

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

Prevailing Wage Rates

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

RONALD L. WALKER, II Secretary WILLIAM D MCKINNEY Director

Awarding Authority:

City of Waltham

Contract Number:

City/Town: WALTHAM

Description of Work: City of Waltham is seeking a qualified contractor/company to construct/install a prefabricated screen vinyl

(alternate brick veneer) patio room at the Nahum Hardy Elderly Housing Residences located

Job Location: 54 Lake Street

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Issue Date: 06/17/2015 **Wage Request Number:** 20150616-079

CARLED DRIVER - LOUIPMENT 060112015 33.275 89.91 93.3	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
### PROPRESENTATION OF CONNET. NO. 19 20NL-4 Ref 1001/2015 \$32.75 \$10.41 \$10.08 \$0.00 \$52.49 Ref 1001/2015 \$32.75 \$10.41 \$10.08 \$0.00 \$53.34 Ref 1008/2016 \$33.25 \$10.91 \$10.08 \$0.00 \$54.24 Ref 1001/2016 \$33.25 \$10.91 \$10.08 \$0.00 \$54.24 Ref 1001/2016 \$33.25 \$10.91 \$10.08 \$0.00 \$54.24 Ref 1001/2015 \$32.25 \$10.91 \$10.08 \$0.00 \$55.05 REMINISTRAN AUGUST CONNET. NO. 19 20NL-4 \$0.801/2015 \$32.82 \$10.91 \$10.08 \$0.00 \$52.56 REMINISTRAN AUGUST CONNET. NO. 19 20NL-4 \$0.801/2015 \$32.82 \$10.41 \$10.08 \$0.00 \$52.56 REMINISTRAN AUGUST CONNET. NO. 19 20NL-4 \$0.801/2015 \$32.82 \$10.41 \$10.08 \$0.00 \$53.31 REMINISTRAN AUGUST CONNET. NO. 19 20NL-4 \$0.801/2016 \$33.32 \$10.01 \$10.08 \$0.00 \$55.13 REMINISTRAN AUGUST CONNET. NO. 19 20NL-4 \$0.801/2016 \$33.32 \$10.01 \$10.08 \$0.00 \$55.13 REMINISTRAN AUGUST CONNET. NO. 19 20NL-4 \$0.801/2015 \$33.24 \$10.01 \$10.08 \$0.00 \$55.13 REMINISTRAN AUGUST CONNET. NO. 19 20NL-4 \$0.801/2015 \$32.24 \$10.41 \$10.08 \$0.00 \$55.13 REMINISTRAN AUGUST CONNET. NO. 19 20NL-4 \$0.801/2015 \$33.34 \$10.01 \$10.08 \$0.00 \$55.24 REMINISTRAN AUGUST CONNET. NO. 19 20NL-4 \$0.801/2015 \$33.44 \$10.01 \$10.08 \$0.00 \$55.33 REMINISTRAN AUGUST CONNET. NO. 19 20NL-4 \$0.801/2015 \$33.44 \$10.01 \$10.08 \$0.00 \$55.33 REMINISTRAN AUGUST CONNET. NO. 19 20NL-4 \$0.801/2015 \$33.44 \$10.01 \$10.08 \$0.00 \$55.24 ADSISTOR MERCHELE PILOT \$0.801/2015 \$0.35 \$0.800 \$18.17 \$0.00 \$115.33 RELEASED AUGUST AUGUST \$0.801/2015 \$0.800 \$18.17 \$0.00 \$115.33 RELEASED AUGUST AUGUST \$0.801/2015 \$0.800 \$18.17 \$0.00 \$15.785 RELEASED AUGUST AUGUST \$0.801/2015 \$33.43 \$10.00 \$1.20 \$0.00 \$57.85 RELEASED AUGUST AUGUST \$0.801/2015 \$33.43 \$10.00 \$1.20 \$0.00 \$57.85 RELEASED AUGUST AUGUST \$0.801/2015 \$33.35 \$7.30 \$13.20 \$0.00							
		06/01/2015	\$32.75	\$9.91	\$9.33	\$0.00	\$51.99
	TEAMSTERS JOINT COONCIL NO. 10 ZONE A	08/01/2015	\$32.75	\$10.41	\$9.33	\$0.00	\$52.49
		12/01/2015	\$32.75	\$10.41	\$10.08	\$0.00	\$53.24
1201/2016 \$33.25 \$10.91 \$10.89 \$0.00 \$55.05 3.6 ANLE) DRIVER - EQUIPMENT 60601/2015 \$32.82 \$10.41 \$10.08 \$0.00 \$52.66 1201/2016 \$33.32 \$10.41 \$10.08 \$0.00 \$53.31 1201/2016 \$33.32 \$10.41 \$10.08 \$0.00 \$53.31 1201/2016 \$33.32 \$10.41 \$10.08 \$0.00 \$53.81 1201/2016 \$33.32 \$10.91 \$10.08 \$0.00 \$53.81 1201/2016 \$33.32 \$10.91 \$10.08 \$0.00 \$55.81 1201/2016 \$33.32 \$10.91 \$10.08 \$0.00 \$55.12 (4 & \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$		06/01/2016	\$33.25	\$10.41	\$10.08	\$0.00	\$53.74
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		12/01/2016	\$33.25	\$10.91	\$10.89	\$0.00	\$55.05
		06/01/2015	\$32.82	\$9.91	\$9.33	\$0.00	\$52.06
	TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	08/01/2015	\$32.82	\$10.41	\$9.33	\$0.00	\$52.56
		12/01/2015	\$32.82	\$10.41	\$10.08	\$0.00	\$53.31
1201/2016 \$33.32 \$10.91 \$10.89 \$0.00 \$55.12		06/01/2016	\$33.32	\$10.41	\$10.08	\$0.00	\$53.81
		08/01/2016	\$33.32	\$10.91	\$10.08	\$0.00	\$54.31
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		06/01/2015	\$32.94	\$9.91	\$9.33	\$0.00	\$52.18
	1EAMSTERS JOINT COUNCIL NO. 10 ZONE A	08/01/2015	\$32.94	\$10.41	\$9.33	\$0.00	\$52.68
No.		12/01/2015	\$32.94	\$10.41	\$10.08	\$0.00	\$53.43
12/01/2016 \$33.44 \$10.91 \$10.89 \$0.00 \$55.24 ADS/SUBMERSIBLE PILOT 08/01/2014 \$87.36 \$9.80 \$18.17 \$0.00 \$115.33 PILE DRIVER LOCAL 56 (20NE 1) 08/01/2015 \$90.51 \$9.80 \$18.17 \$0.00 \$118.48 AIR TRACK OPERATOR 06/01/2015 \$35.85 \$7.30 \$13.20 \$0.00 \$56.35 LABORERS - ZONE 1 12/01/2016 \$37.35 \$7.30 \$13.20 \$0.00 \$57.10 Gold 10/2016 \$37.35 \$7.30 \$13.20 \$0.00 \$57.85 Laborers - Zone 1 12/01/2016 \$38.35 \$7.30 \$13.20 \$0.00 \$57.85 Laborers - Zone 1 12/01/2016 \$38.35 \$7.30 \$13.20 \$0.00 \$57.85 Laborers - Zone 1 12/01/2016 \$38.35 \$7.30 \$13.20 \$0.00 \$57.85 Laborers - Zone 1 12/01/2016 \$38.35 \$7.30 \$13.20 \$0.00 \$58.85 For apprentice rates see "Apprentice- LABORER" 06/01/2015 \$33.43 \$10.40 \$5.95 \$0.00 \$59.73 ASSPIALT RAKER 06/01/2015 \$33.35 \$7.30 \$13.20 \$0.00 \$55.85 Laborers - Zone 1 12/01/2015 \$33.35 \$7.30 \$13.20 \$0.00 \$55.85 Laborers - Zone 1 12/01/2015 \$33.35 \$7.30 \$13.20 \$0.00 \$55.85 Laborers - Zone 1 12/01/2015 \$33.85 \$7.30 \$13.20 \$0.00 \$55.85 Laborers - Zone 1 12/01/2015 \$33.85 \$7.30 \$13.20 \$0.00 \$55.85 Laborers - Zone 1 12/01/2015 \$33.85 \$7.30 \$13.20 \$0.00 \$55.85 Laborers - Zone 1 12/01/2015 \$34.88 \$10.00 \$14.55 \$0.00 \$57.35 For apprentice rates see "Apprentice- LABORER" 12/01/2015 \$44.83 \$10.00 \$14.55 \$0.00 \$57.05 ASPHALT/CONCRETEC/CRUSHER PLANT-ON SITE 06/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$57.05 Gold 10/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$70.63 Gold 10/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$70.63 Gold 10/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$70.63 Gold 10/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$69.38 Gold 10/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$69.38 Gold 10/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$69.38 Gold 10/01/2016 \$44.83 \$10.00 \$1		06/01/2016	\$33.44	\$10.41	\$10.08	\$0.00	\$53.93
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PILE DRIVER LOCAL 36 (ZONE I) 08/01/2015 \$90.51 \$90.51 \$98.0 \$18.17 \$0.00 \$118.48 AIR TRACK OPERATOR 06/01/2015 \$35.85 \$7.30 \$13.20 \$0.00 \$56.35 LABORERS - ZONE I 12/01/2015 \$36.60 \$7.30 \$13.20 \$0.00 \$57.10 06/01/2016 \$37.35 \$7.30 \$13.20 \$0.00 \$57.10 06/01/2016 \$37.35 \$7.30 \$13.20 \$0.00 \$57.85 12/01/2016 \$38.35 \$7.30 \$13.20 \$0.00 \$57.85 12/01/2016 \$38.35 \$7.30 \$13.20 \$0.00 \$58.85 For apprentice rates see "Apprentice-LABORER" ASBESTOS REMOVER - PIPE / MECH. EQUIPT. 12/01/2015 \$33.43 \$10.40 \$5.95 \$0.00 \$49.78 HIEAT & FROST INSULATORS LOCAL 6 (BOSTON) 12/01/2015 \$33.43 \$10.40 \$5.95 \$0.00 \$55.85 ASPHALT RAKER 12/01/2015 \$33.35 \$7.30 \$13.20 \$0.00 \$55.85 LABORERS - ZONE I 12/01/2015 \$36.10 \$7.30 \$13.20 \$0.00 \$55.85 LABORERS - ZONE I 12/01/2015 \$36.10 \$7.30 \$13.20 \$0.00 \$55.85 LABORERS - ZONE I 12/01/2015 \$36.10 \$7.30 \$13.20 \$0.00 \$55.85 LABORERS - ZONE I 12/01/2015 \$36.10 \$7.30 \$13.20 \$0.00 \$55.85 EAGORITHM - ST. SONE - PIPE / MECH. EQUIPT. 12/01/2015 \$36.10 \$7.30 \$13.20 \$0.00 \$55.85 LABORERS - ZONE I 12/01/2016 \$36.85 \$7.30 \$13.20 \$0.00 \$55.85 EAGORITHM - ST. SONE - PIPE / MECH. EQUIPT. ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE 06/01/2016 \$48.83 \$10.00 \$14.55 \$0.00 \$67.38 06/01/2017 \$47.08 \$10.00 \$14.55 \$0.00 \$70.63 12/01/2017 \$47.08 \$10.00 \$14.55 \$0.00 \$70.63 12/01/2017 \$48.08 \$10.00 \$14.55 \$0.00 \$70.63 12/01/2017 \$48.08 \$10.00 \$14.55 \$0.00 \$70.63 EACKHOE/FRONT-END LOADER 06/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$68.63 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$68.63 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$68.63 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$68.63 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$68.63 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$68.63 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$68.63 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$68.63 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$68.63 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$68.63 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$68.63 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$68.63 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$68.63 12/01/2016 \$44.83 \$10.0		12/01/2016	\$33.44	\$10.91	\$10.89	\$0.00	\$55.24
ARR TRACK OPERATOR \[\begin{array}{cccccccccccccccccccccccccccccccccccc		08/01/2014	\$87.36	\$9.80	\$18.17	\$0.00	\$115.33
12/01/2015 \$36.60 \$7.30 \$13.20 \$0.00 \$57.10	PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
12/01/2015 \$36.60 \$7.30 \$13.20 \$0.00 \$57.10 06/01/2016 \$37.35 \$7.30 \$13.20 \$0.00 \$57.85 12/01/2016 \$37.35 \$7.30 \$13.20 \$0.00 \$57.85 12/01/2016 \$38.35 \$7.30 \$13.20 \$0.00 \$58.85 12/01/2016 \$38.35 \$7.30 \$13.20 \$0.00 \$58.85 12/01/2015 \$33.43 \$10.40 \$5.95 \$0.00 \$49.78 12/01/2015 \$33.43 \$10.40 \$5.95 \$0.00 \$49.78 12/01/2015 \$33.35 \$7.30 \$13.20 \$0.00 \$55.85 12/01/2015 \$33.35 \$7.30 \$13.20 \$0.00 \$55.85 12/01/2015 \$36.10 \$7.30 \$13.20 \$0.00 \$55.85 12/01/2016 \$36.85 \$7.30 \$13.20 \$0.00 \$55.85 12/01/2016 \$37.85 \$7.30 \$13.20 \$0.00 \$55.85 12/01/2016 \$37.85 \$7.30 \$13.20 \$0.00 \$55.85 12/01/2016 \$37.85 \$7.30 \$13.20 \$0.00 \$57.35 12/01/2016 \$37.85 \$7.30 \$13.20 \$0.00 \$57.35 12/01/2016 \$37.85 \$7.30 \$13.20 \$0.00 \$57.35 12/01/2016 \$37.85 \$7.30 \$13.20 \$0.00 \$57.35 12/01/2016 \$37.85 \$7.30 \$13.20 \$0.00 \$58.85		06/01/2015	\$35.85	\$7.30	\$13.20	\$0.00	\$56.35
12/01/2016 \$38.35 \$7.30 \$13.20 \$0.00 \$58.85	LABORERS - ZONE I	12/01/2015	\$36.60	\$7.30	\$13.20	\$0.00	\$57.10
For apprentice rates see "Apprentice-LABORER"		06/01/2016	\$37.35	\$7.30	\$13.20	\$0.00	\$57.85
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. ### AFT & FROST INSULATORS LOCAL 6 (BOSTON) 12/01/2015 \$33.43 \$10.40 \$5.95 \$0.00 \$49.78 #### AFT & FROST INSULATORS LOCAL 6 (BOSTON) 12/01/2015 \$34.38 \$10.40 \$5.95 \$0.00 \$55.73 ASPHALT RAKER 06/01/2015 \$35.35 \$7.30 \$13.20 \$0.00 \$55.85 12/01/2016 \$36.10 \$7.30 \$13.20 \$0.00 \$56.60 06/01/2016 \$36.85 \$7.30 \$13.20 \$0.00 \$57.35 12/01/2016 \$37.85 \$7.30 \$13.20 \$0.00 \$57.35 For apprentice rates see "Apprentice- LABORER" **ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE Offolia \$42.83 \$10.00 \$14.55 \$0.00 \$67.38 **OPERATING ENGINEERS LOCAL 4** 12/01/2016 \$44.08 \$10.00 \$14.55 \$0.00 \$68.63 12/01/2016 \$44.08 \$10.00 \$14.55 \$0.00 \$69.38 12/01/2016 \$46.08 \$10.00 \$14.55 \$0.00 \$70.63 06/01/2017 \$47.08 \$10.00 \$14.55 \$0.00 \$71.63 **For apprentice rates see "Apprentice- OPERATING ENGINEERS" **BACKHOE/FRONT-END LOADER** 06/01/2015 \$44.08 \$10.00 \$14.55 \$0.00 \$72.63 **For apprentice rates see "Apprentice- OPERATING ENGINEERS" **BACKHOE/FRONT-END LOADER** 06/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$72.63 **For apprentice rates see "Apprentice- OPERATING ENGINEERS" **BACKHOE/FRONT-END LOADER** 06/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$68.63 06/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$69.38 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$69.38 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$69.38 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$69.38 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$69.38 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$69.38 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$69.38 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$69.38 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$69.38 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$69.38 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$69.38 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$69.38 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$69.38 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$69.38 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$69.38 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$69.38 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$69.38		12/01/2016	\$38.35	\$7.30	\$13.20	\$0.00	\$58.85
### HEAT & FROST INSULATORS LOCAL 6 (BOSTON) 12/01/2015 \$34.38 \$10.40 \$5.95 \$0.00 \$55.73 ASPHALT RAKER 06/01/2015 \$35.35 \$7.30 \$13.20 \$0.00 \$55.85 LABORERS - ZONE 1 12/01/2016 \$36.10 \$7.30 \$13.20 \$0.00 \$56.60 06/01/2016 \$36.85 \$7.30 \$13.20 \$0.00 \$57.35 12/01/2016 \$37.85 \$7.30 \$13.20 \$0.00 \$55.85 For apprentice rates see "Apprentice- LABORER" ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE 06/01/2015 \$42.83 \$10.00 \$14.55 \$0.00 \$67.38 06/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$68.63 12/01/2016 \$46.08 \$10.00 \$14.55 \$0.00 \$70.63 12/01/2016 \$46.08 \$10.00 \$14.55 \$0.00 \$71.63 12/01/2017 \$47.08 \$10.00 \$14.55 \$0.00 \$71.63 Por apprentice rates see "Apprentice- OPERATING ENGINEERS" BACKHOE/FRONT-END LOADER OPERATING ENGINEERS LOCAL 4 12/01/2015 \$42.83 \$10.00 \$14.55 \$0.00 \$72.63 POPERATING ENGINEERS LOCAL 4 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$72.63 POPERATING ENGINEERS LOCAL 4 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$72.63 POPERATING ENGINEERS LOCAL 4 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$66.38 OPERATING ENGINEERS LOCAL 4 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$66.83 OPERATING ENGINEERS LOCAL 4 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$66.83 OPERATING ENGINEERS LOCAL 4 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$66.83 OPERATING ENGINEERS LOCAL 4 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$66.83 OPERATING ENGINEERS LOCAL 4 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$66.83 OPERATING ENGINEERS LOCAL 4 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$66.83 OPERATING ENGINEERS LOCAL 4 12/01/2016 \$46.08 \$10.00 \$14.55 \$0.00 \$66.83 OPERATING ENGINEERS LOCAL 4 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$66.83 OPERATING ENGINEERS LOCAL 4 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$66.83 OPERATING ENGINEERS LOCAL 4 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$66.83 OPERATING ENGINEERS LOCAL 4 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$66.83 OPERATING ENGINEERS LOCAL 4 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$66.83 OPERATING ENGINEERS LOCAL 4 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$66.83 OPERATING ENGINEERS LOCAL 4 12/01/2016 \$44.83 \$10.00 \$14.5	For apprentice rates see "Apprentice- LABORER"						
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ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OF APPRENTICE FAISS SE "Apprentice rates see "Apprentice OPERATING ENGINEERS" BACKHOE/FRONT-END LOADER OF OR	HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	12/01/2015	\$34.38	\$10.40	\$5.95	\$0.00	\$50.73
12/01/2015 \$36.10 \$7.30 \$13.20 \$0.00 \$56.60		06/01/2015	\$35.35	\$7.30	\$13.20	\$0.00	\$55.85
12/01/2016 \$37.85 \$7.30 \$13.20 \$0.00 \$58.35	LABORERS - ZONE I	12/01/2015	\$36.10	\$7.30	\$13.20	\$0.00	\$56.60
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4 ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4 12/01/2015 \$44.08 \$10.00 \$14.55 \$0.00 \$68.63 06/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$69.38 12/01/2016 \$46.08 \$10.00 \$14.55 \$0.00 \$70.63 06/01/2017 \$47.08 \$10.00 \$14.55 \$0.00 \$71.63 12/01/2017 \$48.08 \$10.00 \$14.55 \$0.00 \$71.63 For apprentice rates see "Apprentice- OPERATING ENGINEERS" BACKHOE/FRONT-END LOADER OPERATING ENGINEERS LOCAL 4 12/01/2015 \$42.83 \$10.00 \$14.55 \$0.00 \$67.38 OPERATING ENGINEERS LOCAL 4 12/01/2016 \$44.08 \$10.00 \$14.55 \$0.00 \$68.63 06/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$69.38 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$69.38 12/01/2016 \$46.08 \$10.00 \$14.55 \$0.00 \$69.38		06/01/2016	\$36.85	\$7.30	\$13.20	\$0.00	\$57.35
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4 12/01/2015 \$44.08 \$10.00 \$14.55 \$0.00 \$68.63 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$68.63 12/01/2016 \$46.08 \$10.00 \$14.55 \$0.00 \$69.38 12/01/2016 \$46.08 \$10.00 \$14.55 \$0.00 \$70.63 12/01/2017 \$47.08 \$10.00 \$14.55 \$0.00 \$71.63 12/01/2017 \$48.08 \$10.00 \$14.55 \$0.00 \$72.63 For apprentice rates see "Apprentice- OPERATING ENGINEERS" BACKHOE/FRONT-END LOADER OPERATING ENGINEERS LOCAL 4 12/01/2015 \$42.83 \$10.00 \$14.55 \$0.00 \$67.38 06/01/2015 \$44.08 \$10.00 \$14.55 \$0.00 \$68.63 06/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$69.38 12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$69.38 12/01/2016 \$46.08 \$10.00 \$14.55 \$0.00 \$69.38 12/01/2016 \$46.08 \$10.00 \$14.55 \$0.00 \$70.63 06/01/2017 \$47.08 \$10.00 \$14.55 \$0.00 \$70.63		12/01/2016	\$37.85	\$7.30	\$13.20	\$0.00	\$58.35
OPERATING ENGINEERS LOCAL 4 12/01/2015 \$44.08 \$10.00 \$14.55 \$0.00 \$68.63 06/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$69.38 12/01/2016 \$46.08 \$10.00 \$14.55 \$0.00 \$70.63 06/01/2017 \$47.08 \$10.00 \$14.55 \$0.00 \$71.63 12/01/2017 \$48.08 \$10.00 \$14.55 \$0.00 \$72.63 For apprentice rates see "Apprentice-OPERATING ENGINEERS" BACKHOE/FRONT-END LOADER OPERATING ENGINEERS LOCAL 4 12/01/2015 \$42.83 \$10.00 \$14.55 \$0.00 \$67.38 OPERATING ENGINEERS LOCAL 4 12/01/2016 \$44.08 \$10.00 \$14.55 \$0.00 \$68.63 06/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$69.38 12/01/2016 \$46.08 \$10.00 \$14.55 \$0.00 \$69.38 12/01/2016 \$46.08 \$10.00 \$14.55 \$0.00 \$70.63 06/01/2017 \$47.08 \$10.00 \$14.55 \$0.00 \$70.63							
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12/01/2016 \$46.08 \$10.00 \$14.55 \$0.00 \$70.63	of Element Engineering	12/01/2015	\$44.08	\$10.00	\$14.55	\$0.00	\$68.63
06/01/2017 \$47.08 \$10.00 \$14.55 \$0.00 \$71.63 12/01/2017 \$48.08 \$10.00 \$14.55 \$0.00 \$72.63 BACKHOE/FRONT-END LOADER 06/01/2015 \$42.83 \$10.00 \$14.55 \$0.00 \$67.38 OPERATING ENGINEERS LOCAL 4 12/01/2015 \$44.08 \$10.00 \$14.55 \$0.00 \$68.63 06/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$69.38 12/01/2016 \$46.08 \$10.00 \$14.55 \$0.00 \$70.63 06/01/2017 \$47.08 \$10.00 \$14.55 \$0.00 \$71.63 06/01/2017 \$47.08 \$10.00 \$14.55		06/01/2016	\$44.83	\$10.00	\$14.55	\$0.00	\$69.38
12/01/2017 \$48.08 \$10.00 \$14.55 \$0.00 \$72.63		12/01/2016	\$46.08	\$10.00	\$14.55	\$0.00	\$70.63
BACKHOE/FRONT-END LOADER 06/01/2015 \$42.83 \$10.00 \$14.55 \$0.00 \$67.38		06/01/2017	\$47.08	\$10.00	\$14.55	\$0.00	\$71.63
BACKHOE/FRONT-END LOADER OPERATING ENGINEERS LOCAL 4 06/01/2015 \$42.83 \$10.00 \$14.55 \$0.00 \$67.38 12/01/2015 \$44.08 \$10.00 \$14.55 \$0.00 \$68.63 06/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$69.38 12/01/2016 \$46.08 \$10.00 \$14.55 \$0.00 \$70.63 06/01/2017 \$47.08 \$10.00 \$14.55 \$0.00 \$71.63	C	12/01/2017	\$48.08	\$10.00	\$14.55	\$0.00	\$72.63
OPERATING ENGINEERS LOCAL 4 12/01/2015 \$44.08 \$10.00 \$14.55 \$0.00 \$68.63 06/01/2016 \$44.83 \$10.00 \$14.55 \$0.00 \$69.38 12/01/2016 \$46.08 \$10.00 \$14.55 \$0.00 \$70.63 06/01/2017 \$47.08 \$10.00 \$14.55 \$0.00 \$71.63		0.610.615.51	dr. =		#14.77	Φ0.00	h <=
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12/01/2017 \$48.08 \$10.00 \$14.55 \$0.00 \$72.63							
		12/01/2017	\$48.08	\$10.00	\$14.55	\$0.00	\$72.63

Issue Date: 06/17/2015 **Wage Request Number:** 20150616-079 **Page 2 of 39**

Classification For apprentice rates see "Apprentice- OPERATING ENGINEERS"	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BARCO-TYPE JUMPING TAMPER	06/01/2015	\$35.35	\$7.30	\$13.20	\$0.00	\$55.85
LABORERS - ZONE 1	12/01/2015	\$36.10	\$7.30	\$13.20	\$0.00	\$56.60
	06/01/2016	\$36.85	\$7.30	\$13.20	\$0.00	\$57.35
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$37.85	\$7.30	\$13.20	\$0.00	\$58.35
BLOCK PAVER, RAMMER / CURB SETTER	06/01/2015	\$35.85	\$7.30	\$13.20	\$0.00	\$56.35
LABORERS - ZONE 1	12/01/2015	\$36.60	\$7.30	\$13.20	\$0.00	\$57.10
	06/01/2016	\$37.35	\$7.30	\$13.20	\$0.00	\$57.85
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$38.35	\$7.30	\$13.20	\$0.00	\$58.85
BOILER MAKER BOILERMAKERS LOCAL 29	01/01/2010	\$37.70	\$6.97	\$11.18	\$0.00	\$55.85

Ste	rective Date - 01/01/201 p percent		entice Base Wage	Health	Pension	Supplemental Unemployment	Total R	ate
1	65		\$24.51	\$6.97	\$11.18	\$0.00	\$42.	66
2	65		\$24.51	\$6.97	\$11.18	\$0.00	\$42.	66
3	70		\$26.39	\$6.97	\$11.18	\$0.00	\$44.	54
4	75		\$28.28	\$6.97	\$11.18	\$0.00	\$46.	43
5	80		\$30.16	\$6.97	\$11.18	\$0.00	\$48.	31
6	85		\$32.05	\$6.97	\$11.18	\$0.00	\$50.	20
7	90		\$33.93	\$6.97	\$11.18	\$0.00	\$52.	08
8	95		\$35.82	\$6.97	\$11.18	\$0.00	\$53.	97
								-
Ap	prentice to Journeywork	er Ratio:1:5						_
	TIFICIAL MASONRY (II	NCL. MASONRY	02/01/2015	\$48.96	\$10.18	\$18.50	\$0.00	\$77.64
TERPROOFING KLAYERS LOCAL 3			08/01/2015	\$49.86	\$10.18	\$18.57	\$0.00	\$78.61
	(02/01/2016	\$50.43	\$10.18	\$18.57	\$0.00	\$79.18
			08/01/2016	\$51.33	\$10.18	\$18.65	\$0.00	\$80.16
			02/01/2017	\$51.90	\$10.18	\$18.65	\$0.00	\$80.73

Issue Date: 06/17/2015 **Wage Request Number:** 20150616-079 **Page 3 of 39**

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Waltham **Effective Date -**02/01/2015 Supplemental Apprentice Base Wage Health Unemployment Total Rate Step percent Pension 1 50 \$24.48 \$10.18 \$18.50 \$0.00 \$53.16 2 60 \$29.38 \$10.18 \$18.50 \$0.00 \$58.06 3 70 \$34.27 \$10.18 \$18.50 \$0.00 \$62.95 4 80 \$39.17 \$10.18 \$18.50 \$0.00 \$67.85 5 90 \$44.06 \$10.18 \$18.50 \$0.00 \$72.74 **Effective Date -**08/01/2015 Supplemental Apprentice Base Wage Health Unemployment Total Rate Step percent Pension 1 50 \$24.93 \$10.18 \$18.57 \$0.00 \$53.68 2 60 \$29.92 \$10.18 \$18.57 \$0.00 \$58.67 3 70 \$34.90 \$10.18 \$18.57 \$0.00 \$63.65 4 80 \$39.89 \$10.18 \$18.57 \$0.00 \$68.64 5 90 \$0.00 \$44.87 \$10.18 \$18.57 \$73.62 Notes: Apprentice to Journeyworker Ratio:1:5 BULLDOZER/GRADER/SCRAPER 06/01/2015 \$42.42 \$10.00 \$14.55 \$0.00 \$66.97 OPERATING ENGINEERS LOCAL 4 \$0.00 12/01/2015 \$43.66 \$10.00 \$14.55 \$68.21 \$14.55 \$0.00 06/01/2016 \$44.41 \$10.00 \$68.96 12/01/2016 \$45.64 \$10.00 \$14.55 \$0.00 \$70.19 \$14.55 \$0.00 06/01/2017 \$46.63 \$10.00 \$71.18 12/01/2017 \$10.00 \$14.55 \$0.00 \$47.62 \$72.17 For apprentice rates see "Apprentice- OPERATING ENGINEERS" CAISSON & UNDERPINNING BOTTOM MAN \$13.40 06/01/2015 \$7.30 \$0.00 \$56.90 \$36.20 LABORERS - FOUNDATION AND MARINE 12/01/2015 \$13.40 \$0.00 \$36.95 \$7.30 \$57.65 06/01/2016 \$37.70 \$7.30 \$13.40 \$0.00 \$58.40 12/01/2016 \$13.40 \$0.00 \$38.70 \$7.30 \$59.40 For apprentice rates see "Apprentice- LABORER" CAISSON & UNDERPINNING LABORER 06/01/2015 \$35.05 \$7.30 \$13.40 \$0.00 \$55.75 LABORERS - FOUNDATION AND MARINE 12/01/2015 \$13.40 \$0.00 \$35.80 \$7.30 \$56.50 \$0.00 06/01/2016 \$13.40 \$57.25 \$36.55 \$7.30 \$7.30 \$13.40 \$0.00 12/01/2016 \$37.55 \$58.25 For apprentice rates see "Apprentice- LABORER" CAISSON & UNDERPINNING TOP MAN 06/01/2015 \$35.05 \$7.30 \$13.40 \$0.00 \$55.75 LABORERS - FOUNDATION AND MARINE 12/01/2015 \$35.80 \$7.30 \$13.40 \$0.00 \$56.50 06/01/2016 \$36.55 \$7.30 \$13.40 \$0.00 \$57.25 12/01/2016 \$37.55 \$7.30 \$13.40 \$0.00 \$58.25 For apprentice rates see "Apprentice- LABORER"

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

Apprentice - CARPENTER - Zone 2 Eastern MA

Effect	tive Date - 03/01/2015				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$17.88	\$9.80	\$1.63	\$0.00	\$29.31	
2	60	\$21.45	\$9.80	\$1.63	\$0.00	\$32.88	
3	70	\$25.03	\$9.80	\$11.59	\$0.00	\$46.42	
4	75	\$26.81	\$9.80	\$11.59	\$0.00	\$48.20	
5	80	\$28.60	\$9.80	\$13.22	\$0.00	\$51.62	
6	80	\$28.60	\$9.80	\$13.22	\$0.00	\$51.62	
7	90	\$32.18	\$9.80	\$14.85	\$0.00	\$56.83	
8	90	\$32.18	\$9.80	\$14.85	\$0.00	\$56.83	
Notes	:						
Appro	entice to Journeyworker R	atio:1:5					
	//PLASTERING	01/01/2015	\$44.90	\$10.90	\$18.71	\$1.30	\$75.81
YERS LOCAL 3 (W	VALIHAM)	07/01/2015	\$45.82	\$10.90	\$18.71	\$1.30	\$76.73
		01/01/2016	\$46.44	\$10.90	\$18.71	\$1.30	\$77.35

Issue Date: 06/17/2015 **Wage Request Number:** 20150616-079 **Page 5 of 39**

Pension

_	Step	percent	Аррі	rentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	:
	1	50		\$22.45	\$10.90	\$12.21	\$0.00	\$45.56	
	2	60		\$26.94	\$10.90	\$13.71	\$1.30	\$52.85	
	3	65		\$29.19	\$10.90	\$14.71	\$1.30	\$56.10	
	4	70		\$31.43	\$10.90	\$15.71	\$1.30	\$59.34	
	5	75		\$33.68	\$10.90	\$16.71	\$1.30	\$62.59	
	6	80		\$35.92	\$10.90	\$17.71	\$1.30	\$65.83	
	7	90		\$40.41	\$10.90	\$18.71	\$1.30	\$71.32	
	Effectiv	ve Date - 07/01/2015					Supplemental		
-	Step	percent	Appı	rentice Base Wage	Health	Pension	Unemployment	Total Rate	:
	1	50		\$22.91	\$10.90	\$12.21	\$0.00	\$46.02	
	2	60		\$27.49	\$10.90	\$13.71	\$1.30	\$53.40	
	3	65		\$29.78	\$10.90	\$14.71	\$1.30	\$56.69	
	4	70		\$32.07	\$10.90	\$15.71	\$1.30	\$59.98	
	5	75		\$34.37	\$10.90	\$16.71	\$1.30	\$63.28	
	6	80		\$36.66	\$10.90	\$17.71	\$1.30	\$66.57	
	7	90		\$41.24	\$10.90	\$18.71	\$1.30	\$72.15	
	/	90		\$41.24	•				
	Notes:	Steps 3,4 are 500 hrs. A							
AIN SAW OI	Notes: Apprer	Steps 3,4 are 500 hrs. A				\$7.30	\$13.20	\$0.00	\$55.85
	Notes: Apprer	Steps 3,4 are 500 hrs. A		000 hrs.	5 \$35.35	\$7.30 \$7.30	\$13.20 \$13.20		\$55.85 \$56.60
AIN SAW OI	Notes: Apprer	Steps 3,4 are 500 hrs. A		000 hrs. 06/01/2015	5 \$35.35 5 \$36.10			\$0.00	\$56.60
AIN SAW OI	Notes: Apprer PERAT	Steps 3,4 are 500 hrs. A ntice to Journeyworker OR		000 hrs. 06/01/201: 12/01/201:	5 \$35.35 5 \$36.10 6 \$36.85	\$7.30	\$13.20	\$0.00 \$0.00	\$56.60 \$57.35
AIN SAW OI ORERS - ZONE For apprentice ra	Apprer PERAT	Steps 3,4 are 500 hrs. A ntice to Journeyworker OR Apprentice- LABORER"	Ratio:1:3	06/01/2015 06/01/2015 06/01/2016 06/01/2016	5 \$35.35 5 \$36.10 6 \$36.85 6 \$37.85	\$7.30 \$7.30 \$7.30	\$13.20 \$13.20 \$13.20	\$0.00 \$0.00 \$0.00 \$0.00	\$56.60 \$57.35 \$58.35
AIN SAW OI ORERS - ZONE For apprentice ra	Apprer PERAT I rates see "A	Steps 3,4 are 500 hrs. A ntice to Journeyworker OR Apprentice- LABORER" RY BUCKETS/HEADIN	Ratio:1:3	06/01/2013 12/01/2016 06/01/2016 06/01/2016	5 \$35.35 5 \$36.10 6 \$36.85 6 \$37.85	\$7.30 \$7.30 \$7.30 \$10.00	\$13.20 \$13.20 \$13.20 \$14.55	\$0.00 \$0.00 \$0.00 \$0.00	\$56.60 \$57.35 \$58.35 \$68.38
AIN SAW OI ORERS - ZONE For apprentice ra	Apprer PERAT I rates see "A	Steps 3,4 are 500 hrs. A ntice to Journeyworker OR Apprentice- LABORER" RY BUCKETS/HEADIN	Ratio:1:3	06/01/2015 06/01/2016 12/01/2016 12/01/2016 06/01/2015 12/01/2015	5 \$35.35 5 \$36.10 6 \$36.85 6 \$37.85 5 \$43.83 5 \$45.08	\$7.30 \$7.30 \$7.30 \$10.00 \$10.00	\$13.20 \$13.20 \$13.20 \$14.55 \$14.55	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$56.60 \$57.35 \$58.35 \$68.38 \$69.63
AIN SAW OI ORERS - ZONE For apprentice ra	Apprer PERAT I rates see "A	Steps 3,4 are 500 hrs. A ntice to Journeyworker OR Apprentice- LABORER" RY BUCKETS/HEADIN	Ratio:1:3	06/01/2013 12/01/2013 06/01/2016 12/01/2016 06/01/2013 06/01/2013	5 \$35.35 5 \$36.10 6 \$36.85 6 \$37.85 5 \$43.83 5 \$45.08 6 \$45.83	\$7.30 \$7.30 \$7.30 \$10.00 \$10.00 \$10.00	\$13.20 \$13.20 \$13.20 \$14.55 \$14.55 \$14.55	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$56.60 \$57.35 \$58.35 \$68.38 \$69.63 \$70.38
AIN SAW OI ORERS - ZONE For apprentice ra	Apprer PERAT I rates see "A	Steps 3,4 are 500 hrs. A ntice to Journeyworker OR Apprentice- LABORER" RY BUCKETS/HEADIN	Ratio:1:3	06/01/2015 12/01/2016 12/01/2016 12/01/2016 12/01/2015 12/01/2016	5 \$35.35 5 \$36.10 6 \$36.85 6 \$37.85 5 \$43.83 5 \$45.08 6 \$45.83 6 \$47.08	\$7.30 \$7.30 \$7.30 \$10.00 \$10.00 \$10.00	\$13.20 \$13.20 \$13.20 \$14.55 \$14.55 \$14.55	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$56.60 \$57.35 \$58.35 \$68.38 \$69.63 \$70.38
AIN SAW OI ORERS - ZONE For apprentice ra	Apprer PERAT I rates see "A	Steps 3,4 are 500 hrs. A ntice to Journeyworker OR Apprentice- LABORER"	Ratio:1:3	06/01/2013 12/01/2013 06/01/2016 12/01/2016 06/01/2013 06/01/2013 06/01/2013 06/01/2013	5 \$35.35 5 \$36.10 6 \$36.85 6 \$37.85 5 \$43.83 5 \$45.08 6 \$45.83 6 \$47.08 7 \$48.08	\$7.30 \$7.30 \$7.30 \$10.00 \$10.00 \$10.00 \$10.00	\$13.20 \$13.20 \$13.20 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$56.66 \$57.35 \$58.35 \$68.38 \$69.63 \$70.38 \$71.63
AIN SAW OI DRERS - ZONE A For apprentice ra M SHELLS LATING ENGIN	Apprer PERAT I rates see "A	Steps 3,4 are 500 hrs. A ntice to Journeyworker OR Apprentice- LABORER" RY BUCKETS/HEADIN OCAL 4	Ratio:1:3	06/01/2015 12/01/2016 12/01/2016 12/01/2016 12/01/2015 12/01/2016	5 \$35.35 5 \$36.10 6 \$36.85 6 \$37.85 5 \$43.83 5 \$45.08 6 \$45.83 6 \$47.08 7 \$48.08	\$7.30 \$7.30 \$7.30 \$10.00 \$10.00 \$10.00	\$13.20 \$13.20 \$13.20 \$14.55 \$14.55 \$14.55	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$56.66 \$57.35 \$58.35 \$68.38 \$69.63 \$70.38 \$71.63
AIN SAW OI For apprentice ra M SHELLS ATTING ENGIN	Notes: Apprer PERAT I S/SLURI NEERS LO	Steps 3,4 are 500 hrs. A ntice to Journeyworker OR Apprentice- LABORER" RY BUCKETS/HEADIN OCAL 4 Apprentice- OPERATING ENG	Ratio:1:3	06/01/2013 12/01/2013 06/01/2016 12/01/2016 06/01/2013 12/01/2016 06/01/2016 06/01/2013 12/01/2016	\$35.35 \$36.10 \$36.85 \$37.85 \$43.83 \$45.08 \$45.83 \$47.08 \$49.08	\$7.30 \$7.30 \$7.30 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00	\$13.20 \$13.20 \$13.20 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$56.60 \$57.35 \$58.35 \$68.38 \$69.63 \$70.38 \$71.63 \$73.63
AIN SAW OID DRERS - ZONE A For apprentice ra AM SHELLS RATING ENGIN	Notes: Apprei PERAT I S/SLURI NEERS LO	Steps 3,4 are 500 hrs. A ntice to Journeyworker OR Apprentice- LABORER" RY BUCKETS/HEADIN OCAL 4 Apprentice- OPERATING ENG	Ratio:1:3	06/01/2015 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 06/01/2016 12/01/2016 06/01/2017	\$35.35 \$36.10 \$36.85 \$37.85 \$43.83 \$45.08 \$45.83 \$47.08 \$48.08 7 \$49.08	\$7.30 \$7.30 \$7.30 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00	\$13.20 \$13.20 \$13.20 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$56.60 \$57.35 \$58.35 \$68.38 \$69.63 \$70.38 \$71.63 \$72.63 \$73.63
AIN SAW OID ORERS - ZONE For apprentice ra AM SHELLS RATING ENGIN For apprentice ra MPRESSOR	Notes: Apprei PERAT I S/SLURI NEERS LO	Steps 3,4 are 500 hrs. A ntice to Journeyworker OR Apprentice- LABORER" RY BUCKETS/HEADIN OCAL 4 Apprentice- OPERATING ENGATOR	Ratio:1:3	06/01/2015 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 06/01/2016 12/01/2017 12/01/2017	5 \$35.35 5 \$36.10 6 \$36.85 6 \$37.85 5 \$43.83 6 \$45.83 6 \$45.83 7 \$48.08 7 \$49.08 5 \$29.61 5 \$30.48	\$7.30 \$7.30 \$7.30 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00	\$13.20 \$13.20 \$13.20 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$56.60 \$57.35 \$58.35 \$68.38 \$69.63 \$70.38 \$71.63 \$72.63 \$73.63
AIN SAW OID ORERS - ZONE For apprentice ra AM SHELLS RATING ENGIN For apprentice ra MPRESSOR	Notes: Apprei PERAT I S/SLURI NEERS LO	Steps 3,4 are 500 hrs. A ntice to Journeyworker OR Apprentice- LABORER" RY BUCKETS/HEADIN OCAL 4 Apprentice- OPERATING ENGATOR	Ratio:1:3	06/01/2015 12/01/2016 06/01/2016 12/01/2016 06/01/2016 12/01/2016 06/01/2016 12/01/2016 06/01/2015 12/01/2015	\$35.35 \$36.10 \$36.85 \$37.85 \$43.83 \$45.08 \$45.83 \$47.08 \$48.08 \$7 \$49.08 \$29.61 \$30.48 \$31.00	\$7.30 \$7.30 \$7.30 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00	\$13.20 \$13.20 \$13.20 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$56.60 \$57.35 \$58.35 \$68.38 \$69.63 \$70.38 \$71.63 \$72.63 \$73.63 \$54.16 \$55.03
AIN SAW OID ORERS - ZONE A	Notes: Apprei PERAT I S/SLURI NEERS LO	Steps 3,4 are 500 hrs. A ntice to Journeyworker OR Apprentice- LABORER" RY BUCKETS/HEADIN OCAL 4 Apprentice- OPERATING ENGATOR	Ratio:1:3	06/01/2015 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 06/01/2016 12/01/2017 12/01/2017	5 \$35.35 5 \$36.10 6 \$36.85 6 \$37.85 6 \$43.83 6 \$45.83 6 \$47.08 7 \$48.08 7 \$49.08 5 \$29.61 5 \$30.48 6 \$31.00 6 \$31.87	\$7.30 \$7.30 \$7.30 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00	\$13.20 \$13.20 \$13.20 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$56.66 \$57.35 \$58.35 \$68.38 \$69.65 \$70.38 \$71.65 \$73.65 \$54.16 \$55.05

Classification			Effective Dat	e Base Wage	e Health	Pension	Supplemental Unemployment	Total Ra
DELEADER (B			01/01/2015	\$47.66	\$7.85	\$16.10	\$0.00	\$71.61
PAINTERS LOCAL	33 - ZONI	3.2	07/01/2015	\$48.56	\$7.85	\$16.10	\$0.00	\$72.51
			01/01/2016	\$49.51	\$7.85	\$16.10	\$0.00	\$73.46
			07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41
			01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36
	Appre	ntice - PAINTER Local 35 - BRIDG	SES/TANKS					
	Effecti	ve Date - 01/01/2015				Supplementa	ıl	
	Step	percent	Apprentice Base Wage	Health	Pension	Unemploymer		
	1	50	\$23.83	\$7.85	\$0.00	\$0.0	\$31.68	
	2	55	\$26.21	\$7.85	\$3.66	\$0.0	\$37.72	
	3	60	\$28.60	\$7.85	\$3.99	\$0.0	\$40.44	
	4	65	\$30.98	\$7.85	\$4.32	\$0.0	\$43.15	
	5	70	\$33.36	\$7.85	\$14.11	\$0.0		
	6	75	\$35.75	\$7.85	\$14.44	\$0.0	\$58.04	
	7	80	\$38.13	\$7.85	\$14.77	\$0.0		
	8	90	\$42.89	\$7.85	\$15.44	\$0.0	\$66.18	
		ve Date - 07/01/2015				Supplementa		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemploymer	t Total Rate	
	1	50	\$24.28	\$7.85	\$0.00	\$0.0		
	2	55	\$26.71	\$7.85	\$3.66	\$0.0	\$38.22	
	3	60	\$29.14	\$7.85	\$3.99	\$0.0	\$40.98	
	4	65	\$31.56	\$7.85	\$4.32	\$0.0	\$43.73	
	5	70	\$33.99	\$7.85	\$14.11	\$0.0	\$55.95	
	6	75	\$36.42	\$7.85	\$14.44	\$0.0	\$58.71	
	7	80	\$38.85	\$7.85	\$14.77	\$0.0	\$61.47	
	8	90	\$43.70	\$7.85	\$15.44	\$0.0	\$66.99	
	Notes:	Steps are 750 hrs.						
		ntice to Journeyworker Ratio:1:1						
EMO: ADZEN Borers - zone			06/01/2015	\$35.25	\$7.30	\$13.20	\$0.00	\$55.75
		IADORERI	12/01/2015	\$36.00	\$7.30	\$13.20	\$0.00	\$56.50
		Apprentice- LABORER"				012.22	40.00	
EMO: BACKI BORERS - ZONE		OADER/HAMMER OPERATOR	06/01/2015	\$36.25	\$7.30	\$13.20	\$0.00	\$56.75
For apprentice	rates see '	'Apprentice- LABORER"	12/01/2015	\$37.00	\$7.30	\$13.20	\$0.00	\$57.50
EMO: BURNI		**	06/01/2015	\$36.00	\$7.30	\$13.20	\$0.00	\$56.50
BORERS - ZONE			12/01/2015	\$36.00	\$7.30	\$13.20	\$0.00	\$50.30 \$57.25
For apprentice	rates see '	'Apprentice- LABORER"	12/01/2013	φ30.73	\$1.30	ψ13.20	ψ0.00	φ51.43
EMO: CONC	RETE C	UTTER/SAWYER	06/01/2015	\$36.25	\$7.30	\$13.20	\$0.00	\$56.75
4BORERS - ZONE	E 1		12/01/2015	\$37.00	\$7.30	\$13.20	\$0.00	\$57.50
For appropriace	rates see '	'Apprentice- LABORER"	12/01/2013	ψ57.00	Ψ1.50	J.U. 2 0	+	ψυ 1.50

Issue Date: 06/17/2015 Wage Request Number: 20150616-079 Page 7 of 39

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: JACKHAMMER OPERATOR	06/01/2015	\$36.00	\$7.30	\$13.20	\$0.00	\$56.50
LABORERS - ZONE I	12/01/2015	\$36.75	\$7.30	\$13.20	\$0.00	\$57.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER	06/01/2015	\$35.25	\$7.30	\$13.20	\$0.00	\$55.75
LABORERS - ZONE I	12/01/2015	\$36.00	\$7.30	\$13.20	\$0.00	\$56.50
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR	06/01/2015	\$42.42	\$10.00	\$14.55	\$0.00	\$66.97
OPERATING ENGINEERS LOCAL 4	12/01/2015	\$43.66	\$10.00	\$14.55	\$0.00	\$68.21
	06/01/2016	\$44.41	\$10.00	\$14.55	\$0.00	\$68.96
	12/01/2016	\$45.64	\$10.00	\$14.55	\$0.00	\$70.19
	06/01/2017	\$46.63	\$10.00	\$14.55	\$0.00	\$71.18
	12/01/2017	\$47.62	\$10.00	\$14.55	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER	08/01/2014	\$58.24	\$9.80	\$18.17	\$0.00	\$86.21
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2015	\$60.34	\$9.80	\$18.17	\$0.00	\$88.31
DIVER TENDER	08/01/2014	\$41.60	\$9.80	\$18.17	\$0.00	\$69.57
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07
DIVER TENDER (EFFLUENT)	08/01/2014	\$62.40	\$9.80	\$18.17	\$0.00	\$90.37
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2015	\$64.65	\$9.80	\$18.17	\$0.00	\$92.62
DIVER/SLURRY (EFFLUENT)	08/01/2014	\$87.36	\$9.80	\$18.17	\$0.00	\$115.33
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
DRAWBRIDGE OPERATOR (Construction)	03/01/2015	\$45.17	\$13.00	\$15.40	\$0.00	\$73.57
ELECTRICIANS LOCAL 103	09/01/2015	\$46.13	\$13.00	\$15.43	\$0.00	\$74.56
	03/01/2016	\$47.08	\$13.00	\$15.46	\$0.00	\$75.54
For apprentice rates see "Apprentice- ELECTRICIAN"		**	* *			
ELECTRICIAN	03/01/2015	\$45.17	\$13.00	\$15.40	\$0.00	\$73.57
ELECTRICIANS LOCAL 103	09/01/2015	\$46.13	\$13.00	\$15.43	\$0.00	\$74.56
	03/01/2016	\$47.08	\$13.00	\$15.46	\$0.00	\$75.54

 Issue Date:
 06/17/2015
 Wage Request Number:
 20150616-079
 Page 8 of 39

Pension

\$15.71

\$15.28

\$0.00

\$86.85

Step	tive Date - 03/01/2015 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.07	\$13.00	\$0.54	\$0.00	\$31.61
2	40	\$18.07	\$13.00	\$0.54	\$0.00	\$31.61
3	45	\$20.33	\$13.00	\$11.64	\$0.00	\$44.97
4	45	\$20.33	\$13.00	\$11.64	\$0.00	\$44.97
5	50	\$22.59	\$13.00	\$11.98	\$0.00	\$47.57
6	55	\$24.84	\$13.00	\$12.33	\$0.00	\$50.17
7	60	\$27.10	\$13.00	\$12.66	\$0.00	\$52.76
8	65	\$29.36	\$13.00	\$13.01	\$0.00	\$55.37
9	70	\$31.62	\$13.00	\$13.35	\$0.00	\$57.97
10	75	\$33.88	\$13.00	\$13.70	\$0.00	\$60.58
Effec	tive Date - 09/01/2015				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40	\$18.45	\$13.00	\$0.55	\$0.00	\$32.00
2	40	\$18.45	\$13.00	\$0.55	\$0.00	\$32.00
3	45	\$20.76	\$13.00	\$11.65	\$0.00	\$45.41
4	45	\$20.76	\$13.00	\$11.65	\$0.00	\$45.41
5	50	\$23.07	\$13.00	\$11.99	\$0.00	\$48.06
6	55	\$25.37	\$13.00	\$12.34	\$0.00	\$50.71
7	60	\$27.68	\$13.00	\$12.68	\$0.00	\$53.36
8	65	\$29.98	\$13.00	\$13.03	\$0.00	\$56.01
9	70	\$32.29	\$13.00	\$13.37	\$0.00	\$58.66
10	75	\$34.60	\$13.00	\$13.72	\$0.00	\$61.32
Notes		40/45/50/55/65/70/75/80				
Appr	entice to Journeyworker l	Ratio:2:3***				'
R CONSTI		01/01/2013	\$53.30	\$13.58	\$14.21	\$0.00
ONSTRUCTO	RS LOCAL 4	01/01/2010	\$54.53	\$14.43	\$14.96	\$0.00

Issue Date: 06/17/2015 Wage Request Number: 20150616-079 Page 9 of 39

01/01/2017

\$55.86

Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Total Rate

	Effect	ive Date - 01/01/2015	5				Supplemental		
	Step	percent	Apprentice	Base Wage	Health	Pension	Unemployment	Total Rat	e
	1	50	\$	26.65	\$13.58	\$0.00	\$0.00	\$40.23	3
	2	55	\$	29.32	\$13.58	\$14.21	\$0.00	\$57.1	1
	3	65	\$	34.65	\$13.58	\$14.21	\$0.00	\$62.4	4
	4	70	\$	37.31	\$13.58	\$14.21	\$0.00	\$65.10	0
	5	80	\$	42.64	\$13.58	\$14.21	\$0.00	\$70.43	3
	Effect Step	ive Date - 01/01/2016	6 Apprentice	Base Wage	Health	Pension	Supplemental Unemployment	Total Rat	e
	1	50	\$	27.27	\$14.43	\$0.00	\$0.00	\$41.70	0
	2	55	\$	29.99	\$14.43	\$14.96	\$0.00	\$59.38	8
	3	65	\$	35.44	\$14.43	\$14.96	\$0.00	\$64.83	3
	4	70	\$	38.17	\$14.43	\$14.96	\$0.00	\$67.50	6
	5	80	\$	43.62	\$14.43	\$14.96	\$0.00	\$73.0	1
	Notes	Steps 1-2 are 6 mos.; S							
	Appro	entice to Journeyworke	r Ratio:1:1						
ELEVATOR CON		LUCTOR HELPER		01/01/2015	\$37.31	\$13.58	\$14.21	\$0.00	\$65.10
ELEVATOR CON	STRUCTU	IS LOCAL 4		01/01/2016	5 \$38.17	\$14.43	\$14.96	\$0.00	\$67.56
F		"A	NICTRICTOR!	01/01/2017	7 \$39.10	\$15.28	\$15.71	\$0.00	\$70.09
		"Apprentice - ELEVATOR CO AIL ERECTOR	JNSTRUCTOR"	06/01/2014	F #25.25	Φ7.20	¢12.20	£0.00	Φ55.05
LABORERS - ZO		THE LIKE FOR		06/01/2015			\$13.20 \$13.20	\$0.00 \$0.00	\$55.85
				12/01/2015			\$13.20	\$0.00	\$56.60 \$57.25
				06/01/2016 12/01/2016			\$13.20	\$0.00	\$57.35 \$58.35
For apprenti	ce rates see	"Apprentice- LABORER"		12/01/2010	5 \$37.85	\$7.30	\$13.20	\$0.00	\$30.33
FIELD ENG.	INST.PEI	RSON-BLDG,SITE,HV	Y/HWY	05/01/2015	5 \$40.22	\$10.00	\$14.30	\$0.00	\$64.52
OPERATING EN	GINEERS L	OCAL 4		11/01/2015	5 \$40.80	\$10.00	\$14.30	\$0.00	\$65.10
				05/01/2016	5 \$41.69	\$10.00	\$14.30	\$0.00	\$65.99
				11/01/2016	5 \$42.28	\$10.00	\$14.30	\$0.00	\$66.58
				05/01/2017	7 \$43.16	\$10.00	\$14.30	\$0.00	\$67.46
				11/01/2017	7 \$43.89	\$10.00	\$14.30	\$0.00	\$68.19
Ear appropri	iaa ratas saa	"Appropriate OPEDATING EN	SIGINEED S"	05/01/2018	8 \$44.60	\$10.00	\$14.30	\$0.00	\$68.90
		"Apprentice- OPERATING EN CHIEF-BLDG,SITE,HV		05/01/2015	5 \$41.65	\$10.00	\$14.30	\$0.00	\$65.95
OPERATING EN	GINEERS L	OCAL 4		11/01/2015			\$14.30	\$0.00	\$66.54
				05/01/2016			\$14.30	\$0.00	\$67.43
				11/01/2016			\$14.30	\$0.00	\$68.03
				05/01/2017			\$14.30	\$0.00	\$68.92
				11/01/2017			\$14.30	\$0.00	\$69.65
				05/01/2018			\$14.30	\$0.00	\$70.37
For apprenti	ce rates see	"Apprentice- OPERATING EN							
Issue Date:	06/17/20		Wage Request Number:	201506	16-079				Page 10 of 39

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	05/01/2015	\$21.68	\$10.00	\$14.30	\$0.00	\$45.98
OPERATING ENGINEERS LOCAL 4	11/01/2015	\$22.02	\$10.00	\$14.30	\$0.00	\$46.32
	05/01/2016	\$22.54	\$10.00	\$14.30	\$0.00	\$46.84
	11/01/2016	\$22.89	\$10.00	\$14.30	\$0.00	\$47.19
	05/01/2017	\$23.42	\$10.00	\$14.30	\$0.00	\$47.72
	11/01/2017	\$23.84	\$10.00	\$14.30	\$0.00	\$48.14
	05/01/2018	\$24.27	\$10.00	\$14.30	\$0.00	\$48.57
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER	03/01/2015	\$45.17	\$13.00	\$15.40	\$0.00	\$73.57
ELECTRICIANS LOCAL 103	09/01/2015	\$46.13	\$13.00	\$15.43	\$0.00	\$74.56
For apprentice rates see "Apprentice- ELECTRICIAN"	03/01/2016	\$47.08	\$13.00	\$15.46	\$0.00	\$75.54
FIRE ALARM REPAIR / MAINTENANCE	03/01/2015	\$33.88	\$13.00	\$13.70	\$0.00	\$60.58
/ COMMISSIONING ELECTRICIANS OCAL 103	09/01/2015	\$34.60	\$13.00	\$13.72	\$0.00	\$61.32
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"	03/01/2016	\$35.31	\$13.00	\$13.74	\$0.00	\$62.05
FIREMAN (ASST. ENGINEER)	06/01/2015	\$35.64	\$10.00	\$14.55	\$0.00	\$60.19
OPERATING ENGINEERS LOCAL 4	12/01/2015	\$36.69	\$10.00	\$14.55	\$0.00	\$61.24
	06/01/2016	\$37.31	\$10.00	\$14.55	\$0.00	\$61.86
	12/01/2016	\$38.35	\$10.00	\$14.55	\$0.00	\$62.90
	06/01/2017	\$39.19	\$10.00	\$14.55	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$40.02	\$10.00	\$14.55	\$0.00	\$64.57
FLAGGER & SIGNALER	06/01/2015	\$20.50	\$7.30	\$13.20	\$0.00	\$41.00
LABORERS - ZONE I	12/01/2015	\$20.50	\$7.30	\$13.20	\$0.00	\$41.00
	06/01/2016	\$20.50	\$7.30	\$13.20	\$0.00	\$41.00
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$20.50	\$7.30	\$13.20	\$0.00	\$41.00
FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE 1	09/01/2014	\$40.40	\$9.80	\$17.21	\$0.00	\$67.41

 Issue Date:
 06/17/2015
 Wage Request Number:
 20150616-079
 Page 11 of 39

Apprentice - FLOORCOVERER - Local 2168 Zone I

Pension

	ective Date - 09/01/2014	n Boeur 2100 Zone 1					
Step		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$20.20	\$9.80	\$1.79	\$0.00	\$31.79	
2	55	\$22.22	\$9.80	\$1.79	\$0.00	\$33.81	
3	60	\$24.24	\$9.80	\$11.84	\$0.00	\$45.88	
4	65	\$26.26	\$9.80	\$11.84	\$0.00	\$47.90	
5	70	\$28.28	\$9.80	\$13.63	\$0.00	\$51.71	
6	75	\$30.30	\$9.80	\$13.63	\$0.00	\$53.73	
7	80	\$32.32	\$9.80	\$15.42	\$0.00	\$57.54	
8	85	\$34.34	\$9.80	\$15.42	\$0.00	\$59.56	
Not	es:						
İ	Steps are 750 hrs.						
App	orentice to Journeyworker	Ratio:1:1					
FORK LIFT/CHERR		06/01/201:	5 \$42.83	\$10.00	\$14.55	\$0.00	\$67.38
PERATING ENGINEERS	S LOCAL 4	12/01/201:	5 \$44.08	\$10.00	\$14.55	\$0.00	\$68.63
		06/01/2010	5 \$44.83	\$10.00	\$14.55	\$0.00	\$69.38
		12/01/2010	\$46.08	\$10.00	\$14.55	\$0.00	\$70.63
		06/01/2017	7 \$47.08	\$10.00	\$14.55	\$0.00	\$71.63
		12/01/2017	7 \$48.08	\$10.00	\$14.55	\$0.00	\$72.63
	ee "Apprentice- OPERATING EN	INEERS"					
GENERATOR/LIGH OPERATING ENGINEER:	ITING PLANT/HEATERS	06/01/2013	\$29.61	\$10.00	\$14.55	\$0.00	\$54.16
I EKITING ENGINEEK	JEOCHE 4	12/01/2015	\$30.48	\$10.00	\$14.55	\$0.00	\$55.03
		06/01/2010	\$31.00	\$10.00	\$14.55	\$0.00	\$55.55
		12/01/2010	5 \$31.87	\$10.00	\$14.55	\$0.00	\$56.42
		06/01/2017	7 \$32.56	\$10.00	\$14.55	\$0.00	\$57.11
		12/01/2017	7 \$33.25	\$10.00	\$14.55	\$0.00	\$57.80
For apprentice rates s	ee "Apprentice- OPERATING EN	INEERS"					
`	PLANK/AIR BARRIER/IN	TERIOR 01/01/2015	\$37.16	\$7.85	\$16.10	\$0.00	\$61.11
SYSTEMS) Glaziers local 35 (zc	DNE 2)	07/01/201:	\$38.06	\$7.85	\$16.10	\$0.00	\$62.01
22	,	01/01/2010	\$39.01	\$7.85	\$16.10	\$0.00	\$62.96
		07/01/2010	5 \$39.96	\$7.85	\$16.10	\$0.00	\$63.91
						\$0.00	

Apprentice - GLAZIER - Local 35 Zone 2

	Effecti	ve Date -	01/01/2015				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$18.58	\$7.85	\$0.00	\$0.00	\$26.43	
	2	55		\$20.44	\$7.85	\$3.66	\$0.00	\$31.95	
	3	60		\$22.30	\$7.85	\$3.99	\$0.00	\$34.14	
	4	65		\$24.15	\$7.85	\$4.32	\$0.00	\$36.32	
	5	70		\$26.01	\$7.85	\$14.11	\$0.00	\$47.97	
	6	75		\$27.87	\$7.85	\$14.44	\$0.00	\$50.16	
	7	80		\$29.73	\$7.85	\$14.77	\$0.00	\$52.35	
	8	90		\$33.44	\$7.85	\$15.44	\$0.00	\$56.73	
	Effecti Step	ve Date -	07/01/2015	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$19.03	\$7.85	\$0.00	\$0.00	\$26.88	
	2	55		\$20.93	\$7.85	\$3.66	\$0.00	\$32.44	
	3	60		\$22.84	\$7.85	\$3.99	\$0.00	\$34.68	
	4	65		\$24.74	\$7.85	\$4.32	\$0.00	\$36.91	
	5	70		\$26.64	\$7.85	\$14.11	\$0.00	\$48.60	
	6	75		\$28.55	\$7.85	\$14.44	\$0.00	\$50.84	
	7	80		\$30.45	\$7.85	\$14.77	\$0.00	\$53.07	
	8	90		\$34.25	\$7.85	\$15.44	\$0.00	\$57.54	
	Notes:	Steps are 7	750 hrs.						
	Appre	ntice to Jou	rneyworker Ratio:1:1						
HOISTING ENGIN			/GRADALLS	06/01/2015	\$42.83	\$10.00	\$14.55	\$0.00	\$67.38
OPERATING ENGIN	EEKS LC	OCAL 4		12/01/2015	\$44.08	\$10.00	\$14.55	\$0.00	\$68.63
				06/01/2016	\$44.83	\$10.00	\$14.55	\$0.00	\$69.38
				12/01/2016	\$46.08	\$10.00	\$14.55	\$0.00	\$70.63
				06/01/2017	\$47.08	\$10.00	\$14.55	\$0.00	\$71.63
				12/01/2017	\$48.08	\$10.00	\$14.55	\$0.00	\$72.63

Issue Date: 06/17/2015 Wage Request Number: 20150616-079 Page 13 of 39 **Apprentice -** OPERATING ENGINEERS - Local 4

Effec	tive Date -	06/01/2015				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	55		\$23.56	\$10.00	\$0.00	\$0.00	\$33.56	
2	60		\$25.70	\$10.00	\$14.55	\$0.00	\$50.25	
3	65		\$27.84	\$10.00	\$14.55	\$0.00	\$52.39	
4	70		\$29.98	\$10.00	\$14.55	\$0.00	\$54.53	
5	75		\$32.12	\$10.00	\$14.55	\$0.00	\$56.67	
6	80		\$34.26	\$10.00	\$14.55	\$0.00	\$58.81	
7	85		\$36.41	\$10.00	\$14.55	\$0.00	\$60.96	
8	90		\$38.55	\$10.00	\$14.55	\$0.00	\$63.10	
	tive Date -	12/01/2015				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	55		\$24.24	\$10.00	\$0.00	\$0.00	\$34.24	
2	60		\$26.45	\$10.00	\$14.55	\$0.00	\$51.00	
3	65		\$28.65	\$10.00	\$14.55	\$0.00	\$53.20	
4	70		\$30.86	\$10.00	\$14.55	\$0.00	\$55.41	
5	75		\$33.06	\$10.00	\$14.55	\$0.00	\$57.61	
6	80		\$35.26	\$10.00	\$14.55	\$0.00	\$59.81	
7	85		\$37.47	\$10.00	\$14.55	\$0.00	\$62.02	
8	90		\$39.67	\$10.00	\$14.55	\$0.00	\$64.22	
Note	s:							
Appı	entice to Jou	ırneyworker Ratio:1:6					'	
HVAC (DUCTWORK SHEETMETAL WORKERS			02/01/201:	5 \$43.28	\$10.20	\$20.54	\$2.22	\$76.24
SHEEIMEIAL WORKERS	LOCAL I / - A		08/01/2013	5 \$44.28	\$10.20	\$20.54	\$2.22	\$77.24
			02/01/2016	5 \$45.28	\$10.20	\$20.54	\$2.22	\$78.24
			08/01/2016	\$46.43	\$10.20	\$20.54	\$2.22	\$79.39
			02/01/2017	7 \$47.53	\$10.20	\$20.54	\$2.22	\$80.49
			08/01/2017	7 \$48.63	\$10.20	\$20.54	\$2.22	\$81.59
			02/01/2018	8 \$49.78	\$10.20	\$20.54	\$2.22	\$82.74
	••	HEET METAL WORKER"						
HVAC (ELECTRICA ELECTRICIANS LOCAL 10		LS)	03/01/2013	5 \$45.17	\$13.00	\$15.40	\$0.00	\$73.57
	-		09/01/2013	5 \$46.13	\$13.00	\$15.43	\$0.00	\$74.56
For apprentice rates see	e "Apprentice- E	LECTRICIAN"	03/01/2010	5 \$47.08	\$13.00	\$15.46	\$0.00	\$75.54
	••							

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING - AIR)	02/01/2015	\$43.28	\$10.20	\$20.54	\$2.22	\$76.24
SHEETMETAL WORKERS LOCAL 17 - A	08/01/2015	\$44.28	\$10.20	\$20.54	\$2.22	\$77.24
	02/01/2016	\$45.28	\$10.20	\$20.54	\$2.22	\$78.24
	08/01/2016	\$46.43	\$10.20	\$20.54	\$2.22	\$79.39
	02/01/2017	\$47.53	\$10.20	\$20.54	\$2.22	\$80.49
	08/01/2017	\$48.63	\$10.20	\$20.54	\$2.22	\$81.59
For apprentice rates see "Apprentice- SHEET METAL WORKER"	02/01/2018	\$49.78	\$10.20	\$20.54	\$2.22	\$82.74
HVAC (TESTING AND BALANCING -WATER)	03/01/2015	\$48.69	\$9.70	\$16.89	\$0.00	\$75.28
PIPEFITTERS LOCAL 537	09/01/2015	\$49.69	\$9.70	\$16.89	\$0.00	\$76.28
	03/01/2016	\$50.69	\$9.70	\$16.89	\$0.00	\$77.28
	09/01/2016	\$51.69	\$9.70	\$16.89	\$0.00	\$78.28
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"	03/01/2017	\$52.69	\$9.70	\$16.89	\$0.00	\$79.28
HVAC MECHANIC	03/01/2015	\$48.69	\$9.70	\$16.89	\$0.00	\$75.28
PIPEFITTERS LOCAL 537	09/01/2015	\$49.69	\$9.70	\$16.89	\$0.00	\$76.28
	03/01/2016	\$50.69	\$9.70	\$16.89	\$0.00	\$77.28
	09/01/2016	\$51.69	\$9.70	\$16.89	\$0.00	\$78.28
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"	03/01/2017	\$52.69	\$9.70	\$16.89	\$0.00	\$79.28
HYDRAULIC DRILLS	06/01/2015	\$35.85	\$7.30	\$13.20	\$0.00	\$56.35
LABORERS - ZONE 1	12/01/2015	\$36.60	\$7.30	\$13.20	\$0.00	\$57.10
	06/01/2016	\$37.35	\$7.30	\$13.20	\$0.00	\$57.85
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$38.35	\$7.30	\$13.20	\$0.00	\$58.85
INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2014	\$43.31	\$11.25	\$12.60	\$0.00	\$67.16

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

Step	ive Date - 09/01/2014 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$21.66	\$11.25	\$9.35	\$0.00	\$42.26	
2	60	\$25.99	\$11.25	\$10.00	\$0.00	\$47.24	
3	70	\$30.32	\$11.25	\$10.65	\$0.00	\$52.22	
4	80	\$34.65	\$11.25	\$11.30	\$0.00	\$57.20	
Notes:							
	Steps are 1 year						
Appre	entice to Journeyworker Ratio	1:4				'	
ONWORKER/WELI	DER	03/16/2015	5 \$42.1	1 \$7.70	\$20.25	\$0.00 \$7	70.06

Issue Date: 06/17/2015 **Wage Request Number:** 20150616-079 **Page 15 of 39**

	Step	ve Date - 03/16/2015 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60	\$25.27	\$7.70	\$20.25	\$0.00	\$53.22	
	2	70	\$29.48	\$7.70	\$20.25	\$0.00	\$57.43	
	3	75	\$31.58	\$7.70	\$20.25	\$0.00	\$59.53	
	4	80	\$33.69	\$7.70	\$20.25	\$0.00	\$61.64	
	5	85	\$35.79	\$7.70	\$20.25	\$0.00	\$63.74	
	6	90	\$37.90	\$7.70	\$20.25	\$0.00	\$65.85	
	Notes:							
		** Structural 1:6; Ornamental 1:4						
	Appre	ntice to Journeyworker Ratio:**						
		VING BREAKER OPERATOR	06/01/2015	\$35.35	\$7.30	\$13.20	\$0.00	\$55.83
ABORERS - ZONE	z I		12/01/2015	\$36.10	\$7.30	\$13.20	\$0.00	\$56.6
			06/01/2016	\$36.85	\$7.30	\$13.20	\$0.00	\$57.3
For apprentice	rates see "	Apprentice- LABORER"	12/01/2016	\$37.85	\$7.30	\$13.20	\$0.00	\$58.3
ABORER	7.1		06/01/2015	\$35.10	\$7.30	\$13.20	\$0.00	\$55.6
ABORERS - ZONE	ž I		12/01/2015	\$35.85	\$7.30	\$13.20	\$0.00	\$56.3
			06/01/2016	\$36.60	\$7.30	\$13.20	\$0.00	\$57.1
			06/01/2016 12/01/2016		\$7.30 \$7.30	\$13.20 \$13.20	\$0.00 \$0.00	\$57.10 \$58.10
		ntice - <i>LABORER - Zone 1</i> ve Date - 06/01/2015				\$13.20		
				\$37.60				
	Effecti	ve Date - 06/01/2015	12/01/2016	\$37.60	\$7.30	\$13.20 Supplemental	\$0.00	
	Effecti Step	ve Date - 06/01/2015 percent	12/01/2016 Apprentice Base Wage	\$37.60 Health	\$7.30 Pension	\$13.20 Supplemental Unemployment	\$0.00 Total Rate	
	Step 1	ve Date - 06/01/2015 percent 60	Apprentice Base Wage \$21.06	\$37.60 Health \$7.30	\$7.30 Pension \$13.20	\$13.20 Supplemental Unemployment \$0.00	\$0.00 Total Rate \$41.56	
	Step 1 2	ve Date - 06/01/2015 percent 60 70	12/01/2016 Apprentice Base Wage \$21.06 \$24.57	\$37.60 Health \$7.30 \$7.30	\$7.30 Pension \$13.20 \$13.20	\$13.20 Supplemental Unemployment \$0.00 \$0.00	\$0.00 Total Rate \$41.56 \$45.07	
	Step 1 2 3 4 Effecti	percent 06/01/2015 percent 60 70 80	12/01/2016 Apprentice Base Wage \$21.06 \$24.57 \$28.08 \$31.59	\$37.60 Health \$7.30 \$7.30 \$7.30 \$7.30	\$7.30 Pension \$13.20 \$13.20 \$13.20 \$13.20	\$13.20 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental	\$0.00 Total Rate \$41.56 \$45.07 \$48.58 \$52.09	
	Effecti Step 1 2 3 4	ve Date - 06/01/2015 percent 60 70 80 90	12/01/2016 Apprentice Base Wage \$21.06 \$24.57 \$28.08	\$37.60 Health \$7.30 \$7.30 \$7.30 \$7.30	\$7.30 Pension \$13.20 \$13.20 \$13.20	\$13.20 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 Total Rate \$41.56 \$45.07 \$48.58	
	Step 1 2 3 4 Effecti	ve Date - 06/01/2015 percent 60 70 80 90 ve Date - 12/01/2015	12/01/2016 Apprentice Base Wage \$21.06 \$24.57 \$28.08 \$31.59	\$37.60 Health \$7.30 \$7.30 \$7.30 \$7.30	\$7.30 Pension \$13.20 \$13.20 \$13.20 \$13.20	\$13.20 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental	\$0.00 Total Rate \$41.56 \$45.07 \$48.58 \$52.09	
	Step 1 2 3 4 Effecti Step	ve Date - 06/01/2015 percent 60 70 80 90 ve Date - 12/01/2015 percent	12/01/2016 Apprentice Base Wage \$21.06 \$24.57 \$28.08 \$31.59 Apprentice Base Wage	\$37.60 Health \$7.30 \$7.30 \$7.30 \$4.30 \$4.30 \$4.30 \$4.30 Health	\$7.30 Pension \$13.20 \$13.20 \$13.20 \$13.20	\$13.20 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$0.00 Total Rate \$41.56 \$45.07 \$48.58 \$52.09 Total Rate	
	Step 1 2 3 4 Effecti Step 1	ve Date - 06/01/2015 percent 60 70 80 90 ve Date - 12/01/2015 percent 60	12/01/2016 Apprentice Base Wage \$21.06 \$24.57 \$28.08 \$31.59 Apprentice Base Wage \$21.51	\$37.60 Health \$7.30 \$7.30 \$7.30 \$7.30 \$7.30	\$7.30 Pension \$13.20 \$13.20 \$13.20 Pension \$13.20	\$13.20 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00	\$0.00 Total Rate \$41.56 \$45.07 \$48.58 \$52.09 Total Rate \$42.01	
	Step 1 2 3 4 Effecti Step 1 2 2 3 4	ve Date - 06/01/2015 percent 60 70 80 90 ve Date - 12/01/2015 percent 60 70	12/01/2016 Apprentice Base Wage \$21.06 \$24.57 \$28.08 \$31.59 Apprentice Base Wage \$21.51 \$25.10	\$37.60 Health \$7.30 \$7.30 \$7.30 \$7.30 Health \$7.30 \$7.30	\$7.30 Pension \$13.20 \$13.20 \$13.20 Pension \$13.20 \$13.20	\$13.20 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	\$0.00 Total Rate \$41.56 \$45.07 \$48.58 \$52.09 Total Rate \$42.01 \$45.60	
	Step 1 2 3 4 Effecti Step 1 2 3 3 4	ve Date - 06/01/2015 percent 60 70 80 90 ve Date - 12/01/2015 percent 60 70 80	12/01/2016 Apprentice Base Wage \$21.06 \$24.57 \$28.08 \$31.59 Apprentice Base Wage \$21.51 \$25.10 \$28.68	\$37.60 Health \$7.30 \$7.30 \$7.30 \$7.30 Health \$7.30 \$7.30 \$7.30	\$7.30 Pension \$13.20 \$13.20 \$13.20 Pension \$13.20 \$13.20 \$13.20 \$13.20	\$13.20 Supplemental Unemployment \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 Total Rate \$41.56 \$45.07 \$48.58 \$52.09 Total Rate \$42.01 \$45.60 \$49.18	

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER	06/01/2015	\$35.10	\$7.30	\$13.20	\$0.00	\$55.60
LABORERS - ZONE 1	12/01/2015	\$35.85	\$7.30	\$13.20	\$0.00	\$56.35
	06/01/2016	\$36.60	\$7.30	\$13.20	\$0.00	\$57.10
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$37.60	\$7.30	\$13.20	\$0.00	\$58.10
LABORER: CEMENT FINISHER TENDER	06/01/2015	\$35.10	\$7.30	\$13.20	\$0.00	\$55.60
LABORERS - ZONE 1	12/01/2015	\$35.85	\$7.30	\$13.20	\$0.00	\$56.35
	06/01/2016	\$36.60	\$7.30	\$13.20	\$0.00	\$57.10
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$37.60	\$7.30	\$13.20	\$0.00	\$58.10
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER	06/01/2015	\$35.25	\$7.30	\$13.20	\$0.00	\$55.75
LABORERS - ZONE 1	12/01/2015	\$36.00	\$7.30	\$13.20	\$0.00	\$56.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER	06/01/2015	\$35.35	\$7.30	\$13.20	\$0.00	\$55.85
LABORERS - ZONE 1	12/01/2015	\$36.10	\$7.30	\$13.20	\$0.00	\$56.60
	06/01/2016	\$36.85	\$7.30	\$13.20	\$0.00	\$57.35
	12/01/2016	\$37.85	\$7.30	\$13.20	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						
LABORER: MULTI-TRADE TENDER LABORERS - ZONE 1	06/01/2015	\$35.10	\$7.30	\$13.20	\$0.00	\$55.60
LABORERS - ZOIVE I	12/01/2015	\$35.85	\$7.30	\$13.20	\$0.00	\$56.35
	06/01/2016	\$36.60	\$7.30	\$13.20	\$0.00	\$57.10
	12/01/2016	\$37.60	\$7.30	\$13.20	\$0.00	\$58.10
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER LABORERS - ZONE 1	06/01/2015	\$35.10	\$7.30	\$13.20	\$0.00	\$55.60
	12/01/2015	\$35.85	\$7.30	\$13.20	\$0.00	\$56.35
	06/01/2016	\$36.60	\$7.30	\$13.20	\$0.00	\$57.10
This classification applies to all tree work associated with the removal of standing tree a utility company for the purpose of operation, maintenance or repair of utility compar					\$0.00 s not done for	\$58.10
LASER BEAM OPERATOR	06/01/2015	\$35.35	\$7.30	\$13.20	\$0.00	\$55.85
LABORERS - ZONE 1	12/01/2015	\$36.10	\$7.30	\$13.20	\$0.00	\$56.60
	06/01/2016	\$36.85	\$7.30	\$13.20	\$0.00	\$57.35
	06/01/2016 12/01/2016	\$36.85 \$37.85	\$7.30 \$7.30	\$13.20 \$13.20	\$0.00 \$0.00	\$57.35 \$58.35
For apprentice rates see "Apprentice- LABORER"						
MARBLE & TILE FINISHERS						
	12/01/2016	\$37.85	\$7.30	\$13.20	\$0.00	\$58.35
MARBLE & TILE FINISHERS	12/01/2016 02/01/2015	\$37.85 \$37.37	\$7.30 \$10.18	\$13.20 \$17.18	\$0.00 \$0.00	\$58.35 \$64.73
MARBLE & TILE FINISHERS	02/01/2015 08/01/2015	\$37.85 \$37.37 \$38.08	\$7.30 \$10.18 \$10.18	\$13.20 \$17.18 \$17.25	\$0.00 \$0.00 \$0.00	\$58.35 \$64.73 \$65.51

Issue Date: 06/17/2015 Wage Request Number: 20150616-079 Page 17 of 39

\$18.65

\$0.00

\$80.77

\$10.18

Effec	tive Date -	02/01/2015				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$18.69	\$10.18	\$17.18	\$0.00	\$46.05	
2	60		\$22.42	\$10.18	\$17.18	\$0.00	\$49.78	
3	70		\$26.16	\$10.18	\$17.18	\$0.00	\$53.52	
4	80		\$29.90	\$10.18	\$17.18	\$0.00	\$57.26	
5	90		\$33.63	\$10.18	\$17.18	\$0.00	\$60.99	
Effec	tive Date -	08/01/2015				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$19.04	\$10.18	\$17.25	\$0.00	\$46.47	
2	60		\$22.85	\$10.18	\$17.25	\$0.00	\$50.28	
3	70		\$26.66	\$10.18	\$17.25	\$0.00	\$54.09	
4	80		\$30.46	\$10.18	\$17.25	\$0.00	\$57.89	
5	90		\$34.27	\$10.18	\$17.25	\$0.00	\$61.70	
Note	s:							
Аррі	entice to Jou	urneyworker Ratio:1:3						
		RS & TERRAZZO MECH	02/01/2015	5 \$49.00	\$10.18	\$18.50	\$0.00	\$77.68
BRICKLAYERS LOCAL 3 -	MARBLE & IIL.	E	08/01/2015	5 \$49.90	\$10.18	\$18.57	\$0.00	\$78.65
			02/01/2016	5 \$50.47	7 \$10.18	\$18.57	\$0.00	\$79.22
			08/01/2016	5 \$51.37	7 \$10.18	\$18.65	\$0.00	\$80.20

02/01/2017

\$51.94

Issue Date: 06/17/2015 Wage Request Number: 20150616-079 Page 18 of 39

	Effective Step	ve Date - percent	02/01/2015	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$24.50	\$10.18	\$18.50	\$0.00	\$53.18	
	2	60		\$29.40	\$10.18	\$18.50	\$0.00	\$58.08	
	3	70		\$34.30	\$10.18	\$18.50	\$0.00	\$62.98	
	4	80		\$39.20	\$10.18	\$18.50	\$0.00	\$67.88	
	5	90		\$44.10	\$10.18	\$18.50	\$0.00	\$72.78	
	Effectiv	ve Date -	08/01/2015				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$24.95	\$10.18	\$18.57	\$0.00	\$53.70	
	2	60		\$29.94	\$10.18	\$18.57	\$0.00	\$58.69	
	3	70		\$34.93	\$10.18	\$18.57	\$0.00	\$63.68	
	4	80		\$39.92	\$10.18	\$18.57	\$0.00	\$68.67	
	5	90		\$44.91	\$10.18	\$18.57	\$0.00	\$73.66	
	Notes:								
	Apprei	itice to Jo	urneyworker Ratio:1:5						
			(ON CONST. SITES)	06/01/2015	5 \$42.42	\$10.00	\$14.55	\$0.00	\$66.97
ERATING ENGI!	VEERS LC	CAL 4		12/01/2015	\$43.66	\$10.00	\$14.55	\$0.00	\$68.21
				06/01/2016	5 \$44.41	\$10.00	\$14.55	\$0.00	\$68.96
				12/01/2016	5 \$45.64	\$10.00	\$14.55	\$0.00	\$70.19
				06/01/2017	7 \$46.63	\$10.00	\$14.55	\$0.00	\$71.18
				12/01/2017	7 \$47.62	\$10.00	\$14.55	\$0.00	\$72.17
			OPERATING ENGINEERS"						
ECHANICS N ERATING ENGII				06/01/2015	5 \$42.42	\$10.00	\$14.55	\$0.00	\$66.97
ERITHVO EIVOII	VEERS EC	CAL 4		12/01/2015	\$43.66	\$10.00	\$14.55	\$0.00	\$68.21
				06/01/2016	5 \$44.41	\$10.00	\$14.55	\$0.00	\$68.96
				12/01/2016	5 \$45.64	\$10.00	\$14.55	\$0.00	\$70.19
				06/01/2017	7 \$46.63	\$10.00	\$14.55	\$0.00	\$71.18
For apprentice	rates see ".	Apprentice- (OPERATING ENGINEERS"	12/01/2017	7 \$47.62	\$10.00	\$14.55	\$0.00	\$72.17
)							

Apprentice - MILLWRIGHT - Local 1121 Zone 1 **Effective Date -**04/01/2015 Supplemental Apprentice Base Wage Health Unemployment Total Rate Step percent Pension 1 55 \$20.70 \$9.80 \$4.48 \$0.00 \$34.98 2 65 \$24.47 \$9.80 \$13.36 \$0.00 \$47.63 3 75 \$28.23 \$9.80 \$14.18 \$0.00 \$52.21 4 85 \$31.99 \$9.80 \$14.99 \$0.00 \$56.78 Notes: Steps are 2,000 hours Apprentice to Journeyworker Ratio:1:5 MORTAR MIXER 06/01/2015 \$35.35 \$7.30 \$13.20 \$0.00 \$55.85 LABORERS - ZONE 1 12/01/2015 \$36.10 \$7.30 \$13.20 \$0.00 \$56.60 06/01/2016 \$36.85 \$7.30 \$13.20 \$0.00 \$57.35 12/01/2016 \$13.20 \$0.00 \$37.85 \$7.30 \$58.35 For apprentice rates see "Apprentice- LABORER" OILER (OTHER THAN TRUCK CRANES, GRADALLS) \$14.55 06/01/2015 \$21.97 \$10.00 \$0.00 \$46.52 OPERATING ENGINEERS LOCAL 4 12/01/2015 \$14.55 \$0.00 \$22.62 \$10.00 \$47.17 06/01/2016 \$23.01 \$10.00 \$14.55 \$0.00 \$47.56 12/01/2016 \$23.66 \$10.00 \$14.55 \$0.00 \$48.21 06/01/2017 \$24.17 \$10.00 \$14.55 \$0.00 \$48.72 12/01/2017 \$14.55 \$0.00 \$24.69 \$10.00 \$49.24 For apprentice rates see "Apprentice- OPERATING ENGINEERS" OILER (TRUCK CRANES, GRADALLS) 06/01/2015 \$25.68 \$10.00 \$14.55 \$0.00 \$50.23 OPERATING ENGINEERS LOCAL 4 12/01/2015 \$26.43 \$10.00 \$14.55 \$0.00 \$50.98 06/01/2016 \$10.00 \$14.55 \$0.00 \$26.89 \$51.44 12/01/2016 \$27.64 \$10.00 \$14.55 \$0.00 \$52.19 \$0.00 06/01/2017 \$28.24 \$10.00 \$14.55 \$52.79 12/01/2017 \$14.55 \$0.00 \$28.85 \$10.00 \$53.40 For apprentice rates see "Apprentice- OPERATING ENGINEERS" OTHER POWER DRIVEN EQUIPMENT - CLASS II \$14.55 06/01/2015 \$42.42 \$10.00 \$0.00 \$66.97 OPERATING ENGINEERS LOCAL 4 12/01/2015 \$43.66 \$10.00 \$14.55 \$0.00 \$68.21 06/01/2016 \$44.41 \$10.00 \$14.55 \$0.00 \$68.96 12/01/2016 \$45.64 \$10.00 \$14.55 \$0.00 \$70.19 06/01/2017 \$46.63 \$10.00 \$14.55 \$0.00 \$71.18 \$14.55 \$0.00 12/01/2017 \$47.62 \$10.00 \$72.17 For apprentice rates see "Apprentice- OPERATING ENGINEERS" PAINTER (BRIDGES/TANKS) \$47.66 \$16.10 \$0.00 01/01/2015 \$71.61 \$7.85 PAINTERS LOCAL 35 - ZONE 2 \$16.10 07/01/2015 \$48.56 \$7.85 \$0.00 \$72.51 \$16.10 \$0.00 01/01/2016 \$49.51 \$7.85 \$73.46 07/01/2016 \$50.46 \$7.85 \$16.10 \$0.00 \$74.41 01/01/2017 \$51.41 \$7.85 \$16.10 \$0.00 \$75.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Pension

Effec Step	tive Date - 01/01/2015 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	;
1	50	\$23.83	\$7.85	\$0.00	\$0.00	\$31.68	
2	55	\$26.21	\$7.85	\$3.66	\$0.00	\$37.72	
3	60	\$28.60	\$7.85	\$3.99	\$0.00	\$40.44	
4	65	\$30.98	\$7.85	\$4.32	\$0.00	\$43.15	i
5	70	\$33.36	\$7.85	\$14.11	\$0.00	\$55.32	
6	75	\$35.75	\$7.85	\$14.44	\$0.00	\$58.04	
7	80	\$38.13	\$7.85	\$14.77	\$0.00	\$60.75	i
8	90	\$42.89	\$7.85	\$15.44	\$0.00	\$66.18	}
Effec	tive Date - 07/01/2015				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
1	50	\$24.28	\$7.85	\$0.00	\$0.00	\$32.13	
2	55	\$26.71	\$7.85	\$3.66	\$0.00	\$38.22	
3	60	\$29.14	\$7.85	\$3.99	\$0.00	\$40.98	;
4	65	\$31.56	\$7.85	\$4.32	\$0.00	\$43.73	
5	70	\$33.99	\$7.85	\$14.11	\$0.00	\$55.95	i
6	75	\$36.42	\$7.85	\$14.44	\$0.00	\$58.71	
7	80	\$38.85	\$7.85	\$14.77	\$0.00	\$61.47	•
8	90	\$43.70	\$7.85	\$15.44	\$0.00	\$66.99)
Note							
	Steps are 750 hrs.						
Appı	entice to Journeyworker Rati	0:1:1					
*	R SANDBLAST, NEW) *	01/01/2015	\$38.56	\$7.85	\$16.10	\$0.00	\$62.5
	urfaces to be painted are new cope used. PAINTERS LOCAL 35 - ZON.	07/01/2015	\$39.46	\$7.85	\$16.10	\$0.00	\$63.4
ann raic Shall (C USCU.FAINTERS LOCAL 33 - ZON	01/01/2016	\$40.41	\$7.85	\$16.10	\$0.00	\$64.30
		07/01/2016	\$41.36	\$7.85	\$16.10	\$0.00	\$65.3
		01/01/2017	7 \$42.31	\$7.85	\$16.10	\$0.00	\$66.20

Wage Request Number: 20150616-079 **Issue Date:** 06/17/2015 Page 21 of 39

Pension

Effect	ive Date - 01/01/2015				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$19.28	\$7.85	\$0.00	\$0.00	\$27.13	
2	55	\$21.21	\$7.85	\$3.66	\$0.00	\$32.72	
3	60	\$23.14	\$7.85	\$3.99	\$0.00	\$34.98	
4	65	\$25.06	\$7.85	\$4.32	\$0.00	\$37.23	
5	70	\$26.99	\$7.85	\$14.11	\$0.00	\$48.95	
6	75	\$28.92	\$7.85	\$14.44	\$0.00	\$51.21	
7	80	\$30.85	\$7.85	\$14.77	\$0.00	\$53.47	
8	90	\$34.70	\$7.85	\$15.44	\$0.00	\$57.99	
Effect	ive Date - 07/01/2015				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$19.73	\$7.85	\$0.00	\$0.00	\$27.58	
2	55	\$21.70	\$7.85	\$3.66	\$0.00	\$33.21	
3	60	\$23.68	\$7.85	\$3.99	\$0.00	\$35.52	
4	65	\$25.65	\$7.85	\$4.32	\$0.00	\$37.82	
5	70	\$27.62	\$7.85	\$14.11	\$0.00	\$49.58	
6	75	\$29.60	\$7.85	\$14.44	\$0.00	\$51.89	
7	80	\$31.57	\$7.85	\$14.77	\$0.00	\$54.19	
8	90	\$35.51	\$7.85	\$15.44	\$0.00	\$58.80	
Notes	Steps are 750 hrs.						
Appr	entice to Journeyworker Ratio						
	R SANDBLAST, REPAINT)		, pac (a	Ф7 O5	\$16.10	\$0.00	0.00
RS LOCAL 35 - ZON		01/01/2015		\$7.85 \$7.85	\$16.10	\$0.00	\$60.5 \$61.4
		07/01/2015 01/01/2016			\$16.10	\$0.00	
				\$7.85	\$16.10	\$0.00	\$62.4
		07/01/2016	\$39.42	\$7.85	\$10.10	Φ 0.00	\$63.3

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

Issue Date: 06/17/2015 Wage Request Number: 20150616-079 Page 22 of 39

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

Pension

Unemployment

	Effecti	ive Date -	01/01/2015	,			Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$18.31	\$7.85	\$0.00	\$0.00	\$26.16	
	2	55		\$20.14	\$7.85	\$3.66	\$0.00	\$31.65	
	3	60		\$21.97	\$7.85	\$3.99	\$0.00	\$33.81	
	4	65		\$23.80	\$7.85	\$4.32	\$0.00	\$35.97	
	5	70		\$25.63	\$7.85	\$14.11	\$0.00	\$47.59	
	6	75		\$27.47	\$7.85	\$14.44	\$0.00	\$49.76	
	7	80		\$29.30	\$7.85	\$14.77	\$0.00	\$51.92	
	8	90		\$32.96	\$7.85	\$15.44	\$0.00	\$56.25	
	Effecti Step	ive Date -	07/01/2015	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$18.76	\$7.85	\$0.00	\$0.00	\$26.61	
	2	55		\$20.64	\$7.85	\$3.66	\$0.00	\$32.15	
	3	60		\$22.51	\$7.85	\$3.99	\$0.00	\$34.35	
	4	65		\$24.39	\$7.85	\$4.32	\$0.00	\$36.56	
	5	70		\$26.26	\$7.85	\$14.11	\$0.00	\$48.22	
	6	75		\$28.14	\$7.85	\$14.44	\$0.00	\$50.43	
	7	80		\$30.02	\$7.85	\$14.77	\$0.00	\$52.64	
	8	90		\$33.77	\$7.85	\$15.44	\$0.00	\$57.06	
	Notes:	Steps are	750 hrs.						
	Appre	ntice to Jo	urneyworker Ratio:1:1						
NTER (TI		MARKING	S)	06/01/2015	\$35.10	\$7.30	\$13.20	\$0.00	\$55.60
KERS - ZOI	VE I			12/01/2015	\$35.85	\$7.30	\$13.20	\$0.00	\$56.35
				06/01/2016	\$36.60	\$7.30	\$13.20	\$0.00	\$57.10
For Apprenti	ice rates see	"Apprentice-	LABORER"	12/01/2016	\$37.60	\$7.30	\$13.20	\$0.00	\$58.10
NTER / T.	APER (B	RUSH, NE	W) *	01/01/2015	\$37.16	\$7.85	\$16.10	\$0.00	\$61.11
			painted are new construction	07/01/2015			\$16.10	\$0.00	\$62.01
v paint rat	te shall be	e used. <i>PAINT</i>	TERS LOCAL 35 - ZONE 2	01/01/2016			\$16.10	\$0.00	\$62.96
				07/01/2016			\$16.10	\$0.00	\$63.91
				01/01/2017			\$16.10	\$0.00	\$64.86

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

		ve Date - 01/01/2015				Supplemental	m . 1 n .	
	Step	percent	Apprentice Base Wage		Pension	Unemployment	Total Rate	
	1	50	\$18.58	\$7.85	\$0.00	\$0.00	\$26.43	
	2	55	\$20.44	\$7.85	\$3.66	\$0.00	\$31.95	
	3	60	\$22.30	\$7.85	\$3.99	\$0.00	\$34.14	
	4	65	\$24.15	\$7.85	\$4.32	\$0.00	\$36.32	
	5	70	\$26.01	\$7.85	\$14.11	\$0.00	\$47.97	
	6	75	\$27.87	\$7.85	\$14.44	\$0.00	\$50.16	
	7	80	\$29.73	\$7.85	\$14.77	\$0.00	\$52.35	
	8	90	\$33.44	\$7.85	\$15.44	\$0.00	\$56.73	
	Effecti	ve Date - 07/01/2015				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$19.03	\$7.85	\$0.00	\$0.00	\$26.88	
	2	55	\$20.93	\$7.85	\$3.66	\$0.00	\$32.44	
	3	60	\$22.84	\$7.85	\$3.99	\$0.00	\$34.68	
	4	65	\$24.74	\$7.85	\$4.32	\$0.00	\$36.91	
	5	70	\$26.64	\$7.85	\$14.11	\$0.00	\$48.60	
	6	75	\$28.55	\$7.85	\$14.44	\$0.00	\$50.84	
	7	80	\$30.45	\$7.85	\$14.77	\$0.00	\$53.07	
	8	90	\$34.25	\$7.85	\$15.44	\$0.00	\$57.54	
	Notes:	Steps are 750 hrs.						
		Steps are 750 ms.						
	Appre	ntice to Journeyworker Ratio:1:1						
		RUSH, REPAINT)	01/01/2015	\$35.22	\$7.85	\$16.10	\$0.00	\$59.17
PAINTERS LOCA	L 35 - ZONI	3.2	07/01/2015	\$36.12	\$7.85	\$16.10	\$0.00	\$60.07
			01/01/2016	\$37.07	\$7.85	\$16.10	\$0.00	\$61.02
			07/01/2016	\$38.02	\$7.85	\$16.10	\$0.00	\$61.97
			01/01/2017	\$38.97	\$7.85	\$16.10	\$0.00	\$62.92

Issue Date: 06/17/2015 Wage Request Number: 20150616-079 Page 24 of 39 **Apprentice -** PAINTER Local 35 Zone 2 - BRUSH REPAINT

	Step	ve Date - 01/01/2015 percent	Apprentice Base Wage	Health	Pei	nsion	Supplemental Unemployment	Total Rate	
	1	50	\$17.61	\$7.85		50.00	\$0.00		
	2	55	\$19.37	\$7.85		63.66	\$0.00		
	3	60	\$21.13	\$7.85		53.99	\$0.00		
	4	65	\$22.89	\$7.85		64.32	\$0.00		
	5	70	\$24.65	\$7.85		4.11	\$0.00		
	6	75	\$26.42	\$7.85		4.44	\$0.00		
	7	80	\$28.18	\$7.85		4.77	\$0.00		
	8	90	\$31.70	\$7.85		5.44	\$0.00		
	Effecti	ve Date - 07/01/2015					0 1		
	Step	percent	Apprentice Base Wage	Health	Pei	nsion	Supplemental Unemployment	Total Rate	:
	1	50	\$18.06	\$7.85	\$	80.00	\$0.00	\$25.91	
	2	55	\$19.87	\$7.85	\$	83.66	\$0.00	\$31.38	
	3	60	\$21.67	\$7.85	9	33.99	\$0.00	\$33.51	
	4	65	\$23.48	\$7.85	\$	84.32	\$0.00	\$35.65	
	5	70	\$25.28	\$7.85	\$1	4.11	\$0.00	\$47.24	
	6	75	\$27.09	\$7.85	\$1	4.44	\$0.00	\$49.38	
	7	80	\$28.90	\$7.85	\$1	4.77	\$0.00	\$51.52	
	8	90	\$32.51	\$7.85	\$1	5.44	\$0.00	\$55.80	
	Notes:	Steps are 750 hrs.							
	Appre	ntice to Journeyworker Ratio:1:1							
		UCKS DRIVER	06/01/2015	5 \$32	2.58	\$9.91	\$9.33	\$0.00	\$51.82
STERS JOIN	NT COUNC	IL NO. 10 ZONE A	08/01/2015	5 \$32	2.58	\$10.41	\$9.33	\$0.00	\$52.32
			12/01/2015	\$32	2.58	\$10.41	\$10.08	\$0.00	\$53.07
			06/01/2016	5 \$33	3.08	\$10.41	\$10.08	\$0.00	\$53.57
			08/01/2016	5 \$33	3.08	\$10.91	\$10.08	\$0.00	\$54.07
			12/01/2016	\$33	3.08	\$10.91	\$10.89	\$0.00	\$54.88
	OCK CO	NSTRUCTOR (UNDERPINNING	AND 08/01/2014	1 \$41	.60	\$9.80	\$18.17	\$0.00	\$69.57
K) Driver lo	CAL 56 (ZC	DNE 1)	08/01/2015	5 \$43	3.10	\$9.80	\$18.17	\$0.00	\$71.07
DRIVER	<u> </u>		08/01/2014	1 \$41	.60	\$9.80	\$18.17	\$0.00	\$69.57
ORIVER LO	CAL 56 (ZC	ONE 1)	08/01/2015	\$41	3.10	\$9.80	\$18.17	\$0.00	\$71.07

Apprentice - PILE DRIVER - Local 56 Zone 1

	Effecti Step	ve Date - percent	08/01/2014	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra	ite
	$\frac{3cp}{1}$	50		\$20.80	\$9.80	\$18.17		\$48.7	
	2	60					\$0.00		
	3	70		\$24.96	\$9.80	\$18.17	\$0.00	\$52.9	
	4			\$29.12	\$9.80	\$18.17	\$0.00	\$57.0	
		75		\$31.20	\$9.80	\$18.17	\$0.00	\$59.	
	5	80		\$33.28	\$9.80	\$18.17	\$0.00	\$61.2	
	6	80		\$33.28	\$9.80	\$18.17	\$0.00	\$61.2	
	7	90		\$37.44	\$9.80	\$18.17	\$0.00	\$65.4	41
	8	90		\$37.44	\$9.80	\$18.17	\$0.00	\$65.4	41
		ve Date -	08/01/2015				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	ite
	1	50		\$21.55	\$9.80	\$18.17	\$0.00	\$49.5	52
	2	60		\$25.86	\$9.80	\$18.17	\$0.00	\$53.8	33
	3	70		\$30.17	\$9.80	\$18.17	\$0.00	\$58.	14
	4	75		\$32.33	\$9.80	\$18.17	\$0.00	\$60.3	30
	5	80		\$34.48	\$9.80	\$18.17	\$0.00	\$62.4	45
	6	80		\$34.48	\$9.80	\$18.17	\$0.00	\$62.4	45
	7	90		\$38.79	\$9.80	\$18.17	\$0.00	\$66.7	76
	8	90		\$38.79	\$9.80	\$18.17	\$0.00	\$66.7	76
	Notes:								-
	İ								
	Appre	ntice to Jo	urneyworker Ratio:1:3						-
	R & STEAN	MFITTER		03/01/2015	\$48.69	\$9.70	\$16.89	\$0.00	\$75.28
PEFITTERS I	LOCAL 537			09/01/2015	\$49.69	\$9.70	\$16.89	\$0.00	\$76.28
				03/01/2016	\$50.69	\$9.70	\$16.89	\$0.00	\$77.28
				09/01/2016	\$51.69	\$9.70	\$16.89	\$0.00	\$78.28
				03/01/2017	7 \$52.69	\$9.70	\$16.89	\$0.00	\$79.28

Wage Request Number: 20150616-079 **Issue Date:** 06/17/2015 Page 26 of 39

		ive Date - 03/01/2015				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	40	\$19.48	\$9.70	\$7.50	\$0.00	\$36.68	
	2	45	\$21.91	\$9.70	\$16.89	\$0.00	\$48.50	
	3	60	\$29.21	\$9.70	\$16.89	\$0.00	\$55.80	
	4	70	\$34.08	\$9.70	\$16.89	\$0.00	\$60.67	
	5	80	\$38.95	\$9.70	\$16.89	\$0.00	\$65.54	
	Effect	ive Date - 09/01/2015				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	40	\$19.88	\$9.70	\$7.50	\$0.00	\$37.08	
	2	45	\$22.36	\$9.70	\$16.89	\$0.00	\$48.95	
	3	60	\$29.81	\$9.70	\$16.89	\$0.00	\$56.40	
	1 40 2 45 3 60 4 70 5 80 Effective Date - 09/01/2015 Step percent 1 40 2 45 3 60 4 70 5 80 Notes: ** 1:3; 3:15; 1:10 therea Refrig/AC Mechanic ** Apprentice to Journeyworker	\$34.78	\$9.70	\$16.89	\$0.00	\$61.37		
	5	2 45 3 60 4 70 5 80 Notes: ** 1:3; 3:15; 1:10 thereafter / Ste Refrig/AC Mechanic **1:1;1:2;2	\$39.75	\$9.70	\$16.89	\$0.00	\$66.34	
	Notes:							
			after / Steps are 1 yr. *1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17	7;9:20;10:23	(Max)		į	
	Appre	entice to Journeyworker	Ratio:**					
LAYER			06/01/2015	\$35.3	5 \$7.30	\$13.20	\$0.00	\$55.85
RERS - ZONE	1		12/01/2015	\$36.10	\$7.30	\$13.20	\$0.00	\$56.60
			06/01/2016	\$36.83	5 \$7.30	\$13.20	\$0.00	\$57.35
		12/01/2016	\$37.83	5 \$7.30	\$13.20	\$0.00	\$58.35	
		**						
			03/01/2015	\$50.2	\$10.32		\$0.00	\$75.42
			09/01/2015				\$0.00	\$76.42
			03/01/2016	\$52.30	\$10.32	\$14.89	\$0.00	\$77.57
			09/01/2016	\$53.4	1 \$10.32	\$14.89	\$0.00	\$78.62
			03/01/2017	\$54.4	1 \$10.32	\$14.89	\$0.00	\$79.62

Apprentice - *PLUMBER/GASFITTER - Local 12*

Total Rate

	Effecti	ve Date -	03/01/2015				Supplemental		
	Step	percent	Арр	orentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	35		\$17.57	\$10.32	\$5.54	\$0.00	\$33.43	
	2	40		\$20.08	\$10.32	\$6.27	\$0.00	\$36.67	
	3	55		\$27.62	\$10.32	\$8.42	\$0.00	\$46.36	
	4	65		\$32.64	\$10.32	\$9.87	\$0.00	\$52.83	
	5	75		\$37.66	\$10.32	\$11.30	\$0.00	\$59.28	
	Effecti	ve Date -	09/01/2015				Supplemental		
	Step	percent	Арр	prentice Base Wage	Health	Pension	Unemployment	Total Rate	:
	1	35		\$17.92	\$10.32	\$5.54	\$0.00	\$33.78	
	2	40		\$20.48	\$10.32	\$6.27	\$0.00	\$37.07	
	3	55		\$28.17	\$10.32	\$8.42	\$0.00	\$46.91	
	4	65		\$33.29	\$10.32	\$9.87	\$0.00	\$53.48	
	5	75		\$38.41	\$10.32	\$11.30	\$0.00	\$60.03	
	Notes:								
	İ		6; 3:10; 4:14; 5:19/Steps are 1 yr 1 lic\$56.05 Step5 with lic\$62.48					i	
	Appre		rneyworker Ratio:**						
NEUMATIC		OLS (TEM	P.)	03/01/2015	5 \$48.69	\$9.70	\$16.89	\$0.00	\$75.28
PEFITTERS LO	CAL 537			09/01/2015			\$16.89	\$0.00	\$76.28
				03/01/2016			\$16.89	\$0.00	\$77.28
				09/01/2016	5 \$51.69	\$9.70	\$16.89	\$0.00	\$78.28
				03/01/2017			\$16.89	\$0.00	\$79.28
For apprentic	e rates see '	'Apprentice- P	IPEFITTER" or "PLUMBER/PIPEFITTE						
NEUMATIC		TOOL OPE	RATOR	06/01/2015	\$35.35	\$7.30	\$13.20	\$0.00	\$55.85
BORERS - ZON	/E I			12/01/2015	\$36.10	\$7.30	\$13.20	\$0.00	\$56.60
				06/01/2016	\$36.85	\$7.30	\$13.20	\$0.00	\$57.35
				12/01/2016	\$37.85	\$7.30	\$13.20	\$0.00	\$58.35
		'Apprentice- L	ABORER"						
OWDERMA BORERS - ZON		ASTER		06/01/2015	\$36.10	\$7.30	\$13.20	\$0.00	\$56.60
DOTELLO ZOT				12/01/2015	\$36.85	\$7.30	\$13.20	\$0.00	\$57.35
				06/01/2016	\$37.60	\$7.30	\$13.20	\$0.00	\$58.10
For appropria	o motos soo !	'Ammrantiaa I	A DODED!	12/01/2016	\$38.60	\$7.30	\$13.20	\$0.00	\$59.10
		'Apprentice- L	ENCHING MACHINE	02/04/001		#4 ^ ^ ^	Φ1 4 5 5	\$0.00	Ф.С.
	V EL/DEI GINEERS LO		ENGINIO MACIINE	06/01/2015			\$14.55	\$0.00	\$67.38
EKATING ENC				12/01/2015			\$14.55	\$0.00	\$68.63
EKATING ENC				06/01/2016			\$14.55	\$0.00	\$69.38
EKATING ENC				12/01/2016			\$14.55	\$0.00	\$70.63
-EKATING ENC									
r EKATING ENC				06/01/2017 12/01/2017			\$14.55 \$14.55	\$0.00 \$0.00	\$71.63 \$72.63

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PUMP OPERATOR (CONCRETE)	06/01/2015	\$42.83	\$10.00	\$14.55	\$0.00	\$67.38
OPERATING ENGINEERS LOCAL 4	12/01/2015	\$44.08	\$10.00	\$14.55	\$0.00	\$68.63
	06/01/2016	\$44.83	\$10.00	\$14.55	\$0.00	\$69.38
	12/01/2016	\$46.08	\$10.00	\$14.55	\$0.00	\$70.63
	06/01/2017	\$47.08	\$10.00	\$14.55	\$0.00	\$71.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$48.08	\$10.00	\$14.55	\$0.00	\$72.63
PUMP OPERATOR (DEWATERING, OTHER)	06/01/2015	\$29.61	\$10.00	\$14.55	\$0.00	\$54.16
OPERATING ENGINEERS LOCAL 4	12/01/2015	\$30.48	\$10.00	\$14.55	\$0.00	\$55.03
	06/01/2016	\$31.00	\$10.00	\$14.55	\$0.00	\$55.55
	12/01/2016	\$31.87	\$10.00	\$14.55	\$0.00	\$56.42
	06/01/2017	\$32.56	\$10.00	\$14.55	\$0.00	\$57.11
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$33.25	\$10.00	\$14.55	\$0.00	\$57.80
READY MIX CONCRETE DRIVERS after 4/30/10	05/01/2015	\$27.88	\$7.73	\$8.92	\$0.00	\$44.53
Drivers Hired After 4/30/2010) TEAMSTERS LOCAL 25b	07/01/2015	\$27.88	\$7.98	\$8.92	\$0.00	\$44.78
	05/01/2016	\$28.03	\$7.98	\$9.31	\$0.00	\$45.32
	07/01/2016	\$28.03	\$8.23	\$9.31	\$0.00	\$45.57
	05/01/2017	\$28.18	\$8.23	\$9.72	\$0.00	\$46.13
	07/01/2017	\$28.18	\$8.48	\$9.72	\$0.00	\$46.38
READY-MIX CONCRETE DRIVER	05/01/2015	\$29.18	\$7.73	\$8.92	\$0.00	\$45.83
TEAMSTERS LOCAL 25b	07/01/2015	\$29.18	\$7.98	\$8.92	\$0.00	\$46.08
	05/01/2016	\$29.33	\$7.98	\$9.31	\$0.00	\$46.62
	07/01/2016	\$29.33	\$8.23	\$9.31	\$0.00	\$46.87
	05/01/2017	\$29.48	\$8.23	\$9.72	\$0.00	\$47.43
	07/01/2017	\$29.48	\$8.48	\$9.72	\$0.00	\$47.68
RECLAIMERS	06/01/2015	\$42.42	\$10.00	\$14.55	\$0.00	\$66.97
OPERATING ENGINEERS LOCAL 4	12/01/2015	\$43.66	\$10.00	\$14.55	\$0.00	\$68.21
	06/01/2016	\$44.41	\$10.00	\$14.55	\$0.00	\$68.96
	12/01/2016	\$45.64	\$10.00	\$14.55	\$0.00	\$70.19
	06/01/2017	\$46.63	\$10.00	\$14.55	\$0.00	\$71.18
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$47.62	\$10.00	\$14.55	\$0.00	\$72.17
RESIDENTIAL WOOD FRAME (All Other Work) CARPENTERS -ZONE 2 (Residential Wood)	04/01/2011	\$24.24	\$8.67	\$15.51	\$0.00	\$48.42
RESIDENTIAL WOOD FRAME CARPENTER **	05/01/2011	\$24.24	\$6.34	\$6.23	\$0.00	\$36.81

^{**} The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement. CARPENTERS -ZONE

Issue Date: 06/17/2015 **Wage Request Number:** 20150616-079 **Page 29 of 39**

^{2 (}Residential Wood)

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

Pension

Apprentice - CARPENTER (Residential Wood Frame)	- Zone 2	2
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		p percent 60 60 65 70 75 80 85 90 tes: prentice to Journeyworker Ration ZED BUGGY OPERATOR See "Apprentice- LABORER" ER/MULCHING MACHINE SELOCAL 4					Supplemental		
	Step	percent	Apprentice Base	Wage	Health	Pension	Unemployment	Total Ra	te
	1	60	\$14.54		\$6.34	\$0.00	\$0.00	\$20.8	88
	2	60	\$14.54		\$6.34	\$6.23	\$0.00	\$27.1	1
	Effective Date - 05/01/2011 Step percent 1 60 2 60 3 65 4 70 5 75 6 80 7 85 8 90 Notes: Apprentice to Journeyworker Ratio:1:5 MOTORIZED BUGGY OPERATOR ONE 1 Apprentice Tales see "Apprentice- LABORER" PREADER/MULCHING MACHINE INGINEERS LOCAL 4	\$15.76		\$6.34	\$6.23	\$0.00	\$28.3	3	
	4	70	\$16.97		\$6.34	\$6.23	\$0.00	\$29.5	54
	5	75	\$18.18		\$6.34	\$6.23	\$0.00	\$30.7	15
	Step percent 1 60 2 60 3 65 4 70 5 75 6 80 7 85 8 90 Notes: Apprentice to Journeyworker Ratio:1:5 N MOTORIZED BUGGY OPERATOR S - ZONE 1 pprentice rates see "Apprentice- LABORER" R/SPREADER/MULCHING MACHINE NG ENGINEERS LOCAL 4	\$19.39		\$6.34	\$6.23	\$0.00	\$31.9	96	
		\$20.60		\$6.34	\$6.23	\$0.00	\$33.1	7	
	8	90	\$21.82		\$6.34	\$6.23	\$0.00	\$34.3	19
Ī	Notes:								
	Apprentice to Journeyworker Ratio:1:5								
L	Appre	ntice to Journeyworker Ra	tio:1:5						
	ON MOTORIZED BUGGY OPERATOR ERS - ZONE 1		06/0	1/2015	\$35.35	\$7.30	\$13.20	\$0.00	\$55.85
IBOREKS - ZONE	RERS - ZONE 1	12/0	1/2015	\$36.10	\$7.30	\$13.20	\$0.00	\$56.60	
			06/0	1/2016	\$36.85	\$7.30	\$13.20	\$0.00	\$57.35
For apprentice ra	ates see '	'Apprentice- LABORER"	12/0	01/2016	\$37.85	\$7.30	\$13.20	\$0.00	\$58.35
OLLER/SPRE	ADER/	MULCHING MACHINE	06/0	01/2015	\$42.42	\$10.00	\$14.55	\$0.00	\$66.97
PERATING ENGIN	EERS LO	OCAL 4	12/0	1/2015	\$43.66	\$10.00	\$14.55	\$0.00	\$68.21
			06/0	1/2016	\$44.41	\$10.00	\$14.55	\$0.00	\$68.96
			12/0	1/2016	\$45.64	\$10.00	\$14.55	\$0.00	\$70.19
			06/0	1/2017	\$46.63	\$10.00	\$14.55	\$0.00	\$71.18
			12/0	1/2017	\$47.62	\$10.00	\$14.55	\$0.00	\$72.17
••		**							
,		Vaterproofing & Roofer Damp	proofg) 02/0	1/2015	\$40.11	\$10.50	\$11.60	\$0.00	\$62.21
JOPEKS LOCAL 3.	o .		08/0	1/2015	\$41.01	\$10.50	\$11.60	\$0.00	\$63.11
	FER (Inc.Roofer Waterproofing &Roofer Damproofg) ERS LOCAL 33	02/0	1/2016	\$41.91	\$10.50	\$11.60	\$0.00	\$64.01	

Issue Date: 06/17/2015 Wage Request Number: 20150616-079 Page 30 of 39

Pension

	Step	ive Date - 02/01/2015 percent	Apprentice Base Wage	e Health	Pension	Supplemental Unemployment	Total Rate	;
	1	50	\$20.06	\$10.50	\$3.38	\$0.00	\$33.94	
	2	60	\$24.07	\$10.50	\$11.60	\$0.00	\$46.17	
	3	65	\$26.07	\$10.50	\$11.60	\$0.00	\$48.17	
	4	75	\$30.08	\$10.50	\$11.60	\$0.00	\$52.18	
	5	85	\$34.09	\$10.50	\$11.60	\$0.00	\$56.19	
	Effect	ive Date - 08/01/2015	;			Supplemental		
	Step	percent	Apprentice Base Wage	e Health	Pension	Unemployment	Total Rate	;
	1	50	\$20.51	\$10.50	\$3.38	\$0.00	\$34.39	
	2	60	\$24.61	\$10.50	\$11.60	\$0.00	\$46.71	
	3	65	\$26.66	\$10.50	\$11.60	\$0.00	\$48.76	
	4	75	\$30.76	\$10.50	\$11.60	\$0.00	\$52.86	
	5	85	\$34.86	\$10.50	\$11.60	\$0.00	\$56.96	!
	Notes:	** 1:5, 2:6-10, the 1:10 Step 1 is 2000 hrs.; Step	r; Reroofing: 1:4, then 1:1 eps 2-5 are 1000 hrs.			_ — — — -		
	Appre	ntice to Journeyworke	r Ratio:**					
		E / PRECAST CONCR	ETE 02/01/20	15 \$40	.36 \$10.5	0 \$11.60	\$0.00	\$62.46
OOFERS LOCA	L 33		08/01/20	15 \$41	.26 \$10.5	0 \$11.60	\$0.00	\$63.36
			02/01/20	16 \$42	.16 \$10.5	0 \$11.60	\$0.00	\$64.26
		'Apprentice- ROOFER"						
HEETMET <i>A</i> WEETMETAL W			02/01/20	15 \$43	.28 \$10.2		\$2.22	\$76.24
	O THILDING E) (III I / II	08/01/20	15 \$44	.28 \$10.2	0 \$20.54	\$2.22	\$77.24
			02/01/20	16 \$45	.28 \$10.2		\$2.22	\$78.24
			08/01/20		.43 \$10.2		\$2.22	\$79.39
			02/01/20	17 \$47	.53 \$10.2		\$2.22	\$80.49
			08/01/20	17 \$48	.63 \$10.2	0 \$20.54	\$2.22	\$81.59
			02/01/20	18 \$49	.78 \$10.2	0 \$20.54	\$2.22	\$82.74

PAINTERS LOCAL 35 - ZONE 2

Pension

Total Rate

2 40 \$17.31 \$10.20 \$4.58 \$0.00 \$32. 3 45 \$19.48 \$10.20 \$9.09 \$1.16 \$39. 4 45 \$19.48 \$10.20 \$9.09 \$1.16 \$39. 5 50 \$21.64 \$10.20 \$9.91 \$1.25 \$43. 6 50 \$21.64 \$10.20 \$10.16 \$1.26 \$43. 7 60 \$25.97 \$10.20 \$11.55 \$1.43 \$49. 8 65 \$28.13 \$10.20 \$12.38 \$1.52 \$52. 9 75 \$32.46 \$10.20 \$14.02 \$1.70 \$58. 10 85 \$36.79 \$10.20 \$15.16 \$1.86 \$64. Effective Date - O8/01/2015 Step percent Apprentice Base Wage Health Pension Unemployment Total Revenue 1 40 \$17.71 \$10.20 \$4.58 \$0.00 \$32. 2 40 \$17.71 \$10.20 \$4.58 \$0.00 \$32.	Step per	cent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra
State	1 40		\$17.31	\$10.20	\$4.58	\$0.00	\$32.0
4 45 \$19.48 \$10.20 \$9.09 \$1.16 \$39.95 5 50 \$21.64 \$10.20 \$9.91 \$1.25 \$43.05 6 50 \$21.64 \$10.20 \$10.16 \$1.26 \$43.05 7 60 \$25.97 \$10.20 \$11.55 \$1.43 \$49.06 8 65 \$28.13 \$10.20 \$12.38 \$1.52 \$52.06 9 75 \$32.46 \$10.20 \$14.02 \$1.70 \$58.06 10 85 \$36.79 \$10.20 \$15.16 \$1.86 \$64.06 Effective Date - 08/01/2015 Step percent Apprentice Base Wage Health Pension Supplemental Unemployment Unemployment Total Reversion Total Reversion \$36.20 \$3.20	2 40		\$17.31	\$10.20	\$4.58	\$0.00	\$32.0
5 50 \$21.64 \$10.20 \$9.91 \$1.25 \$43. 6 50 \$21.64 \$10.20 \$10.16 \$1.26 \$43. 7 60 \$25.97 \$10.20 \$11.55 \$1.43 \$49. 8 65 \$28.13 \$10.20 \$12.38 \$1.52 \$52. 9 75 \$32.46 \$10.20 \$14.02 \$1.70 \$58. 10 85 \$36.79 \$10.20 \$15.16 \$1.86 \$64. Effective Date - Step percent Apprentice Base Wage Health Pension Supplemental Unemployment Total Ramed	3 45		\$19.48	\$10.20	\$9.09	\$1.16	\$39.9
\$21.64 \$10.20 \$10.16 \$1.26 \$43. 7 60 \$25.97 \$10.20 \$11.55 \$1.43 \$49. 8 65 \$28.13 \$10.20 \$12.38 \$1.52 \$52. 9 75 \$32.46 \$10.20 \$14.02 \$1.70 \$58. 10 85 \$36.79 \$10.20 \$15.16 \$1.86 \$64. Effective Date - 08/01/2015 Step percent Apprentice Base Wage Health Pension Unemployment Total Rate of the percent	4 45		\$19.48	\$10.20	\$9.09	\$1.16	\$39.9
7 60 \$25.97 \$10.20 \$11.55 \$1.43 \$49. 8 65 \$28.13 \$10.20 \$12.38 \$1.52 \$52. 9 75 \$32.46 \$10.20 \$14.02 \$1.70 \$58. 10 85 \$36.79 \$10.20 \$15.16 \$1.86 \$64. Effective Date - 08/01/2015 Step percent Apprentice Base Wage Health Pension Unemployment Total Rame	5 50		\$21.64	\$10.20	\$9.91	\$1.25	\$43.0
8 65 \$28.13 \$10.20 \$12.38 \$1.52 \$52.2 9 75 \$32.46 \$10.20 \$14.02 \$1.70 \$58.1 10 85 \$36.79 \$10.20 \$15.16 \$1.86 \$64.1 Effective Date - Os/01/2015 Step percent Apprentice Base Wage Health Pension Supplemental Unemployment Total Rame Tota	6 50		\$21.64	\$10.20	\$10.16	\$1.26	\$43.2
9 75 \$32.46 \$10.20 \$14.02 \$1.70 \$58. 10 85 \$36.79 \$10.20 \$15.16 \$1.86 \$64. Effective Date - O8/01/2015 Step percent Apprentice Base Wage Health Pension Unemployment Unemployment Total Rame Total R	7 60		\$25.97	\$10.20	\$11.55	\$1.43	\$49.1
Social Color	8 65		\$28.13	\$10.20	\$12.38	\$1.52	\$52.2
Effective Date - O8/01/2015 Step percent Apprentice Base Wage Health Pension Unemployment Total Rate Total Ra	9 75		\$32.46	\$10.20	\$14.02	\$1.70	\$58.3
Step percent Apprentice Base Wage Health Pension Unemployment Total Rate 1 40 \$17.71 \$10.20 \$4.58 \$0.00 \$32.20 2 40 \$17.71 \$10.20 \$4.58 \$0.00 \$32.20 3 45 \$19.93 \$10.20 \$9.09 \$1.18 \$40.20 4 45 \$19.93 \$10.20 \$9.09 \$1.18 \$40.20 5 50 \$22.14 \$10.20 \$9.91 \$1.27 \$43.20 6 50 \$22.14 \$10.20 \$10.16 \$1.28 \$43.20 7 60 \$26.57 \$10.20 \$11.55 \$1.45 \$49.20 8 65 \$28.78 \$10.20 \$12.38 \$1.54 \$52.20 9 75 \$33.21 \$10.20 \$14.02 \$1.72 \$59.20 10 85 \$37.64 \$10.20 \$15.16 \$1.89 \$64.20	10 85		\$36.79	\$10.20	\$15.16	\$1.86	\$64.0
Step percent Apprentice Base Wage Health Pension Unemployment Total Rample 1 40 \$17.71 \$10.20 \$4.58 \$0.00 \$32. 2 40 \$17.71 \$10.20 \$4.58 \$0.00 \$32. 3 45 \$19.93 \$10.20 \$9.09 \$1.18 \$40. 4 45 \$19.93 \$10.20 \$9.09 \$1.18 \$40. 5 50 \$22.14 \$10.20 \$9.91 \$1.27 \$43. 6 50 \$22.14 \$10.20 \$10.16 \$1.28 \$43. 7 60 \$26.57 \$10.20 \$11.55 \$1.45 \$49. 8 65 \$28.78 \$10.20 \$12.38 \$1.54 \$52. 9 75 \$33.21 \$10.20 \$14.02 \$1.72 \$59. 10 85 \$37.64 \$10.20 \$15.16 \$1.89 \$64.	Effective D	ate - 08/01/2015				Supplemental	
\$17.71 \$10.20 \$4.58 \$0.00 \$32.53 \$45 \$19.93 \$10.20 \$9.09 \$1.18 \$40.55 \$19.93 \$10.20 \$9.09 \$1.18 \$40.55 \$10.20 \$9.09 \$1.18 \$40.55 \$10.20 \$9.09 \$1.18 \$40.55 \$10.20 \$9.09 \$1.18 \$40.55 \$10.20 \$10.16 \$1.28 \$43.57 \$10.20 \$10.16 \$1.28 \$43.57 \$10.20 \$10.16 \$1.28 \$43.57 \$10.20	Step per	cent	Apprentice Base Wage	Health	Pension		Total Ra
3 45 \$19.93 \$10.20 \$9.09 \$1.18 \$40. 4 45 \$19.93 \$10.20 \$9.09 \$1.18 \$40. 5 50 \$22.14 \$10.20 \$9.91 \$1.27 \$43. 6 50 \$22.14 \$10.20 \$10.16 \$1.28 \$43. 7 60 \$26.57 \$10.20 \$11.55 \$1.45 \$49. 8 65 \$28.78 \$10.20 \$12.38 \$1.54 \$52. 9 75 \$33.21 \$10.20 \$14.02 \$1.72 \$59. 10 85 \$37.64 \$10.20 \$15.16 \$1.89 \$64.	1 40		\$17.71	\$10.20	\$4.58	\$0.00	\$32.4
4 45 \$19.93 \$10.20 \$9.09 \$1.18 \$40. 5 50 \$22.14 \$10.20 \$9.91 \$1.27 \$43. 6 50 \$22.14 \$10.20 \$10.16 \$1.28 \$43. 7 60 \$26.57 \$10.20 \$11.55 \$1.45 \$49. 8 65 \$28.78 \$10.20 \$12.38 \$1.54 \$52. 9 75 \$33.21 \$10.20 \$14.02 \$1.72 \$59. 10 85 \$37.64 \$10.20 \$15.16 \$1.89 \$64.	2 40		\$17.71	\$10.20	\$4.58	\$0.00	\$32.4
5 50 \$22.14 \$10.20 \$9.91 \$1.27 \$43. 6 50 \$22.14 \$10.20 \$10.16 \$1.28 \$43. 7 60 \$26.57 \$10.20 \$11.55 \$1.45 \$49. 8 65 \$28.78 \$10.20 \$12.38 \$1.54 \$52. 9 75 \$33.21 \$10.20 \$14.02 \$1.72 \$59. 10 85 \$37.64 \$10.20 \$15.16 \$1.89 \$64.	3 45		\$19.93	\$10.20	\$9.09	\$1.18	\$40.4
6 50 \$22.14 \$10.20 \$10.16 \$1.28 \$43. 7 60 \$26.57 \$10.20 \$11.55 \$1.45 \$49. 8 65 \$28.78 \$10.20 \$12.38 \$1.54 \$52. 9 75 \$33.21 \$10.20 \$14.02 \$1.72 \$59. 10 85 \$37.64 \$10.20 \$15.16 \$1.89 \$64.	4 45		\$19.93	\$10.20	\$9.09	\$1.18	\$40.4
7 60 \$26.57 \$10.20 \$11.55 \$1.45 \$49. 8 65 \$28.78 \$10.20 \$12.38 \$1.54 \$52. 9 75 \$33.21 \$10.20 \$14.02 \$1.72 \$59. 10 85 \$37.64 \$10.20 \$15.16 \$1.89 \$64.	5 50		\$22.14	\$10.20	\$9.91	\$1.27	\$43.5
8 65 \$28.78 \$10.20 \$12.38 \$1.54 \$52. 9 75 \$33.21 \$10.20 \$14.02 \$1.72 \$59. 10 85 \$37.64 \$10.20 \$15.16 \$1.89 \$64.	6 50		\$22.14	\$10.20	\$10.16	\$1.28	\$43.7
9 75 \$33.21 \$10.20 \$14.02 \$1.72 \$59. 10 85 \$37.64 \$10.20 \$15.16 \$1.89 \$64.	7 60		\$26.57	\$10.20	\$11.55	\$1.45	\$49.7
10 85 \$37.64 \$10.20 \$15.16 \$1.89 \$64.	8 65		\$28.78	\$10.20	\$12.38	\$1.54	\$52.9
	9 75		\$33.21	\$10.20	\$14.02	\$1.72	\$59.1
Notes:	10 85		\$37.64	\$10.20	\$15.16	\$1.89	\$64.8
	Notes:						
Steps are 6 mos.	Step	os are 6 mos.					

Issue Date: 06/17/2015

Wage Request Number:

20150616-079

Apprentice - SIGN ERECTOR - Local 35 Zone 2

Unemployment

		intice - Story Engeron Ecour 55	20 2					
		ive Date - 06/01/2013	Ammonting Dage Wage	Haalth	Pension	Supplemental Unemployment	Total	Data
	Step	percent	Apprentice Base Wage					
	1	50	\$12.91	\$7.07	\$0.00	\$0.00		9.98
	2	55	\$14.20	\$7.07	\$2.45	\$0.00		23.72
	3	60	\$15.49	\$7.07	\$2.45	\$0.00	\$2	25.01
	4	65	\$16.78	\$7.07	\$2.45	\$0.00	\$2	26.30
	5	70	\$18.07	\$7.07	\$7.05	\$0.00	\$3	32.19
	6	75	\$19.36	\$7.07	\$7.05	\$0.00	\$3	33.48
	7	80	\$20.65	\$7.07	\$7.05	\$0.00	\$3	34.77
	8	85	\$21.94	\$7.07	\$7.05	\$0.00	\$3	36.06
	9	90	\$23.23	\$7.07	\$7.05	\$0.00	\$3	37.35
	Notes:							\neg
		Steps are 4 mos.						
	Appre	entice to Journeyworker Ratio:1:1						
		H MOVING EQUIP < 35 TONS	06/01/2015	\$33.04	\$9.91	\$9.33	\$0.00	\$52.28
TEAMSTERS JOIL	VI COUNC	CIL NO. 10 ZONE A	08/01/2015	\$33.04	\$10.41	\$9.33	\$0.00	\$52.78
			12/01/2015	\$33.04	\$10.41	\$10.08	\$0.00	\$53.53
			06/01/2016	\$33.54	\$10.41	\$10.08	\$0.00	\$54.03
			08/01/2016	\$33.54	\$10.91	\$10.08	\$0.00	\$54.53
			12/01/2016	\$33.54	\$10.91	\$10.89	\$0.00	\$55.34
		H MOVING EQUIP > 35 TONS	06/01/2015	\$33.33	\$9.91	\$9.33	\$0.00	\$52.57
TEAMSTERS JOI!	NT COUNC	CIL NO. 10 ZONE A	08/01/2015	\$33.33	\$10.41	\$9.33	\$0.00	\$53.07
			12/01/2015	\$33.33	\$10.41	\$10.08	\$0.00	\$53.82
			06/01/2016	\$33.83	\$10.41	\$10.08	\$0.00	\$54.32
			08/01/2016	\$33.83	\$10.91	\$10.08	\$0.00	\$54.82
			12/01/2016	\$33.83	\$10.91	\$10.89	\$0.00	\$55.63
SPRINKLER	FITTER		03/01/2015			\$14.90	\$0.00	\$77.75
SPRINKLER FITT	ERS LOCA	IL 550 - (Section A) Zone 1	10/01/2015			\$14.90	\$0.00	\$78.90
			01/01/2016			\$15.05	\$0.00	\$79.30
			03/01/2016			\$15.05	\$0.00	\$80.30
			10/01/2016			\$15.05	\$0.00	\$81.45
			03/01/2017			\$15.05	\$0.00	\$82.45
			03/01/201/	ψ50.75	φυ.υ/	Ψ.υ.υυ	ψο.οο	ψυ2.τ3

Effective Date -

Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1

03/01/2015

Supplemental

Unemployment

Total Rate

Apprentice Base Wage Health Unemployment Total Rate Step percent Pension 1 35 \$19.05 \$8.42 \$8.40 \$0.00 \$35.87 2 40 \$21.77 \$8.42 \$8.40 \$0.00 \$38.59 3 45 \$24.49 \$0.00 \$8.42 \$8.40 \$41.31 4 50 \$27.22 \$8.42 \$8.40 \$0.00 \$44.04 5 55 \$29.94 \$8.42 \$8.40 \$0.00 \$46.76 6 60 \$32.66 \$8.42 \$8.40 \$0.00 \$49.48 7 65 \$35.38 \$8.42 \$8.40 \$0.00 \$52.20 8 70 \$38.10 \$8.42 \$8.40 \$0.00 \$54.92 9 75 \$40.82 \$8.42 \$8.40 \$0.00 \$57.64 10 80 \$43.54 \$8.42 \$8.40 \$0.00 \$60.36 **Effective Date -**10/01/2015 Supplemental Step percent Apprentice Base Wage Health Pension Unemployment Total Rate 1 35 \$19.45 \$8.42 \$8.40 \$0.00 \$36.27 2 40 \$22.23 \$8.42 \$8.40 \$0.00 \$39.05 3 45 \$25.01 \$8.42 \$8.40 \$0.00 \$41.83 4 50 \$27.79 \$8.42 \$8.40 \$0.00 \$44.61 5 55 \$30.57 \$8.42 \$8.40 \$0.00 \$47.39 6 60 \$33.35 \$8.42 \$8.40 \$0.00 \$50.17 7 65 \$36.13 \$8.42 \$8.40 \$0.00 \$52.95 8 70 \$38.91 \$8.42 \$8.40 \$0.00 \$55.73 9 75 \$41.69 \$8.42 \$8.40 \$0.00 \$58.51 10 80 \$44.46 \$8.42 \$8.40 \$0.00 \$61.28 **Notes:** Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 Steps are 850 hours Apprentice to Journeyworker Ratio:1:3 STEAM BOILER OPERATOR 06/01/2015 \$42.42 \$10.00 \$14.55 \$0.00 \$66.97 OPERATING ENGINEERS LOCAL 4 12/01/2015 \$14.55 \$0.00 \$43.66 \$10.00 \$68.21 06/01/2016 \$44.41 \$10.00 \$14.55 \$0.00 \$68.96 \$0.00 12/01/2016 \$45.64 \$10.00 \$14.55 \$70.19 06/01/2017 \$46.63 \$10.00 \$14.55 \$0.00 \$71.18 12/01/2017 \$14.55 \$0.00 \$47.62 \$10.00 \$72.17 For apprentice rates see "Apprentice- OPERATING ENGINEERS" TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN 06/01/2015 \$42.42 \$10.00 \$14.55 \$0.00 \$66.97 OPERATING ENGINEERS LOCAL 4 12/01/2015 \$0.00 \$43.66 \$10.00 \$14.55 \$68.21 06/01/2016 \$44.41 \$10.00 \$14.55 \$0.00 \$68.96 \$14.55 \$0.00 12/01/2016 \$45.64 \$10.00 \$70.19 \$14.55 \$0.00 06/01/2017 \$10.00 \$46.63 \$71.18 12/01/2017 \$47.62 \$10.00 \$14.55 \$0.00 \$72.17 For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification				Effective Da	te Base Wag	e Health		Supplemental Unemployment	Total Ra
	Apprentice - TELECO Effective Date - 03/01 Step percent 1	NICIAN	03/01/2015	\$33.88	\$13.00	\$13.70	\$0.00	\$60.58	
ELECTRICIANS L	OCAL 103			09/01/2015	\$34.60	\$13.00	\$13.72	\$0.00	\$61.32
				03/01/2016	\$35.31	\$13.00	\$13.74	\$0.00	\$62.05
			ELECOMMUNICATION TE 03/01/2015	CHNICIAN - Local 103			Supplementa	I	
	Step	percent		Apprentice Base Wage	Health	Pension	Unemploymen	t Total Rate	
	1	40		\$13.55	\$13.00	\$0.41	\$0.00	\$26.96	
	2	40		\$13.55	\$13.00	\$0.41	\$0.00	\$26.96	
	3	45		\$15.25	\$13.00	\$10.87	\$0.00	\$39.12	
	4	45		\$15.25	\$13.00	\$10.87	\$0.00	\$39.12	
	5	50		\$16.94	\$13.00	\$11.11	\$0.00	\$41.05	
	6	55		\$18.63	\$13.00	\$11.38	\$0.00	\$43.01	
	7	60		\$20.33	\$13.00	\$11.64	\$0.00	\$44.97	
	8	65		\$22.02	\$13.00	\$11.89	\$0.00	\$46.91	
	9	70		\$23.72	\$13.00	\$12.15	\$0.00	\$48.87	
	10	75		\$25.41	\$13.00	\$12.41	\$0.00	\$50.82	
			09/01/2015	Apprentice Base Wage	Health	Pension	Supplementa Unemploymen		
				\$13.84	\$13.00	\$0.42	\$0.00		
				\$13.84	\$13.00	\$0.42	\$0.00		
				\$15.57	\$13.00	\$10.88	\$0.00		
				\$15.57	\$13.00	\$10.88	\$0.00		
				\$17.30	\$13.00	\$10.88			
				\$17.30 \$19.03	\$13.00	\$11.14	\$0.00 \$0.00		
				\$19.03 \$20.76	\$13.00	\$11.39 \$11.65	\$0.00		
				\$20.76 \$22.49			\$0.00		
					\$13.00 \$13.00	\$11.90 \$12.17			
				\$24.22 \$25.95	\$13.00 \$13.00	\$12.17 \$12.43	\$0.00 \$0.00		
	Notes:								
			urneyworker Ratio:1:1						
ΓERRAZZO F Bricklayers lo			E	02/01/2015	\$47.90	\$10.18	\$18.50	\$0.00	\$76.58
MICKEMIERO EC	, CALL 3 - IV	amble & III.		08/01/2015	\$48.80	\$10.18	\$18.57	\$0.00	\$77.55
				02/01/2016	\$49.37	\$10.18	\$18.57	\$0.00	\$78.12

Issue Date: 06/17/2015 Wage Request Number: 20150616-079 Page 35 of 39

02/01/2017

\$50.84

\$10.18

\$18.65

\$0.00

\$79.67

Pension

	Step	ive Date - 02/01/2015 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	;
	1	50	\$23.95	\$10.18	\$18.50	\$0.00	\$52.63	
	2	60	\$28.74	\$10.18	\$18.50	\$0.00	\$57.42	
	3	70	\$33.53	\$10.18	\$18.50	\$0.00	\$62.21	
	4	80	\$38.32	\$10.18	\$18.50	\$0.00	\$67.00	ı
	5	90	\$43.11	\$10.18	\$18.50	\$0.00	\$71.79	
	Effecti	ive Date - 08/01/2015				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	<i>;</i>
	1	50	\$24.40	\$10.18	\$18.57	\$0.00	\$53.15	
	2	60	\$29.28	\$10.18	\$18.57	\$0.00	\$58.03	
	3	70	\$34.16	\$10.18	\$18.57	\$0.00	\$62.91	
	4	80	\$39.04	\$10.18	\$18.57	\$0.00	\$67.79	·
	5	90	\$43.92	\$10.18	\$18.57	\$0.00	\$72.67	
	Notes:							
	Appre	ntice to Journeyworker Ratio:1:3						
TEST BORING DRILLER		06/01/201:	5 \$36.4	5 \$7.30	\$13.40	\$0.00	\$57.15	
ABORERS - FOUN	NDATION	AND MARINE	12/01/201:			\$13.40	\$0.00	\$57.90
			06/01/2010			\$13.40	\$0.00	\$58.65
			12/01/2016			\$13.40	\$0.00	\$59.65
		'Apprentice- LABORER"						
EST BORING Aborers - Foun			06/01/2013	\$35.1	7 \$7.30	\$13.40	\$0.00	\$55.87
IDONERS TOO	121111011	MAD MARKATE	12/01/2015	\$35.9	2 \$7.30	\$13.40	\$0.00	\$56.62
			06/01/2010	\$36.6	7 \$7.30	\$13.40	\$0.00	\$57.37
For apprentice	rates see '	'Apprentice- LABORER"	12/01/2010	\$37.6	7 \$7.30	\$13.40	\$0.00	\$58.37
EST BORING			06/01/201:	5 \$35.0	5 \$7.30	\$13.40	\$0.00	\$55.75
ABORERS - FOUN	NDATION	AND MARINE	12/01/201:			\$13.40	\$0.00	\$56.50
			06/01/2010			\$13.40	\$0.00	\$57.25
			12/01/2010			\$13.40	\$0.00	\$58.25
For apprentice	rates see '	'Apprentice- LABORER"						
		LE STEAM GENERATORS	06/01/2013	5 \$42.4	2 \$10.00	\$14.55	\$0.00	\$66.97
PERATING ENGI	NEEKS LO	JCAL 4	12/01/2015	\$43.6	6 \$10.00	\$14.55	\$0.00	\$68.21
			06/01/2010	5 \$44.4	1 \$10.00	\$14.55	\$0.00	\$68.96
			12/01/2010	\$45.6	4 \$10.00	\$14.55	\$0.00	\$70.19
			06/01/2017	7 \$46.6	3 \$10.00	\$14.55	\$0.00	\$71.18

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRAILERS FOR EARTH MOVING EQUIPMENT	06/01/2015	\$33.62	\$9.91	\$9.33	\$0.00	\$52.86
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	08/01/2015	\$33.62	\$10.41	\$9.33	\$0.00	\$53.36
	12/01/2015	\$33.62	\$10.41	\$10.08	\$0.00	\$54.11
	06/01/2016	\$34.12	\$10.41	\$10.08	\$0.00	\$54.61
	08/01/2016	\$34.12	\$10.91	\$10.08	\$0.00	\$55.11
	12/01/2016	\$34.12	\$10.91	\$10.89	\$0.00	\$55.92
TUNNEL WORK - COMPRESSED AIR	06/01/2015	\$47.33	\$7.30	\$13.80	\$0.00	\$68.43
LABORERS (COMPRESSED AIR)	12/01/2015	\$48.08	\$7.30	\$13.80	\$0.00	\$69.18
	06/01/2016	\$48.83	\$7.30	\$13.80	\$0.00	\$69.93
	12/01/2016	\$49.83	\$7.30	\$13.80	\$0.00	\$70.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) LABORERS (COMPRESSED AIR)	06/01/2015	\$49.33	\$7.30	\$13.80	\$0.00	\$70.43
LABORERS (COMPRESSED AIR)	12/01/2015	\$50.08	\$7.30	\$13.80	\$0.00	\$71.18
	06/01/2016	\$50.83	\$7.30	\$13.80	\$0.00	\$71.93
	12/01/2016	\$51.83	\$7.30	\$13.80	\$0.00	\$72.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR LABORERS (FREE AIR TUNNEL)	06/01/2015	\$39.40	\$7.30	\$13.80	\$0.00	\$60.50
	12/01/2015	\$40.15	\$7.30	\$13.80	\$0.00	\$61.25
	06/01/2016	\$40.90	\$7.30	\$13.80	\$0.00	\$62.00
For any order order or "Agreement" LADODED!	12/01/2016	\$41.90	\$7.30	\$13.80	\$0.00	\$63.00
For apprentice rates see "Apprentice- LABORER" TUNNEL WORK - FREE AIR (HAZ. WASTE)		***		#12.00		***
LABORERS (FREE AIR TUNNEL)	06/01/2015	\$41.40	\$7.30	\$13.80	\$0.00	\$62.50
	12/01/2015	\$42.15	\$7.30	\$13.80	\$0.00	\$63.25
	06/01/2016	\$42.90	\$7.30	\$13.80	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$43.90	\$7.30	\$13.80	\$0.00	\$65.00
VAC-HAUL	06/01/2015	\$33.04	\$9.91	\$9.33	\$0.00	\$52.28
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	08/01/2015	\$33.04	\$10.41	\$9.33	\$0.00	\$52.28 \$52.78
	12/01/2015	\$33.04	\$10.41	\$10.08	\$0.00	\$52.78 \$53.53
	06/01/2016	\$33.54	\$10.41	\$10.08	\$0.00	\$53.33
	08/01/2016	\$33.54	\$10.41	\$10.08	\$0.00	\$54.53
	12/01/2016	\$33.54	\$10.91	\$10.89	\$0.00	\$55.34
WAGON DRILL OPERATOR	06/01/2015	\$35.35	\$7.30	\$13.20	\$0.00	\$55.85
LABORERS - ZONE 1	12/01/2015	\$36.10	\$7.30	\$13.20	\$0.00	\$55.65 \$56.60
	06/01/2016			\$13.20	\$0.00	\$57.35
		\$36.85	\$7.30	\$13.20		
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$37.85	\$7.30	\$13.20	\$0.00	\$58.35
WASTE WATER PUMP OPERATOR	06/01/2015	\$42.83	\$10.00	\$14.55	\$0.00	\$67.38
OPERATING ENGINEERS LOCAL 4	12/01/2015	\$44.08	\$10.00	\$14.55	\$0.00	\$68.63
	06/01/2016	\$44.83	\$10.00	\$14.55	\$0.00	\$69.38
	12/01/2016	\$46.08	\$10.00	\$14.55	\$0.00	\$70.63
	06/01/2017	\$47.08	\$10.00	\$14.55	\$0.00	\$70.63
	12/01/2017	\$48.08	\$10.00	\$14.55	\$0.00	\$71.03
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/201/	φ τ ο.υο	φ10.00	Ψ17.JJ	ψ0.00	φ12.03

 Issue Date:
 06/17/2015
 Wage Request Number:
 20150616-079
 Page 37 of 39

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WATER METER INSTALLER	03/01/2015	\$50.21	\$10.32	\$14.89	\$0.00	\$75.42
PLUMBERS & GASFITTERS LOCAL 12	09/01/2015	\$51.21	\$10.32	\$14.89	\$0.00	\$76.42
	03/01/2016	\$52.36	\$10.32	\$14.89	\$0.00	\$77.57
	09/01/2016	\$53.41	\$10.32	\$14.89	\$0.00	\$78.62
	03/01/2017	\$54.41	\$10.32	\$14.89	\$0.00	\$79.62
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GA	ASFITTER"					
Outside Electrical - East						
CABLE TECHNICIAN (Power Zone) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2013	\$25.66	\$8.70	\$4.48	\$0.00	\$38.84
For apprentice rates see "Apprentice- LINEMAN"						
CABLEMAN (Underground Ducts & Cables) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2013	\$36.55	\$8.70	\$6.58	\$0.00	\$51.83
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN CDL OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2013	\$29.94	\$8.70	\$6.05	\$0.00	\$44.69
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs)	09/01/2013	\$23.52	\$8.70	\$5.24	\$0.00	\$37.46
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104						
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class A CDL)	09/01/2013	\$36.35	\$8.70	\$9.43	\$0.00	\$54.48
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class B CDL)	09/01/2013	\$32.08	\$8.70	\$6.59	\$0.00	\$47.37
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	03/01/2013	Ψ32.00	ψ0.70	4 - 12 -	*****	Ψ17.57
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN	09/01/2013	\$23.52	\$8.70	\$3.72	\$0.00	\$35.94
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104						
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN -Inexperienced (<2000 Hrs.)	09/01/2013	\$19.25	\$8.70	\$2.85	\$0.00	\$30.80
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104						
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2013	\$42.77	\$8.70	\$11.78	\$0.00	\$63.25

Apprentice - LINEMAN (Outside Electrical) - East Local 104

Effect	ive Date - 09	/01/2013				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	60		\$25.66	\$8.70	\$4.24	\$0.00	\$38.60
2	65		\$27.80	\$8.70	\$4.71	\$0.00	\$41.21
3	70		\$29.94	\$8.70	\$5.43	\$0.00	\$44.07
4	75		\$32.08	\$8.70	\$6.16	\$0.00	\$46.94
5	80		\$34.22	\$8.70	\$6.88	\$0.00	\$49.80
6	85		\$36.35	\$8.70	\$7.62	\$0.00	\$52.67
7	90		\$38.49	\$8.70	\$8.83	\$0.00	\$56.02
Notes:	. — — —						
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Apprentice to Journeyworker Ratio:1:2

Issue Date: 06/17/2015 **Wage Request Number:** 20150616-079 **Page 38 of 39**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TELEDATA CABLE SPLICER	01/01/2015	\$28.12	\$4.25	\$3.09	\$0.00	\$35.46
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	01/01/2016	\$28.98	\$4.25	\$3.12	\$0.00	\$36.35
TELEDATA LINEMAN/EQUIPMENT OPERATOR	01/01/2015	\$26.49	\$4.25	\$3.04	\$0.00	\$33.78
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	01/01/2016	\$27.31	\$4.25	\$3.07	\$0.00	\$34.63
TELEDATA WIREMAN/INSTALLER/TECHNICIAN	01/01/2015	\$26.49	\$4.25	\$3.04	\$0.00	\$33.78
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	01/01/2016	\$27.31	\$4.25	\$3.07	\$0.00	\$34.63
TREE TRIMMER OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	02/01/2015	\$18.05	\$3.55	\$0.00	\$0.00	\$21.60
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	01/31/2016	\$18.51	\$3.55	\$0.00	\$0.00	\$22.06
This classification applies only to tree work done: (a) for a utility company, R.E.A operating, maintaining, or repairing the utility company's equipment, and (c) by a This classification does not apply to wholesale tree removal.	* '					
TREE TRIMMER GROUNDMAN	02/01/2015	\$15.92	\$3.55	\$0.00	\$0.00	\$19.47
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	01/31/2016	\$16.32	\$3.55	\$0.00	\$0.00	\$19.87
This classification applies only to tree work done: (a) for a utility company, R.E.A	cooperative, or railroad or	coal mining con	npany, and (b)) for the purpos	se of	

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.

operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This

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.

classification does not apply to wholesale tree removal.

- *** 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: 06/17/2015 **Wage Request Number:** 20150616-079 **Page 39 of 39**