERS - 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 LUMBERS & GASFITTERS LOCAL 12	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	\$52.69 \$27.14	\$11.32 \$7.75	\$15.46 \$1.81	\$0.00 \$0.00	\$79.47 \$36.70
VATER 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	03/01/2017 R/GASFITTER"		·			
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"		·			
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	\$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	\$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	\$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	\$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 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 - INEXPERIENCE (<2000 Hrs)	03/01/2017 R/GASFITTER" 09/03/2017 09/03/2017	\$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" OUTSIDE 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	\$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" OUTSIDE 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 09/03/2017	\$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 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	\$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 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" OUISIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN" QUIPMENT OPERATOR (Class A CDL) LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN" QUIPMENT OPERATOR (Class B CDL) LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 FOR APPRENTICAL WORKERS - EAST LOCAL 104	03/01/2017 R/GASFITTER" 09/03/2017 09/03/2017 09/03/2017 09/03/2017	\$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	\$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" CRIVER / GROUNDMAN CDL LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN" CRIVER / 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" CROUNDMAN LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 FOR apprentice rates see "Apprentice- LINEMAN" GROUNDMAN LUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	03/01/2017 R/GASFITTER" 09/03/2017 09/03/2017 09/03/2017 09/03/2017	\$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	\$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.

Issue Date: 09/26/2017 **Wage Request Number:** 20170925-063 **Page 33 of 33**