

### 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
<b>Contract Number:</b>	City/Town: WALTHAM
Description of Work:	Replacement of Water Mains and/or Water Services in Willard Street, Plimpton Street, Oak Street and Cedar Street
Job Location:	610 Main Street, Waltham

#### 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.

• Awarding authorities 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.

• 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. Once a contractor has been selected by the awarding authority, the wage schedule shall be made a part of the contract for that project. The wage schedule must be posted in a conspicuous place at the work site during 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 regardless of 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 Training (DAT). Apprentices must keep his/her apprentice identification card on his/her person during all work hours on the project. If an apprentice rate is listed on the prevailing wage schedule for the trade in which an apprentice is registered with the DAT, the apprentice 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 DAT, the apprentice rate is not listed on the prevailing wage schedule for the trade in which an apprentice is registered with the DAT, 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. 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 directly to the awarding authority 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.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction (2 AXLE) DRIVER - EQUIPMENT	12/01/2013	\$22.05	¢0.41	\$8.80	\$0.00	\$50.26
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2013	\$32.05 \$32.40	\$9.41 \$9.41	\$8.80 \$8.80	\$0.00 \$0.00	\$50.26 \$50.61
	08/01/2014			\$8.80 \$8.80	\$0.00 \$0.00	
		\$32.40 \$22.40	\$9.91 \$0.01	\$9.33	\$0.00 \$0.00	\$51.11 \$51.64
	12/01/2014	\$32.40	\$9.91		\$0.00 \$0.00	\$51.64
	06/01/2015	\$32.75 \$22.75	\$9.91	\$9.33	\$0.00 \$0.00	\$51.99
	08/01/2015	\$32.75	\$10.41	\$9.33		\$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	\$10.08	\$0.00	\$54.24
3 AXLE) DRIVER - EQUIPMENT	12/01/2016	\$33.25	\$10.91	\$10.89	\$0.00	\$55.05
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2013	\$32.12	\$9.41	\$8.80	\$0.00	\$50.33
	06/01/2014	\$32.47	\$9.41	\$8.80	\$0.00	\$50.68
	08/01/2014	\$32.47	\$9.91	\$8.80	\$0.00	\$51.18
	12/01/2014	\$32.47	\$9.91	\$9.33	\$0.00	\$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
4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2013	\$32.24	\$9.41	\$8.80	\$0.00	\$50.45
	06/01/2014	\$32.59	\$9.41	\$8.80	\$0.00	\$50.80
	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
ADS/SUBMERSIBLE PILOT	08/01/2013	\$84.21	\$9.80	\$18.17	\$0.00	\$112.18
PILE DRIVER LOCAL 56 (ZONE 1)	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
AIR TRACK OPERATOR	12/01/2013	\$34.10	\$7.30	\$12.70	\$0.00	\$54.10
ABORERS - ZONE 1	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"						-

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASBESTOS REMOVER - PIPE / MECH. EQUIPT.	12/01/2013	\$30.68	\$10.40	\$5.95	\$0.00	\$47.03
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	06/01/2014	\$31.58	\$10.40	\$5.95	\$0.00	\$47.93
	12/01/2014	\$32.48	\$10.40	\$5.95	\$0.00	t \$47.03 \$47.93 \$48.83 \$49.78 \$50.73 \$53.60 \$54.35 \$55.10 \$55.85 \$56.60 \$57.35 \$58.35 \$64.67 \$64.67 \$64.67 \$64.67 \$55.85 \$55.10 \$55.85 \$56.60 \$54.35 \$55.10 \$55.85 \$56.60 \$54.35 \$55.10 \$55.85 \$56.60 \$54.35 \$55.10 \$55.85 \$56.60 \$57.35 \$55.10 \$55.85 \$56.60 \$57.35 \$55.10 \$55.85 \$56.60 \$57.35 \$58.35 \$56.60 \$57.35 \$58.35 \$58.35 \$58.35
	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
ASPHALT RAKER	12/01/2013	\$33.60	\$7.30	\$12.70	\$0.00	\$53.60
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"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER	12/01/2013	\$33.60	\$7.30	\$12.70	\$0.00	\$53.60
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"						
BLOCK PAVER, RAMMER / CURB SETTER	12/01/2013	\$34.10	\$7.30	\$12.70	\$0.00	\$54.10
LABORERS - ZONE I	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

\$18.37

\$10.18

\$0.00

\$81.01

Effe	ctive Date -	01/01/2010				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total R	ate
1	65		\$24.51	\$6.97	\$11.18	\$0.00	\$42	.66
2	65		\$24.51	\$6.97	\$11.18	\$0.00	\$42	.66
3	70		\$26.39	\$6.97	\$11.18	\$0.00	\$44	.54
4	75		\$28.28	\$6.97	\$11.18	\$0.00	\$46	.43
5	80		\$30.16	\$6.97	\$11.18	\$0.00	\$48	.31
6	85		\$32.05	\$6.97	\$11.18	\$0.00	\$50	.20
7	90		\$33.93	\$6.97	\$11.18	\$0.00	\$52	.08
8	95		\$35.82	\$6.97	\$11.18	\$0.00	\$53.	.97
Note	es:							-   
Арр	orentice to Jo	urneyworker Ratio:1:5						
		ASONRY (INCL. MASONR	Y 02/01/2014	\$48.06	\$10.18	\$18.15	\$0.00	\$76.39
WATERPROOFING BRICKLAYERS LOCAL 3	/		08/01/2014	\$48.96	\$10.18	\$18.22	\$0.00	\$77.36
			02/01/2015	\$49.52	\$10.18	\$18.22	\$0.00	\$77.92
			08/01/2015	\$50.42	\$10.18	\$18.29	\$0.00	\$78.89
			02/01/2016	5 \$50.99	\$10.18	\$18.29	\$0.00	\$79.46
			08/01/2016	\$51.89	\$10.18	\$18.37	\$0.00	\$80.44

02/01/2017

\$52.46

-	oprenti foctive	<b>Date -</b> 02/01/2014	VI MASON - Local 5 Wallha	n				
St		percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1		50	\$24.03	\$10.18	\$18.15	\$0.00	\$52.36	
2		60	\$28.84	\$10.18	\$18.15	\$0.00	\$57.17	
3		70	\$33.64	\$10.18	\$18.15	\$0.00	\$61.97	
4		80	\$38.45	\$10.18	\$18.15	\$0.00	\$66.78	
5		90	\$43.25	\$10.18	\$18.15	\$0.00	\$71.58	
Ef	fective	<b>Date -</b> 08/01/2014				Supplemental		
St	ep j	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	
N	otes:							
İ								
A	pprent	ice to Journeyworker Ratio:1:5						
ULLDOZER/GR PERATING ENGINEE			12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
For apprentice rate	s see "Ap	pprentice- OPERATING ENGINEERS"						
AISSON & UND BORERS - FOUNDA		INING BOTTOM MAN	12/01/2013	\$34.45	\$7.30	\$12.90	\$0.00	\$54.65
BORERS - FOUNDA	HON AF	D MARINE	06/01/2014	\$35.20	\$7.30	\$12.90	\$0.00	\$55.40
			12/01/2014	\$35.95	\$7.30	\$12.90	\$0.00	\$56.15
			06/01/2015	5 \$36.70	\$7.30	\$12.90	\$0.00	\$56.90
			12/01/2015	5 \$37.45	\$7.30	\$12.90	\$0.00	\$57.65
			06/01/2016	5 \$38.20	\$7.30	\$12.90	\$0.00	\$58.40
For apprentice rate	s see "Ar	pprentice- LABORER"	12/01/2016	\$39.20	\$7.30	\$12.90	\$0.00	\$59.40
		INING LABORER	12/01/2012	• • • • • • • • • •	\$7.20	\$12.90	\$0.00	¢52.50
BORERS - FOUNDA			12/01/2013			\$12.90 \$12.90	\$0.00 \$0.00	\$53.50 \$54.25
			06/01/2014			\$12.90 \$12.90	\$0.00 \$0.00	\$54.25
			12/01/2014			\$12.90 \$12.90	\$0.00 \$0.00	\$55.00 \$55.75
			06/01/2015				\$0.00 \$0.00	\$55.75
			12/01/2015			\$12.90 \$12.00		\$56.50
			06/01/2016			\$12.90	\$0.00	\$57.25
E		muntice LADODED"	12/01/2016	\$38.05	\$7.30	\$12.90	\$0.00	\$58.25

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

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING TOP MAN	12/01/2013	\$33.30	\$7.30	\$12.90	\$0.00	\$53.50
LABORERS - FOUNDATION AND MARINE	06/01/2014	\$34.05	\$7.30	\$12.90	\$0.00	\$54.25
	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	12/01/2013	\$33.60	\$7.30	\$12.70	\$0.00	\$53.60
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	03/01/2014	\$34.78	\$9.80	\$15.91	\$0.00	\$60.49
CARPENTERS -ZONE 2 (Eastern Massachusetts)	09/01/2014	\$35.55	\$9.80	\$15.91	\$0.00	\$61.26
	03/01/2015	\$36.32	\$9.80	\$15.91	\$0.00	\$62.03

Effecti	ve Date -	03/01/2014				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$17.39	\$9.80	\$1.57	\$0.00	\$28.76	
2	60		\$20.87	\$9.80	\$1.57	\$0.00	\$32.24	
3	70		\$24.35	\$9.80	\$11.20	\$0.00	\$45.35	
4	75		\$26.09	\$9.80	\$11.20	\$0.00	\$47.09	
5	80		\$27.82	\$9.80	\$12.77	\$0.00	\$50.39	
6	80		\$27.82	\$9.80	\$12.77	\$0.00	\$50.39	
7	90		\$31.30	\$9.80	\$14.34	\$0.00	\$55.44	
8	90		\$31.30	\$9.80	\$14.34	\$0.00	\$55.44	

## Apprentice - CARPENTER - Zone 2 Eastern MA

#### 09/01/2014 Effective Date -

Effective Date - 09/	01/2014					
Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1 50	\$17.78	\$9.80	\$1.57	\$0.00	\$29.15	
2 60	\$21.33	\$9.80	\$1.57	\$0.00	\$32.70	
3 70	\$24.89	\$9.80	\$11.20	\$0.00	\$45.89	
4 75	\$26.66	\$9.80	\$11.20	\$0.00	\$47.66	
5 80	\$28.44	\$9.80	\$12.77	\$0.00	\$51.01	
6 80	\$28.44	\$9.80	\$12.77	\$0.00	\$51.01	
7 90	\$32.00	\$9.80	\$14.34	\$0.00	\$56.14	
8 90	\$32.00	\$9.80	\$14.34	\$0.00	\$56.14	
Notes:					   	
Apprentice to Journe	worker Ratio:1:5					
CEMENT MASONRY/PLASTERING	01/01/2014	\$43.60	\$10.90	\$18.71	\$1.30	\$74.51
BRICKLAYERS LOCAL 3 (WALTHAM)	07/01/2014	\$43.77	\$10.90	\$18.71	\$1.30	\$74.68
	01/01/2015	\$44.69	\$10.90	\$18.71	\$1.30	\$75.60

07/01/2015

01/01/2016

\$10.90

\$10.90

\$45.29

\$46.21

\$18.71

\$18.71

\$1.30

\$1.30

\$76.20

\$77.12

I.I							
Effecti	ive Date -	01/01/2014				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$21.80	\$10.90	\$12.21	\$1.30	\$46.21
2	60		\$26.16	\$10.90	\$13.71	\$1.30	\$52.07
3	65		\$28.34	\$10.90	\$14.71	\$1.30	\$55.25
4	70		\$30.52	\$10.90	\$15.71	\$1.30	\$58.43
5	75		\$32.70	\$10.90	\$16.71	\$1.30	\$61.61
6	80		\$34.88	\$10.90	\$17.71	\$1.30	\$64.79
7	90		\$39.24	\$10.90	\$18.71	\$1.30	\$70.15

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

#### Effective Date - 07/01/2014

Effect	ive Date - 07/01/2014		Supplement					
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		
6	80	\$35.02	\$10.90	\$17.71	\$1.30	\$64.93		
7	90	\$39.39	\$10.90	\$18.71	\$1.30	\$70.30		

#### Notes:

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

Apprentice to Journeyworker Ratio:1:3

Apprentice to Jour neyworker	Kau0.1.5						
CHAIN SAW OPERATOR		12/01/2013	\$33.60	\$7.30	\$12.70	\$0.00	\$53.60
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"							
CLAM SHELLS/SLURRY BUCKETS/HEADI OPERATING ENGINEERS LOCAL 4	NG MACHINES	12/01/2013	\$41.49	\$10.00	\$14.18	\$0.00	\$65.67
For apprentice rates see "Apprentice- OPERATING EN	IGINEERS"						
COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 4		12/01/2013	\$28.11	\$10.00	\$14.18	\$0.00	\$52.29
For apprentice rates see "Apprentice- OPERATING EN	IGINEERS"						
DELEADER (BRIDGE)		01/01/2014	\$45.91	\$7.85	\$16.10	\$0.00	\$69.86
PAINTERS LOCAL 35 - ZONE 2		07/01/2014	\$46.76	\$7.85	\$16.10	\$0.00	\$70.71
		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
$\mathbf{L}_{\mathbf{A}} = \mathbf{D}_{\mathbf{A}} \mathbf{A} \mathbf{A} \mathbf{A} \mathbf{A} \mathbf{A} \mathbf{A} A$		20140422					 Ъ 0 С 4 4

Effect	ive Date - 01/01/2014				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$22.96	\$7.85	\$0.00	\$0.00	\$30.81
2	55	\$25.25	\$7.85	\$3.66	\$0.00	\$36.76
3	60	\$27.55	\$7.85	\$3.99	\$0.00	\$39.39
4	65	\$29.84	\$7.85	\$4.32	\$0.00	\$42.01
5	70	\$32.14	\$7.85	\$14.11	\$0.00	\$54.10
6	75	\$34.43	\$7.85	\$14.44	\$0.00	\$56.72
7	80	\$36.73	\$7.85	\$14.77	\$0.00	\$59.35
8	90	\$41.32	\$7.85	\$15.44	\$0.00	\$64.61

## Apprentice - PAINTER Local 35 - BRIDGES/TANKS

#### Effective Date - 07/01/2014

Effecti	ive Date - 0	7/01/2014				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

#### Notes:

Steps are 750 hrs.

### Apprentice to Journeyworker Ratio:1:1

11 5						
DEMO: ADZEMAN	12/01/2013	\$33.50	\$7.30	\$12.70	\$0.00	\$53.50
LABORERS - 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
	12/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR	12/01/2013	\$34.50	\$7.30	\$12.70	\$0.00	\$54.50
LABORERS - ZONE I	06/01/2014	\$35.25	\$7.30	\$12.70	\$0.00	\$55.25
	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	12/01/2013	\$34.25	\$7.30	\$12.70	\$0.00	\$54.25
LABORERS - 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"						

For apprentice rates see "Apprentice- LABORER"

**Issue Date:** 04/22/2014

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: CONCRETE CUTTER/SAWYER	12/01/2013	\$34.50	\$7.30	\$12.70	\$0.00	\$54.50
LABORERS - ZONE 1	06/01/2014	\$35.25	\$7.30	\$12.70	\$0.00	\$55.25
	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 LABORERS - ZONE I	12/01/2013	\$34.25	\$7.30	\$12.70	\$0.00	\$54.25
	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 LABORERS - ZONE 1	12/01/2013	\$33.50	\$7.30	\$12.70	\$0.00	\$53.50
	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 DPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER	08/01/2013	\$56.14	\$9.80	\$18.17	\$0.00	\$84.11
PILE DRIVER LOCAL 56 (ZONE I)	08/01/2014	\$58.24	\$9.80	\$18.17	\$0.00	\$86.21
	08/01/2015	\$60.34	\$9.80	\$18.17	\$0.00	\$88.31
DIVER TENDER	08/01/2013	\$40.10	\$9.80	\$18.17	\$0.00	\$68.07
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2014	\$41.60	\$9.80	\$18.17	\$0.00	\$69.57
	08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07
DIVER TENDER (EFFLUENT)	08/01/2013	\$60.15	\$9.80	\$18.17	\$0.00	\$88.12
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2014	\$62.40	\$9.80	\$18.17	\$0.00	\$90.37
	08/01/2014	\$64.65	\$9.80 \$9.80	\$18.17	\$0.00	\$92.62
DIVER/SLURRY (EFFLUENT)	08/01/2013	\$84.21	\$9.80	\$18.17	\$0.00	\$112.18
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2013			\$18.17	\$0.00	\$115.33
	08/01/2014	\$87.36 \$90.51	\$9.80 \$9.80	\$18.17	\$0.00	\$113.33
DRAWBRIDGE OPERATOR (Construction)						
ELECTRICIANS LOCAL 103	03/01/2014	\$44.45 \$45.12	\$13.00	\$14.68 \$14.70	\$0.00 \$0.00	\$72.13
	09/01/2014	\$45.12 \$45.84	\$13.00			\$72.82
	03/01/2015	\$45.84	\$13.00	\$14.72	\$0.00 \$0.00	\$73.56
	09/01/2015	\$46.80	\$13.00	\$14.75	\$0.00	\$74.55
For apprentice rates see "Apprentice- ELECTRICIAN"	03/01/2016	\$47.75	\$13.00	\$14.78	\$0.00	\$75.53
ELECTRICIAN	03/01/2014	\$44.45	\$13.00	\$14.68	\$0.00	\$72.13
ELECTRICIANS LOCAL 103	09/01/2014	\$45.12	\$13.00	\$14.00	\$0.00	\$72.13
	03/01/2014	\$45.84 \$45.84	\$13.00	\$14.70	\$0.00	\$72.82 \$73.56
				\$14.72	\$0.00	
	09/01/2015	\$46.80	\$13.00	φ1 <del>4</del> ./J	φ <b>0.00</b>	\$74.55

Effect	ive Date - 03/01/2014				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40	\$17.78	\$13.00	\$0.53	\$0.00	\$31.31
2	40	\$17.78	\$13.00	\$0.53	\$0.00	\$31.31
3	45	\$20.00	\$13.00	\$11.04	\$0.00	\$44.04
4	45	\$20.00	\$13.00	\$11.04	\$0.00	\$44.04
5	50	\$22.23	\$13.00	\$11.37	\$0.00	\$46.60
6	55	\$24.45	\$13.00	\$11.70	\$0.00	\$49.15
7	60	\$26.67	\$13.00	\$12.03	\$0.00	\$51.70
8	65	\$28.89	\$13.00	\$12.37	\$0.00	\$54.26
9	70	\$31.12	\$13.00	\$12.69	\$0.00	\$56.81
10	75	\$33.34	\$13.00	\$13.03	\$0.00	\$59.37

## Apprentice - ELECTRICIAN - Local 103

Effective Date - 09/01/2
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Step	ve Date - 09/01/2014 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.05	\$13.00	\$0.54	\$0.00	\$31.59
2	40	\$18.05	\$13.00	\$0.54	\$0.00	\$31.59
3	45	\$20.30	\$13.00	\$11.05	\$0.00	\$44.35
4	45	\$20.30	\$13.00	\$11.05	\$0.00	\$44.35
5	50	\$22.56	\$13.00	\$11.38	\$0.00	\$46.94
6	55	\$24.82	\$13.00	\$11.71	\$0.00	\$49.53
7	60	\$27.07	\$13.00	\$12.04	\$0.00	\$52.11
8	65	\$29.33	\$13.00	\$12.38	\$0.00	\$54.71
9	70	\$31.58	\$13.00	\$12.71	\$0.00	\$57.29
10	75	\$33.84	\$13.00	\$13.05	\$0.00	\$59.89
Notes:						
	App Prior 1/1/03; 30/35/4	40/45/50/55/65/70/75/80				
Apprer	ntice to Journeyworker R	atio:2:3***				
ATOR CONSTRU		01/01/2012	2 \$52.	45 \$8.78	\$6.96	\$0.00 \$68.1

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		ive Date - 01/01/2012				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	9
	1	50	\$26.23	\$8.78	\$0.00	\$0.00	\$35.01	l
	2	55	\$28.85	\$8.78	\$6.96	\$0.00	\$44.59	)
	3	65	\$34.09	\$8.78	\$6.96	\$0.00	\$49.83	3
	4	70	\$36.72	\$8.78	\$6.96	\$0.00	\$52.46	5
	5	80	\$41.96	\$8.78	\$6.96	\$0.00	\$57.70	)
	Notes:	Steps 1-2 are 6 mos.; Steps 3-5 are	2 1 year					
	Appre	ntice to Journeyworker Ratio:1:1						
ELEVATOR C		UCTOR HELPER	01/01/2012	\$38.59	\$8.78	\$6.96	\$0.00	\$54.33
LEVATOR CONST				400003	40070			
		'Apprentice - ELEVATOR CONSTRUCTOR	12/01/2013	¢33.40	¢7.20	\$12.70	\$0.00	\$52 CO
ABORERS - ZONE			06/01/2013			\$12.70 \$12.70	\$0.00 \$0.00	\$53.60 \$54.35
			12/01/2014			\$12.70	\$0.00	\$55.10
			06/01/2015			\$12.70	\$0.00	\$55.85
			12/01/2015			\$12.70	\$0.00	\$56.60
			06/01/2016	\$37.35		\$12.70	\$0.00	\$57.35
			12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35
		'Apprentice- LABORER"						
IELD ENG.IN Perating engl		SON-BLDG,SITE,HVY/HWY	11/01/2013	\$38.73	\$10.00	\$13.55	\$0.00	\$62.28
		'Apprentice- OPERATING ENGINEERS"	05/01/2014	\$38.87	\$10.00	\$14.18	\$0.00	\$63.05
		HIEF-BLDG,SITE,HVY/HWY	11/01/2013	\$40.15	\$10.00	\$13.55	\$0.00	\$63.70
PERATING ENGI	NEERS LO	OCAL 4	05/01/2014			\$14.18	\$0.00	\$64.47
For apprentice	rates see '	'Apprentice- OPERATING ENGINEERS"		¢.0.23	<i>Q</i> 10.000	• • •	• • • • •	<i><b>Q</b></i> <b>0</b> <i>1</i>
		SON-BLDG,SITE,HVY/HWY	11/01/2013	\$21.10	\$10.00	\$13.55	\$0.00	\$44.65
OPERATING ENGI			05/01/2014	\$20.92	\$10.00	\$14.18	\$0.00	\$45.10
For apprentice		'Apprentice- OPERATING ENGINEERS"	00/01/001	ф <b>лл</b>	φ12.0 <u>2</u>	¢14.70	£0.00	070.10
LECTRICIANS LC			03/01/2014				\$0.00 \$0.00	\$72.13
			09/01/2014			\$14.70 \$14.72	\$0.00 \$0.00	\$72.82 \$73.56
			03/01/2015 09/01/2015				\$0.00 \$0.00	\$73.56 \$74.55
			03/01/2015			\$14.73	\$0.00	\$75.53
For apprentice	rates see '	'Apprentice- ELECTRICIAN"	35/01/2010	ψτ1.13	ψ15.00	֥	20.00	φισ.σσ
IRE ALARM	REPAI	R / MAINTENANCE	03/01/2014	\$33.44	\$13.00	\$13.03	\$0.00	\$59.47
OCAL 103		/ COMMISSIONINGELECTRICIAN	09/01/2014	\$33.84	\$13.00	\$13.05	\$0.00	\$59.89
			03/01/2015	\$34.38	\$13.00	\$13.06	\$0.00	\$60.44
			09/01/2015	\$35.10	\$13.00	\$13.08	\$0.00	\$61.18
			03/01/2016	\$35.81	\$13.00	\$13.10	\$0.00	\$61.91

Apprentice - ELEVATOR CONSTRUCTOR - Local 4

**Issue Date:** 04/22/2014

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIREMAN (ASST. ENGINEER) OPERATING ENGINEERS LOCAL 4	12/01/2013	\$33.76	\$10.00	\$14.18	\$0.00	\$57.94
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER	12/01/2013	\$20.50	\$7.30	\$12.70	\$0.00	\$40.50
LABORERS - ZONE 1	06/01/2014	\$20.50	\$7.30	\$12.70	\$0.00	\$40.50
	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
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$20.50	\$7.30	\$12.70	\$0.00	\$40.50
FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE I	03/01/2014	\$39.87	\$9.80	\$16.96	\$0.00	\$66.63

## Apprentice - FLOORCOVERER - Local 2168 Zone I

	Effort	ive Date - 03/01/2014						
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	;
	1	50	\$19.94	\$9.80	\$1.79	\$0.00	\$31.53	
	2	55	\$21.93	\$9.80	\$1.79	\$0.00	\$33.52	
	3	60	\$23.92	\$9.80	\$11.59	\$0.00	\$45.31	
	4	65	\$25.92	\$9.80	\$11.59	\$0.00	\$47.31	
	5	70	\$27.91	\$9.80	\$13.38	\$0.00	\$51.09	)
	6	75	\$29.90	\$9.80	\$13.38	\$0.00	\$53.08	
	7	80	\$31.90	\$9.80	\$15.17	\$0.00	\$56.87	
	8	85	\$33.89	\$9.80	\$15.17	\$0.00	\$58.86	
	Notes:							
		Steps are 750 hrs.						
	Appre	entice to Journeyworker Ratio:1:1	·					
ORK LIFT/CH			12/01/2013	3 \$40.49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice	rates see	"Apprentice- OPERATING ENGINEERS"						
GENERATOR/		ING PLANT/HEATERS OCAL 4	12/01/2013	3 \$28.11	\$10.00	\$14.18	\$0.00	\$52.29
For apprentice	rates see	"Apprentice- OPERATING ENGINEERS"						
	ASS PL	ANK/AIR BARRIER/INTERIOR	01/01/2014	4 \$35.41	\$7.85	\$16.10	\$0.00	\$59.36
YSTEMS) ELAZIERS LOCAL	35 (ZONF	5 2)	07/01/2014	\$36.26	\$7.85	\$16.10	\$0.00	\$60.21
			01/01/2015	5 \$37.16	\$7.85	\$16.10	\$0.00	\$61.11
			07/01/2015	5 \$38.06	\$7.85	\$16.10	\$0.00	\$62.01
			01/01/2016	5 \$39.01	\$7.85	\$16.10	\$0.00	\$62.96
			07/01/2016	5 \$39.96	\$7.85	\$16.10	\$0.00	\$63.91
			01/01/2017	7 \$40.91	\$7.85	\$16.10	\$0.00	\$64.86

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Effect	ive Date - 01/01/2014				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$17.71	\$7.85	\$0.00	\$0.00	\$25.56
2	55	\$19.48	\$7.85	\$3.66	\$0.00	\$30.99
3	60	\$21.25	\$7.85	\$3.99	\$0.00	\$33.09
4	65	\$23.02	\$7.85	\$4.32	\$0.00	\$35.19
5	70	\$24.79	\$7.85	\$14.11	\$0.00	\$46.75
6	75	\$26.56	\$7.85	\$14.44	\$0.00	\$48.85
7	80	\$28.33	\$7.85	\$14.77	\$0.00	\$50.95
8	90	\$31.87	\$7.85	\$15.44	\$0.00	\$55.16

# Apprentice - GLAZIER - Local 35 Zone 2

7/01/2014

Effectiv Step	ve Date - 07/01/2014 percent	Apprentice Base Wage	Health	Pension	Supplemental 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
Notes:	Steps are 750 hrs.					
Apprei	ntice to Journeyworker Ratio:1:1					
HOISTING ENGINEER	R/CRANES/GRADALLS	12/01/2013	3 \$40.49	\$10.00	\$14.18 \$0	0.00 \$64.67

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Step         percent         Apprentice Base Wage         Health         Pension         Total Rate           1         55         \$22.27         \$10.00         \$0.00         \$52.27           2         60         \$22.429         \$10.00         \$14.18         \$50.00         \$54.45           3         65         \$26.52         \$10.00         \$14.18         \$50.00         \$54.55           6         80         \$32.237         \$10.00         \$14.18         \$50.00         \$54.55           6         80         \$32.23         \$10.00         \$14.18         \$50.00         \$56.657           7         85         \$34.42         \$10.00         \$14.18         \$50.00         \$56.62           Notes:	••		PERATING ENGINEERS -	Local 4					
1         55         S22.27         \$10.00         \$0.00         \$32.27           2         60         \$24.29         \$10.00         \$14.18         \$0.00         \$48.47           3         65         \$26.32         \$10.00         \$14.18         \$0.00         \$52.27           5         75         \$30.37         \$10.00         \$14.18         \$0.00         \$52.52           5         75         \$30.37         \$10.00         \$14.18         \$0.00         \$56.57           7         85         \$32.39         \$10.00         \$14.18         \$0.00         \$56.60           8         90         \$36.44         \$10.00         \$14.18         \$0.00         \$56.67           Notes:			12/01/2013	Apprentice Base Wage	Health	Pension		Total Rate	
2         60         \$24,29         \$10,00         \$14,18         \$0,00         \$48,47           3         65         \$26,32         \$10,00         \$14,18         \$0,00         \$52,50           4         70         \$28,34         \$10,00         \$14,18         \$0,00         \$52,52           5         75         \$30,37         \$10,00         \$14,18         \$0,00         \$54,55           6         80         \$52,53         \$10,00         \$14,18         \$0,00         \$56,57           7         85         \$34,42         \$10,00         \$14,18         \$0,00         \$56,62           Notes:		_							
3         65         \$26.32         \$10.00         \$14.18         \$0.00         \$52.52           5         75         \$20.37         \$10.00         \$14.18         \$0.00         \$54.55           6         80         \$32.39         \$10.00         \$14.18         \$0.00         \$55.57           7         85         \$32.39         \$10.00         \$14.18         \$0.00         \$55.67           7         85         \$32.42         \$10.00         \$14.18         \$0.00         \$56.57           7         85         \$32.42         \$10.00         \$14.18         \$0.00         \$56.57           7         85         \$32.42         \$10.00         \$14.18         \$0.00         \$56.57           7         85         \$32.42         \$10.00         \$14.18         \$0.00         \$56.57           Apprentice to Journeyworker Ratio:1:6           VAC (DUCTWORK)           REFERENT METAL WORKER*         \$12.7         \$77           02/01/2014         \$44.276         \$9.82         \$19.74         \$2.17         \$77           02/01/2015         \$45.51         \$9.82         \$19.74         \$2.17         \$78           02/01/2015									
4         70         \$28,24         \$10,00         \$14,18         \$0,00         \$52,52           5         75         \$30,37         \$10,00         \$14,18         \$0,00         \$54,55           6         80         \$32,29         \$10,00         \$14,18         \$0,00         \$55,57           7         85         \$34,42         \$10,00         \$14,18         \$0,00         \$56,67           7         85         \$34,42         \$10,00         \$14,18         \$0,00         \$56,67           Apprentice to Journeyworker Ratio:1:6         \$35,644         \$10,00         \$14,18         \$0,00         \$56,62           VAC (DUCTWORK)         02/01/2014         \$42,76         \$9,82         \$19,74         \$2,17         \$77           02/01/2014         \$43,61         \$9,82         \$19,74         \$2,17         \$77           02/01/2015         \$44,51         \$9,82         \$19,74         \$2,17         \$77           02/01/2016         \$46,51         \$9,82         \$19,74         \$2,17         \$78           02/01/2016         \$46,51         \$9,82         \$19,74         \$2,17         \$78           02/01/2016         \$47,66         \$9,82         \$19,74         \$2,									
5         75         50.00         51.1.8         50.00         54.3.5           6         80         \$32.39         \$10.00         \$14.18         \$0.00         \$56.57           7         85         \$33.42         \$10.00         \$14.18         \$0.00         \$56.67           8         90         \$36.44         \$10.00         \$14.18         \$0.00         \$56.62           Notes:           Apprentice to Journeyworker Ratio:1.6           VAC (DUCTWORK)           WARCOUCH NOT           WORKERS LOCAL 17-A         02001/2014         \$42.76         \$9.82         \$19.74         \$2.17         \$77           0201/2014         \$43.61         \$9.82         \$19.74         \$2.17         \$77           0201/2014         \$43.61         \$9.82         \$19.74         \$2.17         \$77           0201/2015         \$44.51         \$9.82         \$19.74         \$2.17         \$77           0201/2016         \$46.51         \$9.82         \$19.74         \$2.17         \$78           0201/2017         \$49.86         \$9.82         \$19.74         \$2.17         \$78           0201/2018         \$51.01         \$9.82 <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>									
6         80         512.30         510.00         514.18         50.00         555.57           7         85         \$34.42         \$10.00         \$14.18         \$0.00         \$56.57           7         85         \$34.42         \$10.00         \$14.18         \$0.00         \$56.62           Notes:									
7         85         \$34.42         \$10.00         \$14.18         \$0.00         \$58.60           8         90         \$36.44         \$10.00         \$14.18         \$0.00         \$60.62           Apprentice to Journeyworker Ratio:1:6           Notes:           Distribution of the set of the									
8         90         \$36.43         \$10.00         \$14.18         \$0.00         \$66.62           Notes:									
Notes:         Apprentice to Journeyworker Ratio:1:6           IVAC (DUCTWORK)         02/01/2014         \$42.76         \$9.82         \$19.74         \$2.17         \$74           IVAC (DUCTWORK)         02/01/2014         \$43.61         \$9.82         \$19.74         \$2.17         \$75           02/01/2015         \$44.51         \$9.82         \$19.74         \$2.17         \$76           02/01/2015         \$44.51         \$9.82         \$19.74         \$2.17         \$76           02/01/2016         \$46.51         \$9.82         \$19.74         \$2.17         \$77           02/01/2016         \$46.51         \$9.82         \$19.74         \$2.17         \$78           02/01/2016         \$46.51         \$9.82         \$19.74         \$2.17         \$78           02/01/2016         \$47.66         \$9.82         \$19.74         \$2.17         \$78           02/01/2016         \$47.66         \$9.82         \$19.74         \$2.17         \$82           For apprentice rates see "Apprentice-SHEET METAL WORKER"         02/01/2018         \$51.01         \$9.82         \$19.74         \$2.17         \$82           IVAC (ELECTRICAL CONTROLS)         03/01/2014         \$44.45         \$13.00         \$14.75         \$0.00 <t< th=""><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th></t<>									
Apprentice to Journeyworker Ratio:1:6           IVAC (DUCTWORK) HEETMETAL WORKERS LOCAL 17 - A         02/01/2014         \$42.76         \$9.82         \$19.74         \$2.17         \$74           08/01/2014         \$43.61         \$9.82         \$19.74         \$2.17         \$75           02/01/2015         \$44.51         \$9.82         \$19.74         \$2.17         \$77           02/01/2015         \$44.51         \$9.82         \$19.74         \$2.17         \$77           02/01/2016         \$46.51         \$9.82         \$19.74         \$2.17         \$78           08/01/2016         \$46.51         \$9.82         \$19.74         \$2.17         \$78           08/01/2016         \$47.66         \$9.82         \$19.74         \$2.17         \$78           08/01/2016         \$47.66         \$9.82         \$19.74         \$2.17         \$79           02/01/2018         \$51.01         \$9.82         \$19.74         \$2.17         \$80           VAC (ELECTRICAL CONTROLS)         03/01/2014         \$44.45         \$13.00         \$14.78         \$0.00         \$72           LECTRICIANS LOCAL 103         03/01/2014         \$44.45         \$13.00         \$14.75         \$0.00         \$73           VAC (ELECTRICAL NON	8	90		\$36.44	\$10.00	\$14.18	\$0.00	\$60.62	
VAC (DUCTWORK) HEETMETAL WORKERS LOCAL 17 - A       02/01/2014       \$42.76       \$9.82       \$19.74       \$2.17       \$74         08/01/2014       \$43.61       \$9.82       \$19.74       \$2.17       \$75         02/01/2015       \$44.51       \$9.82       \$19.74       \$2.17       \$77         02/01/2015       \$44.51       \$9.82       \$19.74       \$2.17       \$77         02/01/2016       \$46.51       \$9.82       \$19.74       \$2.17       \$78         08/01/2016       \$47.66       \$9.82       \$19.74       \$2.17       \$78         08/01/2016       \$47.66       \$9.82       \$19.74       \$2.17       \$78         08/01/2016       \$47.66       \$9.82       \$19.74       \$2.17       \$78         02/01/2017       \$48.76       \$9.82       \$19.74       \$2.17       \$80         02/01/2018       \$51.01       \$9.82       \$19.74       \$2.17       \$81         02/01/2018       \$51.01       \$9.82       \$19.74       \$2.17       \$82         VAC (ELECTRICAL CONTROLS)       03/01/2014       \$44.45       \$13.00       \$14.68       \$0.00       \$72         03/01/2015       \$45.84       \$13.00       \$14.78       \$0.00 <td< td=""><td>Not</td><td>es:</td><td></td><td></td><td></td><td></td><td></td><td>    </td><td></td></td<>	Not	es:						 	
HEETMETAL WORKERS LOCAL 17 - A 08/01/2011 0343.61 59.82 519.74 52.17 576 08/01/2015 544.51 59.82 519.74 52.17 577 02/01/2016 546.51 59.82 519.74 52.17 578 08/01/2016 547.66 59.82 519.74 52.17 578 08/01/2017 549.86 59.82 519.74 52.17 588 08/01/2017 549.86 59.82 519.74 52.17 588 09/01/2018 541.01 59.82 519.74 52.17 588 09/01/2014 544.45 513.00 514.78 50.00 572 03/01/2015 545.84 513.00 514.72 50.00 573 09/01/2015 545.81 59.82 519.74 52.17 574 03/01/2016 547.75 513.00 514.78 50.00 574 03/01/2016 545.51 59.82 519.74 52.17 574 08/01/2015 545.51 59.82 519.74 52.17 576 08/01/2015 545.51 59.82 519.74 52.17 576 08/01/2015 545.51 59.82 519.74 52.17 576 02/01/2015 545.51 59.82 519.74 52.17 576 02/01/2015 545.51 59.82 519.74 52.17 576 02/01/2015 545.51 59.82 519.74 52.17 576 02/01/2016 545.51 59.82 519.74 52.17 576 02/01/2015 545.51 59.82 519.74 52.17 576 02/01/2015 545.51 59.82 519.74 52.17 576 02/01/2016 545.51 59.82 519.74 52.17 576 02/01/2015 545.51 59.82 519.74 52.17 576 02/01/2016 545.51 59.82 519.74 52.17 576 02/01/2016 545.51 59.82 519.74 52.17 576 02/01/2016 545.51 59.82 519.74 52.17 578 02/01/2016 547.66 59.82 519.74 52.17 578 02/01/2016 547.66 59.82 519.74			urneyworker Ratio:1:6						
08/01/2014       \$43,61       \$9.82       \$19,74       \$2,17       \$75         02/01/2015       \$44,51       \$9.82       \$19,74       \$2,17       \$76         08/01/2015       \$44,51       \$9.82       \$19,74       \$2,17       \$77         02/01/2016       \$46,51       \$9.82       \$19,74       \$2,17       \$78         08/01/2017       \$48,76       \$9.82       \$19,74       \$2,17       \$78         02/01/2017       \$48,86       \$9.82       \$19,74       \$2,17       \$88         02/01/2017       \$48,86       \$9.82       \$19,74       \$2,17       \$88         02/01/2017       \$48,86       \$9.82       \$19,74       \$2,17       \$88         02/01/2017       \$49.86       \$9.82       \$19,74       \$2,17       \$88         02/01/2017       \$49.86       \$9.82       \$19,74       \$2,17       \$88         12/01/2018       \$51.01       \$9.82       \$19,74       \$2,17       \$88         12/01/2018       \$45.12       \$13.00       \$14.68       \$0.00       \$72         03/01/2014       \$44.45       \$13.00       \$14.75       \$0.00       \$74         03/01/2015       \$45.12       \$13.00									\$74.49
08/01/2015         \$45.51         \$9.82         \$19.74         \$2.17         \$77           02/01/2016         \$46.51         \$9.82         \$19.74         \$2.17         \$78           08/01/2016         \$47.66         \$9.82         \$19.74         \$2.17         \$78           02/01/2017         \$48.76         \$9.82         \$19.74         \$2.17         \$80           08/01/2017         \$49.86         \$9.82         \$19.74         \$2.17         \$81           02/01/2018         \$51.01         \$9.82         \$19.74         \$2.17         \$82           VAC (ELECTRICAL CONTROLS)         03/01/2014         \$44.45         \$13.00         \$14.68         \$0.00         \$72           09/01/2015         \$45.84         \$13.00         \$14.72         \$0.00         \$73           09/01/2015         \$46.80         \$13.00         \$14.75         \$0.00         \$74           09/01/2016         \$47.75         \$13.00         \$14.78         \$0.00         \$73           09/01/2016         \$44.51         \$9.82         \$19.74         \$2.17         \$74           VAC (TESTING AND BALANCING - AIR)         02/01/2016         \$44.51         \$9.82         \$19.74         \$2.17         \$77				08/01/2014	\$43.	61 \$9.82			\$75.34
02/01/2016         \$46.51         \$9.82         \$19.74         \$2.17         \$78           08/01/2016         \$47.66         \$9.82         \$19.74         \$2.17         \$79           02/01/2017         \$48.76         \$9.82         \$19.74         \$2.17         \$80           08/01/2017         \$48.76         \$9.82         \$19.74         \$2.17         \$80           02/01/2017         \$49.86         \$9.82         \$19.74         \$2.17         \$81           02/01/2018         \$51.01         \$9.82         \$19.74         \$2.17         \$82           VAC (ELECTRICAL CONTROLS)         03/01/2014         \$44.45         \$13.00         \$14.68         \$0.00         \$72           03/01/2014         \$44.51         \$13.00         \$14.70         \$0.00         \$72           03/01/2015         \$45.84         \$13.00         \$14.73         \$0.00         \$73           09/01/2015         \$46.80         \$13.00         \$14.75         \$0.00         \$74           03/01/2016         \$47.75         \$1.00         \$14.78         \$0.00         \$74           03/01/2016         \$47.75         \$1.00         \$14.78         \$0.00         \$74           02/01/2014         \$43.									\$76.24
08/01/2016         \$47.66         \$9.82         \$19.74         \$2.17         \$79           02/01/2017         \$48.76         \$9.82         \$19.74         \$2.17         \$80           08/01/2017         \$48.76         \$9.82         \$19.74         \$2.17         \$81           02/01/2018         \$51.01         \$9.82         \$19.74         \$2.17         \$82           VAC (ELECTRICAL CONTROLS)         03/01/2014         \$44.45         \$13.00         \$14.68         \$0.00         \$72           03/01/2015         \$45.84         \$13.00         \$14.72         \$0.00         \$73           09/01/2015         \$45.84         \$13.00         \$14.75         \$0.00         \$73           09/01/2015         \$46.80         \$13.00         \$14.75         \$0.00         \$73           09/01/2015         \$46.80         \$13.00         \$14.75         \$0.00         \$73           09/01/2016         \$47.75         \$13.00         \$14.75         \$0.00         \$73           09/01/2016         \$47.75         \$13.00         \$14.75         \$0.00         \$73           09/01/2016         \$44.51         \$9.82         \$19.74         \$2.17         \$76           09/01/2016         \$									\$77.24
O2/01/2017         \$48.76         \$9.82         \$19.74         \$2.17         \$88.76           For apprentice rates see "Apprentice- SHEET METAL WORKER"         03/01/2017         \$49.86         \$9.82         \$19.74         \$2.17         \$88.76           VAC (ELECTRICAL CONTROLS)         03/01/2014         \$44.45         \$13.00         \$14.68         \$0.00         \$72           03/01/2014         \$44.45         \$13.00         \$14.70         \$0.00         \$72           03/01/2015         \$45.84         \$13.00         \$14.72         \$0.00         \$73           09/01/2015         \$46.80         \$13.00         \$14.75         \$0.00         \$73           09/01/2015         \$46.80         \$13.00         \$14.78         \$0.00         \$73           09/01/2015         \$46.80         \$13.00         \$14.78         \$0.00         \$73           09/01/2016         \$47.75         \$13.00         \$14.78         \$0.00         \$73           VAC (TESTING AND BALANCING - AIR)         02/01/2014         \$42.76         \$9.82         \$19.74         \$2.17         \$74           08/01/2015         \$44.51         \$9.82         \$19.74         \$2.17         \$77           02/01/2015         \$44.51         \$9.82 </td <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>\$78.24</td>									\$78.24
08/01/2017         \$49.86         \$9.82         \$19.74         \$2.17         \$81           Por apprentice rates see "Apprentice- SHEET METAL WORKER"         03/01/2018         \$51.01         \$9.82         \$19.74         \$2.17         \$82           VAC (ELECTRICAL CONTROLS) LECTRICAL DOS         03/01/2014         \$44.45         \$13.00         \$14.68         \$0.00         \$72           09/01/2014         \$45.12         \$13.00         \$14.70         \$0.00         \$73           09/01/2015         \$46.80         \$13.00         \$14.75         \$0.00         \$74           03/01/2016         \$47.75         \$13.00         \$14.75         \$0.00         \$74           03/01/2016         \$47.75         \$13.00         \$14.78         \$0.00         \$74           03/01/2016         \$47.75         \$13.00         \$14.78         \$0.00         \$74           03/01/2016         \$47.75         \$13.00         \$14.78         \$0.00         \$75           VAC (TESTING AND BALANCING - AIR)         02/01/2014         \$42.76         \$9.82         \$19.74         \$2.17         \$76           08/01/2017         \$44.51         \$9.82         \$19.74         \$2.17         \$77           02/01/2016         \$45.51 <td< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>\$79.39</td></td<>									\$79.39
Or apprentice rates see "Apprentice- SHEET METAL WORKER"         02/01/2018         \$51.01         \$9.82         \$19.74         \$2.17         \$82           VAC (ELECTRICAL CONTROLS) LECTRICIANS LOCAL 103         03/01/2014         \$44.45         \$13.00         \$14.68         \$0.00         \$72           09/01/2015         \$45.84         \$13.00         \$14.70         \$0.00         \$73           09/01/2015         \$46.80         \$13.00         \$14.72         \$0.00         \$73           09/01/2016         \$45.75         \$13.00         \$14.75         \$0.00         \$73           09/01/2016         \$45.84         \$13.00         \$14.75         \$0.00         \$74           NAC (TESTING AND BALANCING - AIR)         02/01/2014         \$42.76         \$9.82         \$19.74         \$2.17         \$74           NAC (TESTING AND BALANCING - AIR)         02/01/2014         \$42.76         \$9.82         \$19.74         \$2.17         \$77           02/01/2015         \$44.51         \$9.82         \$19.74         \$2.17         \$76           08/01/2016         \$46.51         \$9.82         \$19.74         \$2.17         \$77           02/01/2015         \$44.51         \$9.82         \$19.74         \$2.17         \$77									\$80.49
For apprentice rates see "Apprentice- SHEET METAL WORKER"         03/01/2014         \$44.45         \$13.00         \$14.68         \$0.00         \$72           UKAC (ELECTRICAL CONTROLS)         09/01/2014         \$45.12         \$13.00         \$14.70         \$0.00         \$72           03/01/2015         \$45.84         \$13.00         \$14.72         \$0.00         \$73           09/01/2015         \$46.80         \$13.00         \$14.75         \$0.00         \$74           03/01/2016         \$47.75         \$13.00         \$14.78         \$0.00         \$75           For apprentice rates see "Apprentice- ELECTRICIAN"         03/01/2016         \$47.75         \$13.00         \$14.78         \$0.00         \$75           WAC (TESTING AND BALANCING - AIR)         02/01/2014         \$42.76         \$9.82         \$19.74         \$2.17         \$76           02/01/2015         \$44.51         \$9.82         \$19.74         \$2.17         \$76           02/01/2015         \$44.51         \$9.82         \$19.74         \$2.17         \$76           02/01/2015         \$44.51         \$9.82         \$19.74         \$2.17         \$76           02/01/2015         \$44.51         \$9.82         \$19.74         \$2.17         \$77           <									\$81.59
UVAC (ELECTRICAL CONTROLS)       03/01/2014       \$44.45       \$13.00       \$14.68       \$0.00       \$72         UPAC (ELECTRICAL 103       09/01/2014       \$44.45       \$13.00       \$14.70       \$0.00       \$72         09/01/2014       \$45.12       \$13.00       \$14.70       \$0.00       \$73         03/01/2015       \$45.84       \$13.00       \$14.75       \$0.00       \$73         03/01/2015       \$46.80       \$13.00       \$14.75       \$0.00       \$74         03/01/2016       \$47.75       \$13.00       \$14.78       \$0.00       \$75         For apprentice rates see "Apprentice- ELECTRICIAN"       02/01/2016       \$47.75       \$13.00       \$14.78       \$0.00       \$75         VAC (TESTING AND BALANCING - AIR)       02/01/2016       \$44.51       \$9.82       \$19.74       \$2.17       \$76         02/01/2015       \$44.51       \$9.82       \$19.74       \$2.17       \$76         02/01/2015       \$44.51       \$9.82       \$19.74       \$2.17       \$76         08/01/2015       \$45.51       \$9.82       \$19.74       \$2.17       \$76         02/01/2016       \$46.51       \$9.82       \$19.74       \$2.17       \$76         08/01/2016	For apprentice rates s	see "Apprentice- S	HEET METAL WORKER"	02/01/2018	8 \$51.	01 \$9.82	\$19.74	\$2.17	\$82.74
LECTRICIANS LOCAL 103       09/01/2014       \$45.12       \$13.00       \$14.70       \$0.00       \$72         03/01/2015       \$45.84       \$13.00       \$14.72       \$0.00       \$73         09/01/2015       \$46.80       \$13.00       \$14.75       \$0.00       \$74         09/01/2015       \$46.80       \$13.00       \$14.75       \$0.00       \$74         03/01/2016       \$47.75       \$13.00       \$14.78       \$0.00       \$75         For apprentice- ELECTRICIAN"         INAC (TESTING AND BALANCING - AIR)         HEETMETAL WORKERS LOCAL 17 - A       02/01/2014       \$42.76       \$9.82       \$19.74       \$2.17       \$75         02/01/2015       \$44.51       \$9.82       \$19.74       \$2.17       \$76         08/01/2015       \$44.51       \$9.82       \$19.74       \$2.17       \$76         02/01/2015       \$44.51       \$9.82       \$19.74       \$2.17       \$76         08/01/2015       \$45.51       \$9.82       \$19.74       \$2.17       \$77         02/01/2016       \$46.51       \$9.82       \$19.74       \$2.17       \$78         02/01/2016       \$47.66       \$9.82       \$19.74       \$2.17       \$79				03/01/2014	4 \$44	45 \$13.00	\$14.68	\$0.00	\$72.13
03/01/2015         \$45.84         \$13.00         \$14.72         \$0.00         \$73           09/01/2015         \$46.80         \$13.00         \$14.75         \$0.00         \$74           03/01/2016         \$47.75         \$13.00         \$14.78         \$0.00         \$75           For apprentice- ELECTRICIAN"           IVAC (TESTING AND BALANCING - AIR)           HEETMETAL WORKERS LOCAL 17 - A         02/01/2014         \$42.76         \$9.82         \$19.74         \$2.17         \$74           08/01/2015         \$44.51         \$9.82         \$19.74         \$2.17         \$76           02/01/2015         \$44.51         \$9.82         \$19.74         \$2.17         \$76           02/01/2015         \$44.51         \$9.82         \$19.74         \$2.17         \$76           02/01/2015         \$44.51         \$9.82         \$19.74         \$2.17         \$76           02/01/2015         \$44.51         \$9.82         \$19.74         \$2.17         \$77           02/01/2016         \$46.51         \$9.82         \$19.74         \$2.17         \$78           08/01/2016         \$47.66         \$9.82         \$19.74         \$2.17         \$78           02/01/2017         \$4	LECTRICIANS LOCAL	103							\$72.82
09/01/2015         \$46.80         \$13.00         \$14.75         \$0.00         \$74           O3/01/2016         \$47.75         \$13.00         \$14.78         \$0.00         \$75           For apprentice rates see "Apprentice- ELECTRICIAN"         02/01/2014         \$42.76         \$9.82         \$19.74         \$2.17         \$74           IVAC (TESTING AND BALANCING - AIR)         02/01/2014         \$43.61         \$9.82         \$19.74         \$2.17         \$75           02/01/2015         \$44.51         \$9.82         \$19.74         \$2.17         \$76           08/01/2015         \$44.51         \$9.82         \$19.74         \$2.17         \$76           08/01/2015         \$44.51         \$9.82         \$19.74         \$2.17         \$77           02/01/2015         \$44.51         \$9.82         \$19.74         \$2.17         \$77           02/01/2016         \$46.51         \$9.82         \$19.74         \$2.17         \$78           08/01/2016         \$47.66         \$9.82         \$19.74         \$2.17         \$78           02/01/2017         \$48.76         \$9.82         \$19.74         \$2.17         \$78           08/01/2017         \$49.86         \$9.82         \$19.74         \$2.17         <									\$73.56
For apprentice rates see "Apprentice- ELECTRICIAN"         03/01/2016         \$47.75         \$13.00         \$14.78         \$0.00         \$75           VAC (TESTING AND BALANCING - AIR)         02/01/2014         \$42.76         \$9.82         \$19.74         \$2.17         \$74           08/01/2014         \$43.61         \$9.82         \$19.74         \$2.17         \$75           02/01/2015         \$44.51         \$9.82         \$19.74         \$2.17         \$76           08/01/2015         \$44.51         \$9.82         \$19.74         \$2.17         \$77           02/01/2015         \$44.51         \$9.82         \$19.74         \$2.17         \$77           02/01/2016         \$46.51         \$9.82         \$19.74         \$2.17         \$77           02/01/2016         \$46.51         \$9.82         \$19.74         \$2.17         \$78           08/01/2016         \$47.66         \$9.82         \$19.74         \$2.17         \$78           08/01/2017         \$48.76         \$9.82         \$19.74         \$2.17         \$80           08/01/2017         \$49.86         \$9.82         \$19.74         \$2.17         \$81           02/01/2018         \$51.01         \$9.82         \$19.74         \$2.17 <td< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>\$74.55</td></td<>									\$74.55
For apprentice- ELECTRICIAN"         IVAC (TESTING AND BALANCING - AIR) <i>HEETMETAL WORKERS LOCAL 17 - A</i> 02/01/2014       \$42.76       \$9.82       \$19.74       \$2.17       \$74         08/01/2014       \$43.61       \$9.82       \$19.74       \$2.17       \$75         02/01/2015       \$44.51       \$9.82       \$19.74       \$2.17       \$76         08/01/2015       \$44.51       \$9.82       \$19.74       \$2.17       \$77         02/01/2015       \$44.51       \$9.82       \$19.74       \$2.17       \$77         02/01/2015       \$44.51       \$9.82       \$19.74       \$2.17       \$77         02/01/2016       \$46.51       \$9.82       \$19.74       \$2.17       \$78         02/01/2016       \$46.51       \$9.82       \$19.74       \$2.17       \$78         02/01/2016       \$47.66       \$9.82       \$19.74       \$2.17       \$79         02/01/2017       \$48.76       \$9.82       \$19.74       \$2.17       \$80         08/01/2017       \$49.86       \$9.82       \$19.74       \$2.17       \$80         02/01/2017       \$49.86       \$9.82       \$19.74       \$2.17       \$81         02/01/2018<								\$0.00	\$75.53
HEETMETAL WORKERS LOCAL 17 - A       08/01/2014       \$43.61       \$9.82       \$19.74       \$2.17       \$75         02/01/2015       \$44.51       \$9.82       \$19.74       \$2.17       \$76         08/01/2015       \$44.51       \$9.82       \$19.74       \$2.17       \$77         02/01/2015       \$44.51       \$9.82       \$19.74       \$2.17       \$77         02/01/2016       \$46.51       \$9.82       \$19.74       \$2.17       \$77         02/01/2016       \$46.51       \$9.82       \$19.74       \$2.17       \$78         08/01/2016       \$46.51       \$9.82       \$19.74       \$2.17       \$79         02/01/2016       \$46.51       \$9.82       \$19.74       \$2.17       \$79         02/01/2017       \$48.76       \$9.82       \$19.74       \$2.17       \$80         08/01/2017       \$48.76       \$9.82       \$19.74       \$2.17       \$80         08/01/2017       \$49.86       \$9.82       \$19.74       \$2.17       \$80         02/01/2018       \$51.01       \$9.82       \$19.74       \$2.17       \$81         02/01/2018       \$51.01       \$9.82       \$19.74       \$2.17       \$82         6	For apprentice rates s	see "Apprentice- E	ELECTRICIAN"						
08/01/2014       \$43.61       \$9.82       \$19.74       \$2.17       \$75         02/01/2015       \$44.51       \$9.82       \$19.74       \$2.17       \$76         08/01/2015       \$45.51       \$9.82       \$19.74       \$2.17       \$77         08/01/2015       \$45.51       \$9.82       \$19.74       \$2.17       \$77         02/01/2016       \$46.51       \$9.82       \$19.74       \$2.17       \$78         02/01/2016       \$46.51       \$9.82       \$19.74       \$2.17       \$78         08/01/2016       \$47.66       \$9.82       \$19.74       \$2.17       \$79         02/01/2017       \$48.76       \$9.82       \$19.74       \$2.17       \$80         08/01/2017       \$49.86       \$9.82       \$19.74       \$2.17       \$80         08/01/2017       \$49.86       \$9.82       \$19.74       \$2.17       \$80         02/01/2018       \$51.01       \$9.82       \$19.74       \$2.17       \$81         02/01/2018       \$51.01       \$9.82       \$19.74       \$2.17       \$82         For apprentice- SHEET METAL WORKER"			CING - AIR)	02/01/2014	\$42.	76 \$9.82	\$19.74	\$2.17	\$74.49
08/01/2015       \$45.51       \$9.82       \$19.74       \$2.17       \$77         02/01/2016       \$46.51       \$9.82       \$19.74       \$2.17       \$78         02/01/2016       \$46.51       \$9.82       \$19.74       \$2.17       \$78         08/01/2016       \$47.66       \$9.82       \$19.74       \$2.17       \$79         02/01/2017       \$48.76       \$9.82       \$19.74       \$2.17       \$80         08/01/2017       \$48.76       \$9.82       \$19.74       \$2.17       \$80         08/01/2017       \$48.76       \$9.82       \$19.74       \$2.17       \$80         08/01/2017       \$49.86       \$9.82       \$19.74       \$2.17       \$81         02/01/2018       \$51.01       \$9.82       \$19.74       \$2.17       \$82         For apprentice- SHEET METAL WORKER"	HEEIMEIAL WORKER.	S LOCAL 17 - A		08/01/2014	\$43.	61 \$9.82	\$19.74	\$2.17	\$75.34
02/01/2016       \$46.51       \$9.82       \$19.74       \$2.17       \$78         08/01/2016       \$47.66       \$9.82       \$19.74       \$2.17       \$79         02/01/2017       \$48.76       \$9.82       \$19.74       \$2.17       \$80         02/01/2017       \$48.76       \$9.82       \$19.74       \$2.17       \$80         08/01/2017       \$49.86       \$9.82       \$19.74       \$2.17       \$81         02/01/2018       \$51.01       \$9.82       \$19.74       \$2.17       \$82         For apprentice- SHEET METAL WORKER"				02/01/201	5 \$44.	51 \$9.82	\$19.74	\$2.17	\$76.24
08/01/2016       \$47.66       \$9.82       \$19.74       \$2.17       \$79         02/01/2017       \$48.76       \$9.82       \$19.74       \$2.17       \$80         08/01/2017       \$48.76       \$9.82       \$19.74       \$2.17       \$80         08/01/2017       \$49.86       \$9.82       \$19.74       \$2.17       \$81         02/01/2018       \$51.01       \$9.82       \$19.74       \$2.17       \$82         For apprentice- SHEET METAL WORKER"				08/01/201	5 \$45.	51 \$9.82	\$19.74	\$2.17	\$77.24
02/01/2017       \$48.76       \$9.82       \$19.74       \$2.17       \$80         08/01/2017       \$49.86       \$9.82       \$19.74       \$2.17       \$81         02/01/2018       \$51.01       \$9.82       \$19.74       \$2.17       \$81         For apprentice- SHEET METAL WORKER"				02/01/2010	5 \$46.	51 \$9.82	\$19.74	\$2.17	\$78.24
08/01/2017       \$49.86       \$9.82       \$19.74       \$2.17       \$81         02/01/2018       \$51.01       \$9.82       \$19.74       \$2.17       \$82         For apprentice- SHEET METAL WORKER"				08/01/2010	5 \$47.	66 \$9.82	\$19.74	\$2.17	\$79.39
For apprentice rates see "Apprentice- SHEET METAL WORKER"				02/01/2017	7 \$48.	76 \$9.82	\$19.74	\$2.17	\$80.49
For apprentice rates see "Apprentice- SHEET METAL WORKER"				08/01/2017	7 \$49.	86 \$9.82	\$19.74	\$2.17	\$81.59
				02/01/2018	8 \$51.	01 \$9.82	\$19.74	\$2.17	\$82.74
IVAC (TESTING AND BALANCING -WATER)         03/01/2013         \$49.34         \$8.75         \$14.39         \$0.00         \$72           IMPEFITTERS LOCAL 537         03/01/2013         \$49.34         \$8.75         \$14.39         \$0.00         \$72	IVAC (TESTING A	ND BALAN		03/01/2013	3 \$49.	34 \$8.75	\$14.39	\$0.00	\$72.48

pprentice -	OPERATING ENGINEERS - Local 4
	10 10 1 10 0 1 0

Issue Date: 04/22/2014

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC MECHANIC PIPEFITTERS LOCAL 537	03/01/2013	\$49.34	\$8.75	\$14.39	\$0.00	\$72.48
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS	12/01/2013	\$34.10	\$7.30	\$12.70	\$0.00	\$54.10
LABORERS - ZONE 1	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
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$38.85	\$7.30	\$12.70	\$0.00	\$58.85
INSULATOR (PIPES & TANKS)	09/01/2013	\$42.11	\$10.95	\$12.10	\$0.00	\$65.16
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2014	\$44.11	\$10.95	\$12.10	\$0.00	\$67.16

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

Effecti	ive Date -	09/01/2013				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$21.06	\$10.95	\$9.00	\$0.00	\$41.01	
2	60		\$25.27	\$10.95	\$9.62	\$0.00	\$45.84	
3	70		\$29.48	\$10.95	\$10.24	\$0.00	\$50.67	
4	80		\$33.69	\$10.95	\$10.86	\$0.00	\$55.50	

<b>Effective</b> Step p	<b>Date -</b> 09/01/2014 ercent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1 5	50	\$22.06	\$10.95	\$9.00	\$0.00	\$42.01
2 6	50	\$26.47	\$10.95	\$9.62	\$0.00	\$47.04
3 7	70	\$30.88	\$10.95	\$10.24	\$0.00	\$52.07
4 8	30	\$35.29	\$10.95	\$10.86	\$0.00	\$57.10
Notes: Si	teps are 1 year					- — — —   
Apprenti	ce to Journeyworker Ratio:1:4					
IRONWORKER/WELDER IRONWORKERS LOCAL 7 (BOST		03/16/2014	4 \$41.1	9 \$7.70	\$19.25	\$0.00 \$68.14

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Step percent App	rentice Base Wage	Health	Dancian			
		Tieutin	Pension	Unemployment	Total Rate	
1 60	\$24.71	\$7.70	\$19.25	\$0.00	\$51.66	
2 70	\$28.83	\$7.70	\$19.25	\$0.00	\$55.78	
3 75	\$30.89	\$7.70	\$19.25	\$0.00	\$57.84	
4 80	\$32.95	\$7.70	\$19.25	\$0.00	\$59.90	
5 85	\$35.01	\$7.70	\$19.25	\$0.00	\$61.96	
6 90	\$37.07	\$7.70	\$19.25	\$0.00	\$64.02	
Notes:						
** Structural 1:6; Ornamental 1:4						
Apprentice to Journeyworker Ratio:**						
JACKHAMMER & PAVING BREAKER OPERATOR	12/01/2013	\$33.60	\$7.30	\$12.70	\$0.00	\$53.60
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"						
LABORER LABORERS - ZONE 1	12/01/2013	\$33.35	\$7.30	\$12.70	\$0.00	\$53.35
	06/01/2014	\$34.10	\$7.30	\$12.70	\$0.00	\$54.10
	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

#### Apprentice - *IRONWORKER - Local 7 Boston* Effective Date - 03/16/2014

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	Appren	ntice - LA	1BORER - Zone 1						
		ve Date -	12/01/2013	Appropriate Desce Wesse	Uaalth	Pension	Supplemental Unemployment	Total Rate	
	Step 1	percent 60		Apprentice Base Wage					
	2	80 70		\$20.01	\$7.30	\$12.70	\$0.00	\$40.01	
	3			\$23.35	\$7.30	\$12.70	\$0.00	\$43.35	
	4	80 90		\$26.68	\$7.30	\$12.70	\$0.00	\$46.68	
	4	90		\$30.02	\$7.30	\$12.70	\$0.00	\$50.02	
	Effectiv	ve Date -	06/01/2014				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	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	
	Notes:								
			urneyworker Ratio:1:5						
LABORER: CARPENTER TENDER LABORERS - ZONE 1		12/01/2013		\$7.30	\$12.70	\$0.00	\$53.35		
				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		\$7.30	\$12.70	\$0.00	\$57.10
For apprentice r	rates see "A	Apprentice- I	ABORER"	12/01/2016	\$38.10	\$7.30	\$12.70	\$0.00	\$58.10
LABORER: CE				12/01/2013	\$33.35	\$7.30	\$12.70	\$0.00	\$53.35
LABORERS - ZONE	1			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	\$36.35	\$7.30	\$12.70	\$0.00	\$56.35
				06/01/2016		\$7.30	\$12.70	\$0.00	\$57.10
				12/01/2016	\$38.10	\$7.30	\$12.70	\$0.00	\$58.10
For apprentice r									
LABORER: HA LABORERS - ZONE		OUS WAS	TE/ASBESTOS REMOVER	12/01/2013	\$33.50	\$7.30	\$12.70	\$0.00	\$53.50
LADORERS - 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
				12/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50
For apprentice r	rates see "A	Apprentice- I	ABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MASON TENDER	12/01/2013	\$33.60	\$7.30	\$12.70	\$0.00	\$53.60
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"						
LABORER: MULTI-TRADE TENDER LABORERS - ZONE 1	12/01/2013	\$33.35	\$7.30	\$12.70	\$0.00	\$53.35
EIBORERS - ZOIVE I	06/01/2014	\$34.10	\$7.30	\$12.70	\$0.00	\$54.10
	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 LABORERS - ZONE 1	12/01/2013	\$33.35	\$7.30	\$12.70	\$0.00	\$53.35
	06/01/2014	\$34.10	\$7.30	\$12.70	\$0.00	\$54.10
	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 of standing trees, a utility company for the purpose of operation, maintenance or repair of utility company					s not done for	
LASER BEAM OPERATOR LABORERS - ZONE 1	12/01/2013	\$33.60	\$7.30	\$12.70	\$0.00	\$53.60
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"						
MARBLE & TILE FINISHERS	02/01/2014	\$36.66	\$10.18	\$16.83	\$0.00	\$63.67
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2014	\$37.37	\$10.18	\$16.90	\$0.00	\$64.45
	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
	02/01/2016 08/01/2016	\$38.98 \$39.68	\$10.18 \$10.18	\$16.97 \$17.05	\$0.00 \$0.00	\$66.13 \$66.91

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	ective Date -	02/01/2014				Supplemental		
Ste	p percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$18.33	\$10.18	\$16.83	\$0.00	\$45.34	
2	60		\$22.00	\$10.18	\$16.83	\$0.00	\$49.01	
3	70		\$25.66	\$10.18	\$16.83	\$0.00	\$52.67	
4	80		\$29.33	\$10.18	\$16.83	\$0.00	\$56.34	
5	90		\$32.99	\$10.18	\$16.83	\$0.00	\$60.00	
Eff	ective Date -	08/01/2014				Supplemental		
Ste			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	
No	tes:							
Ap	prentice to Jo	urneyworker Ratio:1:3						
MARBLE MASON BRICKLAYERS LOCAL 3	-	RS & TERRAZZO MECH	02/01/2014	\$48.10	\$10.18	\$18.15	\$0.00	\$76.43
BRICKLATERS LOCAL 5	) - MARDLE & IIL	JE.	08/01/2014	\$49.00	\$10.18	\$18.22	\$0.00	\$77.40
			02/01/2015	\$49.56	5 \$10.18	\$18.22	\$0.00	\$77.96
			08/01/2015	\$50.46	5 \$10.18	\$18.29	\$0.00	\$78.93
			02/01/2016	\$51.03	\$10.18	\$18.29	\$0.00	\$79.50

08/01/2016

02/01/2017

\$10.18

\$10.18

\$51.93

\$52.50

\$18.37

\$18.37

\$0.00

0.00

\$80.48

\$81.05

Apprentice - M	ARBLE & TILE FINISHER - Local 3 Marble & Tile
Effective Date -	02/01/2014

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Supplemental

	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$24.05	\$10.18	\$18.15	\$0.00	\$52.38	
	2	60	\$28.86	\$10.18	\$18.15	\$0.00	\$57.19	
	3	70	\$33.67	\$10.18	\$18.15	\$0.00	\$62.00	
	4	80	\$38.48	\$10.18	\$18.15	\$0.00	\$66.81	
	5	90	\$43.29	\$10.18	\$18.15	\$0.00	\$71.62	
	Effectiv	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	
	Notes:							
	Apprei	ntice to Journeyworker Ratio:1:5						
MECH. SWEEP OPERATING ENGIN		ERATOR (ON CONST. SITES) DCAL 4	12/01/2013	3 \$40.1	1 \$10.00	\$14.18	\$0.00	\$64.29
For apprentice	rates see ".	Apprentice- OPERATING ENGINEERS"						
MECHANICS N OPERATING ENGIN			12/01/2013	\$40.1	1 \$10.00	\$14.18	\$0.00	\$64.29
For apprentice	rates see ".	Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT MILLWRIGHTS LOO		,	04/01/2014	4 \$35.7	3 \$9.80	\$16.21	\$0.00	\$61.74
MILLWRIGHTSLOO	CAL 1121	- ZONE 1	10/01/2014	\$36.6	8 \$9.80	\$16.21	\$0.00	\$62.69
			04/01/201	5 \$37.6	4 \$9.80	\$16.21	\$0.00	\$63.65

Apprentice -	MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile
Effective Date	- 02/01/2014

		ive Date -	04/01/2014	Lone I					
	Step	percent	01/01/2011	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	55		\$19.65	\$9.80	\$4.48	\$0.00	\$33.93	
	2	65		\$23.22	\$9.80	\$13.36	\$0.00	\$46.38	
	3	75		\$26.80	\$9.80	\$14.18	\$0.00	\$50.78	
	4	85		\$30.37	\$9.80	\$14.99	\$0.00	\$55.16	
	Effect	ive Date -	10/01/2014				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	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	
	Notes	:							
		Steps are	2,000 hours						
	Appre	entice to Jou	urneyworker Ratio:1:5						
IORTAR ME				12/01/2013	\$33.60	\$7.30	\$12.70	\$0.00	\$53.60
ABORERS - ZON	ΕI			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
		"Apprentice- L							
PERATING ENG	GINEERS L	OCAL 4	CRANES,GRADALLS)	12/01/2013	\$	\$10.00	\$14.18	\$0.00	\$45.14
			DPERATING ENGINEERS"						
ILER (TRUC PERATING ENG			DALLS)	12/01/2013	\$ \$24.43	\$10.00	\$14.18	\$0.00	\$48.61
For apprentic	e rates see	"Apprentice- C	PERATING ENGINEERS"						
OTHER POW		· ·	PMENT - CLASS II	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
For apprentic	e rates see	"Apprentice- C	PERATING ENGINEERS"						
AINTER (BR		,		01/01/2014	\$45.91	\$7.85	\$16.10	\$0.00	\$69.86
INTERS LOCAL	L 35 - ZON	E 2		07/01/2014	\$46.76	\$7.85	\$16.10	\$0.00	\$70.71
				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
				01/01/2010	φ19.51	4 / / 0 4			
				07/01/2016			\$16.10	\$0.00	\$74.41

## Apprentice - MILLWRIGHT - Local 1121 Zone 1

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Effecti	ive Date -	01/01/2014				Supplemental	
Step	percent		Apprentice Base Wage	e Health	Pension	Unemployment	Total Rate
1	50		\$22.96	\$7.85	\$0.00	\$0.00	\$30.81
2	55		\$25.25	\$7.85	\$3.66	\$0.00	\$36.76
3	60		\$27.55	\$7.85	\$3.99	\$0.00	\$39.39
4	65		\$29.84	\$7.85	\$4.32	\$0.00	\$42.01
5	70		\$32.14	\$7.85	\$14.11	\$0.00	\$54.10
6	75		\$34.43	\$7.85	\$14.44	\$0.00	\$56.72
7	80		\$36.73	\$7.85	\$14.77	\$0.00	\$59.35
8	90		\$41.32	\$7.85	\$15.44	\$0.00	\$64.61

## Apprentice - PAINTER Local 35 - BRIDGES/TANKS

#### Effective Date - 07/01/2014

<b>Effective Date -</b> 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	
Notes: Steps are 750 hrs.						
Apprentice to Journeyworker Ratio:1:1						
PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2014	\$36.81	\$7.85	\$16.10	\$0.00	\$60.76
* 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>	on, 07/01/2014	\$37.66	\$7.85	\$16.10	\$0.00	\$61.61
The transmitter share of used in mittake booke 55 - 2010-2	01/01/2015	\$38.56	\$7.85	\$16.10	\$0.00	\$62.51
	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

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Effecti	ive Date -	01/01/2014				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$18.41	\$7.85	\$0.00	\$0.00	\$26.26	
2	55		\$20.25	\$7.85	\$3.66	\$0.00	\$31.76	
3	60		\$22.09	\$7.85	\$3.99	\$0.00	\$33.93	
4	65		\$23.93	\$7.85	\$4.32	\$0.00	\$36.10	
5	70		\$25.77	\$7.85	\$14.11	\$0.00	\$47.73	
6	75		\$27.61	\$7.85	\$14.44	\$0.00	\$49.90	
7	80		\$29.45	\$7.85	\$14.77	\$0.00	\$52.07	
8	90		\$33.13	\$7.85	\$15.44	\$0.00	\$56.42	

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

#### Effective Date - 07/01/2014

<b>Effective Date -</b> 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	
Notes:						
Steps are 750 hrs.						
Apprentice to Journeyworker Ratio:1:1						
PAINTER (SPRAY OR SANDBLAST, REPAINT)	01/01/2014	4 \$34.87	\$7.85	\$16.10	\$0.00	\$58.82
PAINTERS LOCAL 35 - ZONE 2	07/01/2014	4 \$35.72	\$7.85	\$16.10	\$0.00	\$59.67
	01/01/201	5 \$36.62	\$7.85	\$16.10	\$0.00	\$60.57
	07/01/201	5 \$37.52	\$7.85	\$16.10	\$0.00	\$61.47
	01/01/2010	6 \$38.47	\$7.85	\$16.10	\$0.00	\$62.42
	07/01/2010	6 \$39.42	\$7.85	\$16.10	\$0.00	\$63.37

01/01/2017

\$40.37

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\$7.85

\$16.10

\$0.00

\$64.32

Effecti	ve Date -	01/01/2014				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$17.44	\$7.85	\$0.00	\$0.00	\$25.29
2	55		\$19.18	\$7.85	\$3.66	\$0.00	\$30.69
3	60		\$20.92	\$7.85	\$3.99	\$0.00	\$32.76
4	65		\$22.67	\$7.85	\$4.32	\$0.00	\$34.84
5	70		\$24.41	\$7.85	\$14.11	\$0.00	\$46.37
6	75		\$26.15	\$7.85	\$14.44	\$0.00	\$48.44
7	80		\$27.90	\$7.85	\$14.77	\$0.00	\$50.52
8	90		\$31.38	\$7.85	\$15.44	\$0.00	\$54.67

Apprentice -	PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint
Effortivo Doto	01/01/2014

### **Effective Date -** 07/01/2014

E	ffectiv	<b>re Date -</b> 07/01/2014			Supplemental			
St	tep	percent	Apprentice Base Wage	Health	Pension	Unemployment	Тс	otal Rate
1		50	\$17.86	\$7.85	\$0.00	\$0.00		\$25.71
2	2	55	\$19.65	\$7.85	\$3.66	\$0.00		\$31.16
3	5	60	\$21.43	\$7.85	\$3.99	\$0.00		\$33.27
4	ŀ	65	\$23.22	\$7.85	\$4.32	\$0.00		\$35.39
5	5	70	\$25.00	\$7.85	\$14.11	\$0.00		\$46.96
6	5	75	\$26.79	\$7.85	\$14.44	\$0.00		\$49.08
7	7	80	\$28.58	\$7.85	\$14.77	\$0.00		\$51.20
8	3	90	\$32.15	\$7.85	\$15.44	\$0.00		\$55.44
N	otes:							
		Steps are 750 hrs.						
A	ppren	tice to Journeyworker Ratio:1:1						
PAINTER (TRAFI	FIC M	ARKINGS)	12/01/2013	3 \$33.35	\$7.30	\$12.70	\$0.00	\$53.35
LABORERS - ZONE 1			06/01/2014	\$34.10	\$7.30	\$12.70	\$0.00	\$54.10
			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	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
		Apprentice- LABORER"						
PAINTER / TAPE * If 30% or more of		USH, NEW) * aces to be painted are new constructi	01/01/2014	\$35.41	\$7.85	\$16.10	\$0.00	\$59.36
		used.PAINTERS LOCAL 35 - ZONE 2	07/01/2014	\$36.26	\$7.85	\$16.10	\$0.00	\$60.21
*			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	5 \$39.96	\$7.85	\$16.10	\$0.00	\$63.91
						<i><b>ф</b> <i>i i i i</i></i>	<b>\$0.00</b>	

01/01/2017

\$40.91

\$7.85

\$16.10

\$0.00

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\$64.86

Effect	ive Date - 01/01/2014				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$17.71	\$7.85	\$0.00	\$0.00	\$25.56
2	55	\$19.48	\$7.85	\$3.66	\$0.00	\$30.99
3	60	\$21.25	\$7.85	\$3.99	\$0.00	\$33.09
4	65	\$23.02	\$7.85	\$4.32	\$0.00	\$35.19
5	70	\$24.79	\$7.85	\$14.11	\$0.00	\$46.75
6	75	\$26.56	\$7.85	\$14.44	\$0.00	\$48.85
7	80	\$28.33	\$7.85	\$14.77	\$0.00	\$50.95
8	90	\$31.87	\$7.85	\$15.44	\$0.00	\$55.16

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

#### **Effective Date -** 07/01/2014

Effectiv	<b>ve Date -</b> 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	
Notes:							
	Steps are 750 hrs.						
Appren	tice to Journeyworker Ratio	:1:1					
AINTER / TAPER (BR		01/01/2014	\$33.47	\$7.85	\$16.10	\$0.00	\$57.42
AINTERS LOCAL 35 - ZONE	2	07/01/2014	\$34.32	\$7.85	\$16.10	\$0.00	\$58.27
		01/01/2015	\$35.22	\$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
		07/01/2016	\$38.02	\$7.85	\$16.10	\$0.00	\$61.97

01/01/2017

\$38.97

\$7.85

\$16.10

\$0.00

\$62.92

Effect	ive Date -	01/01/2014				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$16.74	\$7.85	\$0.00	\$0.00	\$24.59
2	55		\$18.41	\$7.85	\$3.66	\$0.00	\$29.92
3	60		\$20.08	\$7.85	\$3.99	\$0.00	\$31.92
4	65		\$21.76	\$7.85	\$4.32	\$0.00	\$33.93
5	70		\$23.43	\$7.85	\$14.11	\$0.00	\$45.39
6	75		\$25.10	\$7.85	\$14.44	\$0.00	\$47.39
7	80		\$26.78	\$7.85	\$14.77	\$0.00	\$49.40
8	90		\$30.12	\$7.85	\$15.44	\$0.00	\$53.41

Apprentice -	PAINTER Local 35 Zone 2 - BRUSH REPAINT

### **Effective Date -** 07/01/2014

E	fectiv	ve Date - 07/01/2014				Supplemental		
St	ep	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	
N	otes:				·			
		Steps are 750 hrs.						
A	pprei	ntice to Journeyworker Ratio:1:1						
PANEL & PICKUI			12/01/2013	\$31.8	8 \$9.41	\$8.80	\$0.00	\$50.09
TEAMSTERS JOINT CO	DUNCI	'L NO. 10 ZONE A	06/01/2014	\$32.2	3 \$9.41	\$8.80	\$0.00	\$50.44
			08/01/2014	\$32.2	3 \$9.91	\$8.80	\$0.00	\$50.94
			12/01/2014	\$32.2	3 \$9.91	\$9.33	\$0.00	\$51.47
			06/01/2015	\$32.5	8 \$9.91	\$9.33	\$0.00	\$51.82
			08/01/2015	\$32.5	8 \$10.41	\$9.33	\$0.00	\$52.32
			12/01/2015	\$32.5	8 \$10.41	\$10.08	\$0.00	\$53.07
			06/01/2016	\$33.0	8 \$10.41	\$10.08	\$0.00	\$53.57
			08/01/2016	\$33.0	8 \$10.91	\$10.08	\$0.00	\$54.07
			12/01/2016	\$33.0	8 \$10.91	\$10.89	\$0.00	\$54.88
PIER AND DOCK	CON	ISTRUCTOR (UNDERPINNING AN	D 08/01/2013	\$40.1	0 \$9.80	\$18.17	\$0.00	\$68.07

	12/01/2016	\$33.08	\$10.91	\$10.89	\$0.00	\$54.88
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND	08/01/2013	\$40.10	\$9.80	\$18.17	\$0.00	\$68.07
DECK) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2014	\$41.60	\$9.80	\$18.17	\$0.00	\$69.57
	08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07
PILE DRIVER	08/01/2013	\$40.10	\$9.80	\$18.17	\$0.00	\$68.07
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2014	\$41.60	\$9.80	\$18.17	\$0.00	\$69.57
	08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07

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Effective Date -		08/01/2013				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$20.05	\$9.80	\$18.17	\$0.00	\$48.02
2	60		\$24.06	\$9.80	\$18.17	\$0.00	\$52.03
3	70		\$28.07	\$9.80	\$18.17	\$0.00	\$56.04
4	75		\$30.08	\$9.80	\$18.17	\$0.00	\$58.05
5	80		\$32.08	\$9.80	\$18.17	\$0.00	\$60.05
6	80		\$32.08	\$9.80	\$18.17	\$0.00	\$60.05
7	90		\$36.09	\$9.80	\$18.17	\$0.00	\$64.06
8	90		\$36.09	\$9.80	\$18.17	\$0.00	\$64.06

## Apprentice - PILE DRIVER - Local 56 Zone 1

#### Effective Date - 08/01/2014

Effectiv Step	e Date - 08/01/2014 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
<u></u>	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	
Notes:							
Appren	tice to Journeyworker Ratio	D:1:3				'	
PIPEFITTER & STEAM PIPEFITTERS LOCAL 537	FITTER	03/01/2013	\$ \$49.	34 \$8.75	\$14.39	\$0.00	\$72.48

#### Apprentice - PIPEFITTER - Local 537

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$19.74	\$8.75	\$6.50	\$0.00	\$34.99
2	45	\$22.20	\$8.75	\$14.39	\$0.00	\$45.34
3	60	\$29.60	\$8.75	\$14.39	\$0.00	\$52.74
4	70	\$34.54	\$8.75	\$14.39	\$0.00	\$57.68
5	80	\$39.47	\$8.75	\$14.39	\$0.00	\$62.61

Apprentice to Journeyworker Ratio:\*\*

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIPELAYER	12/01/2013	\$33.60	\$7.30	\$12.70	\$0.00	\$53.60
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"						
PLUMBERS & GASFITTERS	03/01/2014	\$49.41	\$9.82	\$14.29	\$0.00	\$73.52
PLUMBERS & GASFITTERS LOCAL 12	09/01/2014	\$50.41	\$9.82	\$14.29	\$0.00	\$74.52
	03/01/2015	\$51.41	\$9.82	\$14.29	\$0.00	\$75.52
	09/01/2015	\$52.41	\$9.82	\$14.29	\$0.00	\$76.52
	03/01/2016	\$53.56	\$9.82	\$14.29	\$0.00	\$77.67
	09/01/2016	\$54.61	\$9.82	\$14.29	\$0.00	\$78.72
	03/01/2017	\$55.61	\$9.82	\$14.29	\$0.00	\$79.72

## Apprentice - PLUMBER/GASFITTER - Local 12

Effect	ive Date - 03/01/201	.4			Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	35	\$17.29	\$9.82	\$5.33	\$0.00	\$32.44	
2	40	\$19.76	\$9.82	\$6.02	\$0.00	\$35.60	
3	55	\$27.18	\$9.82	\$8.08	\$0.00	\$45.08	
4	65	\$32.12	\$9.82	\$9.47	\$0.00	\$51.41	
5	75	\$37.06	\$9.82	\$10.85	\$0.00	\$57.73	

Effecti	ive Date - 09/01/2014				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	35	\$17.64	\$9.82	\$5.33	\$0.00	\$32.79
2	40	\$20.16	\$9.82	\$6.02	\$0.00	\$36.00
3	55	\$27.73	\$9.82	\$8.08	\$0.00	\$45.63
4	65	\$32.77	\$9.82	\$9.47	\$0.00	\$52.06
5	75	\$37.81	\$9.82	\$10.85	\$0.00	\$58.48
Notes:						
	** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are	1 yr				
	Step4 with lic\$54.58 Step5 with lic\$6	0.90				
Appre	ntice to Journeyworker Ratio:**					
EUMATIC CONTR	OLS (TEMP.)	03/01/2013	\$49.34	\$8.75	\$14.39	\$0.00 \$72.48

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PIPEFITTERS LOCAL 537

For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PNEUMATIC DRILL/TOOL OPERATOR	12/01/2013	\$33.60	\$7.30	\$12.70	\$0.00	\$53.60
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"						
POWDERMAN & BLASTER	12/01/2013	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
LABORERS - ZONE 1	06/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
	12/01/2014	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
	06/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
	12/01/2015	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
	06/01/2016	\$38.10	\$7.30	\$12.70	\$0.00	\$58.10
	12/01/2016	\$39.10	\$7.30	\$12.70	\$0.00	\$59.10
For apprentice rates see "Apprentice- LABORER"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 4	12/01/2013	\$28.11	\$10.00	\$14.18	\$0.00	\$52.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER TEAMSTERS LOCAL 25b	05/01/2011	\$28.03	\$7.75	\$5.91	\$0.00	\$41.69
RECLAIMERS OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RESIDENTIAL WOOD FRAME (All Other Work)	04/01/2011	\$24.24	\$8.67	\$15.51	\$0.00	\$48.42
CARPENTERS -ZONE 2 (Residential Wood)	04/01/2011	\$24.24	φ <b>0.</b> 07	φ15.51	φ0.00	J40.42
RESIDENTIAL WOOD FRAME CARPENTER ** ** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do	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.

LABORERS - ZONE 1       06/01/2014       \$34.35       \$7.30       \$12.70       \$0.00       \$35         12/01/2014       \$35.10       \$7.30       \$12.70       \$0.00       \$35         06/01/2015       \$35.85       \$7.30       \$12.70       \$0.00       \$35		
2       60       \$14.54       \$6.34       \$6.23       \$0.00       \$22.00         3       65       \$15.76       \$6.34       \$6.23       \$0.00       \$22.33         4       70       \$16.97       \$6.34       \$6.23       \$0.00       \$22.54         5       75       \$18.18       \$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       \$33.17         8       90       \$21.82       \$6.34       \$6.23       \$0.00       \$34.39         Apprentice to Journeyworker Ratio:1:5         RIDE-ON MOTORIZED BUGGY OPERATOR         LABORERS- ZONE 1       12/01/2013       \$33.60       \$7.30       \$12.70       \$0.00       \$35.10         12/01/2014       \$34.35       \$7.30       \$12.70       \$0.00       \$35.10         06/01/2014       \$35.85		
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:         Image: Signal State Stat		
4       70       \$16.07       \$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       \$33.17         8       90       \$21.82       \$6.34       \$6.23       \$0.00       \$34.39         Notes:         Image: Colspan="4">Image: Colspan="4"Image: Colspan="4" <td c<="" td=""><td></td></td>	<td></td>	
5       75       \$18.17       \$0.154       \$0.155       \$0.00       \$32.74         6       80       \$19.39       \$6.34       \$6.23       \$0.00       \$33.17         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:         Apprentice to Journeyworker Ratio:1:5         RIDE-ON MOTORIZED BUGGY OPERATOR         12/01/2013       \$33.60       \$7.30       \$12.70       \$0.00       \$21.82         12/01/2014       \$34.35       \$7.30       \$12.70       \$0.00       \$21.82         12/01/2014       \$35.10       \$7.30       \$12.70       \$0.00       \$21.82         Apprentice to Journeyworker Ratio:1:5		
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:         Image: Solid State       \$6.23       \$0.00       \$34.39         Apprentice to Journeyworker Ratio:1:5         RIDE-ON MOTORIZED BUGGY OPERATOR       12/01/2013       \$33.60       \$7.30       \$12.70       \$0.00       \$21.82       \$6/01/2014       \$34.35       \$7.30       \$12.70       \$0.00       \$21.82       \$35.10       \$7.30       \$12.70       \$0.00       \$21.20		
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:         Image: Solar state         Apprentice to Journeyworker Ratio:1:5         RIDE-ON MOTORIZED BUGGY OPERATOR         12/01/2013       \$33.60       \$7.30       \$12.70       \$0.00       \$21.82         06/01/2014       \$34.35       \$7.30       \$12.70       \$0.00       \$21.82         Interview of the state         Interview of the state <td co<="" td=""><td></td></td>	<td></td>	
8       90       \$21.82       \$6.34       \$6.23       \$0.00       \$34.39         Apprentice to Journeyworker Ratio:1:5         RIDE-ON MOTORIZED BUGGY OPERATOR         12/01/2013       \$33.60       \$7.30       \$12.70       \$0.00       \$55.11         Abovers - zone 1       12/01/2013       \$33.60       \$7.30       \$12.70       \$0.00       \$55.11         06/01/2014       \$34.35       \$7.30       \$12.70       \$0.00       \$55.11         06/01/2014       \$35.85       \$7.30       \$12.70       \$0.00       \$55.11		
Notes:         Image: State in the sta		
Apprentice to Journeyworker Ratio:1:5           RIDE-ON MOTORIZED BUGGY OPERATOR         12/01/2013         \$33.60         \$7.30         \$12.70         \$0.00         \$2           LABORERS - ZONE 1         06/01/2014         \$34.35         \$7.30         \$12.70         \$0.00         \$2           06/01/2014         \$35.10         \$7.30         \$12.70         \$0.00         \$2           06/01/2015         \$35.85         \$7.30         \$12.70         \$0.00         \$2		
RIDE-ON MOTORIZED BUGGY OPERATOR       12/01/2013       \$33.60       \$7.30       \$12.70       \$0.00       \$5         LABORERS - ZONE 1       06/01/2014       \$34.35       \$7.30       \$12.70       \$0.00       \$5         12/01/2014       \$35.10       \$7.30       \$12.70       \$0.00       \$5         06/01/2014       \$35.10       \$7.30       \$12.70       \$0.00       \$5         06/01/2015       \$35.85       \$7.30       \$12.70       \$0.00       \$5		
LABORERS - ZONE I       12/01/2014       \$35.00       \$1.50       \$1.210       \$0.00       \$5         06/01/2014       \$34.35       \$7.30       \$12.70       \$0.00       \$5         12/01/2014       \$35.10       \$7.30       \$12.70       \$0.00       \$5         06/01/2015       \$35.85       \$7.30       \$12.70       \$0.00       \$5         06/01/2015       \$35.85       \$7.30       \$12.70       \$0.00       \$5		
06/01/2014\$34.35\$7.30\$12.70\$0.00\$512/01/2014\$35.10\$7.30\$12.70\$0.00\$506/01/2015\$35.85\$7.30\$12.70\$0.00\$5	53.60	
06/01/2015 \$35.85 \$7.30 \$12.70 \$0.00 \$5	54.35	
	55.10	
12/01/2015 \$36.60 \$7.30 \$12.70 \$0.00 \$5	55.85	
	56.60	
06/01/2016 \$37.35 \$7.30 \$12.70 \$0.00 \$3	57.35	
12/01/2016       \$38.35       \$7.30       \$12.70       \$0.00       \$5         For apprentice rates see "Apprentice- LABORER"	58.35	
	64.29	
For apprentice rates see "Apprentice- OPERATING ENGINEERS"		
ROOFER (Inc.Roofer Waterproofing & Roofer Damproofg)         02/01/2014         \$39.21         \$10.50         \$10.70         \$0.00         \$60	60.41	
ROOFERS LOCAL 33         08/01/2014         \$40.11         \$10.50         \$10.70         \$0.00         \$60	61.31	
02/01/2015 \$41.01 \$10.50 \$10.70 \$0.00 \$6	62.21	
08/01/2015 \$41.91 \$10.50 \$10.70 \$0.00 \$6	63.11	
02/01/2016 \$42.81 \$10.50 \$10.70 \$0.00 \$6	64.01	

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	ective Date -				_ /	Supplemental		
Ste	p 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	\$10.70	\$0.00	\$44.73	
3	65		\$25.49	\$10.50	\$10.70	\$0.00	\$46.69	
4	75		\$29.41	\$10.50	\$10.70	\$0.00	\$50.61	
5	85		\$33.33	\$10.50	\$10.70	\$0.00	\$54.53	
Eff	ective Date -	08/01/2014				Supplemental		
Ste	p 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	\$10.70	\$0.00	\$45.27	
3	65		\$26.07	\$10.50	\$10.70	\$0.00	\$47.27	
4	75		\$30.08	\$10.50	\$10.70	\$0.00	\$51.28	
5	85		\$34.09	\$10.50	\$10.70	\$0.00	\$55.29	
	Step 1 is	:6-10, the 1:10; Reroofing: s 2000 hrs.; Steps 2-5 are 1					 	
OFER SLATE /	Step 1 is			4 \$39.46	\$10.50	\$10.70	\$0.00	\$60.66
Ap OFER SLATE /	Step 1 is	s 2000 hrs.; Steps 2-5 are 1 ourneyworker Ratio:**	000 hrs.		\$10.50 \$10.50	\$10.70 \$10.70	\$0.00	\$60.66 \$61.56
Ap OFER SLATE /	Step 1 is	s 2000 hrs.; Steps 2-5 are 1 ourneyworker Ratio:**	000 hrs. 	4 \$40.36				
Ap OFER SLATE /	Step 1 is	s 2000 hrs.; Steps 2-5 are 1 ourneyworker Ratio:**	000 hrs. 02/01/2014 08/01/2014	4 \$40.36 5 \$41.26	\$10.50	\$10.70	\$0.00	\$61.56
Ap OFER SLATE / 7 OFERS LOCAL 33	Step 1 is prentice to J TILE / PREC	s 2000 hrs.; Steps 2-5 are 1 ourneyworker Ratio:** CAST CONCRETE	000 hrs. 02/01/2014 08/01/2014 02/01/2015	4 \$40.36 5 \$41.26 5 \$42.16	\$10.50 \$10.50	\$10.70 \$10.70	\$0.00 \$0.00	\$61.56 \$62.46
Ap OFER SLATE / ' OFERS LOCAL 33	Step 1 is prentice to J TILE / PREC	s 2000 hrs.; Steps 2-5 are 1 ourneyworker Ratio:** CAST CONCRETE	000 hrs. 02/01/2014 08/01/2014 02/01/2015 08/01/2015 02/01/2016	4 \$40.36 5 \$41.26 5 \$42.16 5 \$43.06	\$10.50 \$10.50 \$10.50 \$10.50	\$10.70 \$10.70 \$10.70 \$10.70	\$0.00 \$0.00 \$0.00 \$0.00	\$61.56 \$62.46 \$63.36 \$64.26
Ap OFER SLATE / ' 'FERS LOCAL 33 For apprentice rates : EETMETAL WC	Step 1 is prentice to J TILE / PREC see "Apprentice- DRKER	s 2000 hrs.; Steps 2-5 are 1 ourneyworker Ratio:** CAST CONCRETE	000 hrs. 02/01/2014 08/01/2014 02/01/2015 08/01/2015 02/01/2016 02/01/2016	4       \$40.36         5       \$41.26         5       \$42.16         6       \$43.06         4       \$42.76	\$10.50 \$10.50 \$10.50 \$10.50 \$9.82	\$10.70 \$10.70 \$10.70 \$10.70 \$19.74	\$0.00 \$0.00 \$0.00 \$0.00 \$2.17	\$61.56 \$62.46 \$63.36 \$64.26 \$74.49
App OFER SLATE / ' FERS LOCAL 33 For apprentice rates : EETMETAL WC	Step 1 is prentice to J TILE / PREC see "Apprentice- DRKER	s 2000 hrs.; Steps 2-5 are 1 ourneyworker Ratio:** CAST CONCRETE	000 hrs. 02/01/2014 08/01/2014 02/01/2015 08/01/2015 02/01/2016 02/01/2014 08/01/2014	4       \$40.36         5       \$41.26         5       \$42.16         5       \$43.06         4       \$42.76         4       \$43.61	\$10.50 \$10.50 \$10.50 \$10.50 \$9.82 \$9.82	\$10.70 \$10.70 \$10.70 \$10.70 \$10.70 \$19.74 \$19.74	\$0.00 \$0.00 \$0.00 \$0.00 \$2.17 \$2.17	\$61.56 \$62.46 \$63.36 \$64.26 \$74.49 \$75.34
Ap OFER SLATE / ' FERS LOCAL 33 For apprentice rates : BETMETAL WC	Step 1 is prentice to J TILE / PREC see "Apprentice- DRKER	s 2000 hrs.; Steps 2-5 are 1 ourneyworker Ratio:** CAST CONCRETE	000 hrs. 02/01/2014 08/01/2014 02/01/2015 08/01/2015 02/01/2014 02/01/2014 02/01/2014 02/01/2014 02/01/2014	4       \$40.36         5       \$41.26         5       \$42.16         6       \$43.06         4       \$42.76         4       \$43.61         5       \$44.51	\$10.50 \$10.50 \$10.50 \$10.50 \$9.82 \$9.82 \$9.82	\$10.70 \$10.70 \$10.70 \$10.70 \$19.74 \$19.74 \$19.74	\$0.00 \$0.00 \$0.00 \$0.00 \$2.17 \$2.17 \$2.17	\$61.56 \$62.46 \$63.36 \$64.26 \$74.49 \$75.34 \$76.24
App OFER SLATE / ' FFERS LOCAL 33 For apprentice rates = EETMETAL WC	Step 1 is prentice to J TILE / PREC see "Apprentice- DRKER	s 2000 hrs.; Steps 2-5 are 1 ourneyworker Ratio:** CAST CONCRETE	000 hrs. 02/01/2014 08/01/2014 02/01/2015 08/01/2015 02/01/2014 02/01/2014 02/01/2014 02/01/2015 08/01/2015	4       \$40.36         5       \$41.26         5       \$42.16         5       \$43.06         4       \$42.76         4       \$43.61         5       \$44.51         5       \$45.51	\$10.50 \$10.50 \$10.50 \$10.50 \$9.82 \$9.82 \$9.82 \$9.82 \$9.82	\$10.70 \$10.70 \$10.70 \$10.70 \$19.74 \$19.74 \$19.74 \$19.74	\$0.00 \$0.00 \$0.00 \$0.00 \$2.17 \$2.17 \$2.17 \$2.17	\$61.56 \$62.46 \$63.36 \$64.26 \$74.49 \$75.34 \$76.24 \$77.24
App OFER SLATE / ' FERS LOCAL 33 For apprentice rates : EETMETAL WC	Step 1 is prentice to J TILE / PREC see "Apprentice- DRKER	s 2000 hrs.; Steps 2-5 are 1 ourneyworker Ratio:** CAST CONCRETE	000 hrs. 02/01/2014 08/01/2014 02/01/2015 08/01/2015 02/01/2014 02/01/2014 02/01/2014 02/01/2015 08/01/2015 02/01/2015 02/01/2016	4       \$40.36         5       \$41.26         5       \$42.16         6       \$43.06         4       \$42.76         4       \$44.61         5       \$44.51         5       \$45.51         6       \$46.51	\$10.50 \$10.50 \$10.50 \$10.50 \$9.82 \$9.82 \$9.82 \$9.82 \$9.82 \$9.82	\$10.70 \$10.70 \$10.70 \$10.70 \$19.74 \$19.74 \$19.74 \$19.74 \$19.74	\$0.00 \$0.00 \$0.00 \$2.17 \$2.17 \$2.17 \$2.17 \$2.17 \$2.17	\$61.56 \$62.46 \$63.36 \$64.26 \$74.49 \$75.34 \$76.24 \$77.24 \$78.24
Ap OFER SLATE / ' FERS LOCAL 33 For apprentice rates : BETMETAL WC	Step 1 is prentice to J TILE / PREC see "Apprentice- DRKER	s 2000 hrs.; Steps 2-5 are 1 ourneyworker Ratio:** CAST CONCRETE	000 hrs. 02/01/2014 02/01/2014 02/01/2015 02/01/2015 02/01/2016 02/01/2016 08/01/2015 08/01/2015 02/01/2016 08/01/2016	4       \$40.36         5       \$41.26         5       \$42.16         5       \$43.06         4       \$42.76         4       \$43.61         5       \$44.51         5       \$45.51         6       \$47.66	\$10.50 \$10.50 \$10.50 \$10.50 \$9.82 \$9.82 \$9.82 \$9.82 \$9.82 \$9.82 \$9.82 \$9.82	\$10.70 \$10.70 \$10.70 \$10.70 \$19.74 \$19.74 \$19.74 \$19.74 \$19.74 \$19.74	\$0.00 \$0.00 \$0.00 \$2.17 \$2.17 \$2.17 \$2.17 \$2.17 \$2.17 \$2.17 \$2.17	\$61.56 \$62.46 \$63.36 \$64.26 \$74.49 \$75.34 \$76.24 \$77.24 \$77.24 \$79.39
App OFER SLATE / ' FFERS LOCAL 33 For apprentice rates = EETMETAL WC	Step 1 is prentice to J TILE / PREC see "Apprentice- DRKER	s 2000 hrs.; Steps 2-5 are 1 ourneyworker Ratio:** CAST CONCRETE	000 hrs. 02/01/2014 08/01/2014 02/01/2015 02/01/2015 02/01/2014 02/01/2014 02/01/2014 02/01/2015 02/01/2016 02/01/2016 02/01/2016	4       \$40.36         5       \$41.26         5       \$42.16         6       \$43.06         4       \$42.76         4       \$43.61         5       \$44.51         5       \$44.51         5       \$45.51         6       \$47.66         7       \$48.76	\$10.50 \$10.50 \$10.50 \$10.50 \$9.82 \$9.82 \$9.82 \$9.82 \$9.82 \$9.82 \$9.82 \$9.82 \$9.82	\$10.70 \$10.70 \$10.70 \$10.70 \$19.74 \$19.74 \$19.74 \$19.74 \$19.74 \$19.74 \$19.74 \$19.74	\$0.00 \$0.00 \$0.00 \$2.17 \$2.17 \$2.17 \$2.17 \$2.17 \$2.17 \$2.17 \$2.17 \$2.17 \$2.17	\$61.56 \$62.46 \$63.36 \$64.26 \$74.49 \$75.34 \$76.24 \$77.24 \$78.24 \$78.24 \$79.39 \$80.49
Ap OFER SLATE / ' OFERS LOCAL 33	Step 1 is prentice to J TILE / PREC see "Apprentice- DRKER	s 2000 hrs.; Steps 2-5 are 1 ourneyworker Ratio:** CAST CONCRETE	000 hrs. 02/01/2014 02/01/2014 02/01/2015 02/01/2015 02/01/2016 02/01/2016 08/01/2015 08/01/2015 02/01/2016 08/01/2016	4       \$40.36         5       \$41.26         5       \$42.16         5       \$43.06         4       \$42.76         4       \$43.61         5       \$44.51         5       \$45.51         6       \$46.51         6       \$47.66         7       \$49.86	\$10.50 \$10.50 \$10.50 \$10.50 \$9.82 \$9.82 \$9.82 \$9.82 \$9.82 \$9.82 \$9.82 \$9.82	\$10.70 \$10.70 \$10.70 \$10.70 \$19.74 \$19.74 \$19.74 \$19.74 \$19.74 \$19.74	\$0.00 \$0.00 \$0.00 \$2.17 \$2.17 \$2.17 \$2.17 \$2.17 \$2.17 \$2.17 \$2.17	\$61.56 \$62.46 \$63.36 \$64.26

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Effect	ive Date - 02/01/	2014			Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40	\$17.10	\$9.82	\$4.28	\$0.00	\$31.20
2	40	\$17.10	\$9.82	\$4.28	\$0.00	\$31.20
3	45	\$19.24	\$9.82	\$8.70	\$1.13	\$38.89
4	45	\$19.24	\$9.82	\$8.70	\$1.13	\$38.89
5	50	\$21.38	\$9.82	\$9.49	\$1.22	\$41.91
6	50	\$21.38	\$9.82	\$9.74	\$1.23	\$42.17
7	60	\$25.66	\$9.82	\$11.05	\$1.40	\$47.93
8	65	\$27.79	\$9.82	\$11.84	\$1.48	\$50.93
9	75	\$32.07	\$9.82	\$13.41	\$1.66	\$56.96
10	85	\$36.35	\$9.82	\$14.48	\$1.82	\$62.47

## Apprentice - SHEET METAL WORKER - Local 17-A

85	\$36.35	\$9.82	\$14.48	\$1.82	\$62.47	
ive Date - 08/01/2014				Supplemental		
percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
40	\$17.44	\$9.82	\$4.28	\$0.00	\$31.54	
40	\$17.44	\$9.82	\$4.28	\$0.00	\$31.54	
45	\$19.62	\$9.82	\$8.70	\$1.13	\$39.27	
45	\$19.62	\$9.82	\$8.70	\$1.13	\$39.27	
50	\$21.81	\$9.82	\$9.49	\$1.22	\$42.34	
50	\$21.81	\$9.82	\$9.74	\$1.23	\$42.60	
60	\$26.17	\$9.82	\$11.05	\$1.40	\$48.44	
65	\$28.35	\$9.82	\$11.84	\$1.48	\$51.49	
75	\$32.71	\$9.82	\$13.41	\$1.66	\$57.60	
85	\$37.07	\$9.82	\$14.48	\$1.82	\$63.19	
Steps are 6 mos.						
entice to Journeyworker Ratio:1	:4					
	06/01/2013	\$\$25.81	\$7.07	\$7.05	\$0.00 \$39.	93
	ive Date - 08/01/2014 percent 40 40 45 45 50 50 60 65 75 85 Steps are 6 mos.	ive Date -       08/01/2014         percent       Apprentice Base Wage         40       \$17.44         40       \$17.44         40       \$17.44         45       \$19.62         45       \$19.62         50       \$21.81         50       \$21.81         60       \$26.17         65       \$28.35         75       \$32.71         85       \$37.07         Steps are 6 mos.	Broke Base Wage Health         40       \$17.44       \$9.82         40       \$17.44       \$9.82         40       \$17.44       \$9.82         40       \$17.44       \$9.82         40       \$17.44       \$9.82         40       \$17.44       \$9.82         40       \$17.44       \$9.82         40       \$17.44       \$9.82         45       \$19.62       \$9.82         45       \$19.62       \$9.82         50       \$21.81       \$9.82         50       \$21.81       \$9.82         60       \$26.17       \$9.82         65       \$28.35       \$9.82         75       \$32.71       \$9.82         85       \$37.07       \$9.82         Steps are 6 mos.	Apprentice Base Wage       Health       Pension         40       \$17.44       \$9.82       \$4.28         40       \$17.44       \$9.82       \$4.28         40       \$17.44       \$9.82       \$4.28         40       \$17.44       \$9.82       \$4.28         45       \$19.62       \$9.82       \$8.70         45       \$19.62       \$9.82       \$8.70         50       \$21.81       \$9.82       \$9.49         50       \$21.81       \$9.82       \$9.49         50       \$21.81       \$9.82       \$9.49         50       \$21.81       \$9.82       \$9.74         60       \$26.17       \$9.82       \$11.05         65       \$28.35       \$9.82       \$11.84         75       \$32.71       \$9.82       \$13.41         85       \$37.07       \$9.82       \$14.48         centice to Journeyworker Ratio:1:4	Image: No. 10.00 (0.001/2014)       Supplemental percent       Apprentice Base Wage Health       Pension       Supplemental Unemployment         40       \$17.44       \$9.82       \$4.28       \$0.00         40       \$17.44       \$9.82       \$4.28       \$0.00         40       \$17.44       \$9.82       \$4.28       \$0.00         40       \$17.44       \$9.82       \$4.28       \$0.00         45       \$19.62       \$9.82       \$8.70       \$1.13         45       \$19.62       \$9.82       \$8.70       \$1.13         50       \$21.81       \$9.82       \$9.49       \$1.22         50       \$221.81       \$9.82       \$9.49       \$1.23         60       \$26.17       \$9.82       \$11.05       \$1.40         65       \$28.35       \$9.82       \$11.84       \$1.48         75       \$32.71       \$9.82       \$13.41       \$1.66         85       \$37.07       \$9.82       \$14.48       \$1.82         Milete to Journeyworker Ratio:1:4         06/01/2013       \$25.81       \$7.07       \$7.05	ive Date -         08/01/2014         Supplemental Unemployment         Supplemental Unemployment         Total Rate           40         \$17.44         \$9.82         \$4.28         \$0.00         \$31.54           40         \$17.44         \$9.82         \$4.28         \$0.00         \$31.54           40         \$17.44         \$9.82         \$4.28         \$0.00         \$31.54           40         \$17.44         \$9.82         \$4.28         \$0.00         \$31.54           45         \$19.62         \$9.82         \$8.70         \$1.13         \$39.27           45         \$19.62         \$9.82         \$8.70         \$1.13         \$39.27           50         \$21.81         \$9.82         \$9.49         \$1.22         \$42.34           50         \$21.81         \$9.82         \$9.74         \$1.23         \$42.60           60         \$26.17         \$9.82         \$11.05         \$1.40         \$48.44           65         \$28.35         \$9.82         \$11.84         \$1.48         \$51.49           75         \$32.71         \$9.82         \$13.41         \$1.66         \$57.60           85         \$37.07         \$9.82         \$14.48         \$1.82         \$

SIGN ERECTOR PAINTERS LOCAL 35 - ZONE 2

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	Step	ve Date - 06/01/2013 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$12.91	\$7.07	\$0.00	\$0.00	\$19.98	
	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	
]	Notes:	Steps are 4 mos.						
	Appre	ntice to Journeyworker Ratio:1:						
ECIALIZED F	EARTH	I MOVING EQUIP < 35 TONS	12/01/2013	\$32.3	4 \$9.41	\$8.80	\$0.00	\$50.55
MSTERS JOINT (	COUNC	IL NO. 10 ZONE A	06/01/2014	\$32.6	59 \$9.41	\$8.80	\$0.00	\$50.90
			08/01/2014	\$32.6	59 \$9.91	\$8.80	\$0.00	\$51.40
			12/01/2014	\$32.6	9 \$9.91	\$9.33	\$0.00	\$51.93
			06/01/2015	\$33.0	4 \$9.91	\$9.33	\$0.00	\$52.28
			08/01/2015	\$33.0	\$10.41	\$9.33	\$0.00	\$52.78
			12/01/2015	\$33.0	\$10.41	\$10.08	\$0.00	\$53.53
			06/01/2016	\$33.5	\$4 \$10.41	\$10.08	\$0.00	\$54.03
			08/01/2016	\$33.5	\$4 \$10.91	\$10.08	\$0.00	\$54.53
			12/01/2016	\$33.5	\$4 \$10.91	\$10.89	\$0.00	\$55.34
		H MOVING EQUIP $> 35$ TONS	12/01/2013	\$32.6	\$9.41	\$8.80	\$0.00	\$50.84
wsieks JOINT (	LOUNC	IL NO. 10 ZONE A	06/01/2014	\$32.9	\$9.41	\$8.80	\$0.00	\$51.19
			08/01/2014	\$32.9	8 \$9.91	\$8.80	\$0.00	\$51.69
			12/01/2014	\$32.9	\$9.91	\$9.33	\$0.00	\$52.22
			06/01/2015	\$33.3	\$9.91	\$9.33	\$0.00	\$52.57
			08/01/2015	\$33.3	\$10.41	\$9.33	\$0.00	\$53.07
			12/01/2015	\$33.3	\$10.41	\$10.08	\$0.00	\$53.82
			06/01/2016	\$33.8	\$10.41	\$10.08	\$0.00	\$54.32
			08/01/2016	\$33.8	\$10.91	\$10.08	\$0.00	\$54.82
				φ55.0	φ10.91	+	• • • • •	**

#### SIGN FRECTOR - Local 35 Zone 2 *.*.

#### Classification

SPRINKLER FITTER SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
03/01/2014	\$53.58	\$8.42	\$13.60	\$0.00	\$75.60	
10/01/2014	\$54.73	\$8.42	\$13.60	\$0.00	\$76.75	
01/01/2015	\$54.73	\$8.42	\$13.75	\$0.00	\$76.90	
03/01/2015	\$55.73	\$8.42	\$13.75	\$0.00	\$77.90	
10/01/2015	\$56.88	\$8.42	\$13.75	\$0.00	\$79.05	
01/01/2016	\$56.88	\$8.67	\$13.90	\$0.00	\$79.45	
03/01/2016	\$57.88	\$8.67	\$13.90	\$0.00	\$80.45	
10/01/2016	\$59.03	\$8.67	\$13.90	\$0.00	\$81.60	
03/01/2017	\$60.03	\$8.67	\$13.90	\$0.00	\$82.60	

#### Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1 03/01/2014

<b>rr</b> -								
	ive Date -	03/01/2014				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	35		\$18.75	\$8.42	\$8.25	\$0.00	\$35.42	
2	40		\$21.43	\$8.42	\$8.25	\$0.00	\$38.10	
3	45		\$24.11	\$8.42	\$8.25	\$0.00	\$40.78	
4	50		\$26.79	\$8.42	\$8.25	\$0.00	\$43.46	
5	55		\$29.47	\$8.42	\$8.25	\$0.00	\$46.14	
6	60		\$32.15	\$8.42	\$8.25	\$0.00	\$48.82	
7	65		\$34.83	\$8.42	\$8.25	\$0.00	\$51.50	
8	70		\$37.51	\$8.42	\$8.25	\$0.00	\$54.18	
9	75		\$40.19	\$8.42	\$8.25	\$0.00	\$56.86	
10	80		\$42.86	\$8.42	\$8.25	\$0.00	\$59.53	

	Effect	ive Date - 10/01/2014					Supplemental		
	Step	percent	Apprentice I	Base Wage	Health	Pension	Unemployment	Total Rat	e
	1	35	\$	19.16	\$8.42	\$8.25	\$0.00	\$35.8	3
	2	40	\$2	21.89	\$8.42	\$8.25	\$0.00	\$38.5	6
	3	45	\$2	24.63	\$8.42	\$8.25	\$0.00	\$41.3	0
	4	50	\$2	27.37	\$8.42	\$8.25	\$0.00	\$44.0	4
	5	55	\$2	30.10	\$8.42	\$8.25	\$0.00	\$46.7	7
	6	60	\$2	32.84	\$8.42	\$8.25	\$0.00	\$49.5	1
	7	65	\$2	35.57	\$8.42	\$8.25	\$0.00	\$52.2	4
	8	70	\$3	38.31	\$8.42	\$8.25	\$0.00	\$54.9	8
	9	75	\$4	41.05	\$8.42	\$8.25	\$0.00	\$57.7	2
	10	80	\$4	43.78	\$8.42	\$8.25	\$0.00	\$60.4	5
	Notes	Apprentice entered prior 9/30 40/45/50/55/60/65/70/75/80/ Steps are 850 hours	/85					   	
	Appre	entice to Journeyworker Ratio	0:1:3						
STEAM BOI	-			12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
For apprent	ice rates see	"Apprentice- OPERATING ENGINEE	ERS"						
TAMPERS, S		OPELLED OR TRACTOR DR OCAL 4	AWN	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
Issue Date:	04/22/20	14 <b>Wa</b>	ge Request Number:	2014042	2-003				Page 35 of 44

Classification For apprentice rates see "Apprentice- OPERATING ENGINEERS"	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TELECOMMUNICATION TECHNICIAN	03/01/2014	\$33.44	\$13.00	\$13.03	\$0.00	\$59.47
ELECTRICIANS LOCAL 103	09/01/2014	\$33.84	\$13.00	\$13.05	\$0.00	\$59.89
	03/01/2015	\$34.38	\$13.00	\$13.06	\$0.00	\$60.44
	09/01/2015	\$35.10	\$13.00	\$13.08	\$0.00	\$61.18
	03/01/2016	\$35.81	\$13.00	\$13.10	\$0.00	\$61.91

# Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103 Effective Date - 03/01/2014

Effecti	ve Date -	03/01/2014				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	40		\$13.38	\$13.00	\$0.40	\$0.00	\$26.78	
2	40		\$13.38	\$13.00	\$0.40	\$0.00	\$26.78	
3	45		\$15.05	\$13.00	\$10.29	\$0.00	\$38.34	
4	45		\$15.05	\$13.00	\$10.29	\$0.00	\$38.34	
5	50		\$16.72	\$13.00	\$10.54	\$0.00	\$40.26	
6	55		\$18.39	\$13.00	\$10.79	\$0.00	\$42.18	
7	60		\$20.06	\$13.00	\$11.04	\$0.00	\$44.10	
8	65		\$21.74	\$13.00	\$11.29	\$0.00	\$46.03	
9	70		\$23.41	\$13.00	\$11.54	\$0.00	\$47.95	
10	75		\$25.08	\$13.00	\$11.79	\$0.00	\$49.87	

## 09/01/2014

Effect	ive Date - 09/01/2014				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	2
1	40	\$13.54	\$13.00	\$0.41	\$0.00	\$26.95	j
2	40	\$13.54	\$13.00	\$0.41	\$0.00	\$26.95	i
3	45	\$15.23	\$13.00	\$10.30	\$0.00	\$38.53	i
4	45	\$15.23	\$13.00	\$10.30	\$0.00	\$38.53	i
5	50	\$16.92	\$13.00	\$10.55	\$0.00	\$40.47	1
6	55	\$18.61	\$13.00	\$10.80	\$0.00	\$42.41	
7	60	\$20.30	\$13.00	\$11.05	\$0.00	\$44.35	;
8	65	\$22.00	\$13.00	\$11.30	\$0.00	\$46.30	)
9	70	\$23.69	\$13.00	\$11.55	\$0.00	\$48.24	Ļ
10	75	\$25.38	\$13.00	\$11.80	\$0.00	\$50.18	3
Notes	:						
Appr	entice to Journeyworker Ratio:1:1						
ERRAZZO FINISHE		02/01/2014	4 \$47.00	\$10.18	\$18.15	\$0.00	\$75.33
ICKLAYERS LOCAL 3 - N	AARBLE & TILE	08/01/2014	4 \$47.90	\$10.18	\$18.22	\$0.00	\$76.30
		02/01/2015	5 \$48.46	\$10.18	\$18.22	\$0.00	\$76.86
		08/01/2015	5 \$49.36	\$10.18	\$18.29	\$0.00	\$77.83
		02/01/2016	5 \$49.93	\$10.18	\$18.29	\$0.00	\$78.40
		08/01/2016	5 \$50.83	\$10.18	\$18.37	\$0.00	\$79.38
		02/01/2017	7 \$51.40	\$10.18	\$18.37	\$0.00	\$79.95

	<b>Effective Date -</b> 02/01/2014					Supplemental			
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$23.50	\$10.18	\$18.15	\$0.00	\$51.83	
	2	60		\$28.20	\$10.18	\$18.15	\$0.00	\$56.53	
	3	70		\$32.90	\$10.18	\$18.15	\$0.00	\$61.23	
	4	80		\$37.60	\$10.18	\$18.15	\$0.00	\$65.93	
	5	90		\$42.30	\$10.18	\$18.15	\$0.00	\$70.63	
	Effectiv	ve 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	
	Notes:								
i	Apprer	tice to Jou	urneyworker Ratio:1:3						
TEST BORING				12/01/2013	3 \$34.70	\$7.30	\$12.90	\$0.00	\$54.90
LABORERS - FOUN	DATION 2	AND MARINI	E	06/01/2014	\$35.45	\$7.30	\$12.90	\$0.00	\$55.65
				12/01/2014	\$36.20	\$7.30	\$12.90	\$0.00	\$56.40
				06/01/2015	5 \$36.95	\$7.30	\$12.90	\$0.00	\$57.15
				12/01/2015	5 \$37.70	\$7.30	\$12.90	\$0.00	\$57.90
				06/01/2016	5 \$38.45	\$7.30	\$12.90	\$0.00	\$58.65
				12/01/2016	5 \$39.45	\$7.30	\$12.90	\$0.00	\$59.65
For apprentice r									
TEST BORING				12/01/2013	\$33.42	\$7.30	\$12.90	\$0.00	\$53.62
			-	06/01/2014		\$7.30	\$12.90	\$0.00	\$54.37
				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			\$12.90	\$0.00	\$56.62
				06/01/2016			\$12.90	\$0.00	\$57.37
For apprentice r	ates see "A	Apprentice- L	ABORER"	12/01/2016	5 \$38.17	\$7.30	\$12.90	\$0.00	\$58.37
TEST BORING				12/01/2013	3 \$33.30	\$7.30	\$12.90	\$0.00	\$53.50
LABORERS - FOUN	DATION	AND MARINI	E	06/01/2014			\$12.90	\$0.00	\$54.25
				12/01/2014			\$12.90	\$0.00	\$55.00
				06/01/2015			\$12.90	\$0.00	\$55.75
				12/01/2015			\$12.90	\$0.00	\$56.50
				06/01/2016			\$12.90	\$0.00	\$57.25
				12/01/2016			\$12.90	\$0.00	\$58.25
For apprentice r	ates see "A	Apprentice- L	ABORER"						

Apprentice -	TERRAZZO FINISHER - Local 3 Marble & Tile
Effective Date	- 02/01/2014

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FRACTORS/PORTABLE STEAM GENERATORS OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT	12/01/2013	\$32.92	\$9.41	\$8.80	\$0.00	\$51.13
'EAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2014	\$33.27	\$9.41	\$8.80	\$0.00	\$51.48
	08/01/2014	\$33.27	\$9.91	\$8.80	\$0.00	\$51.98
	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	\$54.11
	06/01/2016	\$34.12	\$10.41	\$10.08	\$0.00	\$54.61
	08/01/2016	\$34.12	\$10.91	\$10.08	\$0.00	\$55.11
	12/01/2016	\$34.12	\$10.91	\$10.89	\$0.00	\$55.92
FUNNEL WORK - COMPRESSED AIR	12/01/2013	\$45.58	\$7.30	\$13.30	\$0.00	\$66.18
ABORERS (COMPRESSED AIR)	06/01/2014	\$46.33	\$7.30	\$13.30	\$0.00	\$66.93
	12/01/2014	\$47.08	\$7.30	\$13.30	\$0.00	\$67.68
	06/01/2015	\$47.83	\$7.30	\$13.30	\$0.00	\$68.43
	12/01/2015	\$48.58	\$7.30	\$13.30	\$0.00	\$69.18
	06/01/2016	\$49.33	\$7.30	\$13.30	\$0.00	\$69.93
	12/01/2016	\$50.33	\$7.30	\$13.30	\$0.00	\$70.93
For apprentice rates see "Apprentice- LABORER"						
FUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>Aborers (compressed Air)</i>	12/01/2013	\$47.58	\$7.30	\$13.30	\$0.00	\$68.18
IDORERS (COM RESOLD IN)	06/01/2014	\$48.33	\$7.30	\$13.30	\$0.00	\$68.93
	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"						
FUNNEL WORK - FREE AIR Aborers (Free Air Tunnel)	12/01/2013	\$37.65	\$7.30	\$13.30	\$0.00	\$58.25
	06/01/2014	\$38.40	\$7.30	\$13.30	\$0.00	\$59.00
	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
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$42.40	\$7.30	\$13.30	\$0.00	\$63.00
FUNNEL WORK - FREE AIR (HAZ. WASTE)	12/01/2013	\$39.65	\$7.30	\$13.30	\$0.00	\$60.25
ABORERS (FREE AIR TUNNEL)	06/01/2013			\$13.30	\$0.00 \$0.00	\$60.25 \$61.00
	12/01/2014	\$40.40 \$41.15	\$7.30 \$7.30	\$13.30	\$0.00	\$61.00 \$61.75
	06/01/2014	\$41.15 \$41.90		\$13.30	\$0.00 \$0.00	\$61.75 \$62.50
			\$7.30 \$7.30	\$13.30	\$0.00 \$0.00	\$62.50 \$63.25
	12/01/2015	\$42.65 \$43.40	\$7.30 \$7.30	\$13.30	\$0.00 \$0.00	
	06/01/2016	\$43.40 \$44.40	\$7.30 \$7.30	\$13.30	\$0.00 \$0.00	\$64.00 \$65.00
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$44.40	φ7.3U	ψ15.50	<b>\$0.00</b>	φ <b>0</b> 3.00

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
VAC-HAUL	12/01/2013	\$32.34	\$9.41	\$8.80	\$0.00	\$50.55
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2014	\$32.69	\$9.41	\$8.80	\$0.00	\$50.90
	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
WAGON DRILL OPERATOR LABORERS - ZONE 1	12/01/2013	\$33.60	\$7.30	\$12.70	\$0.00	\$53.60
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
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35
WASTE WATER PUMP OPERATOR OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER	03/01/2014	\$49.41	\$9.82	\$14.29	\$0.00	\$73.52
PLUMBERS & GASFITTERS LOCAL 12	09/01/2014	\$50.41	\$9.82	\$14.29	\$0.00	\$74.52
	03/01/2015	\$51.41	\$9.82	\$14.29	\$0.00	\$75.52
	09/01/2015	\$52.41	\$9.82	\$14.29	\$0.00	\$76.52
	03/01/2016	\$53.56	\$9.82	\$14.29	\$0.00	\$77.67
	09/01/2016	\$54.61	\$9.82	\$14.29	\$0.00	\$78.72
	03/01/2017	\$55.61	\$9.82	\$14.29	\$0.00	\$79.72
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASF	TTTER"					
Rental of Equipment - East				** **	** **	
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2013	\$32.05	\$9.41	\$0.00	\$0.00	\$41.46
	06/01/2014	\$32.40	\$9.41	\$0.00	\$0.00	\$41.81
	08/01/2014	\$32.40	\$9.91	\$0.00	\$0.00	\$42.31
	12/01/2014	\$32.40	\$9.91	\$0.00	\$0.00	\$42.31
	06/01/2015	\$32.75	\$9.91	\$0.00	\$0.00	\$42.66
	08/01/2015	\$32.75	\$10.41	\$0.00	\$0.00	\$43.16
	12/01/2015	\$32.75	\$10.41	\$0.00	\$0.00	\$43.16
	06/01/2016	\$33.25	\$10.41	\$0.00	\$0.00	\$43.66
	08/01/2016	\$33.25	\$10.91	\$0.00	\$0.00	\$44.16

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
3 AXLE) DRIVER - EQUIPMENT	12/01/2013	\$32.12	\$9.41	\$0.00	\$0.00	\$41.53
EAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2014	\$32.47	\$9.41	\$0.00	\$0.00	\$41.88
	08/01/2014	\$32.47	\$9.91	\$0.00	\$0.00	\$42.38
	12/01/2014	\$32.47	\$9.91	\$0.00	\$0.00	\$42.38
	06/01/2015	\$32.82	\$9.91	\$0.00	\$0.00	\$42.73
	08/01/2015	\$32.82	\$10.41	\$0.00	\$0.00	\$43.23
	12/01/2015	\$32.82	\$10.41	\$0.00	\$0.00	\$43.23
	06/01/2016	\$33.32	\$10.41	\$0.00	\$0.00	\$43.73
	08/01/2016	\$33.32	\$10.91	\$0.00	\$0.00	\$44.23
	12/01/2016	\$33.32	\$10.91	\$0.00	\$0.00	\$44.23
4 & 5 AXLE) DRIVER - EQUIPMENT	12/01/2013	\$32.24	\$9.41	\$0.00	\$0.00	\$41.65
EAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2014	\$32.59	\$9.41	\$0.00	\$0.00	\$42.00
	08/01/2014	\$32.59	\$9.91	\$0.00	\$0.00	\$42.50
	12/01/2014	\$32.59	\$9.91	\$0.00	\$0.00	\$42.50
	06/01/2015	\$32.94	\$9.91	\$0.00	\$0.00	\$42.85
	08/01/2015	\$32.94	\$10.41	\$0.00	\$0.00	\$43.35
	12/01/2015	\$32.94	\$10.41	\$0.00	\$0.00	\$43.35
	06/01/2016	\$33.44	\$10.41	\$0.00	\$0.00	\$43.85
	08/01/2016	\$33.44	\$10.91	\$0.00	\$0.00	\$44.35
	12/01/2016	\$33.44	\$10.91	\$0.00	\$0.00	\$44.35
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.49	\$10.00	\$0.00	\$0.00	\$50.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.49	\$10.00	\$0.00	\$0.00	\$50.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BULLDOZER/GRADER/SCRAPER OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.11	\$10.00	\$0.00	\$0.00	\$50.11
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES OPERATING ENGINEERS LOCAL 4	12/01/2013	\$41.49	\$10.00	\$0.00	\$0.00	\$51.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 4	12/01/2013	\$28.11	\$10.00	\$0.00	\$0.00	\$38.11
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER	08/01/2013	\$56.14	\$9.80	\$0.00	\$0.00	\$65.94
ILE DRIVER LOCAL 56 (ZONE 1)	08/01/2014	\$58.24	\$9.80	\$0.00	\$0.00	\$68.04
			<b>\$0.00</b>	\$0.00	\$0.00	\$70.14
	08/01/2015	\$60.34	\$9.80	\$0.00	\$0.00	\$70.14
DIVER TENDER	08/01/2015 08/01/2013	\$60.34 \$40.10	\$9.80	\$0.00	\$0.00	\$70.14
DIVER TENDER VILE DRIVER LOCAL 56 (ZONE 1)						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FLAGGER & SIGNALER	12/01/2013	\$20.50	\$7.30	\$0.00	\$0.00	\$27.80
LABORERS - ZONE 1	06/01/2014	\$20.50	\$7.30	\$0.00	\$0.00	\$27.80
	12/01/2014	\$20.50	\$7.30	\$0.00	\$0.00	\$27.80
	06/01/2015	\$20.50	\$7.30	\$0.00	\$0.00	\$27.80
	12/01/2015	\$20.50	\$7.30	\$0.00	\$0.00	\$27.80
	06/01/2016	\$20.50	\$7.30	\$0.00	\$0.00	\$27.80
	12/01/2016	\$20.50	\$7.30	\$0.00	\$0.00	\$27.80
For apprentice rates see "Apprentice- LABORER"						
FORK LIFT/CHERRY PICKER OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.49	\$10.00	\$0.00	\$0.00	\$50.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS OPERATING ENGINEERS LOCAL 4	12/01/2013	\$28.11	\$10.00	\$0.00	\$0.00	\$38.11
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HOISTING ENGINEER/CRANES/GRADALLS OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.49	\$10.00	\$0.00	\$0.00	\$50.49

## **Apprentice -** *OPERATING ENGINEERS - Local 4*

Effec	tive Date -	12/01/2013				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	55		\$22.27	\$10.00	\$0.00	\$0.00	\$32.27	
2	60		\$24.29	\$10.00	\$0.00	\$0.00	\$34.29	
3	65		\$26.32	\$10.00	\$0.00	\$0.00	\$36.32	
4	70		\$28.34	\$10.00	\$0.00	\$0.00	\$38.34	
5	75		\$30.37	\$10.00	\$0.00	\$0.00	\$40.37	
6	80		\$32.39	\$10.00	\$0.00	\$0.00	\$42.39	
7	85		\$34.42	\$10.00	\$0.00	\$0.00	\$44.42	
8	90		\$36.44	\$10.00	\$0.00	\$0.00	\$46.44	
Notes							   	
Appr	entice to Jou	ırneyworker Ratio:1:6						
LABORER LABORERS - ZONE 1			12/01/2013	\$33.35	5 \$7.30	\$0.00	\$0.00	\$40.65
LABORERS - ZONE I			06/01/2014	\$34.10	\$7.30	\$0.00	\$0.00	\$41.40
			12/01/2014	\$34.85	5 \$7.30	\$0.00	\$0.00	\$42.15

06/01/2015

12/01/2015

06/01/2016

12/01/2016

\$35.60

\$36.35

\$37.10

\$38.10

\$0.00

\$0.00

\$0.00

\$0.00

\$7.30

\$7.30

\$7.30

\$7.30

\$0.00

\$0.00

\$0.00

\$0.00

\$42.90

\$43.65

\$44.40

\$45.40

	Step	ve Date - percent	12/01/2013	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60		\$20.01	\$7.30	\$0.00	\$0.00	\$27.31	
	2	70		\$23.35	\$7.30	\$0.00	\$0.00	\$30.65	
	3	80		\$26.68	\$7.30	\$0.00	\$0.00	\$33.98	
	4	90		\$30.02	\$7.30	\$0.00	\$0.00	\$37.32	
		ve Date -	06/01/2014				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60		\$20.46	\$7.30	\$0.00	\$0.00	\$27.76	
	2	70		\$23.87	\$7.30	\$0.00	\$0.00	\$31.17	
	3	80		\$27.28	\$7.30	\$0.00	\$0.00	\$34.58	
	4	90		\$30.69	\$7.30	\$0.00	\$0.00	\$37.99	
	Notes:								
	Appre	ntice to Jou	Irneyworker Ratio:1:5						
ILER (OTHE PERATING ENG			CRANES,GRADALLS)	12/01/2013	\$\$\$\$20.96	5 \$10.00	\$0.00	\$0.00	\$30.96
For apprentice	e rates see "	Apprentice- O	PERATING ENGINEERS"						
ILER (TRUC PERATING ENG	SINEERS LO	OCAL 4	,	12/01/2013	\$24.43	\$\$10.00	\$0.00	\$0.00	\$34.43
			PERATING ENGINEERS"				<u></u>	<b>*</b> •••••	
PERATING ENG		· ·	PMENT - CLASS II	12/01/2013	\$40.11	\$10.00	\$0.00	\$0.00	\$50.11
			PERATING ENGINEERS"						
ANEL & PIC				12/01/2013	\$31.88	\$9.41	\$0.00	\$0.00	\$41.29
		12110: 10 E01		06/01/2014	\$32.23	\$9.41	\$0.00	\$0.00	\$41.64
				08/01/2014	\$32.23	\$9.91	\$0.00	\$0.00	\$42.14
				12/01/2014	\$32.23	\$9.91	\$0.00	\$0.00	\$42.14
				06/01/2015	\$32.58	\$9.91	\$0.00	\$0.00	\$42.49
				08/01/2015	\$32.58	\$10.41	\$0.00	\$0.00	\$42.99
				12/01/2015	\$32.58	\$10.41	\$0.00	\$0.00	\$42.99
				06/01/2016	\$33.08	\$10.41	\$0.00	\$0.00	\$43.49
				08/01/2016	\$33.08	\$10.91	\$0.00	\$0.00	\$43.99
				12/01/2016	\$33.08	\$10.91	\$0.00	\$0.00	\$43.99
OWER SHOW			ENCHING MACHINE	12/01/2013	\$40.49	\$10.00	\$0.00	\$0.00	\$50.49
For apprentice	e rates see "	Apprentice- O	PERATING ENGINEERS"						
JMP OPERA PERATING ENG			)	12/01/2013	\$40.49	\$10.00	\$0.00	\$0.00	\$50.49
For apprentice	e rates see "	Apprentice- O	PERATING ENGINEERS"						
JMP OPERA		EWATERI DCAL 4	NG, OTHER)	12/01/2013	\$28.11	\$10.00	\$0.00	\$0.00	\$38.11

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ROLLER/SPREADER/MULCHING MACHINE OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.11	\$10.00	\$0.00	\$0.00	\$50.11
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SPECIALIZED EARTH MOVING EQUIP < 35 TONS	12/01/2013	\$32.34	\$9.41	\$0.00	\$0.00	\$41.75
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2014	\$32.69	\$9.41	\$0.00	\$0.00	\$42.10
	08/01/2014	\$32.69	\$9.91	\$0.00	\$0.00	\$42.60
	12/01/2014	\$32.69	\$9.91	\$0.00	\$0.00	\$42.60
	06/01/2015	\$33.04	\$9.91	\$0.00	\$0.00	\$42.95
	08/01/2015	\$33.04	\$10.41	\$0.00	\$0.00	\$43.45
	12/01/2015	\$33.04	\$10.41	\$0.00	\$0.00	\$43.45
	06/01/2016	\$33.54	\$10.41	\$0.00	\$0.00	\$43.95
	08/01/2016	\$33.54	\$10.91	\$0.00	\$0.00	\$44.45
	12/01/2016	\$33.54	\$10.91	\$0.00	\$0.00	\$44.45
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	12/01/2013	\$32.63	\$9.41	\$0.00	\$0.00	\$42.04
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2014	\$32.98	\$9.41	\$0.00	\$0.00	\$42.39
	08/01/2014	\$32.98	\$9.91	\$0.00	\$0.00	\$42.89
	12/01/2014	\$32.98	\$9.91	\$0.00	\$0.00	\$42.89
	06/01/2015	\$33.33	\$9.91	\$0.00	\$0.00	\$43.24
	08/01/2015	\$33.33	\$10.41	\$0.00	\$0.00	\$43.74
	12/01/2015	\$33.33	\$10.41	\$0.00	\$0.00	\$43.74
	06/01/2016	\$33.83	\$10.41	\$0.00	\$0.00	\$44.24
	08/01/2016	\$33.83	\$10.91	\$0.00	\$0.00	\$44.74
	12/01/2016	\$33.83	\$10.91	\$0.00	\$0.00	\$44.74
TRACTORS/PORTABLE STEAM GENERATORS OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.11	\$10.00	\$0.00	\$0.00	\$50.11
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT	12/01/2013	\$32.92	\$9.41	\$0.00	\$0.00	\$42.33
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2014	\$33.27	\$9.41	\$0.00	\$0.00	\$42.68
	08/01/2014	\$33.27	\$9.91	\$0.00	\$0.00	\$43.18
	12/01/2014	\$33.27	\$9.91	\$0.00	\$0.00	\$43.18
	06/01/2015	\$33.62	\$9.91	\$0.00	\$0.00	\$43.53
	08/01/2015	\$33.62	\$10.41	\$0.00	\$0.00	\$44.03
	12/01/2015	\$33.62	\$10.41	\$0.00	\$0.00	\$44.03
	06/01/2016	\$34.12	\$10.41	\$0.00	\$0.00	\$44.53
	08/01/2016	\$34.12	\$10.91	\$0.00	\$0.00	\$45.03
	12/01/2016	\$34.12	\$10.91	\$0.00	\$0.00	\$45.03
TREE TRIMMER OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	01/29/2012	\$17.18	\$3.37	\$0.00	\$0.00	\$20.55

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

TREE TRIMMER GROUNDMAN	01/29/2012	\$15.15	\$3.37	\$0.00	\$0.00	\$18.52
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104						

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
VAC-HAUL/CATCH BASIN CLEANING	12/01/2013	\$32.34	\$9.41	\$0.00	\$0.00	\$41.75
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2014	\$32.69	\$9.41	\$0.00	\$0.00	\$42.10
	08/01/2014	\$32.69	\$9.91	\$0.00	\$0.00	\$42.60
	12/01/2014	\$32.69	\$9.91	\$0.00	\$0.00	\$42.60
	06/01/2015	\$33.04	\$9.91	\$0.00	\$0.00	\$42.95
	08/01/2015	\$33.04	\$10.41	\$0.00	\$0.00	\$43.45
	12/01/2015	\$33.04	\$10.41	\$0.00	\$0.00	\$43.45
	06/01/2016	\$33.54	\$10.41	\$0.00	\$0.00	\$43.95
	08/01/2016	\$33.54	\$10.91	\$0.00	\$0.00	\$44.45
	12/01/2016	\$33.54	\$10.91	\$0.00	\$0.00	\$44.45

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) unless otherwise specified.

- \* Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof.
- \*\* 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.