

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 RACHEL KAPRIELIAN Secretary HEATHER E. ROWE Director

Awarding Authority:	City of Waltham		
Contract Number:		City/Town:	WALTHAM
Description of Work:	Reconstruction of the Spruce St. and Walnut St Parking Lots		
Job Location:	Spruce st and Walnut St		

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.

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
08/01/2014	\$32.40	\$9.91	\$8.80	\$0.00	\$51.11
12/01/2014	\$32.40	\$9.91	\$9.33	\$0.00	\$51.64
06/01/2015	\$32.75	\$9.91	\$9.33	\$0.00	\$51.99
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
06/01/2016	\$33.25	\$10.41	\$10.08	\$0.00	\$53.74
08/01/2016	\$33.25	\$10.91			\$54.24
12/01/2016	\$33.25	\$10.91	\$10.89	\$0.00	\$55.05
08/01/2014	\$32.47	\$9.91	\$8.80	\$0.00	\$51.18
12/01/2014	\$32.47	\$9.91	\$9.33		\$51.71
06/01/2015	\$32.82	\$9.91	\$9.33	\$0.00	\$52.06
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
06/01/2016	\$33.32	\$10.41	\$10.08	\$0.00	\$53.81
08/01/2016	\$33.32	\$10.91	\$10.08	\$0.00	\$54.31
12/01/2016	\$33.32	\$10.91	\$10.89	\$0.00	\$55.12
08/01/2014	\$32.59	\$9.91	\$8.80	\$0.00	\$51.30
12/01/2014	\$32.59	\$9.91	\$9.33	\$0.00	\$51.83
06/01/2015	\$32.94	\$9.91	\$9.33	\$0.00	\$52.18
08/01/2015	\$32.94	\$10.41	\$9.33	\$0.00	\$52.68
12/01/2015	\$32.94	\$10.41	\$10.08	\$0.00	\$53.43
06/01/2016	\$33.44	\$10.41	\$10.08	\$0.00	\$53.93
08/01/2016	\$33.44	\$10.91	\$10.08	\$0.00	\$54.43
12/01/2016	\$33.44	\$10.91	\$10.89	\$0.00	\$55.24
08/01/2014	\$87.36	\$9.80	\$18.17	\$0.00	\$115.33
08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
06/01/2014	\$34.85	\$7.30	\$12.70	\$0.00	\$54.85
12/01/2014	\$35.60	\$7.30	\$12.70	\$0.00	\$55.60
06/01/2015	\$36.35	\$7.30	\$12.70	\$0.00	\$56.35
12/01/2015	\$37.10	\$7.30	\$12.70	\$0.00	\$57.10
06/01/2016	\$37.85	\$7.30	\$12.70	\$0.00	\$57.85
12/01/2016	\$38.85	\$7.30	\$12.70	\$0.00	\$58.85
06/01/2014	\$31.58	\$10.40	\$5.95	\$0.00	\$47.93
12/01/2014	\$32.48	\$10.40	\$5.95	\$0.00	\$48.83
06/01/2015	\$33.43	\$10.40	\$5.95	\$0.00	\$49.78
12/01/2015	\$34.38	\$10.40	\$5.95	\$0.00	\$50.73
06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
	08/01/2014 12/01/2014 06/01/2015 08/01/2015 12/01/2016 08/01/2016 12/01/2016 08/01/2014 12/01/2014 06/01/2015 08/01/2014 12/01/2015 08/01/2015 08/01/2016 12/01/2016 08/01/2016 12/01/2016 08/01/2014 12/01/2015 06/01/2015 08/01/2014 12/01/2015 06/01/2015 08/01/2016 12/01/2016 08/01/2016 12/01/2016 08/01/2017 12/01/2016 08/01/2014 08/01/2014 08/01/2014 08/01/2014 08/01/2015 12/01/2016 08/01/2014 06/01/2015 12/01/2016 12/01/2016 12/01/2014 06/01/2015 12/01/2014 06/01/2014 12	08/01/2014 \$32.40 12/01/2014 \$32.40 06/01/2015 \$32.75 08/01/2015 \$32.75 12/01/2015 \$32.75 06/01/2016 \$33.25 08/01/2016 \$33.25 08/01/2016 \$33.25 08/01/2016 \$33.25 08/01/2014 \$32.47 12/01/2016 \$33.25 08/01/2015 \$32.82 08/01/2015 \$32.82 08/01/2015 \$32.82 08/01/2015 \$32.82 06/01/2016 \$33.32 08/01/2016 \$33.32 08/01/2016 \$33.32 08/01/2016 \$33.32 08/01/2014 \$32.59 06/01/2015 \$32.94 08/01/2015 \$32.94 08/01/2015 \$32.94 08/01/2016 \$33.44 12/01/2016 \$33.44 08/01/2016 \$33.44 08/01/2016 \$33.44 08/01/2014 \$87.36 08/01/2015 \$90.51<	08/01/2014 \$32.40 \$9.91 12/01/2014 \$32.40 \$9.91 06/01/2015 \$32.75 \$9.91 08/01/2015 \$32.75 \$10.41 12/01/2016 \$33.25 \$10.41 06/01/2016 \$33.25 \$10.91 08/01/2016 \$33.25 \$10.91 12/01/2016 \$33.25 \$10.91 08/01/2016 \$33.25 \$10.91 08/01/2016 \$33.25 \$10.91 08/01/2015 \$32.82 \$9.91 06/01/2015 \$32.82 \$10.41 06/01/2015 \$32.82 \$10.41 06/01/2015 \$32.82 \$10.41 06/01/2016 \$33.32 \$10.91 12/01/2016 \$33.32 \$10.91 12/01/2016 \$33.32 \$10.91 08/01/2015 \$32.94 \$9.91 06/01/2015 \$32.94 \$10.41 08/01/2015 \$32.94 \$10.41 08/01/2016 \$33.44 \$10.91 12/01/2016 \$33.4	Difference Signature 08/01/2014 \$32.40 \$9.91 \$8.80 12/01/2014 \$32.40 \$9.91 \$9.33 06/01/2015 \$32.75 \$9.91 \$9.33 08/01/2015 \$32.75 \$10.41 \$10.08 06/01/2016 \$33.25 \$10.41 \$10.08 08/01/2016 \$33.25 \$10.91 \$10.08 08/01/2016 \$33.25 \$10.91 \$10.08 08/01/2016 \$33.25 \$10.91 \$10.08 08/01/2016 \$33.25 \$10.91 \$9.33 06/01/2016 \$33.22 \$9.91 \$9.33 06/01/2015 \$32.82 \$9.91 \$9.33 06/01/2016 \$33.32 \$10.41 \$10.08 06/01/2016 \$33.32 \$10.41 \$10.08 08/01/2016 \$33.32 \$10.91 \$10.89 08/01/2016 \$33.32 \$10.91 \$10.89 08/01/2016 \$33.42 \$10.41 \$9.33 06/01/2015 \$32.94 \$10.4	Effective Date Base Wage Health Pension Unemployment 08/01/2014 \$32.40 \$9.91 \$8.80 \$0.00 12/01/2014 \$32.40 \$9.91 \$9.33 \$0.00 06/01/2015 \$32.75 \$9.91 \$9.33 \$0.00 08/01/2015 \$32.75 \$10.41 \$9.33 \$0.00 06/01/2016 \$33.25 \$10.41 \$10.08 \$0.00 08/01/2016 \$33.25 \$10.91 \$10.08 \$0.00 08/01/2016 \$33.25 \$10.91 \$10.89 \$0.00 08/01/2016 \$33.25 \$10.91 \$10.89 \$0.00 08/01/2014 \$32.47 \$9.91 \$8.80 \$0.00 08/01/2015 \$32.82 \$10.41 \$9.33 \$0.00 08/01/2016 \$33.32 \$10.41 \$10.08 \$0.00 08/01/2016 \$33.32 \$10.91 \$10.89 \$0.00 08/01/2016 \$33.32 \$10.91 \$10.89 \$0.00 08/01/2016 \$3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	06/01/2014	\$41.49	\$10.00	\$14.20	\$0.00	\$65.69
OPERATING ENGINEERS LOCAL 4	12/01/2014	\$42.49	\$10.00	\$14.20	\$0.00	\$66.69
	06/01/2015	\$43.24	\$10.00	\$14.20	\$0.00	\$67.44
	12/01/2015	\$44.49	\$10.00	\$14.20	\$0.00	\$68.69
	06/01/2016	\$45.24	\$10.00	\$14.20	\$0.00	\$69.44
	12/01/2016	\$46.49	\$10.00	\$14.20	\$0.00	\$70.69
	06/01/2017	\$47.49	\$10.00	\$14.20	\$0.00	\$71.69
	12/01/2017	\$48.49	\$10.00	\$14.20	\$0.00	\$72.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATING ENGINEERS LOCAL 4	06/01/2014	\$41.49	\$10.00	\$14.20	\$0.00	\$65.69
SI EKATING ENGINEEKS LOCAL 4	12/01/2014	\$42.49	\$10.00	\$14.20	\$0.00	\$66.69
	06/01/2015	\$43.24	\$10.00	\$14.20	\$0.00	\$67.44
	12/01/2015	\$44.49	\$10.00	\$14.20	\$0.00	\$68.69
	06/01/2016	\$45.24	\$10.00	\$14.20	\$0.00	\$69.44
	12/01/2016	\$46.49	\$10.00	\$14.20	\$0.00	\$70.69
	06/01/2017	\$47.49	\$10.00	\$14.20	\$0.00	\$71.69
	12/01/2017	\$48.49	\$10.00	\$14.20	\$0.00	\$72.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER Laborers - zone i	06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
	12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
	06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
	12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
	06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
	12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER	06/01/2014	\$34.85	\$7.30	\$12.70	\$0.00	\$54.85
	12/01/2014	\$35.60	\$7.30	\$12.70	\$0.00	\$55.60
	06/01/2015	\$36.35	\$7.30	\$12.70	\$0.00	\$56.35
	12/01/2015	\$37.10	\$7.30	\$12.70	\$0.00	\$57.10
	06/01/2016	\$37.85	\$7.30	\$12.70	\$0.00	\$57.85
	12/01/2016	\$38.85	\$7.30	\$12.70	\$0.00	\$58.85
For apprentice rates see "Apprentice- LABORER"					** **	
BOILER MAKER Boilermakers local 29	01/01/2010	\$37.70	\$6.97	\$11.18	\$0.00	\$55.85

Effective Date - 01/01/2010 Step percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
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	
Notes: Apprentice to Journeyworker Ratio:1:5						
BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASON	RY 08/01/2014	\$48.96	\$10.18	\$18.22	\$0.00	\$77.36
WATERPROOFING) BRICKLAYERS LOCAL 3 (WALTHAM)	02/01/2015	\$49.52		\$18.22 \$18.22 \$18.29	\$0.00 \$0.00	\$77.92 \$78.89
	08/01/2015	\$50.42	\$10.18	\$18.29	\$0.00	\$78.89

02/01/2016

08/01/2016

02/01/2017

\$50.99

\$51.89

\$52.46

\$10.18

\$10.18

\$10.18

\$18.29

\$18.37

\$18.37

\$0.00

\$0.00

\$0.00

\$79.46

\$80.44

\$81.01

Apprentice -	BOILERMAKER - Local 29
	01/01/2010

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

Effecti	ive Date -	08/01/2014				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$24.48	\$10.18	\$18.22	\$0.00	\$52.88	
2	60		\$29.38	\$10.18	\$18.22	\$0.00	\$57.78	
3	70		\$34.27	\$10.18	\$18.22	\$0.00	\$62.67	
4	80		\$39.17	\$10.18	\$18.22	\$0.00	\$67.57	
5	90		\$44.06	\$10.18	\$18.22	\$0.00	\$72.46	

02/01/2015 Effective Date -

Effecti	ve Date -	02/01/2015				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$24.76	\$10.18	\$18.22	\$0.00	\$53.16	
2	60		\$29.71	\$10.18	\$18.22	\$0.00	\$58.11	
3	70		\$34.66	\$10.18	\$18.22	\$0.00	\$63.06	
4	80		\$39.62	\$10.18	\$18.22	\$0.00	\$68.02	
5	90		\$44.57	\$10.18	\$18.22	\$0.00	\$72.97	

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BULLDOZER/GRADER/SCRAPER	06/01/2014	\$41.10	\$10.00	\$14.20	\$0.00	\$65.30
OPERATING ENGINEERS LOCAL 4	12/01/2014	\$42.09	\$10.00	\$14.20	\$0.00	\$66.29
	06/01/2015	\$42.83	\$10.00	\$14.20	\$0.00	\$67.03
	12/01/2015	\$44.07	\$10.00	\$14.20	\$0.00	\$68.27
	06/01/2016	\$44.82	\$10.00	\$14.20	\$0.00	\$69.02
	12/01/2016	\$46.05	\$10.00	\$14.20	\$0.00	\$70.25
	06/01/2017	\$47.04	\$10.00	\$14.20	\$0.00	\$71.24
	12/01/2017	\$48.03	\$10.00	\$14.20	\$0.00	\$72.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN LABORERS - FOUNDATION AND MARINE	06/01/2014	\$35.20	\$7.30	\$12.90	\$0.00	\$55.40
EADORERS - FOUNDATION AND MARINE	12/01/2014	\$35.95	\$7.30	\$12.90	\$0.00	\$56.15
	06/01/2015	\$36.70	\$7.30	\$12.90	\$0.00	\$56.90
	12/01/2015	\$37.45	\$7.30	\$12.90	\$0.00	\$57.65
	06/01/2016	\$38.20	\$7.30	\$12.90	\$0.00	\$58.40
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$39.20	\$7.30	\$12.90	\$0.00	\$59.40
CAISSON & UNDERPINNING LABORER	06/01/2014	\$34.05	\$7.30	\$12.90	\$0.00	\$54.25
LABORERS - FOUNDATION AND MARINE	12/01/2014	\$34.80	\$7.30	\$12.90	\$0.00	\$55.00
	06/01/2015	\$35.55	\$7.30	\$12.90	\$0.00	\$55.75
	12/01/2015	\$36.30	\$7.30	\$12.90	\$0.00	\$56.50
	06/01/2016	\$37.05	\$7.30	\$12.90	\$0.00	\$57.25
	12/01/2016	\$38.05	\$7.30	\$12.90	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN	06/01/2014	\$34.05	\$7.30	\$12.90	\$0.00	\$54.25
LABORERS - FOUNDATION AND MARINE	12/01/2014	\$34.80	\$7.30	\$12.90	\$0.00	\$55.00
	06/01/2015	\$35.55	\$7.30	\$12.90	\$0.00	\$55.75
	12/01/2015	\$36.30	\$7.30	\$12.90	\$0.00	\$56.50
	06/01/2016	\$37.05	\$7.30	\$12.90	\$0.00	\$57.25
	12/01/2016	\$38.05	\$7.30	\$12.90	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR LABORERS - ZONE 1	06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
	12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
	06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
	12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
	06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
	12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						
CARPENTER CARPENTERS - ZONE 2 (Eastern Massachusetts)	09/01/2014	\$35.35	\$9.80	\$16.11	\$0.00	\$61.26
	03/01/2015	\$36.12	\$9.80	\$16.11	\$0.00	\$62.03

\$18.71

\$10.90

\$1.30

Effecti	ve Date -	09/01/2014				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$17.68	\$9.80	\$1.57	\$0.00	\$29.05	
2	60		\$21.21	\$9.80	\$1.57	\$0.00	\$32.58	
3	70		\$24.75	\$9.80	\$11.40	\$0.00	\$45.95	
4	75		\$26.51	\$9.80	\$11.40	\$0.00	\$47.71	
5	80		\$28.28	\$9.80	\$12.97	\$0.00	\$51.05	
6	80		\$28.28	\$9.80	\$12.97	\$0.00	\$51.05	
7	90		\$31.82	\$9.80	\$14.54	\$0.00	\$56.16	
8	90		\$31.82	\$9.80	\$14.54	\$0.00	\$56.16	

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 03/01/2015

Effective D	Date - 03/01/2015				Supplemental		
Step per	rcent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1 50)	\$18.06	\$9.80	\$1.57	\$0.00	\$29.43	
2 60)	\$21.67	\$9.80	\$1.57	\$0.00	\$33.04	
3 70)	\$25.28	\$9.80	\$11.40	\$0.00	\$46.48	
4 75	5	\$27.09	\$9.80	\$11.40	\$0.00	\$48.29	
5 80)	\$28.90	\$9.80	\$12.97	\$0.00	\$51.67	
6 80)	\$28.90	\$9.80	\$12.97	\$0.00	\$51.67	
7 90)	\$32.51	\$9.80	\$14.54	\$0.00	\$56.85	
8 90)	\$32.51	\$9.80	\$14.54	\$0.00	\$56.85	
Notes:							
Apprentice	e to Journeyworker Ratio:1:5						
CEMENT MASONRY/PLA		07/01/2014	\$43.77	\$10.90	\$18.71	\$1.30	\$74.68
BRICKLAYERS LOCAL 3 (WALTH	AM)	01/01/2015	5 \$44.69	\$10.90	\$18.71	\$1.30	\$75.60
		07/01/2015	5 \$45.29	\$10.90	\$18.71	\$1.30	\$76.20

01/01/2016

\$46.21

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\$77.12

Effect	ive Date -	07/01/2014				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$21.89	\$10.90	\$12.21	\$1.30	\$46.30	
2	60		\$26.26	\$10.90	\$13.71	\$1.30	\$52.17	
3	65		\$28.45	\$10.90	\$14.71	\$1.30	\$55.36	
4	70		\$30.64	\$10.90	\$15.71	\$1.30	\$58.55	
5	75		\$32.83	\$10.90	\$16.71	\$1.30	\$61.74	
5	80		\$35.02	\$10.90	\$17.71	\$1.30	\$64.93	
7	90		\$39.39	\$10.90	\$18.71	\$1.30	\$70.30	

Apprentice -	CEMENT MASONRY/PLASTERING - Eastern Mass (Waltham)
Effective Date	- 07/01/2014

Effective Date - 01/01/2015

Effecti	ive Date - 01/01/20)15			Supplemental		
Step	percent	Apprentice Base Wag	e Health	Pension	Unemployment	Total Rate	
1	50	\$22.35	\$10.90	\$12.21	\$1.30	\$46.76	
2	60	\$26.81	\$10.90	\$13.71	\$1.30	\$52.72	
3	65	\$29.05	\$10.90	\$14.71	\$1.30	\$55.96	
4	70	\$31.28	\$10.90	\$15.71	\$1.30	\$59.19	
5	75	\$33.52	\$10.90	\$16.71	\$1.30	\$62.43	
6	80	\$35.75	\$10.90	\$17.71	\$1.30	\$65.66	
7	90	\$40.22	\$10.90	\$18.71	\$1.30	\$71.13	

Notes:

Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

Apprentice to Journeyworker Ratio:1:3

Apprende to Journeyworker Rado.1.5						
CHAIN SAW OPERATOR	06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
LABORERS - ZONE 1	12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
	06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
	12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
	06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
	12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES	06/01/2014	\$42.49	\$10.00	\$14.20	\$0.00	\$66.69
OPERATING ENGINEERS LOCAL 4	12/01/2014	\$43.49	\$10.00	\$14.20	\$0.00	\$67.69
	06/01/2015	\$44.24	\$10.00	\$14.20	\$0.00	\$68.44
	12/01/2015	\$45.49	\$10.00	\$14.20	\$0.00	\$69.69
	06/01/2016	\$46.24	\$10.00	\$14.20	\$0.00	\$70.44
	12/01/2016	\$47.49	\$10.00	\$14.20	\$0.00	\$71.69
	06/01/2017	\$48.49	\$10.00	\$14.20	\$0.00	\$72.69
	12/01/2017	\$49.49	\$10.00	\$14.20	\$0.00	\$73.69

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
COMPRESSOR OPERATOR	06/01/2014	\$28.80	\$10.00	\$14.20	\$0.00	\$53.00
OPERATING ENGINEERS LOCAL 4	12/01/2014	\$29.50	\$10.00	\$14.20	\$0.00	\$53.70
	06/01/2015	\$30.02	\$10.00	\$14.20	\$0.00	\$54.22
	12/01/2015	\$30.89	\$10.00	\$14.20	\$0.00	\$55.09
	06/01/2016	\$31.41	\$10.00	\$14.20	\$0.00	\$55.61
	12/01/2016	\$32.28	\$10.00	\$14.20	\$0.00	\$56.48
	06/01/2017	\$32.97	\$10.00	\$14.20	\$0.00	\$57.17
	12/01/2017	\$33.66	\$10.00	\$14.20	\$0.00	\$57.86
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE)	07/01/2014	\$46.76	\$7.85	\$16.10	\$0.00	\$70.71
PAINTERS LOCAL 35 - ZONE 2	01/01/2015	\$47.66	\$7.85	\$16.10	\$0.00	\$71.61
	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

Apprentice - PAINTER Local 35 - BRIDGES/TANKS 07/01/2014

Effect	ive Date - 🤇	07/01/2014				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$23.38	\$7.85	\$0.00	\$0.00	\$31.23
2	55		\$25.72	\$7.85	\$3.66	\$0.00	\$37.23
3	60		\$28.06	\$7.85	\$3.99	\$0.00	\$39.90
4	65		\$30.39	\$7.85	\$4.32	\$0.00	\$42.56
5	70		\$32.73	\$7.85	\$14.11	\$0.00	\$54.69
6	75		\$35.07	\$7.85	\$14.44	\$0.00	\$57.36
7	80		\$37.41	\$7.85	\$14.77	\$0.00	\$60.03
8	90		\$42.08	\$7.85	\$15.44	\$0.00	\$65.37

Effective Date - 01/01/2015

Eneci	ive Date -	01/01/2015				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	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
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
8	90		\$42.89	\$7.85	\$15.44	\$0.00	\$66.18

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: ADZEMAN	06/01/2014	\$34.25	\$7.30	\$12.70	\$0.00	\$54.25
ABORERS - ZONE I	12/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
	06/01/2015	\$35.75	\$7.30	\$12.70	\$0.00	\$55.75
For apprentice rates see "Apprentice- LABORER"	12/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50
DEMO: BACKHOE/LOADER/HAMMER OPERATOR	06/01/2014	\$35.25	\$7.30	\$12.70	\$0.00	\$55.25
ABORERS - ZONE 1	12/01/2014	\$36.00	\$7.30	\$12.70	\$0.00	\$56.00
	06/01/2015	\$36.75	\$7.30	\$12.70	\$0.00	\$56.75
	12/01/2015	\$37.50	\$7.30	\$12.70	\$0.00	\$57.50
For apprentice rates see "Apprentice- LABORER"	,,					
DEMO: BURNERS	06/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
ABORERS - ZONE 1	12/01/2014	\$35.75	\$7.30	\$12.70	\$0.00	\$55.75
	06/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50
	12/01/2015	\$37.25	\$7.30	\$12.70	\$0.00	\$57.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER .aborers - zone 1	06/01/2014	\$35.25	\$7.30	\$12.70	\$0.00	\$55.25
ADORERS - ZONE 1	12/01/2014	\$36.00	\$7.30	\$12.70	\$0.00	\$56.00
	06/01/2015	\$36.75	\$7.30	\$12.70	\$0.00	\$56.75
	12/01/2015	\$37.50	\$7.30	\$12.70	\$0.00	\$57.50
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR Aborers - Zone 1	06/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
	12/01/2014	\$35.75	\$7.30	\$12.70	\$0.00	\$55.75
	06/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50
	12/01/2015	\$37.25	\$7.30	\$12.70	\$0.00	\$57.25
For apprentice rates see "Apprentice- LABORER" DEMO: WRECKING LABORER				*10 - 0	.	
ABORERS - ZONE 1	06/01/2014	\$34.25	\$7.30	\$12.70	\$0.00	\$54.25
	12/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
	06/01/2015	\$35.75	\$7.30	\$12.70	\$0.00	\$55.75
For apprentice rates see "Apprentice- LABORER"	12/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50
DIRECTIONAL DRILL MACHINE OPERATOR	06/01/2014	\$41.10	\$10.00	\$14.20	\$0.00	\$65.30
PERATING ENGINEERS LOCAL 4	12/01/2014	\$42.09	\$10.00	\$14.20	\$0.00	\$66.29
	06/01/2015	\$42.83	\$10.00	\$14.20	\$0.00	\$67.03
	12/01/2015	\$44.07	\$10.00	\$14.20	\$0.00	\$68.27
	06/01/2016	\$44.82	\$10.00	\$14.20	\$0.00	\$69.02
	12/01/2016	\$46.05	\$10.00	\$14.20	\$0.00	\$70.25
	06/01/2017	\$47.04	\$10.00	\$14.20	\$0.00	\$71.24
	12/01/2017	\$48.03	\$10.00	\$14.20	\$0.00	\$72.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER	08/01/2014	\$58.24	\$9.80	\$18.17	\$0.00	\$86.21
ILE 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
ILE 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
ILE 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
	umber: 20141031-	.021				

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DRAWBRIDGE OPERATOR (Construction)	09/01/2014	\$44.79	\$13.00	\$15.04	\$0.00	\$72.83
ELECTRICIANS LOCAL 103	03/01/2015	\$45.17	\$13.00	\$15.40	\$0.00	\$73.57
	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	09/01/2014	\$44.79	\$13.00	\$15.04	\$0.00	\$72.83
ELECTRICIANS LOCAL 103	03/01/2015	\$45.17	\$13.00	\$15.40	\$0.00	\$73.57
	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

Apprentice - ELECTRICIAN - Local 103

Effecti	ive Date -	09/01/2014	Supplemental			Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40		\$17.92	\$13.00	\$0.54	\$0.00	\$31.46
2	40		\$17.92	\$13.00	\$0.54	\$0.00	\$31.46
3	45		\$20.16	\$13.00	\$11.33	\$0.00	\$44.49
4	45		\$20.16	\$13.00	\$11.33	\$0.00	\$44.49
5	50		\$22.40	\$13.00	\$11.67	\$0.00	\$47.07
6	55		\$24.63	\$13.00	\$12.01	\$0.00	\$49.64
7	60		\$26.87	\$13.00	\$12.35	\$0.00	\$52.22
8	65		\$29.11	\$13.00	\$12.68	\$0.00	\$54.79
9	70		\$31.35	\$13.00	\$13.02	\$0.00	\$57.37
10	75		\$33.59	\$13.00	\$13.36	\$0.00	\$59.95

5	50	\$22.40	\$13.00	\$11.67	\$0.00	\$47.07
6	55	\$24.63	\$13.00	\$12.01	\$0.00	\$49.64
7	60	\$26.87	\$13.00	\$12.35	\$0.00	\$52.22
8	65	\$29.11	\$13.00	\$12.68	\$0.00	\$54.79
9	70	\$31.35	\$13.00	\$13.02	\$0.00	\$57.37
10	75	\$33.59	\$13.00	\$13.36	\$0.00	\$59.95
Effectiv	ve Date - 03/01/2015				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension U	Jnemployment	Total Rate
1	40	\$18.07	\$13.00	\$0.54	\$0.00	\$31.61
2	40	¢10.07	¢12.00	#0.54	\$0.00	#21 (1

Step	percent	Apprentice Base wage	Health	Pension	Unemployment	I otal Kate
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	\$11.63	\$0.00	\$44.96
4	45	\$20.33	\$13.00	\$11.63	\$0.00	\$44.96
5	50	\$22.59	\$13.00	\$11.97	\$0.00	\$47.56
6	55	\$24.84	\$13.00	\$12.32	\$0.00	\$50.16
7	60	\$27.10	\$13.00	\$12.66	\$0.00	\$52.76
8	65	\$29.36	\$13.00	\$13.00	\$0.00	\$55.36
9	70	\$31.62	\$13.00	\$13.34	\$0.00	\$57.96
10	75	\$33.88	\$13.00	\$13.69	\$0.00	\$60.57
Notes:	- <u> </u>					
	App Prior 1/1/03; 30/35/40/45/50/5	5/65/70/75/80				
Appre	ntice to Journeyworker Ratio:2:3**	**				
	UCTOR	01/01/2012	2 \$52.45	\$8.78	\$6.96 \$0).00 \$68.19

ELEVATOR CO ELEVATOR CONSTRUCTORS LOCAL 4

		ive Date - 01/01/2012		TT 1/1	D .	Supplemental	m / 1	
-	Step	<u> </u>	Apprentice Base Wage		Pension	Unemployment		Rate
	1	50	\$26.23	\$8.78	\$0.00	\$0.00	\$	35.01
	2	55	\$28.85	\$8.78	\$6.96	\$0.00	\$	44.59
	3	65	\$34.09	\$8.78	\$6.96	\$0.00	\$	49.83
	4	70	\$36.72	\$8.78	\$6.96	\$0.00	\$	52.46
	5	80	\$41.96	\$8.78	\$6.96	\$0.00	\$	57.70
-	Notes:							_
		Steps 1-2 are 6 mos.; Steps 3-5 are 1 ye	ar					
	Appre	ntice to Journeyworker Ratio:1:1						
ELEVATOR CO		UCTOR HELPER Is local 4	01/01/2012	\$38.59	\$8.78	\$6.96	\$0.00	\$54.33
For apprentice ra	ates see '	"Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUAI		IL ERECTOR	06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
ABORERS - ZONE I	1		12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
			06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
			12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
			06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
			12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35
For apprentice ra	ates see '	"Apprentice- LABORER"						
TIELD ENG.INS		RSON-BLDG,SITE,HVY/HWY 0CAL 4	05/01/2014	\$38.87	\$10.00	\$14.18	\$0.00	\$63.05
For apprentice ra	ates see '	"Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PAI		HIEF-BLDG,SITE,HVY/HWY ocal 4	05/01/2014	\$40.29	\$10.00	\$14.18	\$0.00	\$64.47
For apprentice ra	ates see '	"Apprentice- OPERATING ENGINEERS"						
FIELD ENG.RO		SON-BLDG,SITE,HVY/HWY 0CAL 4	05/01/2014	\$20.92	\$10.00	\$14.18	\$0.00	\$45.10
For apprentice ra	ates see '	"Apprentice- OPERATING ENGINEERS"						
TRE ALARM IN		LLER	09/01/2014	\$44.79	\$13.00	\$15.04	\$0.00	\$72.83
ELECTRICIANS LOC	AL 103		03/01/2015	\$45.17	\$13.00	\$15.40	\$0.00	\$73.57
			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
		"Apprentice- ELECTRICIAN"						
IRE ALARM R	EPAIF	R / MAINTENANCE	09/01/2014	\$33.59	\$13.00	\$13.36	\$0.00	\$59.95
OCAL 103		/ COMMISSIONINGELECTRICIANS	03/01/2015	\$33.88	\$13.00	\$13.70	\$0.00	\$60.58
			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

Apprentice - ELEVATOR CONSTRUCTOR - Local 4

For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIREMAN (ASST. ENGINEER)	06/01/2014	\$34.59	\$10.00	\$14.20	\$0.00	\$58.79
OPERATING ENGINEERS LOCAL 4	12/01/2014	\$35.43	\$10.00	\$14.20	\$0.00	\$59.63
	06/01/2015	\$36.05	\$10.00	\$14.20	\$0.00	\$60.25
	12/01/2015	\$37.10	\$10.00	\$14.20	\$0.00	\$61.30
	06/01/2016	\$37.72	\$10.00	\$14.20	\$0.00	\$61.92
	12/01/2016	\$38.76	\$10.00	\$14.20	\$0.00	\$62.96
	06/01/2017	\$39.60	\$10.00	\$14.20	\$0.00	\$63.80
	12/01/2017	\$40.43	\$10.00	\$14.20	\$0.00	\$64.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER	06/01/2014	\$20.50	\$7.30	\$12.70	\$0.00	\$40.50
LABORERS - ZONE 1	12/01/2014	\$20.50	\$7.30	\$12.70	\$0.00	\$40.50
	06/01/2015	\$20.50	\$7.30	\$12.70	\$0.00	\$40.50
	12/01/2015	\$20.50	\$7.30	\$12.70	\$0.00	\$40.50
	06/01/2016	\$20.50	\$7.30	\$12.70	\$0.00	\$40.50
	12/01/2016	\$20.50	\$7.30	\$12.70	\$0.00	\$40.50
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE I	09/01/2014	\$40.40	\$9.80	\$17.21	\$0.00	\$67.41

	tive Date - 09/01/2014				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	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	
Note							
	Steps are 750 hrs.						
Appr	entice to Journeyworker Ratio:1:1						
RK LIFT/CHERRY		06/01/2014	\$41.49	\$10.00	\$14.20	\$0.00	\$65.69
RATING ENGINEERS	LOCAL 4	12/01/2014	\$42.49	\$10.00	\$14.20	\$0.00	\$66.69
		06/01/2015	\$43.24	\$10.00	\$14.20	\$0.00	\$67.44
		12/01/2015	\$44.49	\$10.00	\$14.20	\$0.00	\$68.69
		06/01/2016	\$45.24	\$10.00	\$14.20	\$0.00	\$69.44
		12/01/2016	\$46.49	\$10.00	\$14.20	\$0.00	\$70.69
		06/01/2017	\$47.49	\$10.00	\$14.20	\$0.00	\$71.69
		12/01/2017	\$48.49	\$10.00	\$14.20	\$0.00	\$72.69

Apprentice - FLOORCOVERER - Local 2168 Zone I

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

. **Issue Date:** 10/31/2014

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
GENERATOR/LIGHTING PLANT/HEATERS	06/01/2014	\$28.80	\$10.00	\$14.20	\$0.00	\$53.00
OPERATING ENGINEERS LOCAL 4	12/01/2014	\$29.50	\$10.00	\$14.20	\$0.00	\$53.70
	06/01/2015	\$30.02	\$10.00	\$14.20	\$0.00	\$54.22
	12/01/2015	\$30.89	\$10.00	\$14.20	\$0.00	\$55.09
	06/01/2016	\$31.41	\$10.00	\$14.20	\$0.00	\$55.61
	12/01/2016	\$32.28	\$10.00	\$14.20	\$0.00	\$56.48
	06/01/2017	\$32.97	\$10.00	\$14.20	\$0.00	\$57.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$33.66	\$10.00	\$14.20	\$0.00	\$57.86
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR	07/01/2014	\$36.26	\$7.85	\$16.10	\$0.00	\$60.21
SYSTEMS) GLAZIERS LOCAL 35 (ZONE 2)	01/01/2015	\$37.16	\$7.85	\$16.10	\$0.00	\$61.11
	07/01/2015	\$38.06	\$7.85	\$16.10	\$0.00	\$62.01
	01/01/2016	\$39.01	\$7.85	\$16.10	\$0.00	\$62.96
	07/01/2016	\$39.96	\$7.85	\$16.10	\$0.00	\$63.91
	01/01/2017	\$40.91	\$7.85	\$16.10	\$0.00	\$64.86

Apprentice - GLAZIER - Local 35 Zone 2 07/01/2014

Effect	ive Date -				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$18.13	\$7.85	\$0.00	\$0.00	\$25.98
2	55		\$19.94	\$7.85	\$3.66	\$0.00	\$31.45
3	60		\$21.76	\$7.85	\$3.99	\$0.00	\$33.60
4	65		\$23.57	\$7.85	\$4.32	\$0.00	\$35.74
5	70		\$25.38	\$7.85	\$14.11	\$0.00	\$47.34
6	75		\$27.20	\$7.85	\$14.44	\$0.00	\$49.49
7	80		\$29.01	\$7.85	\$14.77	\$0.00	\$51.63
8	90		\$32.63	\$7.85	\$15.44	\$0.00	\$55.92

Effective Date - 01/01/2015

	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

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HOISTING ENGINEER/CRANES/GRADALLS	06/01/2014	\$41.49	\$10.00	\$14.20	\$0.00	\$65.69
OPERATING ENGINEERS LOCAL 4	12/01/2014	\$42.49	\$10.00	\$14.20	\$0.00	\$66.69
	06/01/2015	\$43.24	\$10.00	\$14.20	\$0.00	\$67.44
	12/01/2015	\$44.49	\$10.00	\$14.20	\$0.00	\$68.69
	06/01/2016	\$45.24	\$10.00	\$14.20	\$0.00	\$69.44
	12/01/2016	\$46.49	\$10.00	\$14.20	\$0.00	\$70.69
	06/01/2017	\$47.49	\$10.00	\$14.20	\$0.00	\$71.69
	12/01/2017	\$48.49	\$10.00	\$14.20	\$0.00	\$72.69

Apprentice - OPERATING ENGINEERS - Local 4

Effecti	ive Date -	06/01/2014				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	55		\$22.82	\$10.00	\$0.00	\$0.00	\$32.82	
2	60		\$24.89	\$10.00	\$14.18	\$0.00	\$49.07	
3	65		\$26.97	\$10.00	\$14.18	\$0.00	\$51.15	
4	70		\$29.04	\$10.00	\$14.18	\$0.00	\$53.22	
5	75		\$31.12	\$10.00	\$14.18	\$0.00	\$55.30	
6	80		\$33.19	\$10.00	\$14.18	\$0.00	\$57.37	
7	85		\$35.27	\$10.00	\$14.18	\$0.00	\$59.45	
8	90		\$37.34	\$10.00	\$14.18	\$0.00	\$61.52	

12/01/2014 Effective Date -Supplemental Step percent Apprentice Base Wage Health Pension Unemployment Total Rate 1 55 \$10.00 \$23.37 \$0.00 \$0.00 \$33.37 2 60 \$25.49 \$10.00 \$0.00 \$49.67 \$14.18 3 65 \$27.62 \$10.00 \$14.18 \$0.00 \$51.80 4 70 \$29.74 \$10.00 \$14.18 \$0.00 \$53.92 5 75 \$31.87 \$10.00 \$0.00 \$14.18 \$56.05 6 80 \$33.99 \$0.00 \$10.00 \$14.18 \$58.17 7 85 \$36.12 \$10.00 \$0.00 \$60.30 \$14.18 8 90 \$38.24 \$10.00 \$0.00 \$14.18 \$62.42 Notes: Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK)	08/01/2014	\$42.79	\$9.82	\$20.54	\$2.19	\$75.34
SHEETMETAL WORKERS LOCAL 17 - A	02/01/2015	\$43.69	\$9.82	\$20.54	\$2.19	\$76.24
	08/01/2015	\$44.69	\$9.82	\$20.54	\$2.19	\$77.24
	02/01/2016	\$45.69	\$9.82	\$20.54	\$2.19	\$78.24
	08/01/2016	\$46.84	\$9.82	\$20.54	\$2.19	\$79.39
	02/01/2017	\$47.94	\$9.82	\$20.54	\$2.19	\$80.49
	08/01/2017	\$49.04	\$9.82	\$20.54	\$2.19	\$81.59
	02/01/2018	\$50.19	\$9.82	\$20.54	\$2.19	\$82.74

For apprentice rates see "Apprentice- SHEET METAL WORKER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (ELECTRICAL CONTROLS)	09/01/2014	\$44.79	\$13.00	\$15.04	\$0.00	\$72.83
ELECTRICIANS LOCAL 103	03/01/2015	\$45.17	\$13.00	\$15.40	\$0.00	\$73.57
	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
HVAC (TESTING AND BALANCING - AIR)	08/01/2014	\$42.79	\$9.82	\$20.54	\$2.19	\$75.34
SHEETMETAL WORKERS LOCAL 17 - A					\$2.19	\$76.24
					\$2.19	\$77.24
					\$2.19	\$78.24
					\$2.19	\$79.39
					\$2.19	\$80.49
					\$2.19	\$80.49 \$81.59
					\$2.19	\$81.3 <i>3</i> \$82.74
For apprentice rates see "Apprentice- SHEET METAL WORKER"	02/01/2018	\$30.19	\$9.02	\$20.J 1	\$2.17	\$62.74
HVAC (TESTING AND BALANCING -WATER)	09/01/2014	\$48.69	\$9.20	\$16.64	\$0.00	\$74.53
PIPEFITTERS LOCAL 537	03/01/2015			\$16.64	\$0.00	\$75.53
	09/01/2015			\$16.64	\$0.00	\$76.53
	03/01/2016			\$16.64	\$0.00	\$77.53
	09/01/2016			\$16.64	\$0.00	\$78.53
				\$16.64	\$0.00	\$79.53
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"			***			472100
IVAC MECHANIC	09/01/2014	\$48.69	\$9.20	\$16.64	\$0.00	\$74.53
PIPEFITTERS LOCAL 537	03/01/2015	\$49.69	\$9.20	\$16.64	\$0.00	\$75.53
	02/01/2015 \$43.69 \$9.82 \$20.5 08/01/2015 \$44.69 \$9.82 \$20.5 02/01/2016 \$45.69 \$9.82 \$20.5 02/01/2016 \$46.84 \$9.82 \$20.5 02/01/2017 \$47.94 \$9.82 \$20.5 02/01/2017 \$47.94 \$9.82 \$20.5 02/01/2017 \$47.94 \$9.82 \$20.5 02/01/2017 \$49.04 \$9.82 \$20.5 02/01/2018 \$50.19 \$9.82 \$20.5 02/01/2015 \$49.69 \$9.20 \$16.6 03/01/2015 \$49.69 \$9.20 \$16.6 03/01/2016 \$51.69 \$9.20 \$16.6 03/01/2017 \$53.69 \$9.20 \$16.6 03/01/2017 \$53.69 \$9.20 \$16.6 03/01/2015 \$49.69 \$9.20 \$16.6 03/01/2015 \$50.69 \$9.20 \$16.6 03/01/2015 \$50.69 \$9.20 \$16.6 03/01/2016 \$51.69	\$16.64	\$0.00	\$76.53		
	03/01/2016	\$51.69	\$9.20	\$16.64	\$0.00	\$77.53
	09/01/2016	\$52.69	\$9.20	\$16.64	\$0.00	\$78.53
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"	03/01/2017	\$53.69	\$9.20	\$16.64	\$0.00	\$79.53
IYDRAULIC DRILLS	06/01/2014	\$34.85	\$7.30	\$12.70	\$0.00	\$54.85
ABORERS - ZONE 1	12/01/2014	\$35.60	\$7.30	\$12.70	\$0.00	\$55.60
	06/01/2015	\$36.35	\$7.30	\$12.70	\$0.00	\$56.35
	12/01/2015	\$37.10	\$7.30	\$12.70	\$0.00	\$57.10
	06/01/2016	\$37.85	\$7.30	\$12.70	\$0.00	\$57.85
	12/01/2016	\$38.85		\$12.70	\$0.00	\$58.85
For apprentice rates see "Apprentice- LABORER"						
INSULATOR (PIPES & TANKS) Heat & Frost insulators local 6 (boston)	09/01/2014	\$43.31	\$11.25	\$12.60	\$0.00	\$67.16

Effecti Step	ve Date - 09/01/2014 percent	Apprentice Base Wage Health			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	ntice to Journeyworker Ratio:1:4					'
IRONWORKER/WELI IRONWORKERS LOCAL 7 (B		03/16/2014	4 \$41.19	9 \$7.70	\$19.25	\$0.00 \$68.14

Apprentice -	ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Boston
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Apprentice - IRONWORKER - Local 7 Boston

	tive Date - 03/16/2014				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	te
1	60	\$24.71	\$7.70	\$19.25	\$0.00	\$51.6	6
2	70	\$28.83	\$7.70	\$19.25	\$0.00	\$55.7	8
3	75	\$30.89	\$7.70	\$19.25	\$0.00	\$57.8	4
4	80	\$32.95	\$7.70	\$19.25	\$0.00	\$59.9	0
5	85	\$35.01	\$7.70	\$19.25	\$0.00	\$61.9	6
6	90	\$37.07	\$7.70	\$19.25	\$0.00	\$64.0	2
Note	s: ** Structural 1:6; Ornamental 1:4						
Арри	rentice to Journeyworker Ratio:**						
	AVING BREAKER OPERATOR	06/01/2014	4 \$34.35	\$7.30	\$12.70	\$0.00	\$54.35
LABORERS - ZONE 1		12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
		06/01/2015	5 \$35.85	\$7.30	\$12.70	\$0.00	\$55.85
		12/01/2015	5 \$36.60	\$7.30	\$12.70	\$0.00	\$56.60
		06/01/2016	5 \$37.35	\$7.30	\$12.70	\$0.00	\$57.35
		12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35
LABORER	e "Apprentice- LABORER"				¢10 70		
LABORERS - ZONE 1		06/01/2014			\$12.70	\$0.00	\$54.10
		12/01/2014		\$7.30	\$12.70	\$0.00	\$54.85
		06/01/2015	5 \$35.60	\$7.30	\$12.70	\$0.00	\$55.60
		12/01/2015	5 \$36.35	\$7.30	\$12.70	\$0.00	\$56.35
		06/01/2016	5 \$37.10	\$7.30	\$12.70	\$0.00	\$57.10
		12/01/2016	5 \$38.10	\$7.30	\$12.70	\$0.00	\$58.10

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		LABORER - Zone 1						
Eff	fective Date ep percen		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	60		\$20.46	\$7.30	\$12.70	\$0.00	\$40.46	
2	70		\$23.87	\$7.30	\$12.70	\$0.00	\$43.87	
3	80		\$27.28	\$7.30	\$12.70	\$0.00	\$47.28	
4	90		\$30.69	\$7.30	\$12.70	\$0.00	\$50.69	
Eff Ste	fective Date		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	60		\$20.91	\$7.30	\$12.70	\$0.00	\$40.91	
2	70		\$24.40	\$7.30	\$12.70	\$0.00	\$44.40	
3	80		\$27.88	\$7.30	\$12.70	\$0.00	\$47.88	
4	90		\$31.37	\$7.30	\$12.70	\$0.00	\$51.37	
No	otes:							
Ар	prentice to	Journeyworker Ratio:1:5						
ABORER: CARPI	ENTER TEN	IDER	06/01/2014	\$34.10	\$7.30	\$12.70	\$0.00	\$54.10
ABORERS - ZONE 1			12/01/2014	\$34.85	\$7.30	\$12.70	\$0.00	\$54.85
			06/01/2015	\$35.60	\$7.30	\$12.70	\$0.00	\$55.60
			12/01/2015	\$36.35	\$7.30	\$12.70	\$0.00	\$56.35
			06/01/2016	\$37.10	\$7.30	\$12.70	\$0.00	\$57.10
			12/01/2016	\$38.10	\$7.30	\$12.70	\$0.00	\$58.10
For apprentice rates								
ABORER: CEME ABORERS - ZONE 1	INT FINISHI	EK TENDEK	06/01/2014		\$7.30	\$12.70	\$0.00	\$54.10
			12/01/2014		\$7.30	\$12.70	\$0.00	\$54.85
			06/01/2015		\$7.30	\$12.70	\$0.00	\$55.60
			12/01/2015		\$7.30	\$12.70	\$0.00	\$56.35
			06/01/2016			\$12.70	\$0.00	\$57.10
For apprentice rates	see "Apprentice	- LABORER"	12/01/2016	\$38.10	\$7.30	\$12.70	\$0.00	\$58.10
ABORER: HAZA	RDOUS WA	ASTE/ASBESTOS REMOVER	R 06/01/2014	\$34.25	\$7.30	\$12.70	\$0.00	\$54.25
			12/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
			06/01/2015	\$35.75	\$7.30	\$12.70	\$0.00	\$55.75
For apprentice rates	see "Apprentice	e- LABORER"	12/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50
ABORER: MASO			06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
ABORERS - ZONE 1			12/01/2014			\$12.70	\$0.00	\$55.10
			06/01/2015		\$7.30	\$12.70	\$0.00	\$55.85
			12/01/2015			\$12.70	\$0.00	\$56.60
			06/01/2016		\$7.30	\$12.70	\$0.00	\$57.35
			12/01/2016		\$7.30	\$12.70	\$0.00	\$58.35
For apprentice rates	see "Apprentice	e- LABORER"	12/01/2010	φυσιου	ψ1.50	÷ • • • •	20.00	<i>\$20.22</i>

Issue Date: 10/31/2014

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MULTI-TRADE TENDER	06/01/2014	\$34.10	\$7.30	\$12.70	\$0.00	\$54.10
LABORERS - ZONE 1	12/01/2014	\$34.85	\$7.30	\$12.70	\$0.00	\$54.85
	06/01/2015	\$35.60	\$7.30	\$12.70	\$0.00	\$55.60
	12/01/2015	\$36.35	\$7.30	\$12.70	\$0.00	\$56.35
	06/01/2016	\$37.10	\$7.30	\$12.70	\$0.00	\$57.10
	12/01/2016	\$38.10	\$7.30	\$12.70	\$0.00	\$58.10
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER	06/01/2014	\$34.10	\$7.30	\$12.70	\$0.00	\$54.10
LABORERS - ZONE I	12/01/2014	\$34.85	\$7.30	\$12.70	\$0.00	\$54.85
	06/01/2015	\$35.60	\$7.30	\$12.70	\$0.00	\$55.60
	12/01/2015	\$36.35	\$7.30	\$12.70	\$0.00	\$56.35
	06/01/2016	\$37.10	\$7.30	\$12.70	\$0.00	\$57.10
	12/01/2016	\$38.10	\$7.30	\$12.70	\$0.00	\$58.10
This classification applies to all tree work associated with the removal a utility company for the purpose of operation, maintenance or repair of	<u> </u>				s not done for	
LASER BEAM OPERATOR	06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
LABORERS - ZONE 1	12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
	06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
	12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
	06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
	12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						
MARBLE & TILE FINISHERS	08/01/2014	\$37.37	\$10.18	\$16.90	\$0.00	\$64.45
BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2015	\$37.82	\$10.18	\$16.90	\$0.00	\$64.90
	08/01/2015	\$38.53	\$10.18	\$16.97	\$0.00	\$65.68
	02/01/2016	\$38.98	\$10.18	\$16.97	\$0.00	\$66.13
	08/01/2016	\$39.68	\$10.18	\$17.05	\$0.00	\$66.91
	02/01/2017	\$40.14	\$10.18	\$17.05	\$0.00	\$67.37

	Effecti	ve Date -	08/01/2014				Supplemental					
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate				
	1	50		\$18.69	\$10.18	\$16.90	\$0.00	\$45.77				
	2	60		\$22.42	\$10.18	\$16.90	\$0.00	\$49.50				
	3	70		\$26.16	\$10.18	\$16.90	\$0.00	\$53.24				
	4	80		\$29.90	\$10.18	\$16.90	\$0.00	\$56.98				
	5	90		\$33.63	\$10.18	\$16.90	\$0.00	\$60.71				
	Effecti	ve Date -	02/01/2015				Supplemental					
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate				
	1	50		\$18.91	\$10.18	\$16.90	\$0.00	\$45.99				
	2	60		\$22.69	\$10.18	\$16.90	\$0.00	\$49.77				
	3	70		\$26.47	\$10.18	\$16.90	\$0.00	\$53.55				
	4	80		\$30.26	\$10.18	\$16.90	\$0.00	\$57.34				
	5	90		\$34.04	\$10.18	\$16.90	\$0.00	\$61.12				
	Notes:											
	Appre	ntice to Jo	urneyworker Ratio:1:3									
	-		RS & TERRAZZO MECH	08/01/2014	\$49.0	00 \$10.18	\$18.22	\$0.00	\$77.40			
BRICKLAYERS LOC	AL 3 - M.	AKBLE & IIL	E	02/01/2015	\$49.5	\$10.18	\$18.22	\$0.00	\$77.96			
				08/01/2015	\$50.4	6 \$10.18	\$18.29	\$0.00	\$78.93			
				02/01/2016	\$51.0	\$10.18	\$18.29	\$0.00	\$79.50			
				08/01/2016	\$51.9	\$10.18	\$18.37	\$0.00	\$80.48			

02/01/2017

\$52.50

\$10.18

\$18.37

\$0.00

\$81.05

Apprentice - M	ARBLE & TILE FINISHER - Local 3 Marble & Tile
Effective Date -	08/01/2014

	Effecti	ve Date -	08/01/2014				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$24.50	\$10.18	\$18.22	\$0.00	\$52.90	
	2	60		\$29.40	\$10.18	\$18.22	\$0.00	\$57.80	
	3	70		\$34.30	\$10.18	\$18.22	\$0.00	\$62.70	
	4	80		\$39.20	\$10.18	\$18.22	\$0.00	\$67.60	
	5	90		\$44.10	\$10.18	\$18.22	\$0.00	\$72.50	
	Effooti	ve Date -	02/01/2015						
	Step	percent	02/01/2015	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$24.78	\$10.18	\$18.22	\$0.00	\$53.18	
	2	60		\$29.74	\$10.18	\$18.22	\$0.00	\$58.14	
	3	70		\$34.69	\$10.18	\$18.22	\$0.00	\$63.09	
	4	80		\$39.65	\$10.18	\$18.22	\$0.00	\$68.05	
	5	90		\$44.60	\$10.18	\$18.22	\$0.00	\$73.00	
	Notes:								
	Appre	ntice to Jo	urneyworker Ratio:1:5						
MECH. SWEEP	PER OP	ERATOR (ON CONST. SITES)	06/01/2014	\$41	.10 \$10.00	\$14.20	\$0.00	\$65.30
OPERATING ENGL	NEERS LO	OCAL 4		12/01/2014			\$14.20	\$0.00	\$66.29
				06/01/2015	\$42	2.83 \$10.00	\$14.20	\$0.00	\$67.03
				12/01/2015	5 \$44	.07 \$10.00	\$14.20	\$0.00	\$68.27
				06/01/2016	5 \$44	.82 \$10.00	\$14.20	\$0.00	\$69.02
				12/01/2016	5 \$46	5.05 \$10.00	\$14.20	\$0.00	\$70.25
				06/01/2017	\$47	2.04 \$10.00	\$14.20	\$0.00	\$71.24
				12/01/2017	\$48	\$.03 \$10.00	\$14.20	\$0.00	\$72.23
			DPERATING ENGINEERS"						
MECHANICS N OPERATING ENGL				06/01/2014			\$14.20	\$0.00	\$65.30
				12/01/2014			\$14.20	\$0.00	\$66.29
				06/01/2015			\$14.20	\$0.00	\$67.03
				12/01/2015			\$14.20		\$68.27
				06/01/2016			\$14.20		\$69.02
				12/01/2016			\$14.20		\$70.25
				06/01/2017			\$14.20		\$71.24
For apprentice	rates see "	Apprentice- (PERATING ENGINEERS"	12/01/2017	\$48	\$.03 \$10.00	\$14.20	\$0.00	\$72.23
MILLWRIGHT				10/01/2014	\$36	5.68 \$9.80	\$16.21	\$0.00	\$62.69
MILLWRIGHTS LO				04/01/2015			\$16.21	\$0.00	\$63.65
				01/01/2012	φ	φου	÷-•• = •	+ 0.00	<i>400.00</i>

Apprentice -	MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile
Effective Date	- 08/01/2014

	Effective Date - 10/01/2014 Supplemental							
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	55	\$20.17	\$9.80	\$4.48	\$0.00	\$34.45	
	2	65	\$23.84	\$9.80	\$13.36	\$0.00	\$47.00	
	3	75	\$27.51	\$9.80	\$14.18	\$0.00	\$51.49	
	4	85	\$31.18	\$9.80	\$14.99	\$0.00	\$55.97	
	Effect	ive Date - 04/01/2015				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	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						
	Appre	entice to Journeyworker Ratio:1:5						
ORTAR MIX			06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
BORERS - ZONE	EI		12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
			06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
			12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
			06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
			12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35
		"Apprentice- LABORER"						
ILER (OTHE PERATING ENGI		N TRUCK CRANES,GRADALLS)	06/01/2014	\$21.48	\$10.00	\$14.20	\$0.00	\$45.68
Elerrito Eltor			12/01/2014	\$22.00	\$10.00	\$14.20	\$0.00	\$46.20
			06/01/2015	\$22.38	\$10.00	\$14.20	\$0.00	\$46.58
			12/01/2015	\$23.03	\$10.00	\$14.20	\$0.00	\$47.23
			06/01/2016	\$23.42	\$10.00	\$14.20	\$0.00	\$47.62
			12/01/2016	\$24.07	\$10.00	\$14.20	\$0.00	\$48.27
			06/01/2017	\$24.58	\$10.00	\$14.20	\$0.00	\$48.78
			12/01/2017	\$25.10	\$10.00	\$14.20	\$0.00	\$49.30
		"Apprentice- OPERATING ENGINEERS"						
ILER (TRUC		NES, GRADALLS)	06/01/2014	\$25.03	\$10.00	\$14.20	\$0.00	\$49.23
Licitino Enol			12/01/2014	\$25.64	\$10.00	\$14.20	\$0.00	\$49.84
			06/01/2015	\$26.09	\$10.00	\$14.20	\$0.00	\$50.29
			12/01/2015	\$26.84	\$10.00	\$14.20	\$0.00	\$51.04
			06/01/2016	\$27.30	\$10.00	\$14.20	\$0.00	\$51.50
			12/01/2016	\$28.05	\$10.00	\$14.20	\$0.00	\$52.25
			06/01/2017	\$28.65	\$10.00	\$14.20	\$0.00	\$52.85
			12/01/2017	\$29.26	\$10.00	\$14.20	\$0.00	\$53.46
For apprentice	e rates see	"Apprentice- OPERATING ENGINEERS"						

Apprentice - MILLWRIGHT - Local 1121 Zone 1

Issue Date: 10/31/2014

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
OTHER POWER DRIVEN EQUIPMENT - CLASS II	06/01/2014	\$41.10	\$10.00	\$14.20	\$0.00	\$65.30
OPERATING ENGINEERS LOCAL 4	12/01/2014	\$42.09	\$10.00	\$14.20	\$0.00	\$66.29
	06/01/2015	\$42.83	\$10.00	\$14.20	\$0.00	\$67.03
	12/01/2015	\$44.07	\$10.00	\$14.20	\$0.00	\$68.27
	06/01/2016	\$44.82	\$10.00	\$14.20	\$0.00	\$69.02
	12/01/2016	\$46.05	\$10.00	\$14.20	\$0.00	\$70.25
	06/01/2017	\$47.04	\$10.00	\$14.20	\$0.00	\$71.24
	12/01/2017	\$48.03	\$10.00	\$14.20	\$0.00	\$72.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS)	07/01/2014	\$46.76	\$7.85	\$16.10	\$0.00	\$70.71
PAINTERS LOCAL 35 - ZONE 2	01/01/2015	\$47.66	\$7.85	\$16.10	\$0.00	\$71.61
	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

Apprentice - PAINTER Local 35 - BRIDGES/TANKS 07/01/2014

Effect	ive Date -	07/01/2014				Supplemental	
Step	percent		Apprentice Base Wage	e Health	Pension	Unemployment	Total Rate
1	50		\$23.38	\$7.85	\$0.00	\$0.00	\$31.23
2	55		\$25.72	\$7.85	\$3.66	\$0.00	\$37.23
3	60		\$28.06	\$7.85	\$3.99	\$0.00	\$39.90
4	65		\$30.39	\$7.85	\$4.32	\$0.00	\$42.56
5	70		\$32.73	\$7.85	\$14.11	\$0.00	\$54.69
6	75		\$35.07	\$7.85	\$14.44	\$0.00	\$57.36
7	80		\$37.41	\$7.85	\$14.77	\$0.00	\$60.03
8	90		\$42.08	\$7.85	\$15.44	\$0.00	\$65.37

Effective Date -	01/01/2015

	ive Date -	01/01/2015				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	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
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
8	90		\$42.89	\$7.85	\$15.44	\$0.00	\$66.18

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PAINTER (SPRAY OR SANDBLAST, NEW) *	07/01/2014	\$37.66	\$7.85	\$16.10	\$0.00	\$61.61
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2015	\$38.56	\$7.85	\$16.10	\$0.00	\$62.51
The w paint face shall be used. A ANTERS LOCAE 55 - ZONE 2	07/01/2015	\$39.46	\$7.85	\$16.10	\$0.00	\$63.41
	01/01/2016	\$40.41	\$7.85	\$16.10	\$0.00	\$64.36
	07/01/2016	\$41.36	\$7.85	\$16.10	\$0.00	\$65.31
	01/01/2017	\$42.31	\$7.85	\$16.10	\$0.00	\$66.26

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New Effective Date - 07/01/2014

Effective Date - 07/01/2014 Supplemental							
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$18.83	\$7.85	\$0.00	\$0.00	\$26.68
2	55		\$20.71	\$7.85	\$3.66	\$0.00	\$32.22
3	60		\$22.60	\$7.85	\$3.99	\$0.00	\$34.44
4	65		\$24.48	\$7.85	\$4.32	\$0.00	\$36.65
5	70		\$26.36	\$7.85	\$14.11	\$0.00	\$48.32
6	75		\$28.25	\$7.85	\$14.44	\$0.00	\$50.54
7	80		\$30.13	\$7.85	\$14.77	\$0.00	\$52.75
8	90		\$33.89	\$7.85	\$15.44	\$0.00	\$57.18

Effective Date - 01/01/2015

Effec	tive Date - 01/01/2015	Supplemental							
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	e		
1	50	\$19.28	\$7.85	\$0.00	\$0.00	\$27.1	3		
2	55	\$21.21	\$7.85	\$3.66	\$0.00	\$32.7	2		
3	60	\$23.14	\$7.85	\$3.99	\$0.00	\$34.9	8		
4	65	\$25.06	\$7.85	\$4.32	\$0.00	\$37.2	3		
5	70	\$26.99	\$7.85	\$14.11	\$0.00	\$48.9	5		
6	75	\$28.92	\$7.85	\$14.44	\$0.00	\$51.2	1		
7	80	\$30.85	\$7.85	\$14.77	\$0.00	\$53.4	7		
8	90	\$34.70	\$7.85	\$15.44	\$0.00	\$57.9	9		
Notes									
	Steps are 750 hrs.								
Appr	rentice to Journeyworker Ratio:1:1								
	R SANDBLAST, REPAINT)	07/01/2014	4 \$35.72	\$7.85	\$16.10	\$0.00	\$59.67		
NTERS LOCAL 35 - ZON	NE 2	01/01/2015	5 \$36.62	\$7.85	\$16.10	\$0.00	\$60.57		

NT)	07/01/2014	\$35.72	\$7.85	\$16.10	\$0.00	\$59.67
	01/01/2015	\$36.62	\$7.85	\$16.10	\$0.00	\$60.57
	07/01/2015	\$37.52	\$7.85	\$16.10	\$0.00	\$61.47
	01/01/2016	\$38.47	\$7.85	\$16.10	\$0.00	\$62.42
	07/01/2016	\$39.42	\$7.85	\$16.10	\$0.00	\$63.37
	01/01/2017	\$40.37	\$7.85	\$16.10	\$0.00	\$64.32

Effecti	ve Date -	07/01/2014				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$17.86	\$7.85	\$0.00	\$0.00	\$25.71
2	55		\$19.65	\$7.85	\$3.66	\$0.00	\$31.16
3	60		\$21.43	\$7.85	\$3.99	\$0.00	\$33.27
4	65		\$23.22	\$7.85	\$4.32	\$0.00	\$35.39
5	70		\$25.00	\$7.85	\$14.11	\$0.00	\$46.96
6	75		\$26.79	\$7.85	\$14.44	\$0.00	\$49.08
7	80		\$28.58	\$7.85	\$14.77	\$0.00	\$51.20
8	90		\$32.15	\$7.85	\$15.44	\$0.00	\$55.44

Apprentice -	PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint
Effective Date	07/01/2014

Effective Date - 01/01/2015

Effective Dat	e - 01/01/2015				Supplemental		
Step perce	nt	Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	te
1 50		\$18.31	\$7.85	\$0.00	\$0.00	\$26.1	6
2 55		\$20.14	\$7.85	\$3.66	\$0.00	\$31.6	5
3 60		\$21.97	\$7.85	\$3.99	\$0.00	\$33.8	1
4 65		\$23.80	\$7.85	\$4.32	\$0.00	\$35.9	7
5 70		\$25.63	\$7.85	\$14.11	\$0.00	\$47.5	9
6 75		\$27.47	\$7.85	\$14.44	\$0.00	\$49.7	6
7 80		\$29.30	\$7.85	\$14.77	\$0.00	\$51.9	2
8 90		\$32.96	\$7.85	\$15.44	\$0.00	\$56.2	5
Notes:							
Steps	are 750 hrs.						
Apprentice to	Journeyworker Ratio:1:1						
PAINTER (TRAFFIC MARKI	INGS)	06/01/2014	\$34.10	\$7.30	\$12.70	\$0.00	\$54.10
LABORERS - ZONE 1		12/01/2014	\$34.85	\$7.30	\$12.70	\$0.00	\$54.85
		06/01/2015	5 \$35.60	\$7.30	\$12.70	\$0.00	\$55.60
		12/01/2015	\$36.35	\$7.30	\$12.70	\$0.00	\$56.35

		400100	4 / 12 0			4
	06/01/2016	\$37.10	\$7.30	\$12.70	\$0.00	\$57.10
For Apprentice rates see "Apprentice- LABORER"	12/01/2016	\$38.10	\$7.30	\$12.70	\$0.00	\$58.10
PAINTER / TAPER (BRUSH, NEW) *	07/01/2014	\$36.26	\$7.85	\$16.10	\$0.00	\$60.21
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2015	\$37.16	\$7.85	\$16.10	\$0.00	\$61.11
The w paint face shall be used. Any Eks Eberle 55 - Zone 2	07/01/2015	\$38.06	\$7.85	\$16.10	\$0.00	\$62.01
	01/01/2016	\$39.01	\$7.85	\$16.10	\$0.00	\$62.96
	07/01/2016	\$39.96	\$7.85	\$16.10	\$0.00	\$63.91
	01/01/2017	\$40.91	\$7.85	\$16.10	\$0.00	\$64.86

Effecti	ve Date -	07/01/2014				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$18.13	\$7.85	\$0.00	\$0.00	\$25.98	
2	55		\$19.94	\$7.85	\$3.66	\$0.00	\$31.45	
3	60		\$21.76	\$7.85	\$3.99	\$0.00	\$33.60	
4	65		\$23.57	\$7.85	\$4.32	\$0.00	\$35.74	
5	70		\$25.38	\$7.85	\$14.11	\$0.00	\$47.34	
6	75		\$27.20	\$7.85	\$14.44	\$0.00	\$49.49	
7	80		\$29.01	\$7.85	\$14.77	\$0.00	\$51.63	
8	90		\$32.63	\$7.85	\$15.44	\$0.00	\$55.92	

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 01/01/2015

	Effecti	ive Date - 01/01/2015			Supplemental			
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	ate
	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
	Notes:							¬
	ĺ	Steps are 750 hrs.						
	Appre	ntice to Journeyworker Ratio:1:1						_
		RUSH, REPAINT)	07/01/2014	\$34.32	\$7.85	\$16.10	\$0.00	\$58.27
PAINTERS LOCAL	35 - ZONI	E 2	01/01/2015	\$\$\$\$\$.22	\$7.85	\$16.10	\$0.00	\$59.17
			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
			01/01/2016	\$37.07	\$7.85	\$10.10	\$0.00	\$61.02

07/01/2016

01/01/2017

\$38.02

\$38.97

\$7.85

\$7.85

\$16.10

\$16.10

\$0.00

\$0.00

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\$61.97

\$62.92

Effect	ive Date - 0	07/01/2014				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$17.16	\$7.85	\$0.00	\$0.00	\$25.01
2	55		\$18.88	\$7.85	\$3.66	\$0.00	\$30.39
3	60		\$20.59	\$7.85	\$3.99	\$0.00	\$32.43
4	65		\$22.31	\$7.85	\$4.32	\$0.00	\$34.48
5	70		\$24.02	\$7.85	\$14.11	\$0.00	\$45.98
6	75		\$25.74	\$7.85	\$14.44	\$0.00	\$48.03
7	80		\$27.46	\$7.85	\$14.77	\$0.00	\$50.08
8	90		\$30.89	\$7.85	\$15.44	\$0.00	\$54.18

Apprentice -	PAINTER Local 35 Zone 2 - BRUSH REPAINT
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Effective Date - 01/01/2015

Effect	ive Date - 01/01/2015				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$17.61	\$7.85	\$0.00	\$0.00	\$25.46	
2	55	\$19.37	\$7.85	\$3.66	\$0.00	\$30.88	
3	60	\$21.13	\$7.85	\$3.99	\$0.00	\$32.97	
4	65	\$22.89	\$7.85	\$4.32	\$0.00	\$35.06	
5	70	\$24.65	\$7.85	\$14.11	\$0.00	\$46.61	
6	75	\$26.42	\$7.85	\$14.44	\$0.00	\$48.71	
7	80	\$28.18	\$7.85	\$14.77	\$0.00	\$50.80	
8	90	\$31.70	\$7.85	\$15.44	\$0.00	\$54.99	
Notes		·					
	Steps are 750 hrs.						
Appro	entice to Journeyworker Ratio:1:1						
PANEL & PICKUP TH		08/01/2014	4 \$32.23	\$9.91	\$8.80	\$0.00	\$50.94
TEAMSTERS JOINT COUNC	CIL NO. 10 ZONE A	12/01/2014	\$32.23	\$9.91	\$9.33	\$0.00	\$51.47
		06/01/201	5 \$32.58	\$9.91	\$9.33	\$0.00	\$51.82
		08/01/201	5 \$32.58	\$10.41	\$9.33	\$0.00	\$52.32
		12/01/201	5 \$32.58	\$10.41	\$10.08	\$0.00	\$53.07
		06/01/201	5 \$33.08	\$10.41	\$10.08	\$0.00	\$53.57
		08/01/201	5 \$33.08	\$10.91	\$10.08	\$0.00	\$54.07
		12/01/2010	5 \$33.08	\$10.91	\$10.89	\$0.00	\$54.88
	NSTRUCTOR (UNDERPINNING	AND 08/01/2014	4 \$41.60	\$9.80	\$18.17	\$0.00	\$69.57
DECK) PILE DRIVER LOCAL 56 (Z	ONE 1)	08/01/201	5 \$43.10	\$9.80	\$18.17	\$0.00	\$71.07
PILE DRIVER		08/01/2014	4 \$41.60	\$9.80	\$18.17	\$0.00	\$69.57

08/01/2015

\$43.10

\$9.80

\$18.17

\$0.00

PILE DRIVER PILE DRIVER LOCAL 56 (ZONE 1)

\$71.07

Effect	ive Date -	08/01/2014				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$20.80	\$9.80	\$18.17	\$0.00	\$48.77	
2	60		\$24.96	\$9.80	\$18.17	\$0.00	\$52.93	
3	70		\$29.12	\$9.80	\$18.17	\$0.00	\$57.09	
4	75		\$31.20	\$9.80	\$18.17	\$0.00	\$59.17	
5	80		\$33.28	\$9.80	\$18.17	\$0.00	\$61.25	
6	80		\$33.28	\$9.80	\$18.17	\$0.00	\$61.25	
7	90		\$37.44	\$9.80	\$18.17	\$0.00	\$65.41	
8	90		\$37.44	\$9.80	\$18.17	\$0.00	\$65.41	

Apprentice - PILE DRIVER - Local 56 Zone 1

Effective Date - 08/01/2015

F	Effective	e Date - 08/01/2015				Supplemental		
S	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
1	1	50	\$21.55	\$9.80	\$18.17	\$0.00	\$49.52	
2	2	60	\$25.86	\$9.80	\$18.17	\$0.00	\$53.83	
3	3	70	\$30.17	\$9.80	\$18.17	\$0.00	\$58.14	
2	4	75	\$32.33	\$9.80	\$18.17	\$0.00	\$60.30)
4	5	80	\$34.48	\$9.80	\$18.17	\$0.00	\$62.45	
(6	80	\$34.48	\$9.80	\$18.17	\$0.00	\$62.45	
-	7	90	\$38.79	\$9.80	\$18.17	\$0.00	\$66.76	
8	8	90	\$38.79	\$9.80	\$18.17	\$0.00	\$66.76	
N	Notes:							
		ice to Journeyworker Ratio:1:3						
PEFITTER & S DEFITTERS LOCAL		FTITER	09/01/2014	\$48.69	\$9.20	\$16.64	\$0.00	\$74.53
			03/01/2014	\$10.60	\$0.20	\$16.64	\$0.00	\$75.53

EAMFITTER	09/01/2014	\$48.69	\$9.20	\$16.64	\$0.00	\$74.53
37	03/01/2015	\$49.69	\$9.20	\$16.64	\$0.00	\$75.53
	09/01/2015	\$50.69	\$9.20	\$16.64	\$0.00	\$76.53
	03/01/2016	\$51.69	\$9.20	\$16.64	\$0.00	\$77.53
	09/01/2016	\$52.69	\$9.20	\$16.64	\$0.00	\$78.53
	03/01/2017	\$53.69	\$9.20	\$16.64	\$0.00	\$79.53

	Step	ive Date - 09/01/2014 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	$\frac{\operatorname{Step}}{1}$		*** 0					
	2	40	\$19.48	\$9.20	\$7.50	\$0.00	\$36.18	
		45	\$21.91	\$9.20	\$16.64	\$0.00	\$47.75	
	3	60	\$29.21	\$9.20	\$16.64	\$0.00	\$55.05	
	4	70	\$34.08	\$9.20	\$16.64	\$0.00	\$59.92	
	5	80	\$38.95	\$9.20	\$16.64	\$0.00	\$64.79	
	Effect	ive Date - 03/01/2015				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	40	\$19.88	\$9.20	\$7.50	\$0.00	\$36.58	
	2	45	\$22.36	\$9.20	\$16.64	\$0.00	\$48.20	
	3	60	\$29.81	\$9.20	\$16.64	\$0.00	\$55.65	
	4	70	\$34.78	\$9.20	\$16.64	\$0.00	\$60.62	
	5	80	\$39.75	\$9.20	\$16.64	\$0.00	\$65.59	
	Notes:	** 1:3; 3:15; 1:10 therea Refrig/AC Mechanic **	1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:1	7;9:20;10:23(Max)		 	
	Appre	entice to Journeyworker	Ratio:**					
PELAYER	FI		06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
BORERS - ZONI			12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
			06/01/2015	5 \$35.85	\$7.30	\$12.70	\$0.00	\$55.85
			12/01/2015	5 \$36.60	\$7.30	\$12.70	\$0.00	\$56.60
			06/01/2016	5 \$37.35	\$7.30	\$12.70	\$0.00	\$57.35
E di			12/01/2016	5 \$38.35	\$7.30	\$12.70	\$0.00	\$58.35
LUMBERS &		"Apprentice- LABORER"	00/04/004		.	ф14.54	¢0.00	*- / - *
LUMBERS & GA			09/01/2014				\$0.00	\$74.52
			03/01/2015				\$0.00	\$75.52
			09/01/2015				\$0.00	\$76.52
			03/01/2016				\$0.00	\$77.67
			09/01/2016				\$0.00	\$78.72
			03/01/2017	7 \$54.86	\$10.32	\$14.54	\$0.00	\$79.72

Apprentice - PIPEFITTER - Local 537

		ve Date -	09/01/2014	<i>AL</i> 12					
	Step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	35		\$17.38	\$10.32	\$5.42	\$0.00	\$33.12	
	2	40		\$19.86	\$10.32	\$6.13	\$0.00	\$36.31	
	3	55		\$27.31	\$10.32	\$8.23	\$0.00	\$45.86	
	4	65		\$32.28	\$10.32	\$9.64	\$0.00	\$52.24	
	5	75		\$37.25	\$10.32	\$11.04	\$0.00	\$58.61	
	Effecti	ve Date -	03/01/2015						
	Step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	35		\$17.73	\$10.32	\$5.42	\$0.00	\$33.47	
	2	40		\$20.26	\$10.32	\$6.11	\$0.00	\$36.69	
	3	55		\$27.86	\$10.32	\$8.22	\$0.00	\$46.40	
	4	65		\$32.93	\$10.32 \$10.32	\$9.62	\$0.00	\$52.87	
	5	75		\$38.00	\$10.32	\$11.03	\$0.00	\$59.35	
	Notes:	** 1:2; 2:	:6; 3:10; 4:14; 5:19/Steps are th lic\$55.42 Step5 with lic\$61					ĺ	
	Appre		urneyworker Ratio:**						
PNEUMATIC CONTROLS (TEMP.)		IP.)	09/01/2014	4 \$48.69	\$9.20	\$16.64	\$0.00	\$74.53	
IPEFITTERS LOC	CAL 537			03/01/201	5 \$49.69	\$9.20	\$16.64	\$0.00	\$75.53
				09/01/201	5 \$50.69	\$9.20	\$16.64	\$0.00	\$76.53
				03/01/2010	5 \$51.69	\$9.20	\$16.64	\$0.00	\$77.53
				09/01/2010	5 \$52.69	\$9.20	\$16.64	\$0.00	\$78.53
				03/01/2017	7 \$53.69	\$9.20	\$16.64	\$0.00	\$79.53
			PIPEFITTER" or "PLUMBER/PIPEF	FITTER"					
NEUMATIC I 4borers - zone		FOOL OPI	ERATOR	06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
IDOILLING DOILL				12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
				06/01/201	5 \$35.85	\$7.30	\$12.70	\$0.00	\$55.85
				12/01/2013	5 \$36.60	\$7.30	\$12.70	\$0.00	\$56.60
				06/01/2010	5 \$37.35	\$7.30	\$12.70	\$0.00	\$57.35
				12/01/2010	5 \$38.35	\$7.30	\$12.70	\$0.00	\$58.35
For apprentice			_ABORER"						
OWDERMAN 4BORERS - ZONE		SIEK		06/01/2014			\$12.70	\$0.00	\$55.10
				12/01/2014			\$12.70	\$0.00	\$55.85
				06/01/201			\$12.70	\$0.00	\$56.60
				12/01/2013	5 \$37.35	\$7.30	\$12.70	\$0.00	\$57.35
				06/01/2010	5 \$38.10	\$7.30	\$12.70	\$0.00	\$58.10
_				12/01/2010	5 \$39.10	\$7.30	\$12.70	\$0.00	\$59.10
For apprentice	rates see '	Apprentice- I	LABORER"						

Apprentice - PLUMBER/GASFITTER - Local 12

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DepEndentione Descriptiones 10000 10000 114.20 50000 514.20 50000 514.20 5000 566.69 0601/2015 541.49 510.00 514.20 5000 566.69 0601/2015 544.49 510.00 514.20 5000 566.69 0601/2015 544.49 510.00 514.20 5000 572.69 Pro approvation on the set "Approvation- OPERATING ENGINEERS" 1201/2016 544.49 510.00 514.20 50.00 566.69 Pro approvation- OPERATING ENGINEERS 0601/2017 547.44 510.00 514.20 50.00 566.69 0601/2015 543.24 510.00 514.20 50.00 566.69 0601/2015 543.44 510.00 514.20 50.00 566.69 0601/2015 544.49 510.00 514.20 50.00 566.69 0601/2015 543.44 510.00 514.20 50.00 572.69 0700 PERATOR DEDWATERING ONLINERS 1201/2016 552.45 510.00 514.20 </th <th>Classification</th> <th>Effective Date</th> <th>Base Wage</th> <th>Health</th> <th>Pension</th> <th>Supplemental Unemployment</th> <th>Total Rate</th>	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
12.01.014 \$42.49 \$10.00 \$14.20 \$0.00 \$66.69 06.001.02015 \$44.49 \$10.00 \$14.20 \$0.00 \$68.69 06.01.02016 \$45.24 \$10.00 \$14.20 \$0.00 \$68.69 06.01.02017 \$47.49 \$10.00 \$14.20 \$0.00 \$71.69 For apprentice rates set "Apprentice-OPERATING ENGINEERS" 06.01.02017 \$47.49 \$10.00 \$14.20 \$0.00 \$66.69 06.01.02017 \$48.49 \$10.00 \$14.20 \$0.00 \$66.69 06.01.02015 \$44.49 \$10.00 \$14.20 \$0.00 \$66.69 06.01.02015 \$44.49 \$10.00 \$14.20 \$0.00 \$66.69 06.01.02016 \$45.24 \$10.00 \$14.20 \$0.00 \$66.69 06.01.2016 \$45.24 \$10.00 \$14.20 \$0.00 \$67.44 12.01.2016 \$44.49 \$10.00 \$14.20 \$0.00 \$71.69 12.01.2016 \$44.49 \$10.00 \$14.20 \$0.00	POWER SHOVEL/DERRICK/TRENCHING MACHINE	06/01/2014	\$41.49	\$10.00	\$14.20	\$0.00	\$65.69
12012015 \$44.49 \$10.00 \$14.20 \$0.00 \$68.69 060102016 \$45.24 \$10.00 \$14.20 \$0.00 \$70.69 12012016 \$46.9 \$10.00 \$14.20 \$0.00 \$71.69 12012017 \$48.49 \$10.00 \$14.20 \$0.00 \$72.69 PTOREPORTATION CONCRETED 0601/2014 \$41.49 \$10.00 \$14.20 \$0.00 \$66.59 0601/2015 \$43.24 \$10.00 \$14.20 \$0.00 \$66.69 0601/2015 \$43.24 \$10.00 \$14.20 \$0.00 \$66.69 0601/2016 \$46.49 \$10.00 \$14.20 \$0.00 \$71.69 1201/2016 \$46.49 \$10.00 \$14.20 \$0.00 \$71.69 0601/2016 \$45.24 \$10.00 \$14.20 \$0.00 \$71.69 0601/2016 \$45.24 \$10.00 \$14.20 \$0.00 \$72.69 PUMP OPERATOR (DEWATERING INGINITIEST 0601/2014 \$28.80 \$10.00 \$14.20 \$0.00	OPERATING ENGINEERS LOCAL 4	12/01/2014	\$42.49	\$10.00	\$14.20	\$0.00	\$66.69
0601/2016 \$45,24 \$10,00 \$14,20 \$0,00 \$57,69 1201/2016 \$46,49 \$10,00 \$14,20 \$0,00 \$77,69 1201/2017 \$84,9 \$10,00 \$14,20 \$0,00 \$72,69 Prompendice names set "Apprendices OPTRATING ENGINTERS" 0601/2014 \$41,49 \$10,00 \$14,20 \$0,00 \$66,69 OPTRATING ENGINTERS LOCAL 4 \$11,20 \$0,00 \$14,20 \$0,00 \$66,69 OPTRATING ENGINTERS LOCAL 4 \$12,01/2016 \$42,49 \$10,00 \$14,20 \$0,00 \$66,69 OPTRATING ENGINTERS LOCAL 4 \$12,01/2016 \$44,49 \$10,00 \$14,20 \$0,00 \$66,69 OPTRATING ENGINTERS LOCAL 4 \$12,01/2016 \$45,44 \$10,00 \$14,20 \$0,00 \$86,69 OPTRATING ENGINTERS LOCAL 4 \$12,01/2016 \$45,44 \$10,00 \$14,20 \$0,00 \$21,69 PUMP OPERATOR (DEWATTERING ENGINEERS* 0601/2017 \$47,49 \$10,00 \$14,20 \$0,00 \$53,70 PUMP OPERATOR (DEWATTERING OTHER)		06/01/2015	\$43.24	\$10.00	\$14.20	\$0.00	\$67.44
1201/2016 \$46.49 \$10.00 \$14.20 \$0.00 \$71.69 06/01/2017 \$47.49 \$10.00 \$14.20 \$0.00 \$71.69 1201/2017 \$48.49 \$10.00 \$14.20 \$0.00 \$57.69 PUMP OPERATIOR (CONCRETE) 06/01/2014 \$41.49 \$10.00 \$14.20 \$0.00 \$66.69 06/01/2015 \$43.24 \$10.00 \$14.20 \$0.00 \$66.69 06/01/2015 \$44.34 \$10.00 \$14.20 \$0.00 \$66.69 06/01/2016 \$46.49 \$10.00 \$14.20 \$0.00 \$57.69 1201/2016 \$46.49 \$10.00 \$14.20 \$0.00 \$57.69 1201/2016 \$46.49 \$10.00 \$14.20 \$0.00 \$57.69 1201/2017 \$47.49 \$10.00 \$14.20 \$0.00 \$57.69 1201/2014 \$28.50 \$10.00 \$14.20 \$0.00 \$55.61 1201/2014 \$29.50 \$10.00 \$14.20 \$0.00 \$55.61		12/01/2015	\$44.49	\$10.00	\$14.20	\$0.00	\$68.69
66012017 \$47,9 \$10.00 \$14.20 \$0.00 \$71.69 Preagnentice rules see "Apprentice- OPERATING ENGINEERS" 60012014 \$41.49 \$10.00 \$14.20 \$0.00 \$65.69 DPERATING ENGINEERS LOCAL 4 1201/2017 \$42.49 \$10.00 \$14.20 \$0.00 \$66.69 0601/2015 \$43.24 \$10.00 \$14.20 \$0.00 \$66.69 0601/2015 \$43.24 \$10.00 \$14.20 \$0.00 \$66.69 0601/2016 \$45.24 \$10.00 \$14.20 \$0.00 \$66.94 1201/2017 \$48.49 \$10.00 \$14.20 \$0.00 \$67.49 1201/2017 \$48.49 \$10.00 \$14.20 \$0.00 \$72.69 1201/2017 \$48.49 \$10.00 \$14.20 \$0.00 \$53.00 Preagnentice rules see "Apprentice- OPERATING ENGINFERS" 1201/2017 \$30.92 \$10.00 \$14.20 \$0.00 \$55.61 POPERATOR (DEWATERING, OTHER) 6001/2015 \$30.92 \$10.00 \$14.20 \$0.00 \$55.61		06/01/2016	\$45.24	\$10.00	\$14.20	\$0.00	\$69.44
Increprentities are "Apprentities-OPERATING ENGINEERS" I201/2017 \$48,49 \$10.00 \$14.20 \$0.00 \$65.69 OPERATING ENGINEERS LOCAL 4 \$10.00 \$14.20 \$0.00 \$66.69 OPERATING ENGINEERS LOCAL 4 \$10.00 \$14.20 \$0.00 \$66.69 OPERATING ENGINEERS LOCAL 4 \$10.00 \$14.20 \$0.00 \$66.69 OPERATING ENGINEERS LOCAL 4 \$10.00 \$14.20 \$0.00 \$66.91 OPERATING ENGINEERS \$10.00 \$14.20 \$0.00 \$56.91 OPERATING ENGINEERS \$10.00 \$14.20 \$0.00 \$70.69 Prot apprentities new "Apprentities-OPERATING ENGINEERS" \$12.01/2017 \$48.49 \$10.00 \$14.20 \$0.00 \$53.70 POPERATOR (DEWATTERING, OTHER) \$60.01/2014 \$28.80 \$10.00 \$14.20 \$0.00 \$53.70 PAREATING ENGINEERS* \$10.00 \$14.20 \$0.00 \$53.70 PAREATING DENGINEERS* \$10.00 \$14.20 \$0.00 \$55.61 POUTO OPERATOR (DEWATTERING, OTHER) \$10.00 \$14.20 <td></td> <td>12/01/2016</td> <td>\$46.49</td> <td>\$10.00</td> <td>\$14.20</td> <td>\$0.00</td> <td>\$70.69</td>		12/01/2016	\$46.49	\$10.00	\$14.20	\$0.00	\$70.69
Pre appendice rules see "Appendice. OPERATING ENGINETRES" 06/01/2014 \$41.49 \$10.00 \$14.20 \$0.00 \$65.69 PURP OPERATIOR ENGINEERS LOCAL 4 12/01/2014 \$42.49 \$10.00 \$14.20 \$0.00 \$66.69 06/01/2015 \$43.24 \$10.00 \$14.20 \$0.00 \$66.69 06/01/2015 \$43.44 \$10.00 \$14.20 \$0.00 \$66.69 06/01/2016 \$45.24 \$10.00 \$14.20 \$0.00 \$50.49 12/01/2016 \$46.49 \$10.00 \$14.20 \$0.00 \$71.69 12/01/2017 \$48.49 \$10.00 \$14.20 \$0.00 \$53.70 06/01/2017 \$47.49 \$10.00 \$14.20 \$0.00 \$53.70 09/PERATOR (DEWATERING, OTHER) 06/01/2014 \$28.80 \$10.00 \$14.20 \$0.00 \$54.22 12/01/2015 \$30.02 \$10.00 \$14.20 \$0.00 \$54.22 12/01/2016 \$31.41 \$10.00 \$14.20 \$0.00 \$55.61 12/01/2016		06/01/2017	\$47.49	\$10.00	\$14.20	\$0.00	\$71.69
PUMP OPERATOR (COXCRETE) DPERATING ENGINEERS LOCAL 4 DPERATING ENGINEERS Tor apprentice rates see "Apprentice-OPERATING ENGINEERS" PUMP OPERATOR (DEWATERING, OTHER) DPERATING ENGINEERS PUMP OPERATOR (DEWATERING, OTHER) DPERATING ENGINEERS PUMP OPERATING ENGINEERS" PUMP OPERATOR (DEWATERING, OTHER) DPERATING ENGINEERS PUMP OPERATING ENGINEERS" PUMP OPERATING ENGINEERS PUMP OPERATIN		12/01/2017	\$48.49	\$10.00	\$14.20	\$0.00	\$72.69
OPERATING ENGINEERS LOCAL 4 Solo 1001 Solo 1001 Solo 1001 Solo 1000 Solo 000 Solo 0000 Solo 00000 Solo 00000 Solo 00000 Solo 00000 Solo 000000000 Solo 00000000000000000000000000000000000					¢14.00	<u> </u>	
06001/2015 \$43.24 \$10.00 \$14.20 \$0.00 \$67.44 1201/2015 \$44.49 \$10.00 \$14.20 \$0.00 \$68.69 06/01/2016 \$45.24 \$10.00 \$14.20 \$0.00 \$69.44 1201/2016 \$45.44 \$10.00 \$14.20 \$0.00 \$57.69 06/01/2017 \$47.49 \$10.00 \$14.20 \$0.00 \$57.69 06/01/2017 \$48.49 \$10.00 \$14.20 \$0.00 \$53.00 DPERATIOR (DEWATERING OTHER) 66/01/2014 \$28.80 \$10.00 \$14.20 \$0.00 \$55.00 06/01/2014 \$29.50 \$10.00 \$14.20 \$0.00 \$55.61 12/01/2015 \$30.02 \$10.00 \$14.20 \$0.00 \$55.61 12/01/2015 \$33.62 \$10.00 \$14.20 \$0.00 \$55.61 12/01/2015 \$33.66 \$10.00 \$14.20 \$0.00 \$55.61 12/01/2015 \$32.81 \$10.00 \$14.20 \$0.00 \$55.61	OPERATING ENGINEERS LOCAL 4						
1201/2015 \$44.49 \$10.00 \$14.20 \$0.00 \$68.69 0601/2016 \$45.24 \$10.00 \$14.20 \$0.00 \$69.41 12/201/2016 \$46.49 \$10.00 \$14.20 \$0.00 \$70.69 Por apprentice nates see "Apprentice-OPERATING ENGINEERS" \$12/01/2017 \$48.49 \$10.00 \$14.20 \$0.00 \$53.00 PORM POREATIOR (DEWATERING, OTHER) 06/01/2014 \$28.80 \$10.00 \$14.20 \$0.00 \$53.00 06/01/2015 \$30.02 \$14.20 \$0.00 \$55.70 06/01/2015 \$30.02 \$14.20 \$0.00 \$55.42 12/01/2015 \$30.02 \$14.20 \$0.00 \$55.42 12/01/2015 \$30.02 \$14.20 \$0.00 \$55.42 12/01/2016 \$31.41 \$10.00 \$14.20 \$0.00 \$55.42 12/01/2016 \$32.81 \$10.00 \$14.20 \$0.00 \$55.42 12/01/2016 \$32.81 \$10.00 \$14.20 \$0.00 \$55.61							
06001/2016 \$45.24 \$10.00 \$14.20 \$0.00 \$50.41 12/01/2016 \$46.49 \$10.00 \$14.20 \$0.00 \$71.69 06/01/2017 \$47.49 \$10.00 \$14.20 \$0.00 \$72.69 PUMP OPERATOR (DEWATERING, OTHER) 06/01/2014 \$28.80 \$10.00 \$14.20 \$0.00 \$53.00 0202RATING ENGINEERS' 06/01/2014 \$28.90 \$10.00 \$14.20 \$0.00 \$53.00 0202RATING ENGINEERS' 06/01/2014 \$28.90 \$10.00 \$14.20 \$0.00 \$55.09 06/01/2016 \$31.41 \$10.00 \$14.20 \$0.00 \$55.61 12/01/2016 \$32.97 \$10.00 \$14.20 \$0.00 \$55.61 12/01/2016 \$32.97 \$10.00 \$14.20 \$0.00 \$55.61 12/01/2017 \$33.66 \$10.00 \$14.20 \$0.00 \$55.61 12/01/2016 \$32.97 \$10.00 \$14.20 \$0.00 \$54.21 Dinvers Hired Afther 4/30/2010/FEAMSTERS LOCAL 255							
I201/2016 S46.49 S10.00 S14.20 S0.00 S70.69 Por apprentice nates see "Apprentice- OPERATING ENGINEERS" 12/01/2017 S48.49 S10.00 S14.20 S0.00 S72.69 PUMP OPERATOR (DEWATERING, OTHER) 06/01/2014 S28.80 S10.00 S14.20 S0.00 S53.00 06/01/2014 S28.80 S10.00 S14.20 S0.00 S53.00 06/01/2015 S30.02 S10.00 S14.20 S0.00 S55.09 06/01/2015 S30.20 S10.00 S14.20 S0.00 S55.09 06/01/2016 S31.41 S10.00 S14.20 S0.00 S55.01 12/01/2016 S32.87 S10.00 S14.20 S0.00 S57.17 12/01/2016 S32.97 S10.00 S14.20 S0.00 S57.17 12/01/2017 S33.66 S10.00 S14.20 S0.00 S57.17 12/01/2017 S32.47 S10.00 S14.20 S0.00 S44.11 12/01/2017 S27.88 S7.73		12/01/2015	\$44.49	\$10.00		\$0.00	
0601/2017 \$47.49 \$10.00 \$14.20 \$0.00 \$71.69 12/01/2017 \$48.49 \$10.00 \$14.20 \$0.00 \$72.69 PUMP OPERATOR (DEWATERING, OTHER) 06/01/2014 \$28.80 \$10.00 \$14.20 \$0.00 \$53.00 02PRATING ENGINEERS LOCAL 4 06/01/2014 \$29.50 \$10.00 \$14.20 \$0.00 \$53.00 02/01/2015 \$30.02 \$10.00 \$14.20 \$0.00 \$55.61 12/01/2016 \$31.41 \$10.00 \$14.20 \$0.00 \$55.61 12/01/2016 \$32.28 \$10.00 \$14.20 \$0.00 \$55.61 12/01/2016 \$32.28 \$10.00 \$14.20 \$0.00 \$55.61 12/01/2016 \$32.27 \$10.00 \$14.20 \$0.00 \$57.65 12/01/2017 \$32.66 \$10.00 \$14.20 \$0.00 \$57.61 12/01/2017 \$32.87 \$10.00 \$14.20 \$0.00 \$57.85 12/01/2017 \$23.8 \$7.3 \$8.65 \$0.00<		06/01/2016	\$45.24	\$10.00	\$14.20		\$69.44
Por apprentice rates see "Apprentice-OPERATING ENGINEERS" 12/01/2017 \$48.49 \$10.00 \$14.20 \$0.00 \$72.69 PUMP OPERATOR (DEWATERING, OTHER) 06/01/2014 \$28.80 \$10.00 \$14.20 \$0.00 \$53.00 02000 STATING ENGINEERS LOCAL 4 12/01/2014 \$29.50 \$10.00 \$14.20 \$0.00 \$54.22 12/01/2015 \$30.02 \$10.00 \$14.20 \$0.00 \$55.09 06/01/2015 \$30.89 \$10.00 \$14.20 \$0.00 \$55.61 12/01/2016 \$32.28 \$10.00 \$14.20 \$0.00 \$57.86 06/01/2017 \$23.66 \$10.00 \$14.20 \$0.00 \$57.86 12/01/2016 \$32.28 \$10.00 \$14.20 \$0.00 \$57.86 06/01/2017 \$23.66 \$10.00 \$14.20 \$0.00 \$57.86 05/01/2017 \$23.66 \$10.00 \$14.20 \$0.00 \$57.86 05/01/2017 \$28.18 \$8.73 \$8.92 \$0.00 \$44.13 05/01/2016		12/01/2016	\$46.49	\$10.00	\$14.20	\$0.00	\$70.69
Por apprentice rates see "Apprentice-OPERATING ENGINEERS" 06/01/2014 \$28.80 \$10.00 \$14.20 \$0.00 \$53.00 02PERATING ENGINEERS LOCAL 4 12/01/2014 \$29.50 \$10.00 \$14.20 \$0.00 \$54.22 12/01/2015 \$30.02 \$10.00 \$14.20 \$0.00 \$55.99 06/01/2016 \$31.41 \$10.00 \$14.20 \$0.00 \$55.99 06/01/2016 \$31.41 \$10.00 \$14.20 \$0.00 \$55.61 12/01/2016 \$32.28 \$10.00 \$14.20 \$0.00 \$55.61 12/01/2016 \$32.28 \$10.00 \$14.20 \$0.00 \$55.61 12/01/2016 \$32.86 \$10.00 \$14.20 \$0.00 \$57.81 06/01/2017 \$32.86 \$10.00 \$14.20 \$0.00 \$57.81 12/01/2017 \$33.66 \$10.00 \$14.20 \$0.00 \$44.11 (Drivers Hired After 4/30/2010)TEAASTERS LOCAL 255 \$0.00 \$14.21 \$0.00 \$44.53 (Dri/1/2016 \$28.03 \$7.98 <td></td> <td>06/01/2017</td> <td>\$47.49</td> <td>\$10.00</td> <td>\$14.20</td> <td>\$0.00</td> <td>\$71.69</td>		06/01/2017	\$47.49	\$10.00	\$14.20	\$0.00	\$71.69
PUMP OPERATOR (DEVATERING, OTHER) 06/01/2014 \$28,80 \$10.00 \$14.20 \$0.00 \$53.00 OPERATING ENGINEERS LOCAL 4 12/01/2014 \$29,50 \$10.00 \$14.20 \$0.00 \$53.70 O6/01/2015 \$30.02 \$10.00 \$14.20 \$0.00 \$54.22 12/01/2015 \$30.89 \$10.00 \$14.20 \$0.00 \$55.99 06/01/2016 \$31.41 \$10.00 \$14.20 \$0.00 \$55.61 12/01/2016 \$32.28 \$10.00 \$14.20 \$0.00 \$56.48 06/01/2017 \$32.97 \$10.00 \$14.20 \$0.00 \$57.17 12/01/2017 \$33.66 \$10.00 \$14.20 \$0.00 \$57.86 READY MIX CONCRETE DRIVERS after 4/30/10 07/01/2014 \$27.73 \$7.73 \$8.65 \$0.00 \$44.13 05/01/2015 \$27.88 \$7.98 \$8.92 \$0.00 \$45.32 07/01/2015 \$27.88 \$7.98 \$8.92 \$0.00 \$45.32 07/01/2016 \$28.03 <	For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$48.49	\$10.00	\$14.20	\$0.00	\$72.69
12/01/2014 \$29.50 \$10.00 \$14.20 \$0.00 \$53.70 06/01/2015 \$30.02 \$10.00 \$14.20 \$0.00 \$\$5.99 12/01/2015 \$30.89 \$10.00 \$14.20 \$0.00 \$\$55.91 12/01/2016 \$31.41 \$10.00 \$14.20 \$0.00 \$\$55.61 12/01/2016 \$32.28 \$10.00 \$14.20 \$0.00 \$\$56.48 06/01/2017 \$32.97 \$10.00 \$14.20 \$0.00 \$\$57.86 06/01/2017 \$32.97 \$10.00 \$14.20 \$0.00 \$\$57.86 Por apprentice- OPERATING ENGINEERS" 07/01/2014 \$\$27.73 \$\$7.3 \$8.65 \$0.00 \$\$44.11 (Drivers Hired After 4/30/2010)TEAMSTERS LOCAL 25b 07/01/2015 \$\$27.88 \$7.98 \$8.92 \$0.00 \$\$44.53 05/01/2015 \$\$27.88 \$7.98 \$8.92 \$0.00 \$\$44.53 05/01/2016 \$28.03 \$7.98 \$9.31 \$0.00 \$\$44.53 05/01/2016 \$28.03 \$8.23 \$9.72 \$0.00 \$\$44.53 05/01/2017 \$28.18 <t< td=""><td>PUMP OPERATOR (DEWATERING, OTHER)</td><td>06/01/2014</td><td>\$28.80</td><td>\$10.00</td><td>\$14.20</td><td>\$0.00</td><td>\$53.00</td></t<>	PUMP OPERATOR (DEWATERING, OTHER)	06/01/2014	\$28.80	\$10.00	\$14.20	\$0.00	\$53.00
12/01/2015 \$30.89 \$10.00 \$14.20 \$0.00 \$55.90 06/01/2016 \$31.41 \$10.00 \$14.20 \$0.00 \$56.48 12/01/2016 \$32.28 \$10.00 \$14.20 \$0.00 \$56.48 06/01/2017 \$32.97 \$10.00 \$14.20 \$0.00 \$57.17 12/01/2017 \$33.66 \$10.00 \$14.20 \$0.00 \$57.86 Pro apprentice rates see "Apprentice- OPERATING ENGINEERS" \$7.73 \$7.73 \$8.65 \$0.00 \$44.11 (Drivers Hired After 4/30/2010)7EAMSTERS LOCAL 255 \$0/01/2015 \$27.88 \$7.73 \$8.92 \$0.00 \$44.53 05/01/2015 \$27.88 \$7.98 \$8.92 \$0.00 \$44.53 05/01/2016 \$28.03 \$7.98 \$8.91 \$0.00 \$45.57 05/01/2016 \$28.03 \$8.23 \$9.31 \$0.00 \$46.33 07/01/2016 \$28.03 \$8.23 \$9.72 \$0.00 \$46.33 07/01/2017 \$28.18 \$8.48 \$9.72	OPERATING ENGINEERS LOCAL 4	12/01/2014	\$29.50	\$10.00	\$14.20	\$0.00	\$53.70
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bit bit <td></td> <td>12/01/2015</td> <td>\$30.89</td> <td>\$10.00</td> <td>\$14.20</td> <td>\$0.00</td> <td>\$55.09</td>		12/01/2015	\$30.89	\$10.00	\$14.20	\$0.00	\$55.09
06/01/2017 \$32.97 \$10.00 \$14.20 \$0.00 \$57.17 For apprentice- OPERATING ENGINEERS' 12/01/2017 \$33.66 \$10.00 \$14.20 \$0.00 \$57.86 READY MIX CONCRETE DRIVERS after 4/30/10 (Drivers Hired After 4/30/2010) <i>TEAMISTERS LOCAL 25b</i> 07/01/2014 \$27.73 \$7.73 \$8.65 \$0.00 \$44.11 05/01/2015 \$27.88 \$7.73 \$8.92 \$0.00 \$44.53 07/01/2015 \$27.88 \$7.73 \$8.92 \$0.00 \$44.53 05/01/2015 \$27.88 \$7.98 \$8.92 \$0.00 \$44.53 05/01/2016 \$28.03 \$7.98 \$9.31 \$0.00 \$45.57 05/01/2016 \$28.03 \$8.23 \$9.72 \$0.00 \$46.13 07/01/2017 \$28.18 \$8.48 \$9.72 \$0.00 \$46.38 READY-MIX CONCRETE DRIVER \$7/01/2014 \$29.03 \$7.73 \$8.65 \$0.00 \$45.81 TEAMSTERS LOCAL 25b \$0/01/2015 \$29.18 \$7.73 \$8.65 \$0.00 \$46.38		06/01/2016	\$31.41	\$10.00	\$14.20	\$0.00	\$55.61
For apprentice- OPERATING ENGINEERS" 12/01/2017 \$33.66 \$10.00 \$14.20 \$0.00 \$57.86 READY MIX CONCRETE DRIVERS after 4/30/10 (Drivers Hired After 4/30/2010) <i>TEAMSTERS LOCAL 25b</i> 07/01/2014 \$27.73 \$7.73 \$8.65 \$0.00 \$44.11 05/01/2015 \$27.88 \$7.73 \$8.92 \$0.00 \$44.53 07/01/2016 \$28.03 \$7.98 \$8.92 \$0.00 \$44.78 05/01/2015 \$27.88 \$7.98 \$8.92 \$0.00 \$44.53 07/01/2016 \$28.03 \$7.98 \$9.31 \$0.00 \$45.57 05/01/2016 \$28.03 \$8.23 \$9.31 \$0.00 \$45.57 05/01/2017 \$28.18 \$8.48 \$9.72 \$0.00 \$46.13 07/01/2017 \$28.18 \$8.48 \$9.72 \$0.00 \$45.31 READY-MIX CONCRETE DRIVER 07/01/2014 \$29.03 \$7.73 \$8.65 \$0.00 \$45.81 TEAMSTERS LOCAL 25b 07/01/2015 \$29.18 \$7.73 \$8.92 \$0.00 \$45.83		12/01/2016	\$32.28	\$10.00	\$14.20	\$0.00	\$56.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS" READY MIX CONCRETE DRIVERS after 4/30/10 (Drivers Hired After 4/30/2010) TEAMSTERS LOCAL 25b 07/01/2014 \$27.73 \$7.73 \$8.65 \$0.00 \$44.11 05/01/2015 \$27.88 \$7.73 \$8.92 \$0.00 \$44.53 07/01/2016 \$227.88 \$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 \$7.98 \$9.31 \$0.00 \$45.32 07/01/2016 \$28.03 \$8.23 \$9.31 \$0.00 \$45.32 07/01/2017 \$28.18 \$8.23 \$9.72 \$0.00 \$46.13 07/01/2017 \$28.18 \$8.48 \$9.72 \$0.00 \$46.38 READY-MIX CONCRETE DRIVER 07/01/2014 \$29.03 \$7.73 \$8.65 \$0.00 \$45.41 05/01/2017 \$28.18 \$7.73 \$8.92 \$0.00 \$45.41 05/01/2015 \$29.18 \$7.73 \$8.92 \$0.00 \$45.83 05/01/2015 \$29.18 \$7.73 \$8.92 \$0.00		06/01/2017	\$32.97	\$10.00	\$14.20	\$0.00	\$57.17
READY MIX CONCRETE DRIVERS after 4/30/10 (Drivers Hired After 4/30/2010) <i>TEAMSTERS LOCAL 25b</i> 07/01/2014 \$27.73 \$7.73 \$8.65 \$0.00 \$44.11 05/01/2015 \$27.88 \$7.73 \$8.92 \$0.00 \$44.53 07/01/2015 \$27.88 \$7.73 \$8.92 \$0.00 \$44.53 07/01/2015 \$27.88 \$7.78 \$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 07/01/2017 \$28.18 \$8.48 \$9.72 \$0.00 \$45.41 17EAMSTERS LOCAL 25b 07/01/2014 \$29.03 \$7.73 \$8.65 \$0.00 \$45.41 165/01/2015 \$29.18 \$7.73 \$8.92 \$0.00 \$45.83 07/01/2015 \$29.18 \$7.73 \$8.92 \$0.00 \$45.83 05/0		12/01/2017			\$14.20	\$0.00	
(Drivers Hired After 4/30/2010) TEAMSTERS LOCAL 255 05/01/2015 \$27.88 \$7.73 \$8.92 \$0.00 \$44.53 05/01/2015 \$27.88 \$7.73 \$8.92 \$0.00 \$44.53 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 \$7.98 \$9.31 \$0.00 \$45.57 05/01/2017 \$28.18 \$8.23 \$9.72 \$0.00 \$46.13 07/01/2017 \$28.18 \$8.48 \$9.72 \$0.00 \$46.38 READY-MIX CONCRETE DRIVER 07/01/2014 \$29.03 \$7.73 \$8.65 \$0.00 \$45.41 05/01/2015 \$29.18 \$7.73 \$8.92 \$0.00 \$45.83 07/01/2015 \$29.18 \$7.73 \$8.92 \$0.00 \$45.83 07/01/2015 \$29.18 \$7.73 \$8.92 \$0.00 \$46.08 05/01/2015 \$29.33 \$7.98 \$9.31 \$0.00 \$46.62 07/01/2016 \$29.33 \$7.98 \$9.31	For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
05/01/2015 \$27.88 \$7.73 \$8.92 \$0.00 \$44.53 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 \$7.98 \$9.31 \$0.00 \$45.57 05/01/2016 \$28.03 \$8.23 \$9.72 \$0.00 \$46.13 07/01/2017 \$28.18 \$8.48 \$9.72 \$0.00 \$46.38 READY-MIX CONCRETE DRIVER 07/01/2014 \$29.03 \$7.73 \$8.65 \$0.00 \$45.41 17EAMSTERS LOCAL 25b 07/01/2015 \$29.18 \$7.73 \$8.92 \$0.00 \$45.83 07/01/2015 \$29.18 \$7.73 \$8.92 \$0.00 \$45.41 17EAMSTERS LOCAL 25b 07/01/2015 \$29.18 \$7.73 \$8.92 \$0.00 \$45.83 07/01/2015 \$29.18 \$7.79 \$8.92 \$0.00 \$46.62 07/01/2016 \$29.33 \$7.98 \$9.31 \$0.00 \$46.62 07/01/2016 \$29.33 \$8.23 \$9.72 <td>READY MIX CONCRETE DRIVERS after 4/30/10</td> <td>AG ENGINEERS" er 4/30/10 07/01/2014 LOCAL 25b 05/01/2015</td> <td>\$27.73</td> <td>\$7.73</td> <td>\$8.65</td> <td>\$0.00</td> <td>\$44.11</td>	READY MIX CONCRETE DRIVERS after 4/30/10	AG ENGINEERS" er 4/30/10 07/01/2014 LOCAL 25b 05/01/2015	\$27.73	\$7.73	\$8.65	\$0.00	\$44.11
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 07/01/2017 \$28.18 \$8.48 \$9.72 \$0.00 \$46.38 READY-MIX CONCRETE DRIVER 07/01/2014 \$29.03 \$7.73 \$8.65 \$0.00 \$45.83 05/01/2015 \$29.18 \$7.73 \$8.65 \$0.00 \$45.83 07/01/2015 \$29.18 \$7.73 \$8.92 \$0.00 \$46.08 05/01/2015 \$29.18 \$7.98 \$8.92 \$0.00 \$46.62 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 05/01/2016 \$29.33 \$8.23 \$9.31 \$0.00 \$46.62 07/01/2016 \$29.33 \$8.23 \$9.31 \$0.00 \$46.87 <t< td=""><td>(Drivers Hired After 4/30/2010)<i>TEAMSTERS LOCAL 25b</i></td><td>05/01/2015</td><td>\$27.88</td><td>\$7.73</td><td>\$8.92</td><td>\$0.00</td><td>\$44.53</td></t<>	(Drivers Hired After 4/30/2010) <i>TEAMSTERS LOCAL 25b</i>	05/01/2015	\$27.88	\$7.73	\$8.92	\$0.00	\$44.53
07/01/2016 \$28.03 \$8.23 \$9.31 \$0.00 \$45.57 05/01/2017 \$28.18 \$8.23 \$9.72 \$0.00 \$46.13 07/01/2017 \$28.18 \$8.48 \$9.72 \$0.00 \$46.38 READY-MIX CONCRETE DRIVER 07/01/2017 \$28.18 \$8.48 \$9.72 \$0.00 \$45.41 TEAMSTERS LOCAL 25b 07/01/2014 \$29.03 \$7.73 \$8.65 \$0.00 \$45.83 05/01/2015 \$29.18 \$7.73 \$8.92 \$0.00 \$45.83 07/01/2015 \$29.18 \$7.73 \$8.92 \$0.00 \$46.08 05/01/2015 \$29.18 \$7.98 \$8.92 \$0.00 \$46.62 07/01/2016 \$29.33 \$7.98 \$9.31 \$0.00 \$46.62 07/01/2016 \$29.33 \$8.23 \$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		07/01/2015	\$27.88	\$7.98	\$8.92	\$0.00	\$44.78
05/01/2017 \$28.18 \$8.23 \$9.72 \$0.00 \$46.13 07/01/2017 \$28.18 \$8.48 \$9.72 \$0.00 \$46.38 READY-MIX CONCRETE DRIVER 07/01/2014 \$29.03 \$7.73 \$8.65 \$0.00 \$45.41 05/01/2015 \$29.18 \$7.73 \$8.92 \$0.00 \$45.83 07/01/2015 \$29.18 \$7.73 \$8.92 \$0.00 \$46.08 05/01/2015 \$29.18 \$7.98 \$8.92 \$0.00 \$46.62 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		05/01/2016	\$28.03	\$7.98	\$9.31	\$0.00	\$45.32
07/01/2017 \$28.18 \$8.48 \$9.72 \$0.00 \$46.38 READY-MIX CONCRETE DRIVER 07/01/2014 \$29.03 \$7.73 \$8.65 \$0.00 \$45.41 05/01/2015 \$29.18 \$7.73 \$8.92 \$0.00 \$45.83 07/01/2015 \$29.18 \$7.73 \$8.92 \$0.00 \$46.08 05/01/2015 \$29.18 \$7.98 \$8.92 \$0.00 \$46.62 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		07/01/2016	\$28.03	\$8.23	\$9.31	\$0.00	\$45.57
READY-MIX CONCRETE DRIVER 07/01/2014 \$29.03 \$7.73 \$8.65 \$0.00 \$45.41 05/01/2015 \$29.18 \$7.73 \$8.92 \$0.00 \$45.83 07/01/2015 \$29.18 \$7.73 \$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		05/01/2017	\$28.18	\$8.23	\$9.72	\$0.00	\$46.13
TEAMSTERS LOCAL 25b 07/01/2011 \$29,105 \$17,15 \$0100 \$15,111 05/01/2015 \$29,18 \$7,73 \$8.92 \$0.00 \$45,83 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	\$28.18	\$8.48	\$9.72	\$0.00	\$46.38
05/01/2015\$29.18\$7.73\$8.92\$0.00\$45.8307/01/2015\$29.18\$7.98\$8.92\$0.00\$46.0805/01/2016\$29.33\$7.98\$9.31\$0.00\$46.6207/01/2016\$29.33\$8.23\$9.31\$0.00\$46.8705/01/2017\$29.48\$8.23\$9.72\$0.00\$47.43	READY-MIX CONCRETE DRIVER	07/01/2014	\$29.03	\$7.73	\$8.65	\$0.00	\$45.41
07/01/2015\$29.18\$7.98\$8.92\$0.00\$46.0805/01/2016\$29.33\$7.98\$9.31\$0.00\$46.6207/01/2016\$29.33\$8.23\$9.31\$0.00\$46.8705/01/2017\$29.48\$8.23\$9.72\$0.00\$47.43	TEAMSTERS LOCAL 25b	05/01/2015	\$29.18	\$7.73	\$8.92	\$0.00	\$45.83
07/01/2016\$29.33\$8.23\$9.31\$0.00\$46.8705/01/2017\$29.48\$8.23\$9.72\$0.00\$47.43		07/01/2015	\$29.18	\$7.98	\$8.92	\$0.00	
07/01/2016\$29.33\$8.23\$9.31\$0.00\$46.8705/01/2017\$29.48\$8.23\$9.72\$0.00\$47.43					\$9.31	\$0.00	
05/01/2017 \$29.48 \$8.23 \$9.72 \$0.00 \$47.43						\$0.00	
						\$0.00	
		07/01/2017	\$29.48	\$8.48	\$9.72		\$47.68

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
RECLAIMERS	06/01/2014	\$41.10	\$10.00	\$14.20	\$0.00	\$65.30
OPERATING ENGINEERS LOCAL 4	12/01/2014	\$42.09	\$10.00	\$14.20	\$0.00	\$66.29
	06/01/2015	\$42.83	\$10.00	\$14.20	\$0.00	\$67.03
	12/01/2015	\$44.07	\$10.00	\$14.20	\$0.00	\$68.27
	06/01/2016	\$44.82	\$10.00	\$14.20	\$0.00	\$69.02
	12/01/2016	\$46.05	\$10.00	\$14.20	\$0.00	\$70.25
	06/01/2017	\$47.04	\$10.00	\$14.20	\$0.00	\$71.24
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$48.03	\$10.00	\$14.20	\$0.00	\$72.23
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 ** ** The Residential Wood Frame Carpenter classification applies	05/01/2011	\$24.24	\$6.34	\$6.23	\$0.00	\$36.81

only to the construction of new, wood frame residences that do

not exceed four stories including the basement. CARPENTERS -ZONE

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.

	Effecti	ve Date - 05/01/2011				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total R	ate
	1	60	\$14.54	\$6.34	\$0.00	\$0.00	\$20.	.88
	2	60	\$14.54	\$6.34	\$6.23	\$0.00	\$27.	.11
	3	65	\$15.76	\$6.34	\$6.23	\$0.00	\$28.	.33
	4	70	\$16.97	\$6.34	\$6.23	\$0.00	\$29.	.54
	5	75	\$18.18	\$6.34	\$6.23	\$0.00	\$30.	.75
	6	80	\$19.39	\$6.34	\$6.23	\$0.00	\$31.	96
	7	85	\$20.60	\$6.34	\$6.23	\$0.00	\$33.	.17
	8	90	\$21.82	\$6.34	\$6.23	\$0.00	\$34.	.39
	Notes:							-
	Appre	ntice to Journeyworker Ratio:1:5						
		D BUGGY OPERATOR	06/01/2014	4 \$34.35	\$7.30	\$12.70	\$0.00	\$54.35
LABORERS - ZONE	1		12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
			06/01/2015	5 \$35.85	\$7.30	\$12.70	\$0.00	\$55.85
			12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
			06/01/2016	\$ \$37.35	\$7.30	\$12.70	\$0.00	\$57.35
			12/01/2016	5 \$38.35	\$7.30	\$12.70	\$0.00	\$58.35
For apprentice 1	rates see "	'Apprentice- LABORER"						

For apprentice rates see "Apprentice- LABOI

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ROLLER/SPREADER/MULCHING MACHINE	06/01/2014	\$41.10	\$10.00	\$14.20	\$0.00	\$65.30
OPERATING ENGINEERS LOCAL 4	12/01/2014	\$42.09	\$10.00	\$14.20	\$0.00	\$66.29
	06/01/2015	\$42.83	\$10.00	\$14.20	\$0.00	\$67.03
	12/01/2015	\$44.07	\$10.00	\$14.20	\$0.00	\$68.27
	06/01/2016	\$44.82	\$10.00	\$14.20	\$0.00	\$69.02
	12/01/2016	\$46.05	\$10.00	\$14.20	\$0.00	\$70.25
	06/01/2017	\$47.04	\$10.00	\$14.20	\$0.00	\$71.24
	12/01/2017	\$48.03	\$10.00	\$14.20	\$0.00	\$72.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg)	08/01/2014	\$39.21	\$10.50	\$11.60	\$0.00	\$61.31
ROOFERS LOCAL 33	02/01/2015	\$40.11	\$10.50	\$11.60	\$0.00	\$62.21
	08/01/2015	\$41.01	\$10.50	\$11.60	\$0.00	\$63.11
	02/01/2016	\$41.91	\$10.50	\$11.60	\$0.00	\$64.01

Apprentice - ROOFER - Local 33

Effective Date -		08/01/2014				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$19.61	\$10.50	\$3.38	\$0.00	\$33.49
2	60		\$23.53	\$10.50	\$11.60	\$0.00	\$45.63
3	65		\$25.49	\$10.50	\$11.60	\$0.00	\$47.59
4	75		\$29.41	\$10.50	\$11.60	\$0.00	\$51.51
5	85		\$33.33	\$10.50	\$11.60	\$0.00	\$55.43

Effective Date -	02/01/2015				Supplemental	
Step percent		Apprentice Base Wage	Health	Pension	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

Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1 Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.

Apprentice to Journeyworker Ratio:**

	ROOFER SLATE / TILE / PRECAST CONCRETE	08/01/2014	\$39.46	\$10.50	\$11.60	\$0.00	\$61.56
	ROOFERS LOCAL 33	02/01/2015	\$40.36	\$10.50	\$11.60	\$0.00	\$62.46
		08/01/2015	\$41.26	\$10.50	\$11.60	\$0.00	\$63.36
		02/01/2016	\$42.16	\$10.50	\$11.60	\$0.00	\$64.26

For apprentice rates see "Apprentice- ROOFER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SHEETMETAL WORKER	08/01/2014	\$42.79	\$9.82	\$20.54	\$2.19	\$75.34
SHEETMETAL WORKERS LOCAL 17 - A	02/01/2015	\$43.69	\$9.82	\$20.54	\$2.19	\$76.24
	08/01/2015	\$44.69	\$9.82	\$20.54	\$2.19	\$77.24
	02/01/2016	\$45.69	\$9.82	\$20.54	\$2.19	\$78.24
	08/01/2016	\$46.84	\$9.82	\$20.54	\$2.19	\$79.39
	02/01/2017	\$47.94	\$9.82	\$20.54	\$2.19	\$80.49
	08/01/2017	\$49.04	\$9.82	\$20.54	\$2.19	\$81.59
	02/01/2018	\$50.19	\$9.82	\$20.54	\$2.19	\$82.74

Apprentice - SHEET METAL WORKER - Local 17-A Effective Date - 08/01/2014

Effecti	ve Date -	08/01/2014				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	40		\$17.12	\$9.82	\$4.58	\$0.00	\$31.52	
2	40		\$17.12	\$9.82	\$4.58	\$0.00	\$31.52	
3	45		\$19.26	\$9.82	\$9.09	\$1.15	\$39.32	
4	45		\$19.26	\$9.82	\$9.09	\$1.15	\$39.32	
5	50		\$21.40	\$9.82	\$9.91	\$1.23	\$42.36	
6	50		\$21.40	\$9.82	\$10.16	\$1.24	\$42.62	
7	60		\$25.67	\$9.82	\$11.55	\$1.41	\$48.45	
8	65		\$27.81	\$9.82	\$12.38	\$1.50	\$51.51	
9	75		\$32.09	\$9.82	\$14.02	\$1.68	\$57.61	
10	85		\$36.37	\$9.82	\$15.16	\$1.84	\$63.19	

Effecti	ve Date -	02/01/2015				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40		\$17.48	\$9.82	\$4.58	\$0.00	\$31.88
2	40		\$17.48	\$9.82	\$4.58	\$0.00	\$31.88
3	45		\$19.66	\$9.82	\$9.09	\$1.16	\$39.73
4	45		\$19.66	\$9.82	\$9.09	\$1.16	\$39.73
5	50		\$21.85	\$9.82	\$9.91	\$1.25	\$42.83
6	50		\$21.85	\$9.82	\$10.16	\$1.25	\$43.08
7	60		\$26.21	\$9.82	\$11.55	\$1.43	\$49.01
8	65		\$28.40	\$9.82	\$12.38	\$1.52	\$52.12
9	75		\$32.77	\$9.82	\$14.02	\$1.70	\$58.31
10	85		\$37.14	\$9.82	\$15.16	\$1.86	\$63.98
Notes:							
	Steps are	6 mos.					
Appre	ntice to Jo	urneyworker Ratio:1:4					

SIGN ERECTOR	06/01/2013	\$25.81	\$7.07	\$7.05	\$0.00	\$39.93
PAINTERS LOCAL 35 - ZONE 2		+	4			40,000

Step	percent 06/01/2013	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$12.91	\$7.07	\$0.00	\$0.00	\$19.98	
2	55	\$14.20	\$7.07	\$2.45	\$0.00	\$23.72	
3	60	\$15.49	\$7.07	\$2.45	\$0.00	\$25.01	
4	65	\$16.78	\$7.07	\$2.45	\$0.00	\$26.30	
5	70	\$18.07	\$7.07	\$7.05	\$0.00	\$32.19	
6	75	\$19.36	\$7.07	\$7.05	\$0.00	\$33.48	
7	80	\$20.65	\$7.07	\$7.05	\$0.00	\$34.77	
8	85	\$21.94	\$7.07	\$7.05	\$0.00	\$36.06	
9	90	\$23.23	\$7.07	\$7.05	\$0.00	\$37.35	
Note	s:						
	Steps are 4 mos.						
	rentice to Journeyworker Ra						
PECIALIZED EART	TH MOVING EQUIP < 35 TO	NS 08/01/201	4 \$32.69	\$9.91	\$8.80	\$0.00	\$51.40
AMSTERS JOINT COUN	CIL NO. 10 ZONE A	12/01/201	4 \$32.69	\$9.91	\$9.33	\$0.00	\$51.93
		06/01/201	5 \$33.04	\$9.91	\$9.33	\$0.00	\$52.28
		08/01/201	5 \$33.04	\$10.41	\$9.33	\$0.00	\$52.78
		12/01/201	5 \$33.04	\$10.41	\$10.08	\$0.00	\$53.53
		06/01/201	6 \$33.54	\$10.41	\$10.08	\$0.00	\$54.03
		08/01/201	6 \$33.54	\$10.91	\$10.08	\$0.00	\$54.53
		12/01/201	6 \$33.54	\$10.91	\$10.89	\$0.00	\$55.34
PECIALIZED EART	TH MOVING EQUIP > 35 TO	NS 08/01/201	4 \$32.98	\$9.91	\$8.80	\$0.00	\$51.69
AMSTERS JOINT COUN	CIL NO. 10 ZONE A	12/01/201	4 \$32.98	\$9.91	\$9.33	\$0.00	\$52.22
		06/01/201	5 \$33.33	\$9.91	\$9.33	\$0.00	\$52.57
		08/01/201	5 \$33.33	\$10.41	\$9.33	\$0.00	\$53.07
		12/01/201	5 \$33.33	\$10.41	\$10.08	\$0.00	\$53.82
		06/01/201	6 \$33.83	\$10.41	\$10.08	\$0.00	\$54.32
		08/01/201	6 \$33.83	\$10.91	\$10.08	\$0.00	\$54.82
		12/01/201	6 \$33.83	\$10.91	\$10.89	\$0.00	\$55.63
PRINKLER FITTER	CAL 550 - (Section A) Zone 1	10/01/201	4 \$53.73	\$8.42	\$14.60	\$0.00	\$76.75
MINALER FITTERS LOC	AL 550 - (Section A) Zone 1	01/01/201	5 \$53.73	\$8.42	\$14.75	\$0.00	\$76.90
		03/01/201	5 \$54.73	\$8.42	\$14.75	\$0.00	\$77.90
		10/01/201	5 \$55.88	\$8.42	\$14.75	\$0.00	\$79.05
		01/01/201	6 \$55.88	8 \$8.67	\$14.90	\$0.00	\$79.45
		03/01/201	6 \$56.88	8 \$8.67	\$14.90	\$0.00	\$80.45
		10/01/201	6 \$58.03	\$8.67	\$14.90	\$0.00	\$81.60
		03/01/201	7 \$59.03	\$8.67	\$14.90	\$0.00	\$82.60

pprentice -	SIGN ERECTOR - Local 35 Zone 2
	0 (101 10010

Effect	ive Date - 10/01/2014				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	35	\$18.81	\$8.42	\$8.25	\$0.00	\$35.48
2	40	\$21.49	\$8.42	\$8.25	\$0.00	\$38.16
3	45	\$24.18	\$8.42	\$8.25	\$0.00	\$40.85
4	50	\$26.87	\$8.42	\$8.25	\$0.00	\$43.54
5	55	\$29.55	\$8.42	\$8.25	\$0.00	\$46.22
6	60	\$32.24	\$8.42	\$8.25	\$0.00	\$48.91
7	65	\$34.92	\$8.42	\$8.25	\$0.00	\$51.59
8	70	\$37.61	\$8.42	\$8.25	\$0.00	\$54.28
9	75	\$40.30	\$8.42	\$8.25	\$0.00	\$56.97
10	80	\$42.98	\$8.42	\$8.25	\$0.00	\$59.65

Apprentice -	SPRINKLER FITTER - Local 550 (Section A) Zone 1
Effective Date	10/01/2014

Effective Date -	01/01/2015

	Effecti	ve Date - 01/01/2015				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total R	late
	1	35	\$18.81	\$8.42	\$8.40	\$0.00	\$35	.63
	2	40	\$21.49	\$8.42	\$8.40	\$0.00	\$38	.31
	3	45	\$24.18	\$8.42	\$8.40	\$0.00	\$41	.00
	4	50	\$26.87	\$8.42	\$8.40	\$0.00	\$43	.69
	5	55	\$29.55	\$8.42	\$8.40	\$0.00	\$46	.37
	6	60	\$32.24	\$8.42	\$8.40	\$0.00	\$49	.06
	7	65	\$34.92	\$8.42	\$8.40	\$0.00	\$51	.74
	8	70	\$37.61	\$8.42	\$8.40	\$0.00	\$54	.43
	9	75	\$40.30	\$8.42	\$8.40	\$0.00	\$57	.12
	10	80	\$42.98	\$8.42	\$8.40	\$0.00	\$59	.80
	Notes:	Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 Steps are 850 hours						-
	Appre	ntice to Journeyworker Ratio:1:3						
STEAM BOILE			06/01/2014	4 \$41.10) \$10.00	\$14.20	\$0.00	\$65.30
OPERATING ENGIN	NEERS LO	OCAL 4	12/01/2014	\$42.09	\$10.00	\$14.20	\$0.00	\$66.29
			06/01/2015	5 \$42.83	\$10.00	\$14.20	\$0.00	\$67.03
			12/01/2015	5 \$44.07	\$10.00	\$14.20	\$0.00	\$68.27
			06/01/2016	5 \$44.82	\$10.00	\$14.20	\$0.00	\$69.02
			12/01/2016	5 \$46.05	\$10.00	\$14.20	\$0.00	\$70.25
			06/01/2017	7 \$47.04	\$10.00	\$14.20	\$0.00	\$71.24
			12/01/2017	7 \$48.03	\$10.00	\$14.20	\$0.00	\$72.23
For appropriate t	rotos soo "	Appropriate ODED ATING ENGINEEDS"						

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN	06/01/2014	\$41.10	\$10.00	\$14.20	\$0.00	\$65.30
OPERATING ENGINEERS LOCAL 4	12/01/2014	\$42.09	\$10.00	\$14.20	\$0.00	\$66.29
	06/01/2015	\$42.83	\$10.00	\$14.20	\$0.00	\$67.03
	12/01/2015	\$44.07	\$10.00	\$14.20	\$0.00	\$68.27
	06/01/2016	\$44.82	\$10.00	\$14.20	\$0.00	\$69.02
	12/01/2016	\$46.05	\$10.00	\$14.20	\$0.00	\$70.25
	06/01/2017	\$47.04	\$10.00	\$14.20	\$0.00	\$71.24
	12/01/2017	\$48.03	\$10.00	\$14.20	\$0.00	\$72.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN	09/01/2014	\$33.59	\$13.00	\$13.36	\$0.00	\$59.95
ELECTRICIANS LOCAL 103	03/01/2015	\$33.88	\$13.00	\$13.70	\$0.00	\$60.58
	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

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

		00/01/2014					
Effecti Step	ve Date - percent	09/01/2014	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40		\$13.44	\$13.00	\$0.40	\$0.00	\$26.84
2	40		\$13.44	\$13.00	\$0.40	\$0.00	\$26.84
3	45		\$15.12	\$13.00	\$10.57	\$0.00	\$38.69
4	45		\$15.12	\$13.00	\$10.57	\$0.00	\$38.69
5	50		\$16.80	\$13.00	\$10.83	\$0.00	\$40.63
6	55		\$18.47	\$13.00	\$11.08	\$0.00	\$42.55
7	60		\$20.15	\$13.00	\$11.33	\$0.00	\$44.48
8	65		\$21.83	\$13.00	\$11.59	\$0.00	\$46.42
9	70		\$23.51	\$13.00	\$11.85	\$0.00	\$48.36
10	75		\$25.19	\$13.00	\$12.10	\$0.00	\$50.29

Effecti	ive Date - 03/01/201				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	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	\$11.13	\$0.00	\$41.07
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

Notes:

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TERRAZZO FINISHERS	08/01/2014	\$47.90	\$10.18	\$18.22	\$0.00	\$76.30
BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2015	\$48.46	\$10.18	\$18.22	\$0.00	\$76.86
	08/01/2015	\$49.36	\$10.18	\$18.29	\$0.00	\$77.83
	02/01/2016	\$49.93	\$10.18	\$18.29	\$0.00	\$78.40
	08/01/2016	\$50.83	\$10.18	\$18.37	\$0.00	\$79.38
	02/01/2017	\$51.40	\$10.18	\$18.37	\$0.00	\$79.95

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effecti	ive Date -	08/01/2014				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$23.95	\$10.18	\$18.22	\$0.00	\$52.35
2	60		\$28.74	\$10.18	\$18.22	\$0.00	\$57.14
3	70		\$33.53	\$10.18	\$18.22	\$0.00	\$61.93
4	80		\$38.32	\$10.18	\$18.22	\$0.00	\$66.72
5	90		\$43.11	\$10.18	\$18.22	\$0.00	\$71.51

Effective Date -	02/01/2015
Enclare Date -	02/01/2015

Effecti	ive Date -	02/01/2015				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$24.23	\$10.18	\$18.22	\$0.00	\$52.63	
2	60		\$29.08	\$10.18	\$18.22	\$0.00	\$57.48	
3	70		\$33.92	\$10.18	\$18.22	\$0.00	\$62.32	
4	80		\$38.77	\$10.18	\$18.22	\$0.00	\$67.17	
5	90		\$43.61	\$10.18	\$18.22	\$0.00	\$72.01	

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER	06/01/2014	\$35.45	\$7.30	\$12.90	\$0.00	\$55.65
LABORERS - FOUNDATION AND MARINE	12/01/2014	\$36.20	\$7.30	\$12.90	\$0.00	\$56.40
	06/01/2015	\$36.95	\$7.30	\$12.90	\$0.00	\$57.15
	12/01/2015	\$37.70	\$7.30	\$12.90	\$0.00	\$57.90
	06/01/2016	\$38.45	\$7.30	\$12.90	\$0.00	\$58.65
	12/01/2016	\$39.45	\$7.30	\$12.90	\$0.00	\$59.65
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER	06/01/2014	\$34.17	\$7.30	\$12.90	\$0.00	\$54.37
LABORERS - FOUNDATION AND MARINE	12/01/2014	\$34.92	\$7.30	\$12.90	\$0.00	\$55.12
	06/01/2015	\$35.67	\$7.30	\$12.90	\$0.00	\$55.87
	12/01/2015	\$36.42	\$7.30	\$12.90	\$0.00	\$56.62
	06/01/2016	\$37.17	\$7.30	\$12.90	\$0.00	\$57.37
	12/01/2016	\$38.17	\$7.30	\$12.90	\$0.00	\$58.37
E						

For apprentice rates see "Apprentice- LABORER"

TEST BORING LABORER ABORERS - FOUNDATION AND MARINE	06/01/2014 12/01/2014 06/01/2015	\$34.05 \$34.80	\$7.30	\$12.90	\$0.00	\$54.25
ABORERS - FOUNDATION AND MARINE		\$34.80			\$0.00	JJ4.23
	06/01/2015	\$54.80	\$7.30	\$12.90	\$0.00	\$55.00
		\$35.55	\$7.30	\$12.90	\$0.00	\$55.75
	12/01/2015	\$36.30	\$7.30	\$12.90	\$0.00	\$56.50
	06/01/2016	\$37.05	\$7.30	\$12.90	\$0.00	\$57.25
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$38.05	\$7.30	\$12.90	\$0.00	\$58.25
TRACTORS/PORTABLE STEAM GENERATORS	06/01/2014	\$41.10	\$10.00	\$14.20	\$0.00	\$65.30
DPERATING ENGINEERS LOCAL 4	12/01/2014	\$42.09	\$10.00	\$14.20	\$0.00	\$66.29
	06/01/2015	\$42.83	\$10.00	\$14.20	\$0.00	\$67.03
	12/01/2015	\$44.07	\$10.00	\$14.20	\$0.00	\$68.27
	06/01/2016	\$44.82	\$10.00	\$14.20	\$0.00	\$69.02
	12/01/2016	\$46.05	\$10.00	\$14.20	\$0.00	\$70.25
	06/01/2017	\$47.04	\$10.00	\$14.20	\$0.00	\$71.24
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$48.03	\$10.00	\$14.20	\$0.00	\$72.23
FRAILERS FOR EARTH MOVING EQUIPMENT	08/01/2014	\$33.27	\$9.91	\$8.80	\$0.00	\$51.98
EAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2014	\$33.27	\$9.91	\$9.33	\$0.00	\$52.51
	06/01/2015	\$33.62	\$9.91	\$9.33	\$0.00	\$52.86
	08/01/2015	\$33.62	\$10.41	\$9.33	\$0.00	\$53.36
	12/01/2015	\$33.62	\$10.41	\$10.08	\$0.00	\$55.50 \$54.11
	06/01/2016	\$35.02	\$10.41	\$10.08	\$0.00	\$54.61
	08/01/2016	\$34.12	\$10.41	\$10.08	\$0.00	\$55.11
	12/01/2016	\$34.12	\$10.91	\$10.89	\$0.00	\$55.92
FUNNEL WORK - COMPRESSED AIR	06/01/2014	\$46.33	\$7.30	\$13.30	\$0.00	\$66.93
ABORERS (COMPRESSED AIR)	12/01/2014	\$40.33 \$47.08	\$7.30 \$7.30	\$13.30	\$0.00	\$67.68
	06/01/2014	\$47.83	\$7.30	\$13.30	\$0.00	\$68.43
	12/01/2015	\$47.83 \$48.58	\$7.30 \$7.30	\$13.30	\$0.00	\$69.18
	06/01/2016			\$13.30	\$0.00	
	12/01/2016	\$49.33 \$50.22	\$7.30 \$7.20	\$13.30	\$0.00	\$69.93 \$70.93
For apprentice rates see "Apprentice- LABORER"	12/01/2010	\$50.33	\$7.30	\$15.50	\$0.00	\$70.93
FUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	06/01/2014	\$48.33	\$7.30	\$13.30	\$0.00	\$68.93
ABORERS (COMPRESSED AIR)	12/01/2014	\$49.08	\$7.30	\$13.30	\$0.00	\$69.68
	06/01/2015	\$49.83	\$7.30	\$13.30	\$0.00	\$70.43
	12/01/2015	\$50.58	\$7.30	\$13.30	\$0.00	\$71.18
	06/01/2016	\$51.33	\$7.30	\$13.30	\$0.00	\$71.93
	12/01/2016	\$52.33	\$7.30	\$13.30	\$0.00	\$72.93
For apprentice rates see "Apprentice- LABORER"	,,				• • • • •	4,, =
FUNNEL WORK - FREE AIR	06/01/2014	\$38.40	\$7.30	\$13.30	\$0.00	\$59.00
ABORERS (FREE AIR TUNNEL)	12/01/2014	\$39.15	\$7.30	\$13.30	\$0.00	\$59.75
	06/01/2015	\$39.90	\$7.30	\$13.30	\$0.00	\$60.50
	12/01/2015	\$40.65	\$7.30	\$13.30	\$0.00	\$61.25
	06/01/2016	\$41.40	\$7.30	\$13.30	\$0.00	\$62.00
	12/01/2016	\$42.40	\$7.30	\$13.30	\$0.00	\$63.00
For apprentice rates see "Apprentice- LABORER"						

Classification		Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR (HAZ. WASTE)		06/01/2014	\$40.40	\$7.30	\$13.30	\$0.00	\$61.00
ABORERS (FREE AIR TUNNEL)		12/01/2014	\$41.15	\$7.30	\$13.30	\$0.00	\$61.75
		06/01/2015	\$41.90	\$7.30	\$13.30	\$0.00	\$62.50
		12/01/2015	\$42.65	\$7.30	\$13.30	\$0.00	\$63.25
		06/01/2016	\$43.40	\$7.30	\$13.30	\$0.00	\$64.00
		12/01/2016	\$44.40	\$7.30	\$13.30	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"							
VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10 ZONE A		08/01/2014	\$32.69	\$9.91	\$8.80	\$0.00	\$51.40
		12/01/2014	\$32.69	\$9.91	\$9.33	\$0.00	\$51.93
		06/01/2015	\$33.04	\$9.91	\$9.33	\$0.00	\$52.28
		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
VAGON DRILL OPERATOR		06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
ABORERS - ZONE 1		12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
		06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
		12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
		06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
		12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"							
WASTE WATER PUMP OPERATOR OPERATING ENGINEERS LOCAL 4		06/01/2014	\$41.49	\$10.00	\$14.20	\$0.00	\$65.69
		12/01/2014	\$42.49	\$10.00	\$14.20	\$0.00	\$66.69
		06/01/2015	\$43.24	\$10.00	\$14.20	\$0.00	\$67.44
		12/01/2015	\$44.49	\$10.00	\$14.20	\$0.00	\$68.69
		06/01/2016	\$45.24	\$10.00	\$14.20	\$0.00	\$69.44
		12/01/2016	\$46.49	\$10.00	\$14.20	\$0.00	\$70.69
		06/01/2017	\$47.49	\$10.00	\$14.20	\$0.00	\$71.69
		12/01/2017	\$48.49	\$10.00	\$14.20	\$0.00	\$72.69
For apprentice rates see "Apprentice- OPERATING EN	GINEERS"						
VATER METER INSTALLER PLUMBERS & GASFITTERS LOCAL 12		09/01/2014	\$49.66	\$10.32	\$14.54	\$0.00	\$74.52
LOMBERS & GASFITTERS EOCAL 12		03/01/2015	\$50.66	\$10.32	\$14.54	\$0.00	\$75.52
		09/01/2015	\$51.66	\$10.32	\$14.54	\$0.00	\$76.52
		03/01/2016	\$52.81	\$10.32	\$14.54	\$0.00	\$77.67
		09/01/2016	\$53.86	\$10.32	\$14.54	\$0.00	\$78.72
		03/01/2017	\$54.86	\$10.32	\$14.54	\$0.00	\$79.72
For apprentice rates see "Apprentice- PLUMBER/PIPE	FITTER" or "PLUMBER/GASFIT"	FER"					
Dutside Electrical - East CABLE TECHNICIAN (Power Zone)		00/01/0010	.	* •• • ••	¢4.40	¢0.00	**
UTSIDE 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) DUTSIDE 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 DUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104		09/01/2013	\$29.94	\$8.70	\$6.05	\$0.00	\$44.69
For apprentice rates see "Apprentice- LINEMAN"							
ssue Date: 10/31/2014	Wage Request Number:	20141031-	021				Page 39 of 41

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2013	\$23.52	\$8.70	\$5.24	\$0.00	\$37.46
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class A CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2013	\$36.35	\$8.70	\$9.43	\$0.00	\$54.48
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class B CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2013	\$32.08	\$8.70	\$6.59	\$0.00	\$47.37
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2013	\$23.52	\$8.70	\$3.72	\$0.00	\$35.94
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN -Inexperienced (<2000 Hrs.) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2013	\$19.25	\$8.70	\$2.85	\$0.00	\$30.80
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

Effe	ctive Date -	09/01/2013				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	e
1	60		\$25.66	\$8.70	\$4.24	\$0.00	\$38.60)
2	65		\$27.80	\$8.70	\$4.71	\$0.00	\$41.21	l
3	70		\$29.94	\$8.70	\$5.43	\$0.00	\$44.07	7
4	75		\$32.08	\$8.70	\$6.16	\$0.00	\$46.94	1
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
7	90		\$38.49	\$8.70	\$8.83	\$0.00	\$56.02	2
Note	es:							
							i	
Арр	orentice to Jo	urneyworker Ratio:1:2						
TELEDATA CABLE		T LOCAL 104	07/16/2012	2 \$26.33	\$4.18	\$2.79	\$0.00	\$33.30
TELEDATA LINEM	•		07/16/2012	2 \$24.78	\$4.18	\$2.74	\$0.00	\$31.70
TELEDATA WIREN DUTSIDE ELECTRICAL W		LER/TECHNICIAN TLOCAL 104	07/16/2012	2 \$24.78	\$4.18	\$2.74	\$0.00	\$31.70
TREE TRIMMER DUTSIDE ELECTRICAL W	VORKERS - EAS	T LOCAL 104	01/29/2012	2 \$17.18	\$3.37	\$0.00	\$0.00	\$20.55
	g, or repairing the	work done: (a) for a utility company e utility company's equipment, and nolesale tree removal.				· · ·		
TREE TRIMMER GI			01/29/2012	2 \$15.15	\$3.37	\$0.00	\$0.00	\$18.52
This classification app	plies only to tree v g, or repairing the	work done: (a) for a utility company e utility company's equipment, and						

Issue Date: 10/31/2014

Additional Apprentice Information:

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

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

All steps are six months (1000 hours.)

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

** Multiple ratios are listed in the comment field.

- *** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.
- **** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.