

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

Prevailing Wage Rates

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

ROSALIN ACOSTA Secretary WILLIAM D MCKINNEY Director

Awarding Authority:

Town of Goshen

Contract Number:

City/Town: GOSHEN

Description of Work:

Installation of a 12KWH solar array on the fire station roof.

Job Location: 56 Main St Goshen, MA 01032

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Issue Date: 04/05/2019 **Wage Request Number:** 20190405-001

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction					Спетрюущен	
(2 AXLE) DRIVER - EQUIPMENT	12/01/2018	\$33.25	\$11.91	\$12.70	\$0.00	\$57.86
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2019	\$34.25	\$11.91	\$12.70	\$0.00	\$58.86
	08/01/2019	\$34.25	\$12.41	\$12.70	\$0.00	\$59.36
	12/01/2019	\$34.25	\$12.41	\$13.72	\$0.00	\$60.38
	06/01/2020	\$35.15	\$12.41	\$13.72	\$0.00	\$61.28
	08/01/2020	\$35.15	\$12.91	\$13.72	\$0.00	\$61.78
	12/01/2020	\$35.15	\$12.91	\$14.82	\$0.00	\$62.88
	06/01/2021	\$35.95	\$12.91	\$14.82	\$0.00	\$63.68
	08/01/2021	\$35.95	\$13.41	\$14.82	\$0.00	\$64.18
	12/01/2021	\$35.95	\$13.41	\$16.01	\$0.00	\$65.37
(3 AXLE) DRIVER - EQUIPMENT	12/01/2018	\$33.32	\$11.91	\$12.70	\$0.00	\$57.93
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2019	\$34.32	\$11.91	\$12.70	\$0.00	\$58.93
	08/01/2019	\$34.32	\$12.41	\$12.70	\$0.00	\$59.43
	12/01/2019	\$34.32	\$12.41	\$13.72	\$0.00	\$60.45
	06/01/2020	\$35.22	\$12.41	\$13.72	\$0.00	\$61.35
	08/01/2020	\$35.22	\$12.91	\$13.72	\$0.00	\$61.85
	12/01/2020	\$35.22	\$12.91	\$14.82	\$0.00	\$62.95
	06/01/2021	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	08/01/2021	\$36.02	\$13.41	\$14.82	\$0.00	\$64.25
	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
4 & 5 AXLE) DRIVER - EQUIPMENT	12/01/2018	\$33.44	\$11.91	\$12.70	\$0.00	\$58.05
EAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2019	\$34.44	\$11.91	\$12.70	\$0.00	\$59.05
	08/01/2019	\$34.44	\$12.41	\$12.70	\$0.00	\$59.55
	12/01/2019	\$34.44	\$12.41	\$13.72	\$0.00	\$60.57
	06/01/2020	\$35.34	\$12.41	\$13.72	\$0.00	\$61.47
	08/01/2020	\$35.34	\$12.91	\$13.72	\$0.00	\$61.97
	12/01/2020	\$35.34	\$12.91	\$14.82	\$0.00	\$63.07
	06/01/2021	\$36.14	\$12.91	\$14.82	\$0.00	\$63.87
	08/01/2021	\$36.14	\$13.41	\$14.82	\$0.00	\$64.37
	12/01/2021	\$36.14	\$13.41	\$16.01	\$0.00	\$65.56
ADS/SUBMERSIBLE PILOT	08/01/2018	\$97.80	\$9.90	\$21.15	\$0.00	\$128.85
PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR	12/01/2018	\$27.60	\$7.85	\$12.50	\$0.00	\$47.95
ABORERS - ZONE 4 (BUILDING & SITE)	06/01/2019	\$28.35	\$7.85	\$12.50	\$0.00	\$48.70
	12/01/2019	\$29.10	\$7.85	\$12.50	\$0.00	\$49.45
	06/01/2020	\$29.75	\$7.85	\$12.50	\$0.00	\$50.10
	12/01/2020	\$30.40	\$7.85	\$12.50	\$0.00	\$50.75
For apprentice rates see "Apprentice- LABORER"	12,01,2020	420.10	Ψυ	. =	* *	400.10

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
AIR TRACK OPERATOR (HEAVY & HIGHWAY)	12/01/2018	\$28.77	\$7.85	\$13.54	\$0.00	\$50.16
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2019	\$29.54	\$7.85	\$13.54	\$0.00	\$50.93
	12/01/2019	\$30.31	\$7.85	\$13.54	\$0.00	\$51.70
	06/01/2020	\$31.10	\$7.85	\$13.54	\$0.00	\$52.49
	12/01/2020	\$31.89	\$7.85	\$13.54	\$0.00	\$53.28
	06/01/2021	\$32.71	\$7.85	\$13.54	\$0.00	\$54.10
	12/01/2021	\$33.52	\$7.85	\$13.54	\$0.00	\$54.91
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
ASBESTOS WORKER (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)	12/01/2018	\$31.86	\$12.50	\$8.00	\$0.00	\$52.36
IEEE CANONIA INSCRIPTIONS ESCUED O (SI NIIVOI IEEE)	06/01/2019	\$32.76	\$12.50	\$8.00	\$0.00	\$53.26
	12/01/2019	\$33.66	\$12.50	\$8.00	\$0.00	\$54.16
	06/01/2020	\$34.56	\$12.50	\$8.00	\$0.00	\$55.06
	12/01/2020	\$35.46	\$12.50	\$8.00	\$0.00	\$55.96
ASPHALT RAKER	12/01/2018	\$27.10	\$7.85	\$12.50	\$0.00	\$47.45
LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2019	\$27.85	\$7.85	\$12.50	\$0.00	\$48.20
	12/01/2019	\$28.60	\$7.85	\$12.50	\$0.00	\$48.95
	06/01/2020	\$29.25	\$7.85	\$12.50	\$0.00	\$49.60
	12/01/2020	\$29.90	\$7.85	\$12.50	\$0.00	\$50.25
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY)	12/01/2018	\$28.27	\$7.85	\$13.54	\$0.00	\$49.66
ABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2019	\$29.04	\$7.85	\$13.54	\$0.00	\$50.43
	12/01/2019	\$29.81	\$7.85	\$13.54	\$0.00	\$51.20
	06/01/2020	\$30.60	\$7.85	\$13.54	\$0.00	\$51.99
	12/01/2020	\$31.39	\$7.85	\$13.54	\$0.00	\$52.78
	06/01/2021	\$32.21	\$7.85	\$13.54	\$0.00	\$53.60
	12/01/2021	\$33.02	\$7.85	\$13.54	\$0.00	\$54.41
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER)	12/01/2018	\$34.79	\$11.44	\$13.81	\$0.00	\$60.04
OPERATING ENGINEERS LOCAL 98	06/01/2019	\$35.30	\$11.44	\$14.08	\$0.00	\$60.82
	12/01/2019	\$35.90	\$11.44	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATOR OPERATING ENGINEERS LOCAL 98	12/01/2018	\$34.79	\$11.44	\$13.81	\$0.00	\$60.04
7 DILLING B. (61. 12.16 DO 61.12 76	06/01/2019	\$35.30	\$11.44	\$14.08	\$0.00	\$60.82
E CONTROL ON THE CONT	12/01/2019	\$35.90	\$11.44	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2018	\$27.10	\$7.85	\$12.50	\$0.00	\$47.45
	06/01/2019	\$27.85	\$7.85	\$12.50	\$0.00	\$48.20
	12/01/2019	\$28.60	\$7.85	\$12.50	\$0.00	\$48.95
	06/01/2020	\$29.25	\$7.85	\$12.50	\$0.00	\$49.60
Ear appropriate setting and "Armorotics I ADODED"	12/01/2020	\$29.90	\$7.85	\$12.50	\$0.00	\$50.25
For apprentice rates see "Apprentice- LABORER"				.		
BATCH/CEMENT PLANT - ON SITE OPERATING ENGINEERS LOCAL 98	12/01/2018	\$34.26	\$11.44	\$13.81	\$0.00	\$59.51
	06/01/2019	\$34.77	\$11.44	\$14.08	\$0.00	\$60.29
E CONTRACTOR OF THE CONTRACTOR	12/01/2019	\$35.37	\$11.44	\$14.35	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BLOCK PAVER, RAMMER / CURB SETTER	12/01/2018	\$27.60	\$7.85	\$12.50	\$0.00	\$47.95
LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2019	\$28.35	\$7.85	\$12.50	\$0.00	\$48.70
	12/01/2019	\$29.10	\$7.85	\$12.50	\$0.00	\$49.45
	06/01/2020	\$29.75	\$7.85	\$12.50	\$0.00	\$50.10
For apprentice rates see "Apprentice- LABORER"	12/01/2020	\$30.40	\$7.85	\$12.50	\$0.00	\$50.75
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY &	12/01/2018	\$28.77	\$7.85	\$13.54	\$0.00	\$50.16
HIGHWAY) LABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2019	\$29.54	\$7.85	\$13.54	\$0.00	\$50.93
2.25.2.7(12.7.1 € 11.01.7.1.7)	12/01/2019	\$30.31	\$7.85	\$13.54	\$0.00	\$51.70
	06/01/2020	\$31.10	\$7.85	\$13.54	\$0.00	\$52.49
	12/01/2020	\$31.89	\$7.85	\$13.54	\$0.00	\$53.28
	06/01/2021	\$32.71	\$7.85	\$13.54	\$0.00	\$54.10
	12/01/2021	\$33.52	\$7.85	\$13.54	\$0.00	\$54.91
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
BOILER MAKER	01/01/2019	\$44.71	\$7.07	\$17.72	\$0.00	\$69.50
BOILERMAKERS LOCAL 29	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

Effect Step	rive Date - percent	01/01/2019	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65		\$29.06	\$7.07	\$11.52	\$0.00	\$47.65
2	65		\$29.06	\$7.07	\$11.52	\$0.00	\$47.65
3	70		\$31.30	\$7.07	\$12.40	\$0.00	\$50.77
4	75		\$33.53	\$7.07	\$13.30	\$0.00	\$53.90
5	80		\$35.77	\$7.07	\$14.18	\$0.00	\$57.02
6	85		\$38.00	\$7.07	\$15.07	\$0.00	\$60.14
7	90		\$40.24	\$7.07	\$15.95	\$0.00	\$63.26
			A.A. 4=	07.07	016.04	¢0.00	\$66.38
8 Effect	95 ive Date -	01/01/2020	\$42.47	\$7.07	\$16.84	\$0.00 Supplemental	\$00.38
		01/01/2020	\$42.47	\$7.07	\$16.84		\$00.38
Effect Step	ive Date -	01/01/2020	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Effect Step	percent 65	01/01/2020	Apprentice Base Wage \$29.97	Health \$7.07	Pension \$11.69	Supplemental Unemployment \$0.00	Total Rate \$48.73
Effect Step 1 2	ive Date -	01/01/2020	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Effect Step	percent 65	01/01/2020	Apprentice Base Wage \$29.97	Health \$7.07	Pension \$11.69	Supplemental Unemployment \$0.00	Total Rate \$48.73
Effect Step 1 2	percent 65 65	01/01/2020	Apprentice Base Wage \$29.97 \$29.97	Health \$7.07 \$7.07	Pension \$11.69 \$11.69	Supplemental Unemployment \$0.00 \$0.00	Total Rate \$48.73 \$48.73
Effect Step 1 2 3	65 65 70	01/01/2020	Apprentice Base Wage \$29.97 \$29.97 \$32.27	Health \$7.07 \$7.07 \$7.07	Pension \$11.69 \$11.69 \$12.59	Supplemental Unemployment \$0.00 \$0.00 \$0.00	Total Rate \$48.73 \$48.73 \$51.93
Effect Step 1 2 3 4	65 65 70 75	01/01/2020	\$29.97 \$29.97 \$29.97 \$32.27 \$34.58	### Health \$7.07 \$7.07 \$7.07 \$7.07	Pension \$11.69 \$11.69 \$12.59 \$13.49	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$48.73 \$48.73 \$51.93 \$55.14
Step 1 2 3 4 5	65 65 70 75 80	01/01/2020	\$29.97 \$29.97 \$29.97 \$32.27 \$34.58 \$36.88	### Health \$7.07 \$7.07 \$7.07 \$7.07 \$7.07 \$7.07	Pension \$11.69 \$11.69 \$12.59 \$13.49 \$14.38	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$48.73 \$48.73 \$51.93 \$55.14 \$58.33

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Apprentice to Journeyworker Ratio:1:4

	DD 100		02/01/2015	541.90	\$10.73	\$10.77	\$0.00	\$/1.46
ATERPROOI RICKLAYERS LO		RINGFIELD/PITTSFIELD)	08/01/2019	\$43.31	\$10.75	\$18.91	\$0.00	\$72.97
2	5 (871		02/01/2020	\$43.86	\$10.75	\$18.91	\$0.00	\$73.52
			08/01/2020	\$45.21	\$10.75	\$19.06	\$0.00	\$75.02
			02/01/2021	\$45.76	\$10.75	\$19.06	\$0.00	\$75.57
			08/01/2021	\$47.16	\$10.75	\$19.22	\$0.00	\$77.13
			02/01/2022	\$47.69	\$10.75	\$19.22	\$0.00	\$77.66
		ntice - BRICK/PLASTER/CEMENT ve Date - 02/01/2019 percent	MASON - Local 3 Springf Apprentice Base Wage		Pension	Supplemental Unemployment	Total Rate	
	1 step	*						
	2	50	\$20.98	\$10.75	\$18.77	\$0.00	\$50.50	
		60	\$25.18	\$10.75	\$18.77	\$0.00	\$54.70	
	3	70	\$29.37	\$10.75	\$18.77	\$0.00	\$58.89	
	4	80	\$33.57	\$10.75	\$18.77	\$0.00	\$63.09	
	5	90	\$37.76	\$10.75	\$18.77	\$0.00	\$67.28	
	Effective Step	ve Date - 08/01/2019 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$21.66	\$10.75	\$18.91	\$0.00	\$51.32	
	2	60	\$25.99	\$10.75	\$18.91	\$0.00	\$55.65	
	3	70	\$30.32	\$10.75	\$18.91	\$0.00	\$59.98	
	4	80	\$34.65	\$10.75	\$18.91	\$0.00	\$64.31	
	5	90	\$38.98	\$10.75	\$18.91	\$0.00	\$68.64	
	Notes:							
	Apprei	ntice to Journeyworker Ratio:1:5						
LLDOZER/I	POWER	SHOVEL/TREE SHREDDER	12/01/2018	3 \$34.79	\$11.44	\$13.81	\$0.00	\$60.04
GINEERS LOCA	L 98	/CLAM SHELLOPERATING	06/01/2019	\$35.30	\$11.44	\$14.08	\$0.00	\$60.82
			12/01/2019	\$35.90	\$11.44	\$14.35	\$0.00	\$61.69
		Apprentice- OPERATING ENGINEERS"						
ISSON & UI Orers - foun		INNING BOTTOM MAN AND MARINE	12/01/2018	\$39.75	\$7.85	\$15.55	\$0.00	\$63.15
		. ,	06/01/2019	\$40.75	\$7.85	\$15.55	\$0.00	\$64.15
			12/01/2019	\$41.75	\$7.85	\$15.55	\$0.00	\$65.15
			06/01/2020	\$42.74	\$7.85	\$15.55	\$0.00	\$66.14
			12/01/2020	\$43.72	\$7.85	\$15.55	\$0.00	\$67.12
			06/01/2021	\$44.74	\$7.85	\$15.55	\$0.00	\$68.14

Effective Date

02/01/2019

Base Wage

\$41.96

Health

\$10.75

Pension

\$18.77

Classification

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY

Supplemental

\$0.00

Unemployment

Total Rate

\$71.48

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING LABORER	12/01/2018	\$38.60	\$7.85	\$15.55	\$0.00	\$62.00
LABORERS - FOUNDATION AND MARINE	06/01/2019	\$39.60	\$7.85	\$15.55	\$0.00	\$63.00
	12/01/2019	\$40.60	\$7.85	\$15.55	\$0.00	\$64.00
	06/01/2020	\$41.59	\$7.85	\$15.55	\$0.00	\$64.99
	12/01/2020	\$42.57	\$7.85	\$15.55	\$0.00	\$65.97
	06/01/2021	\$43.59	\$7.85	\$15.55	\$0.00	\$66.99
	12/01/2021	\$44.60	\$7.85	\$15.55	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN	12/01/2018	\$38.60	\$7.85	\$15.55	\$0.00	\$62.00
LABORERS - FOUNDATION AND MARINE	06/01/2019	\$39.60	\$7.85	\$15.55	\$0.00	\$63.00
	12/01/2019	\$40.60	\$7.85	\$15.55	\$0.00	\$64.00
	06/01/2020	\$41.59	\$7.85	\$15.55	\$0.00	\$64.99
	12/01/2020	\$42.57	\$7.85	\$15.55	\$0.00	\$65.97
	06/01/2021	\$43.59	\$7.85	\$15.55	\$0.00	\$66.99
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$44.60	\$7.85	\$15.55	\$0.00	\$68.00
CARBIDE CORE DRILL OPERATOR	12/01/2018	\$27.10	\$7.85	\$12.50	\$0.00	\$47.45
ABORERS - ZONE 4 (BUILDING & SITE)	06/01/2019	\$27.85	\$7.85	\$12.50	\$0.00	\$48.20
	12/01/2019	\$28.60	\$7.85	\$12.50	\$0.00	\$48.95
	06/01/2020	\$29.25	\$7.85	\$12.50	\$0.00	\$49.60
For apprentice rates see "Apprentice- LABORER"	12/01/2020	\$29.90	\$7.85	\$12.50	\$0.00	\$50.25
CARPENTER CARPENTERS LOCAL 108 - HAMPDEN HAMPSHIRE FRANKLIN	03/04/2019	\$38.64	\$8.26	\$15.00	\$0.00	\$61.90

Apprentice -	CARPENTER - Loca	ıl 108 Hampden	Hampshire Franklin
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Effecti	ve Date -	03/04/2019				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$19.32	\$8.26	\$1.22	\$0.00	\$28.80
2	60		\$23.18	\$8.26	\$1.22	\$0.00	\$32.66
3	70		\$27.05	\$8.26	\$11.34	\$0.00	\$46.65
4	75		\$28.98	\$8.26	\$11.34	\$0.00	\$48.58
5	80		\$30.91	\$8.26	\$12.56	\$0.00	\$51.73
6	80		\$30.91	\$8.26	\$12.56	\$0.00	\$51.73
7	90		\$34.78	\$8.26	\$13.78	\$0.00	\$56.82
8	90		\$34.78	\$8.26	\$13.78	\$0.00	\$56.82
Notes:	% Indentu Step 1&2	ared After 10/1/17; 45/45/55/: \$25.93/ 3&4 \$30.77/ 5&6 \$4					
Appre	ntice to Jou	ırneyworker Ratio:1:5					

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04/01/2019

10/01/2019

\$23.10

\$23.49

\$7.07

\$7.07

\$7.86

\$7.86

\$0.00

\$0.00

\$38.03

\$38.42

Issue Date: 04/05/2019 Wage Request Number:

CARPENTER WOOD FRAME

All Aspects of New Wood Frame Work

CARPENTERS LOCAL 108 - HAMPDEN HAMPSHIRE FRANKLIN

Apprentice - CARPENTER (Wood Frame) - 108 Hampden Hampshire

Pension

F-1		•	• •					
Eff Ste	p percent	04/01/2019	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
$\frac{36}{1}$	60		\$13.86	\$7.07	\$0.00	\$0.00	\$20.93	
2	60		\$13.86			\$0.00		
3	65			\$7.07	\$0.00		\$20.93	
4	70		\$15.02	\$7.07	\$7.86	\$0.00	\$29.95	
5			\$16.17	\$7.07	\$7.86	\$0.00	\$31.10	
	75		\$17.33	\$7.07	\$7.86	\$0.00	\$32.26	
6	80		\$18.48	\$7.07	\$7.86	\$0.00	\$33.41	
7	85		\$19.64	\$7.07	\$7.86	\$0.00	\$34.57	
8	90		\$20.79	\$7.07	\$7.86	\$0.00	\$35.72	
	ective Date -	10/01/2019				Supplemental		
Ste	p percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$14.09	\$7.07	\$0.00	\$0.00	\$21.16	
2	60		\$14.09	\$7.07	\$0.00	\$0.00	\$21.16	
3	65		\$15.27	\$7.07	\$7.86	\$0.00	\$30.20	
4	70		\$16.44	\$7.07	\$7.86	\$0.00	\$31.37	
5	75		\$17.62	\$7.07	\$7.86	\$0.00	\$32.55	
6	80		\$18.79	\$7.07	\$7.86	\$0.00	\$33.72	
7	85		\$19.97	\$7.07	\$7.86	\$0.00	\$34.90	
8	90		\$21.14	\$7.07	\$7.86	\$0.00	\$36.07	
No		ured After 10/1/17; 45/45/5						
		2 \$17.47/ 3&4 \$24.53/ 5&6	\$31.10/ 7&8 \$33.41					
	•	ourneyworker Ratio:1:5						
CEMENT MASON			01/01/2019	\$40.46	\$12.45	\$17.64	\$0.30	\$70.85
DICERLITERO DO CIE S	(SI IMITOI ILLD)	,	07/01/2019	\$41.03	\$12.45	\$17.64	\$0.30	\$71.42
			01/01/2020	\$42.51	\$12.45	\$17.64	\$0.30	\$72.90

Issue Date: 04/05/2019 Wage Request Number: 20190405-001 Page 7 of 40

 ${\bf Apprentice-} CEMENT\ MASONRY/PLASTERING-Spring field/Pitts field$

Pension

	Effecti	ive Date - 01/01/2019				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$20.23	\$12.45	\$15.41	\$0.00	\$48.09	
	2	60	\$24.28	\$12.45	\$17.64	\$0.30	\$54.67	
	3	65	\$26.30	\$12.45	\$17.64	\$0.30	\$56.69	
	4	70	\$28.32	\$12.45	\$17.64	\$0.30	\$58.71	
	5	75	\$30.35	\$12.45	\$17.64	\$0.30	\$60.74	
	6	80	\$32.37	\$12.45	\$17.64	\$0.30	\$62.76	
	7	90	\$36.41	\$12.45	\$17.64	\$0.30	\$66.80	
	Effecti	ive Date - 07/01/2019				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$20.52	\$12.45	\$15.41	\$0.00	\$48.38	
	2	60	\$24.62	\$12.45	\$17.64	\$0.30	\$55.01	
	3	65	\$26.67	\$12.45	\$17.64	\$0.30	\$57.06	
	4	70	\$28.72	\$12.45	\$17.64	\$0.30	\$59.11	
	5	75	\$30.77	\$12.45	\$17.64	\$0.30	\$61.16	
	6	80	\$32.82	\$12.45	\$17.64	\$0.30	\$63.21	
	7	90	\$36.93	\$12.45	\$17.64	\$0.30	\$67.32	
	Notes:							
		Steps 3,4 are 500 hrs. All other step	os are 1,000 hrs.					
	Appre	ntice to Journeyworker Ratio:1:3						
CHAIN SAW			12/01/2018	8 \$27.10	\$7.85	\$12.50	\$0.00	\$47.45
LABORERS - ZON	E 4 (BUILI	DING & SITE)	06/01/2019	9 \$27.85	\$7.85	\$12.50	\$0.00	\$48.20
			12/01/2019	9 \$28.60	\$7.85	\$12.50	\$0.00	\$48.95
			06/01/2020	0 \$29.25	\$7.85	\$12.50	\$0.00	\$49.60
			12/01/2020	0 \$29.90	\$7.85	\$12.50	\$0.00	\$50.25
		'Apprentice- LABORER"						
COMPRESSOI OPERATING ENG			12/01/2018		\$11.44	\$13.81	\$0.00	\$59.51
			06/01/2019	9 \$34.77		\$14.08	\$0.00	\$60.29
For apprentice	e rates see '	'Apprentice- OPERATING ENGINEERS"	12/01/2019	9 \$35.37	\$11.44	\$14.35	\$0.00	\$61.16
CRANE OPER		OCAL 00	12/01/2018	8 \$38.29	\$11.44	\$13.81	\$0.00	\$63.54
OPERATING ENG	INEERS LO	JCAL 98	06/01/2019	9 \$38.80	\$11.44	\$14.08	\$0.00	\$64.32
For apprentice	e rates see '	'Apprentice- OPERATING ENGINEERS"	12/01/2019	9 \$39.40	\$11.44	\$14.35	\$0.00	\$65.19
DELEADER (I			01/01/2019	9 \$50.36	\$8.15	\$20.85	\$0.00	\$79.36
,			07/01/2019			\$20.85	\$0.00	\$80.46
PAINTERS LOCAL			0//01/2015	J \$31.40	\$0.13	φ20.63		φου. 4 0
PAINTERS LOCAL			01/01/2020	0 61256	¢0 15	\$20.85	90.00	¢71 56
PAINTERS LOCAI			01/01/2020			\$20.85 \$20.85	\$0.00 \$0.00	\$71.56
PAINTERS LOCAL			01/01/2020 07/01/2020 01/01/202	0 \$53.66	\$8.15	\$20.85 \$20.85 \$20.85	\$0.00 \$0.00 \$0.00	\$71.56 \$82.66 \$83.76

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

		ive Date - 01/01/2019		TT 1/1	ъ :	Supplemental	T . 1 D .	
	Step	percent	Apprentice Base Wage		Pension	Unemployment	Total Rate	
	1	50	\$25.18	\$8.15	\$0.00	\$0.00	\$33.33	
	2	55	\$27.70	\$8.15	\$5.64	\$0.00	\$41.49	
	3	60	\$30.22	\$8.15	\$6.15	\$0.00	\$44.52	
	4	65	\$32.73	\$8.15	\$6.66	\$0.00	\$47.54	
	5	70	\$35.25	\$8.15	\$17.78	\$0.00	\$61.18	
	6	75	\$37.77	\$8.15	\$18.29	\$0.00	\$64.21	
	7	80	\$40.29	\$8.15	\$18.80	\$0.00	\$67.24	
	8	90	\$45.32	\$8.15	\$19.83	\$0.00	\$73.30	
		ive Date - 07/01/2019				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	:
	1	50	\$25.73	\$8.15	\$0.00	\$0.00	\$33.88	
	2	55	\$28.30	\$8.15	\$5.64	\$0.00	\$42.09	
	3	60	\$30.88	\$8.15	\$6.15	\$0.00	\$45.18	
	4	65	\$33.45	\$8.15	\$6.66	\$0.00	\$48.26	
	5	70	\$36.02	\$8.15	\$17.78	\$0.00	\$61.95	
	6	75	\$38.60	\$8.15	\$18.29	\$0.00	\$65.04	
	7	80	\$41.17	\$8.15	\$18.80	\$0.00	\$68.12	
	8	90	\$46.31	\$8.15	\$19.83	\$0.00	\$74.29	
	Notes:	Steps are 750 hrs.						
		·						
		ntice to Journeyworker Ratio:1:1						
EMO: ADZ		DING & SITE)	12/01/2018	\$38.80	\$7.85	\$15.35	\$0.00	\$62.00
BOKEKS - ZO	NE 4 (BUILI	oing & site)	06/01/2019	\$39.80	\$7.85	\$15.35	\$0.00	\$63.00
For apprenti	ice rates see '	"Apprentice- LABORER"	12/01/2019	\$40.80	\$7.85	\$15.35	\$0.00	\$64.00
EMO: BAC	KHOE/LO	DADER/HAMMER OPERATOR	12/01/2018	\$39.80	\$7.85	\$15.35	\$0.00	\$63.00
BORERS - ZO	NE 4 (BUILI	DING & SITE)	06/01/2019	\$40.80	\$7.85	\$15.35	\$0.00	\$64.00
		III. C. LADODEDII	12/01/2019	\$41.80	\$7.85	\$15.35	\$0.00	\$65.00
For apprenti EMO: BUR		"Apprentice- LABORER"	10/01/0010	#20.55	ф 7 .0.5	¢15.25	00.02	¢/2.77
BORERS - ZO		DING & SITE)	12/01/2018		\$7.85	\$15.35 \$15.35	\$0.00	\$62.75
			06/01/2019			\$15.35 \$15.35	\$0.00	\$63.75
For apprenti	ice rates see '	"Apprentice- LABORER"	12/01/2019	\$41.55	\$7.85	\$15.35	\$0.00	\$64.75
EMO: CON	ICRETE C	CUTTER/SAWYER	12/01/2018	\$39.80	\$7.85	\$15.35	\$0.00	\$63.00
BORERS - ZO	NE 4 (BUILI	DING & SITE)	06/01/2019			\$15.35	\$0.00	\$64.00
				\$41.80	\$7.85	\$15.35	\$0.00	\$65.00

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: JACKHAMMER OPERATOR	12/01/2018	\$39.55	\$7.85	\$15.35	\$0.00	\$62.75
LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2019	\$40.55	\$7.85	\$15.35	\$0.00	\$63.75
	12/01/2019	\$41.55	\$7.85	\$15.35	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER	12/01/2018	\$38.80	\$7.85	\$15.35	\$0.00	\$62.00
LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2019	\$39.80	\$7.85	\$15.35	\$0.00	\$63.00
	12/01/2019	\$40.80	\$7.85	\$15.35	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DIVER	08/01/2018	\$65.20	\$9.90	\$21.15	\$0.00	\$96.25
PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2019	\$68.52	\$9.90	\$21.15	\$0.00	\$99.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER	08/01/2018	\$46.57	\$9.90	\$21.15	\$0.00	\$77.62
PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT)	08/01/2018	\$69.86	\$9.90	\$21.15	\$0.00	\$100.91
PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2019	\$73.41	\$9.90	\$21.15	\$0.00	\$104.46
For apprentice rates see "Apprentice- PILE DRIVER"	00,01,2019	Ψ, σ	Ψ,.,			Ψ100
DIVER/SLURRY (EFFLUENT)	08/01/2018	\$97.80	\$9.90	\$21.15	\$0.00	\$128.85
PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"	00/01/2019	Ψ102.70	Ψ,.,			Ψ133.03
ELECTRICIAN (Including Core Drilling)	12/30/2018	\$41.91	\$10.50	\$12.06	\$0.00	\$64.47
ELECTRICIANS LOCAL 7	06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00	\$65.74
	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01

Apprentice -	ELECTRICIAN - Local 7
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Effecti	ve Date -	12/30/2018				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40		\$16.76	\$5.70	\$0.50	\$0.00	\$22.96
2	45		\$18.86	\$5.70	\$0.57	\$0.00	\$25.13
3	50		\$20.96	\$10.50	\$6.93	\$0.00	\$38.39
4	55		\$23.05	\$10.50	\$6.99	\$0.00	\$40.54
5	65		\$27.24	\$10.50	\$8.12	\$0.00	\$45.86
6	70		\$29.34	\$10.50	\$9.18	\$0.00	\$49.02
Effecti	ve Date -	06/30/2019				Supplemental	
Effecti Step	ve Date - percent	06/30/2019	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Step		06/30/2019	Apprentice Base Wage \$17.06	Health \$5.85	Pension \$0.51	* *	Total Rate \$23.42
Step 1	percent	06/30/2019				Unemployment	\$23.42
	percent 40	06/30/2019	\$17.06	\$5.85	\$0.51	Unemployment \$0.00	
Step 1 2	percent 40 45	06/30/2019	\$17.06 \$19.20	\$5.85 \$5.85	\$0.51 \$0.58	\$0.00 \$0.00	\$23.42 \$25.63
Step 1 2 3	40 45 50	06/30/2019	\$17.06 \$19.20 \$21.33	\$5.85 \$5.85 \$10.75	\$0.51 \$0.58 \$6.94	\$0.00 \$0.00 \$0.00	\$23.42 \$25.63 \$39.02

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

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50 55 65 70 80 ive Date - 01/01/2020	01/01/2019 01/01/2020 01/01/2021 01/01/2022 Local 41 Apprentice Base Wage \$26.56 \$29.21 \$34.52 \$37.18 \$42.49	\$54.85 \$56.69 \$58.62	\$15.58 \$15.73 \$15.88 \$16.03 Pension \$0.00 \$17.51 \$17.51	\$17.51 \$18.41 \$19.31 \$20.21 Supplementa Unemployment \$0.00 \$0.00	Total Rate \$42.14	\$86.20 \$88.99 \$91.88 \$94.86
ntice - ELEVATOR CONSTRUCTOR - ive Date - 01/01/2019 percent 50 55 65 70 80 ive Date - 01/01/2020	01/01/2021 01/01/2022 Local 41 Apprentice Base Wage \$26.56 \$29.21 \$34.52 \$37.18	Health \$15.58 \$15.58 \$15.58	\$15.88 \$16.03 Pension \$0.00 \$17.51 \$17.51	\$19.31 \$20.21 Supplementa Unemployment \$0.00 \$0.00	\$0.00 \$0.00 Total Rate	\$91.88
50 55 65 70 80 ive Date - 01/01/2020	01/01/2022 - Local 41 Apprentice Base Wage \$26.56 \$29.21 \$34.52 \$37.18	Health \$15.58 \$15.58 \$15.58 \$15.58	\$16.03 Pension \$0.00 \$17.51 \$17.51	\$20.21 Supplementa Unemployment \$0.00 \$0.00	\$0.00 Total Rate \$42.14	
50 55 65 70 80 ive Date - 01/01/2020	- Local 41 Apprentice Base Wage \$26.56 \$29.21 \$34.52 \$37.18	Health \$15.58 \$15.58 \$15.58 \$15.58	Pension \$0.00 \$17.51 \$17.51	Supplementa Unemploymen \$0.00	Total Rate	\$94.86
50 55 65 70 80 ive Date - 01/01/2020	\$26.56 \$29.21 \$34.52 \$37.18	\$15.58 \$15.58 \$15.58 \$15.58	\$0.00 \$17.51 \$17.51	\$0.00 \$0.00	Total Rate \$42.14	
percent 50 55 65 70 80 ive Date - 01/01/2020	\$26.56 \$29.21 \$34.52 \$37.18	\$15.58 \$15.58 \$15.58 \$15.58	\$0.00 \$17.51 \$17.51	\$0.00 \$0.00	Total Rate \$42.14	
50 55 65 70 80 ive Date - 01/01/2020	\$26.56 \$29.21 \$34.52 \$37.18	\$15.58 \$15.58 \$15.58 \$15.58	\$0.00 \$17.51 \$17.51	\$0.00	\$42.14	
55 65 70 80 sive Date - 01/01/2020	\$29.21 \$34.52 \$37.18	\$15.58 \$15.58 \$15.58	\$17.51 \$17.51	\$0.00		
65 70 80 ive Date - 01/01/2020	\$34.52 \$37.18	\$15.58 \$15.58	\$17.51		\$62.30	
70 80 ive Date - 01/01/2020	\$37.18	\$15.58		\$0.00		
80 ive Date - 01/01/2020			\$17.51		\$67.61	
ive Date - 01/01/2020				\$0.00	\$70.27	
			\$17.51	\$0.00		
F *** ****	Apprentice Base Wage	Health	Pension	Supplementa Unemployment		
50	\$27.43	\$15.73	\$0.00	\$0.00		
55						
	\$30.17	\$15.73	\$18.41	\$0.00		
65	\$35.65	\$15.73	\$18.41	\$0.00		
70	\$38.40	\$15.73	\$18.41	\$0.00		
80	\$43.88	\$15.73	\$18.41	\$0.00	\$78.02	
Steps 1-2 are 6 mos.; Steps 3-5 are 1 y	ear					
ntice to Journeyworker Ratio:1:1						
UCTOR HELPER	01/01/2019	\$37.18	\$15.58	\$17.51	\$0.00	\$70.27
S LOCAL 41	01/01/2020	\$38.40	\$15.73	\$18.41	\$0.00	\$72.54
	01/01/2021	\$39.68	\$15.88	\$19.31	\$0.00	\$74.87
	01/01/2022	\$41.03	\$16.03	\$20.21	\$0.00	\$77.27
"Apprentice - ELEVATOR CONSTRUCTOR"						
L ERECTOR	12/01/2018	\$27.10	\$7.85	\$12.50	\$0.00	\$47.45
это с ыг	06/01/2019	\$27.85	\$7.85	\$12.50	\$0.00	\$48.20
	12/01/2019	\$28.60	\$7.85	\$12.50	\$0.00	\$48.95
	06/01/2020	\$29.25	\$7.85	\$12.50	\$0.00	\$49.60
	12/01/2020	\$29.90	\$7.85	\$12.50	\$0.00	\$50.25
"Apprentice- LABORER"						
	12/01/2018	\$28.27	\$7.85	\$13.54	\$0.00	\$49.66
	06/01/2019	\$29.04	\$7.85	\$13.54	\$0.00	\$50.43
	12/01/2019	\$29.81	\$7.85	\$13.54	\$0.00	\$51.20
	06/01/2020	\$30.60	\$7.85	\$13.54	\$0.00	\$51.99
	12/01/2020	\$31.39	\$7.85	\$13.54	\$0.00	\$52.78
	06/01/2021	\$32.21	\$7.85	\$13.54	\$0.00	\$53.60
	12/01/2021	\$33.02	\$7.85	\$13.54	\$0.00	\$54.41
""." L	Apprentice - ELEVATOR CONSTRUCTOR" LERECTOR Apprentice - LABORER" IL ERECTOR (HEAVY & HIGHWAY) Y & HIGHWAY)	UCTOR HELPER SLOCAL 41 01/01/2020 01/01/2020 01/01/2021 01/01/2022 Apprentice - ELEVATOR CONSTRUCTOR" LERECTOR DING & SITE) 06/01/2019 12/01/2019 12/01/2020 12/01/2020 12/01/2019 12/01/2019 12/01/2019 12/01/2019 12/01/2019 12/01/2019 12/01/2019 12/01/2020 12/01/2020 12/01/2020 12/01/2020 12/01/2020 12/01/2020 12/01/2020	Apprentice - ELEVATOR CONSTRUCTOR" LERECTOR DING & SITE) Apprentice- LABORER" IL ERECTOR (HEAVY & HIGHWAY) Y & HIGHWAY) DING & SITE) O1/01/2020 S37.18 01/01/2020 S38.40 01/01/2021 S39.68 01/01/2022 S41.03 12/01/2018 S27.10 06/01/2019 S27.85 12/01/2019 S28.60 06/01/2020 S29.25 12/01/2020 S29.90 12/01/2018 S28.27 06/01/2019 S29.04 12/01/2019 S29.04 12/01/2019 S29.04 12/01/2019 S29.04 12/01/2020 S30.60 12/01/2020 S31.39 06/01/2021 S32.21	DCTOR HELPER	DICTOR HELPER SLOCAL 41 O1/01/2020 \$38.40 \$15.58 \$17.51 O1/01/2021 \$39.68 \$15.88 \$19.31 O1/01/2022 \$41.03 \$16.03 \$20.21 Apprentice - ELEVATOR CONSTRUCTOR" DING & SITE) DERECTOR O6/01/2019 \$27.85 \$7.85 \$12.50 O6/01/2019 \$28.60 \$7.85 \$12.50 O6/01/2020 \$29.25 \$7.85 \$12.50 O6/01/2020 \$29.90 \$7.85 \$12.50 Apprentice- LABORER" ILL ERECTOR (HEAVY & HIGHWAY) Y & HIGHWAY) 12/01/2018 \$28.27 \$7.85 \$13.54 O6/01/2020 \$29.04 \$7.85 \$13.54 O6/01/2020 \$30.60 \$7.85 \$13.54 O6/01/2020 \$30.60 \$7.85 \$13.54 O6/01/2020 \$31.39 \$7.85 \$13.54 O6/01/2020 \$31.39 \$7.85 \$13.54	DUCTOR HELPER SLOCAL 41 01/01/2020 \$38.40 \$15.58 \$17.51 \$0.00 01/01/2021 \$39.68 \$15.88 \$19.31 \$0.00 01/01/2022 \$41.03 \$16.03 \$20.21 \$0.00 Apprentice - ELEVATOR CONSTRUCTOR" JERECTOR 12/01/2018 \$27.10 \$7.85 \$12.50 \$0.00 12/01/2019 \$27.85 \$7.85 \$12.50 \$0.00 12/01/2020 \$29.25 \$7.85 \$12.50 \$0.00 Apprentice- LABORER" IL ERECTOR (HEAVY & HIGHWAY) 12/01/2018 \$28.27 \$7.85 \$12.50 \$0.00 12/01/2019 \$29.90 \$7.85 \$12.50 \$0.00 12/01/2020 \$29.90 \$7.85 \$12.50 \$0.00 12/01/2020 \$29.90 \$7.85 \$12.50 \$0.00 12/01/2019 \$28.60 \$7.85 \$12.50 \$0.00 12/01/2020 \$29.90 \$7.85 \$12.50 \$0.00 12/01/2020 \$29.90 \$7.85 \$13.54 \$0.00 12/01/2019 \$29.04 \$7.85 \$13.54 \$0.00 12/01/2020 \$30.60 \$7.85 \$13.54 \$0.00 12/01/2020 \$30.60 \$7.85 \$13.54 \$0.00 12/01/2020 \$31.39 \$7.85 \$13.54 \$0.00 12/01/2020 \$31.39 \$7.85 \$13.54 \$0.00 12/01/2020 \$31.39 \$7.85 \$13.54 \$0.00

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OPERATING ENGINEER FIRE ALARM INST	S LOCAL 98 Y CHIEF:BLDC S LOCAL 98			06/01/1999		\$4.80	\$4.10	\$0.00	\$27.74
OPERATING ENGINEER FIELD ENG.SURVI OPERATING ENGINEER FIRE ALARM INST	S LOCAL 98	G,SITE,HVY/HWY		06/01/1000					
OPERATING ENGINEER 	EY CHIEF-BLI			06/01/1999	\$21.33	\$4.80	\$4.10	\$0.00	\$30.23
		OG,SITE,HVY/HWY		06/01/1999	\$22.33	\$4.80	\$4.10	\$0.00	\$31.23
				12/30/2018	\$41.91	\$10.50	\$12.06	\$0.00	\$64.47
ELECTRICIANS LOCAL	7			06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00	\$65.74
				12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01
For apprentice rates s									
FIRE ALARM REPA				12/30/2018	\$41.91	\$10.50	\$12.06	\$0.00	\$64.47
LOCAL 7	/ COMMI	SSIONING <i>electricians</i>		06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00	\$65.74
				12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01
	see "Apprentice- TE	ELECOMMUNICATIONS TECH	.NICIAN"					00.00	
FIREMAN Operating engineer	S LOCAL 98			12/01/2018	*	\$11.44	\$13.81	\$0.00	\$59.51
				06/01/2019	\$34.77	\$11.44	\$14.08	\$0.00	\$60.29
				12/01/2019	\$35.37	\$11.44	\$14.35	\$0.00	\$61.16
Effe	ective Date -	ERATING ENGINEERS - 1 12/01/2018			TT 1d.	Density	Supplemental		
Step			Apprentice I			Pension	Unemployment		
1	60				\$11.44	\$13.81	\$0.00		
2	70		\$2	23.98	\$11.44	\$13.81	\$0.00	\$49.23	3
3	80		•		\$11.44	\$13.81	\$0.00	\$52.60	5
4	90		\$3	30.83	\$11.44	\$13.81	\$0.00	\$56.08	3
		06/01/2019	A	D W	11141-	Danaian	Supplemental Unemployment		_
$\frac{\text{Step}}{1}$			Apprentice I			Pension			
1	60				\$11.44	\$14.08	\$0.00		
2	70				\$11.44	\$14.08	\$0.00		
3	80				\$11.44	\$14.08	\$0.00		
4	90		\$3	31.29	\$11.44	\$14.08	\$0.00	\$56.8	1
Not		re 1000 hrs.; Steps 3-4 are	2000 hrs						
<u> </u>									
		rneyworker Ratio:1:6							
FLAGGER & SIGN. Laborers - zone 4 (hi	,			12/01/2018		\$7.85	\$13.54	\$0.00	\$43.89
, (III				06/01/2019	\$22.50	\$7.85	\$13.54	\$0.00	\$43.89
				12/01/2019	\$23.50	\$7.85	\$13.54	\$0.00	\$44.89
				06/01/2020	\$23.50	\$7.85	\$13.54	\$0.00	\$44.89
				12/01/2020	\$24.50	\$7.85	\$13.54	\$0.00	\$45.89
					624.50	\$7.85	\$13.54	\$0.00	\$45.89
				06/01/2021	\$24.50	\$1.65	Ψ13.31	\$0.00	\$43.09
For apprentice rates s	see "Apprentice- LA	ABORER (Heavy and Highway)		06/01/2021 12/01/2021		\$7.85	\$13.54	\$0.00	\$45.89

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GLAZIERS LOCAL 1333

	Effect	ive Date - 03/01/2016				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	e
	1	50	\$16.30	\$8.55	\$1.20	\$0.00	\$26.0	5
	2	55	\$17.93	\$8.55	\$1.20	\$0.00	\$27.6	8
	3	60	\$19.56	\$8.55	\$10.82	\$0.00	\$38.9	3
	4	65	\$21.19	\$8.55	\$10.82	\$0.00	\$40.5	6
	5	70	\$22.82	\$8.55	\$12.02	\$0.00	\$43.3	9
	6	75	\$24.45	\$8.55	\$12.02	\$0.00	\$45.0	2
	7	80	\$26.08	\$8.55	\$13.22	\$0.00	\$47.8	5
	8	85	\$27.71	\$8.55	\$13.22	\$0.00	\$49.4	8
	Annua	·	(55/70/70/80/80 (1500hr Steps) 1.84/ 5&6 \$43.39/ 7&8 \$47.85					
	Аррге	entice to Journeyworker Ra						
ORK LIFT PERATING ENGL	NEERS L	OCAL 98	12/01/2018	3 \$34.48	\$11.44	\$13.81	\$0.00	\$59.73
			06/01/2019	\$34.99	\$11.44	\$14.08	\$0.00	\$60.51
For apprentice	rates see	"Apprentice- OPERATING ENGIN	12/01/2019 EERS"	9 \$35.59	\$11.44	\$14.35	\$0.00	\$61.38
		TING PLANTS	12/01/2018	8 \$31.03	\$11.44	\$13.81	\$0.00	\$56.28
PERATING ENGI	NEERS L	OCAL 98	06/01/2019	\$31.54	\$11.44	\$14.08	\$0.00	\$57.06
			12/01/2019	\$32.14	\$11.44	\$14.35	\$0.00	\$57.93
• • •		"Apprentice- OPERATING ENGIN						
,	ASS PL	ANK/AIR BARRIER/INTE	RIOR 06/01/2018	3 \$37.18	\$10.40	\$9.35	\$0.00	\$56.93
YSTEMS) LAZIERS LOCAL	1222		06/01/2019	\$38.18	\$10.60	\$9.90	\$0.00	\$58.68

06/01/2020

\$39.18

\$10.80

\$10.45

\$0.00

\$60.43

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	Step	ve Date - 06/01/2018 percent	Apprentice	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	:
	1	50	\$	18.59	\$10.40	\$1.60	\$0.00	\$30.59)
	2	56	\$:	20.91	\$10.40	\$1.60	\$0.00	\$32.91	
	3	63	\$:	23.24	\$10.40	\$2.10	\$0.00	\$35.74	ļ
	4	69	\$:	25.56	\$10.40	\$2.10	\$0.00	\$38.06	,)
	5	75	\$:	27.89	\$10.40	\$2.60	\$0.00	\$40.89)
	6	81	\$	30.21	\$10.40	\$2.60	\$0.00	\$43.21	
	7	88	\$	32.53	\$10.40	\$9.35	\$0.00	\$52.28	}
	8	94	\$.	34.86	\$10.40	\$9.35	\$0.00	\$54.61	
		ve Date - 06/01/2019					Supplemental		
	Step	percent	Apprentice	Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	50	\$	19.09	\$10.60	\$1.80	\$0.00	\$31.49)
	2	56	\$	21.48	\$10.60	\$1.80	\$0.00	\$33.88	}
	3	63	\$.	23.86	\$10.60	\$2.40	\$0.00	\$36.86	,
	4	69	\$	26.25	\$10.60	\$2.40	\$0.00	\$39.25	;
	5	75	\$	28.64	\$10.60	\$2.90	\$0.00	\$42.14	ļ
	6	81	\$	31.02	\$10.60	\$2.90	\$0.00	\$44.52	!
	7	88	\$	33.41	\$10.60	\$9.90	\$0.00	\$53.91	
	8	94	\$.	35.79	\$10.60	\$9.90	\$0.00	\$56.29)
	Notes:								
A DED /TDE		ntice to Journeyworker R	atio:1:5						
ADEK/TKE ERATING ENG		G MACHINE/DERRICK OCAL 98		12/01/2018				\$0.00	\$60.04
				06/01/2019	*			\$0.00	\$60.82
For apprentice	e rates see "	Apprentice- OPERATING ENGI	NEERS"	12/01/2019	\$35.90	\$11.44	\$14.35	\$0.00	\$61.69
AC (DUCT				01/01/2019	\$34.74	\$10.64	\$16.22	\$1.77	\$63.37
ETMETAL WC	KKERS LO	VCAL 05		07/01/2019	\$35.74	\$10.64	\$16.22	\$1.77	\$64.37
For apprentice	e rates see "	Apprentice- SHEET METAL WC	PRKER"	01/01/2020	\$36.99	\$10.64	\$16.22	\$1.77	\$65.62
AC (ELEC	ΓRICAL	CONTROLS)		12/30/2018	3 \$41.93	1 \$10.50	\$12.06	\$0.00	\$64.47
CTRICIANS L	OCAL 7			06/30/2019	\$42.60	\$10.75	\$12.33	\$0.00	\$65.74
For appropria	rotos soo "	Appropriate ELECTRICIAN"		12/29/2019	\$43.4	\$11.00	\$12.60	\$0.00	\$67.01
		Apprentice- ELECTRICIAN" D BALANCING - AIR)		01/01/2019	\$34.74	4 \$10.64	\$16.22	\$1.77	\$63.37
ETMETAL WO				07/01/2019				\$1.77	\$64.37
				01/01/2020				\$1.77	\$65.62
		Apprentice- SHEET METAL WO						****	
AC (TESTI	NG ANI	D BALANCING -WATER LOCAL 104)	03/17/2019	\$40.21	1 \$8.75	\$16.35	\$0.00	\$65.31

			Effective Da	te Base Wag	e Health	Pension	Supplemental Unemployment	Total Rate
HVAC MECH PLUMBERS & PII		S LOCAL 104	03/17/2019	9 \$40.21	\$8.75	\$16.35	\$0.00	\$65.31
For apprentic	e rates see	"Apprentice- PIPEFITTER" or "PLUMBI	ER/PIPEFITTER"					
		S (HEAVY & HIGHWAY)	12/01/2018	\$28.77	\$7.85	\$13.54	\$0.00	\$50.16
ABORERS - ZON	IE 4 (HEAV	Y & HIGHWAY)	06/01/2019	\$29.54	\$7.85	\$13.54	\$0.00	\$50.93
			12/01/2019	\$30.31	\$7.85	\$13.54	\$0.00	\$51.70
			06/01/2020	\$31.10	\$7.85	\$13.54	\$0.00	\$52.49
			12/01/2020	\$31.89	\$7.85	\$13.54	\$0.00	\$53.28
			06/01/202	\$32.71	\$7.85	\$13.54	\$0.00	\$54.10
			12/01/202	\$33.52	\$7.85	\$13.54	\$0.00	\$54.91
		"Apprentice- LABORER (Heavy and Hig	hway)					
NSULATOR IEAT & FROST I		& TANKS) RS LOCAL 6 (SPRINGFIELD)	09/01/2018	\$37.67	\$12.50	\$15.60	\$0.00	\$65.77
	. 1502.11 01	10 20 C.12 0 (61 MI.VO. 1222)	09/01/2019	\$39.67	\$12.50	\$15.60	\$0.00	\$67.77
		ntice - ASBESTOS INSULATO	R (Pipes & Tanks) - Local 6 Sp	ringfield				
		ive Date - 09/01/2018				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$18.84	\$12.50	\$11.40	\$0.00	\$42.74	
	2	60	\$22.60	\$12.50	\$12.24	\$0.00	\$47.34	
	3	70	\$26.37	\$12.50	\$13.08	\$0.00	\$51.95	
		70	Ψ20.57	ψ1 2. 00	*	Ψ0.00	******	
	4	80	\$30.14	\$12.50	\$13.92	\$0.00		
	4						\$56.56	
	4	80		\$12.50		\$0.00	\$56.56	
	4 Effect	80 ive Date - 09/01/2019	\$30.14	\$12.50	\$13.92	\$0.00	\$56.56 Total Rate	
	4 Effect Step	80 ive Date - 09/01/2019 percent	\$30.14 Apprentice Base Wage	\$12.50 Health	\$13.92 Pension	\$0.00 Supplemental Unemployment	\$56.56 Total Rate \$43.74	
	4 Effect Step 1	80 ive Date - 09/01/2019 percent 50	\$30.14 Apprentice Base Wage \$19.84	\$12.50 Health \$12.50	\$13.92 Pension \$11.40	\$0.00 Supplemental Unemployment	\$56.56 Total Rate \$43.74 \$48.54	
	Effect Step 1 2	80 ive Date - 09/01/2019 percent 50 60	\$30.14 Apprentice Base Wage \$19.84 \$23.80	\$12.50 Health \$12.50 \$12.50	\$13.92 Pension \$11.40 \$12.24	\$0.00 Supplemental Unemployment \$0.00 \$0.00	\$56.56 Total Rate \$43.74 \$48.54 \$53.35	
	Effect Step 1 2 3	80 ive Date - 09/01/2019 percent 50 60 70 80	\$30.14 Apprentice Base Wage \$19.84 \$23.80 \$27.77	\$12.50 Health \$12.50 \$12.50 \$12.50	\$13.92 Pension \$11.40 \$12.24 \$13.08	\$0.00 Supplemental Unemployment \$0.00 \$0.00	\$56.56 Total Rate \$43.74 \$48.54 \$53.35	
	4 Effect Step 1 2 3 4	80 ive Date - 09/01/2019 percent 50 60 70 80	\$30.14 Apprentice Base Wage \$19.84 \$23.80 \$27.77	\$12.50 Health \$12.50 \$12.50 \$12.50	\$13.92 Pension \$11.40 \$12.24 \$13.08	\$0.00 Supplemental Unemployment \$0.00 \$0.00	\$56.56 Total Rate \$43.74 \$48.54 \$53.35	
	Effect Step 1 2 3 4 Notes:	ive Date - 09/01/2019 percent 50 60 70 80 Steps are 1 year	\$30.14 Apprentice Base Wage \$19.84 \$23.80 \$27.77 \$31.74	\$12.50 Health \$12.50 \$12.50 \$12.50	\$13.92 Pension \$11.40 \$12.24 \$13.08	\$0.00 Supplemental Unemployment \$0.00 \$0.00	\$56.56 Total Rate \$43.74 \$48.54 \$53.35	
	ER/WELL	sive Date - 09/01/2019 percent 50 60 70 80 Steps are 1 year DER	\$30.14 Apprentice Base Wage \$19.84 \$23.80 \$27.77 \$31.74	\$12.50 Health \$12.50 \$12.50 \$12.50 \$12.50	\$13.92 Pension \$11.40 \$12.24 \$13.08	\$0.00 Supplemental Unemployment \$0.00 \$0.00	\$56.56 Total Rate \$43.74 \$48.54 \$53.35	
	ER/WELL	ive Date - 09/01/2019 percent 50 60 70 80 Steps are 1 year	\$30.14 Apprentice Base Wage \$19.84 \$23.80 \$27.77 \$31.74	\$12.50 Health \$12.50 \$12.50 \$12.50 \$12.50 \$12.50	\$13.92 Pension \$11.40 \$12.24 \$13.08 \$13.92	\$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00	\$56.56 Total Rate \$43.74 \$48.54 \$53.35 \$58.16	
	ER/WELL	sive Date - 09/01/2019 percent 50 60 70 80 Steps are 1 year DER	\$30.14 Apprentice Base Wage \$19.84 \$23.80 \$27.77 \$31.74	\$12.50 Health \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$334.56 \$35.46	\$13.92 Pension \$11.40 \$12.24 \$13.08 \$13.92	\$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.40	\$56.56 Total Rate \$43.74 \$48.54 \$53.35 \$58.16	\$62.96
RONWORKE RONWORKERS L	ER/WELL	sive Date - 09/01/2019 percent 50 60 70 80 Steps are 1 year DER	\$30.14 Apprentice Base Wage \$19.84 \$23.80 \$27.77 \$31.74	### ##################################	\$13.92 Pension \$11.40 \$12.24 \$13.08 \$13.92 \$8.00 \$8.00	\$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$20.40	\$56.56 Total Rate \$43.74 \$48.54 \$53.35 \$58.16 \$0.00 \$0.00	\$62.96 \$63.86

Supplemental

Total Rate

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Pension

	Step	ive Date - 03/16/2019 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	;
	1	60	\$20.74	\$8.00	\$20.40	\$0.00	\$49.14	
	2	70	\$24.19	\$8.00	\$20.40	\$0.00	\$52.59	
	3	75	\$25.92	\$8.00	\$20.40	\$0.00	\$54.32	
	4	80	\$27.65	\$8.00	\$20.40	\$0.00	\$56.05	
	5	85	\$29.38	\$8.00	\$20.40	\$0.00	\$57.78	
	6	90	\$31.10	\$8.00	\$20.40	\$0.00	\$59.50	
	Effecti	ive Date - 09/16/2019				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	,
	1	60	\$21.28	\$8.00	\$20.40	\$0.00	\$49.68	
	2	70	\$24.82	\$8.00	\$20.40	\$0.00	\$53.22	
	3	75	\$26.60	\$8.00	\$20.40	\$0.00	\$55.00	,
	4	80	\$28.37	\$8.00	\$20.40	\$0.00	\$56.77	
	5	85	\$30.14	\$8.00	\$20.40	\$0.00	\$58.54	
	6	90	\$31.91	\$8.00	\$20.40	\$0.00	\$60.31	
	Notes:							
		Structural 1:6; Ornamental 1:4						
	Appre	ntice to Journeyworker Ratio:						
		VING BREAKER OPERATOR	12/01/2018	\$27.10	\$7.85	\$12.50	\$0.00	\$47.45
KEKS - ZO	NE 4 (BUILI	DING & SITE)	06/01/2019	\$27.85	\$7.85	\$12.50	\$0.00	\$48.20
			12/01/2019	\$28.60	\$7.85	\$12.50	\$0.00	\$48.95
			06/01/2020	\$29.25	\$7.85	\$12.50	\$0.00	\$49.60
		. LADODEDII	12/01/2020	\$29.90	\$7.85	\$12.50	\$0.00	\$50.25
	ce rates see	'Apprentice- LABORER"				ф1 2 .50		
ORER rers - zo	NE 4 (BUILI	DING & SITE)	12/01/2018		\$7.85	\$12.50	\$0.00	\$47.20
			06/01/2019		\$7.85	\$12.50	\$0.00	\$47.95
			12/01/2019		\$7.85	\$12.50	\$0.00	\$48.70
			06/01/2020 12/01/2020		\$7.85 \$7.85	\$12.50 \$12.50	\$0.00 \$0.00	\$49.35 \$50.00

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Pension

\$13.54

\$0.00

\$54.16

12/01/2021

\$32.77

\$7.85

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	Step	ive Date - 12/01/2018 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	:
	1	60	\$16.81	\$7.85	\$13.54	\$0.00	\$38.20	
	2	70	\$19.61	\$7.85	\$13.54	\$0.00	\$41.00	
	3	80	\$22.42	\$7.85	\$13.54	\$0.00	\$43.81	
	4	90	\$25.22	\$7.85	\$13.54	\$0.00	\$46.61	
	Effecti	ive Date - 06/01/2019				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	:
	1	60	\$17.27	\$7.85	\$13.54	\$0.00	\$38.66	
	2	70	\$20.15	\$7.85	\$13.54	\$0.00	\$41.54	
	3	80	\$23.03	\$7.85	\$13.54	\$0.00	\$44.42	
	4	90	\$25.91	\$7.85	\$13.54	\$0.00	\$47.30	
	Notes:							
		ntice to Journeyworker Ratio:1:	5					
ABORER: CA ABORERS - ZONA		TER TENDER	12/01/2018	\$26.85	\$7.85	\$12.50	\$0.00	\$47.20
IDORERO ZOM	z r (Beilli	Silvo & Silve	06/01/2019	\$27.60	\$7.85	\$12.50	\$0.00	\$47.95
			12/01/2019	\$28.35	\$7.85	\$12.50	\$0.00	\$48.70
			06/01/2020	\$29.00	\$7.85	\$12.50	\$0.00	\$49.35
For apprentice	rates see '	'Apprentice- LABORER"	12/01/2020	\$29.65	\$7.85	\$12.50	\$0.00	\$50.00
ABORER: CI	EMENT	FINISHER TENDER	12/01/2018	\$26.85	\$7.85	\$12.50	\$0.00	\$47.20
ABORERS - ZONI	E 4 (BUILI	DING & SITE)	06/01/2019		\$7.85	\$12.50	\$0.00	\$47.95
			12/01/2019		\$7.85	\$12.50	\$0.00	\$48.70
			06/01/2020		\$7.85	\$12.50	\$0.00	\$49.35
			12/01/2020		\$7.85	\$12.50	\$0.00	\$50.00
For apprentice	rates see '	'Apprentice- LABORER"						
		OUS WASTE/ASBESTOS REMO	OVER 12/01/2018	\$26.95	\$7.85	\$12.50	\$0.00	\$47.30
ABORERS - ZONI	E 4 (BUILI	DING & SHE)	06/01/2019	\$27.70	\$7.85	\$12.50	\$0.00	\$48.05
For apprentic	rates see!	'Apprentice- LABORER"	12/01/2019	\$28.45	\$7.85	\$12.50	\$0.00	\$48.80
ABORER: M.		**	12/01/2010	\$20.05	67.05	\$12.50	\$0.00	¢40.20
ABORERS - ZONI			12/01/2018		\$7.85	\$12.50	\$0.00	\$49.20
			06/01/2019		\$7.85	\$12.50	\$0.00	\$49.95
			12/01/2019		\$7.85	\$12.50	\$0.00	\$50.70
			06/01/2020		\$7.85	\$12.50	\$0.00	\$51.35
			12/01/2020	\$31.65	\$7.85	\$12.50	\$0.00	\$52.00

No.	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
\$1,000 \$1,000 \$2,000 \$2,000 \$1,000 \$	LABORER: MASON TENDER (HEAVY & HIGHWAY)	12/01/2018	\$28.27	\$7.85	\$13.54	\$0.00	\$49.66
1	LABORERS - ZUNE 4 (HEAVY & HIGHWAY)	06/01/2019	\$29.04	\$7.85	\$13.54	\$0.00	\$50.43
12012020		12/01/2019	\$29.81	\$7.85	\$13.54	\$0.00	\$51.20
		06/01/2020	\$30.60	\$7.85	\$13.54	\$0.00	\$51.99
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Page		06/01/2021	\$32.21	\$7.85	\$13.54	\$0.00	\$53.60
Page	For appropriate parties and Hammondies and ADODED (House and History)	12/01/2021	\$33.02	\$7.85	\$13.54	\$0.00	\$54.41
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Color Colo	LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2019	\$27.85	\$7.85	\$12.50	\$0.00	\$48.20
12/01/2020 \$29.90 \$7.85 \$12.50 \$0.00 \$50.25		12/01/2019	\$28.60	\$7.85	\$12.50	\$0.00	\$48.95
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12/01/2021 \$33.02 \$7.85 \$13.54 \$0.00 \$54.41		12/01/2020	\$31.39	\$7.85	\$13.54	\$0.00	\$52.78
For apprentice rates see "Apprentice- LABORER (Heavy and Highway) MARBLE & TILE FINISHERS BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE 02/01/2019 \$34.67 \$10.75 \$18.26 \$0.00 \$63.68 08/01/2019 \$35.67 \$10.75 \$18.37 \$0.00 \$64.79 02/01/2020 \$36.17 \$10.75 \$18.37 \$0.00 \$65.29 08/01/2020 \$37.17 \$10.75 \$18.49 \$0.00 \$66.41 02/01/2021 \$37.67 \$10.75 \$18.49 \$0.00 \$66.91 08/01/2021 \$38.67 \$10.75 \$18.62 \$0.00 \$68.04		06/01/2021	\$32.21	\$7.85	\$13.54	\$0.00	\$53.60
MARBLE & TILE FINISHERS BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE 02/01/2019 \$34.67 \$10.75 \$18.26 \$0.00 \$63.68 08/01/2019 \$35.67 \$10.75 \$18.37 \$0.00 \$64.79 02/01/2020 \$36.17 \$10.75 \$18.37 \$0.00 \$65.29 08/01/2020 \$37.17 \$10.75 \$18.49 \$0.00 \$66.41 02/01/2021 \$37.67 \$10.75 \$18.49 \$0.00 \$66.91 08/01/2021 \$38.67 \$10.75 \$18.62 \$0.00 \$68.04		12/01/2021	\$33.02	\$7.85	\$13.54	\$0.00	\$54.41
88/01/2019 \$35.67 \$10.75 \$18.37 \$0.00 \$64.79 02/01/2020 \$36.17 \$10.75 \$18.37 \$0.00 \$65.29 08/01/2020 \$37.17 \$10.75 \$18.49 \$0.00 \$66.41 02/01/2021 \$37.67 \$10.75 \$18.49 \$0.00 \$66.91 08/01/2021 \$38.67 \$10.75 \$18.62 \$0.00 \$68.04	For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
08/01/2019 \$35.67 \$10.75 \$18.37 \$0.00 \$64.79 02/01/2020 \$36.17 \$10.75 \$18.37 \$0.00 \$65.29 08/01/2020 \$37.17 \$10.75 \$18.49 \$0.00 \$66.41 02/01/2021 \$37.67 \$10.75 \$18.49 \$0.00 \$66.91 08/01/2021 \$38.67 \$10.75 \$18.62 \$0.00 \$68.04	MARBLE & TILE FINISHERS RRICKI AVERS LOCAL 3 (SPR/PITT) - MARRI F & TIL F	02/01/2019	\$34.67	\$10.75	\$18.26	\$0.00	\$63.68
08/01/2020 \$37.17 \$10.75 \$18.49 \$0.00 \$66.41 02/01/2021 \$37.67 \$10.75 \$18.49 \$0.00 \$66.91 08/01/2021 \$38.67 \$10.75 \$18.62 \$0.00 \$68.04	DIGCREATERS EVEAL 5 (SERVETTE) - MARDLE & TILE	08/01/2019	\$35.67	\$10.75	\$18.37	\$0.00	\$64.79
02/01/2021 \$37.67 \$10.75 \$18.49 \$0.00 \$66.91 08/01/2021 \$38.67 \$10.75 \$18.62 \$0.00 \$68.04		02/01/2020	\$36.17	\$10.75	\$18.37	\$0.00	\$65.29
08/01/2021 \$38.67 \$10.75 \$18.62 \$0.00 \$68.04		08/01/2020	\$37.17	\$10.75	\$18.49	\$0.00	\$66.41
		02/01/2021	\$37.67	\$10.75	\$18.49	\$0.00	\$66.91
02/01/2022 \$39.12 \$10.75 \$18.62 \$0.00 \$68.49		08/01/2021	\$38.67	\$10.75	\$18.62	\$0.00	\$68.04
		02/01/2022	\$39.12	\$10.75	\$18.62	\$0.00	\$68.49

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Apprentice -	MARBLE-TILE FINISHER-Local 3 Marble/Tile (Spr/Pitt)
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Effecti	ve Date -	02/01/2019				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$17.34	\$10.75	\$18.26	\$0.00	\$46.35
2	60		\$20.80	\$10.75	\$18.26	\$0.00	\$49.81
3	70		\$24.27	\$10.75	\$18.26	\$0.00	\$53.28
4	80		\$27.74	\$10.75	\$18.26	\$0.00	\$56.75
5	90		\$31.20	\$10.75	\$18.26	\$0.00	\$60.21
Effecti	ve Date -	08/01/2019				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$17.84	\$10.75	\$18.37	\$0.00	\$46.96
2	60		\$21.40	\$10.75	\$18.37	\$0.00	\$50.52
3	70		\$24.97	\$10.75	\$18.37	\$0.00	\$54.09
4	80		\$28.54	\$10.75	\$18.37	\$0.00	\$57.66
5	90		\$32.10	\$10.75	\$18.37	\$0.00	\$61.22
— — Notes:							

Apprentice to Journeyworker Ratio:1:5

MARBLE MASON/TILE LAYER(SP/PT)SeeBrick

BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE

MECH. SWEEPER OPERATOR (ON CONST. SITES)	12/01/2018	\$34.79	\$11.44	\$13.81	\$0.00	\$60.04
OPERATING ENGINEERS LOCAL 98	06/01/2019	\$35.30	\$11.44	\$14.08	\$0.00	\$60.82
	12/01/2019	\$35.90	\$11.44	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANIC/WELDER/BOOM TRUCK	12/01/2018	\$34.26	\$11.44	\$13.81	\$0.00	\$59.51
OPERATING ENGINEERS LOCAL 98	06/01/2019	\$34.77	\$11.44	\$14.08	\$0.00	\$60.29
	12/01/2019	\$35.37	\$11.44	\$14.35	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 3) MILLWRIGHTS LOCAL 1121 - Zone 3	04/01/2019	\$37.11	\$9.90	\$18.50	\$0.00	\$65.51

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Pension

	Appre	ntice - MILLWRIGHT - Local 1121	Zone 3					
		ive Date - 04/01/2019		TT 1.1	ъ :	Supplemental	T / 1D /	
	Step	percent	Apprentice Base Wage		Pension	Unemployment	Total Rate	
	1	55	\$20.41	\$9.90	\$5.31	\$0.00	\$35.62	
	2	65	\$24.12	\$9.90	\$15.13	\$0.00	\$49.13	5
	3	75	\$27.83	\$9.90	\$16.10	\$0.00	\$53.83	3
	4	85	\$31.54	\$9.90	\$17.06	\$0.00	\$58.50	0
	Notes:							
		Steps are 2,000 hours						
	Appre	entice to Journeyworker Ratio:1:5						
MORTAR MIX			12/01/2018	8 \$27.10	\$7.85	\$12.50	\$0.00	\$47.45
LABORERS - ZONE	E 4 (BUILI	DING & SITE)	06/01/2019	\$27.85	\$7.85	\$12.50	\$0.00	\$48.20
			12/01/2019	\$28.60	\$7.85	\$12.50	\$0.00	\$48.95
			06/01/2020	\$29.25	\$7.85	\$12.50	\$0.00	\$49.60
			12/01/2020	\$29.90	\$7.85	\$12.50	\$0.00	\$50.25
For apprentice	rates see	"Apprentice- LABORER"						
OILER	NEEDC L	OC 11 00	12/01/2018	\$29.95	\$11.44	\$13.81	\$0.00	\$55.20
OPERATING ENGL	NEEKS L	OCAL 98	06/01/2019	\$30.46	\$11.44	\$14.08	\$0.00	\$55.98
For apprentice	rates see '	"Apprentice- OPERATING ENGINEERS"	12/01/2019	\$31.06	\$11.44	\$14.35	\$0.00	\$56.85
OTHER POWE	R DRIV	VEN EQUIPMENT - CLASS VI	12/01/2018	3 \$27.97	\$11.44	\$13.81	\$0.00	\$53.22
OPERATING ENGL	NEERS L	OCAL 98	06/01/2019		\$11.44	\$14.08	\$0.00	\$54.00
			12/01/2019			\$14.35	\$0.00	\$54.87
For apprentice	rates see '	"Apprentice- OPERATING ENGINEERS"		4	4			40 110,
PAINTER (BRI		· · · · · · · · · · · · · · · · · · ·	01/01/2019	\$50.36	\$8.15	\$20.85	\$0.00	\$79.36
PAINTERS LOCAL	35 - ZON	E 3	07/01/2019	\$51.46	\$8.15	\$20.85	\$0.00	\$80.46
			01/01/2020	\$52.56	\$8.15	\$20.85	\$0.00	\$81.56
			07/01/2020	\$53.66	\$8.15	\$20.85	\$0.00	\$82.66
			01/01/2021	\$54.76	\$8.15	\$20.85	\$0.00	\$83.76

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Apprentice - PAINTER Local 35 - BRIDGES/TANKS

lth

Pension

Effect Step	ive Date - 01/01/2019 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.18	\$8.15	\$0.00	\$0.00	\$33.33
2	55	\$23.18 \$27.70	\$8.15		\$0.00	\$33.33 \$41.49
3	60			\$5.64		
4		\$30.22	\$8.15	\$6.15	\$0.00	\$44.52
	65	\$32.73	\$8.15	\$6.66	\$0.00	\$47.54
5	70	\$35.25	\$8.15	\$17.78	\$0.00	\$61.18
6	75	\$37.77	\$8.15	\$18.29	\$0.00	\$64.21
7	80	\$40.29	\$8.15	\$18.80	\$0.00	\$67.24
8	90	\$45.32	\$8.15	\$19.83	\$0.00	\$73.30
	ive Date - 07/01/2019				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$25.73	\$8.15	\$0.00	\$0.00	\$33.88
2	55	\$28.30	\$8.15	\$5.64	\$0.00	\$42.09
3	60	\$30.88	\$8.15	\$6.15	\$0.00	\$45.18
4	65	\$33.45	\$8.15	\$6.66	\$0.00	\$48.26
5	70	\$36.02	\$8.15	\$17.78	\$0.00	\$61.95
6	75	\$38.60	\$8.15	\$18.29	\$0.00	\$65.04
7	80	\$41.17	\$8.15	\$18.80	\$0.00	\$68.12
8	90	\$46.31	\$8.15	\$19.83	\$0.00	\$74.29
Notes	:					
	Steps are 750 hrs.					
Appre	entice to Journeyworker Ratio:	1:1				'
CNI DIC	TORIAL & DISPLAY)	06/01/2013	3 \$25.	81 \$7.07	\$7.05	\$0.00

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Apprentice -	PAINTER SIGN -	Local 35 Zone 3
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	Effect	ive Date -	06/01/2013				Supplemental		
	Step	percent	Ap	prentice Base Wage	Health	Pension	Unemployment	Total Rate)
	1	50		\$12.91	\$7.07	\$0.00	\$0.00	\$19.98	3
	2	55		\$14.20	\$7.07	\$2.45	\$0.00	\$23.72	2
	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	3
	7	80		\$20.65	\$7.07	\$7.05	\$0.00	\$34.77	1
	8	85		\$21.94	\$7.07	\$7.05	\$0.00	\$36.06	Ó
	9	90		\$23.23	\$7.07	\$7.05	\$0.00	\$37.35	5
	Notes	:							
	j	Steps are	4 mos.						
	Appre	entice to Jou	ırneyworker Ratio:1:1						
	*		AST, NEW) *	01/01/2019	\$33.73	\$8.15	\$16.95	\$0.00	\$58.83
			painted are new construction, TERS LOCAL 35 - ZONE 3	07/01/2019	\$34.83	\$8.15	\$16.95	\$0.00	\$59.93
vi vv pan	ii iaic shan o	e useu.PAINI	ERS LOCAL 33 - ZONE 3	01/01/2020	\$35.93	\$8.15	\$16.95	\$0.00	\$61.03
				07/01/2020	\$37.03	\$8.15	\$16.95	\$0.00	\$62.13
				01/01/2021	\$38.13	\$8.15	\$16.95	\$0.00	\$63.23

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Pension

Unemployment

Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - New 01/01/2019 **Effective Date -**Supplemental Unemployment Total Rate Step percent Apprentice Base Wage Health Pension 1 50 \$16.87 \$8.15 \$0.00 \$0.00 \$25.02 2 55 \$18.55 \$8.15 \$3.49 \$0.00 \$30.19 3 60 \$20.24 \$8.15 \$3.81 \$0.00 \$32.20 4 65 \$21.92 \$8.15 \$4.13 \$0.00 \$34.20 5 70 \$23.61 \$8.15 \$0.00 \$46.81 \$15.05 6 75 \$25.30 \$8.15 \$15.36 \$0.00 \$48.81 7 80 \$26.98 \$8.15 \$15.68 \$0.00 \$50.81 8 90 \$30.36 \$8.15 \$16.32 \$0.00 \$54.83 07/01/2019 **Effective Date -**Supplemental Apprentice Base Wage Health Pension Unemployment Total Rate Step percent 1 50 \$17.42 \$8.15 \$0.00 \$0.00 \$25.57 2 55 \$19.16 \$8.15 \$3.49 \$0.00 \$30.80 3 60 \$20.90 \$8.15 \$3.81 \$0.00 \$32.86 4 65 \$22.64 \$0.00 \$8.15 \$4.13 \$34.92 5 70 \$24.38 \$8.15 \$15.05 \$0.00 \$47.58 6 75 \$26.12 \$8.15 \$15.36 \$0.00 \$49.63 7 80 \$27.86 \$0.00 \$51.69 \$8.15 \$15.68 8 90 \$31.35 \$8.15 \$0.00 \$16.32 \$55.82 Notes: Steps are 750 hrs. Apprentice to Journeyworker Ratio:1:1 PAINTER (SPRAY OR SANDBLAST, REPAINT) 01/01/2019 \$16.95 \$0.00 \$31.05 \$8.15 \$56.15 PAINTERS LOCAL 35 - ZONE 3 \$16.95 \$0.00 07/01/2019 \$32.15 \$8.15 \$57.25 01/01/2020 \$16.95 \$0.00 \$58.35 \$33.25 \$8.15

07/01/2020

01/01/2021

\$34.35

\$35.45

\$8.15

\$8.15

\$16.95

\$16.95

\$0.00

\$0.00

\$59.45

\$60.55

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Pension

Unemployment

Step	ive Date - 01/01/2		Apprentice Base Wage	Health	Pensio		oplemental nployment		e
1	50		\$15.53	\$8.15	\$0.0	00	\$0.00	\$23.68	3
2	55		\$17.08	\$8.15	\$3.4		\$0.00	\$28.72	
3	60		\$18.63	\$8.15	\$3.8		\$0.00	\$30.59	
4	65		\$20.18	\$8.15	\$4.1	13	\$0.00	\$32.46	5
5	70		\$21.74	\$8.15	\$15.0)5	\$0.00	\$44.94	1
6	75		\$23.29	\$8.15	\$15.3	36	\$0.00	\$46.80)
7	80		\$24.84	\$8.15	\$15.6	58	\$0.00	\$48.67	7
8	90		\$27.95	\$8.15	\$16.3	32	\$0.00	\$52.42	2
	ive Date - 07/01/2						oplemental		
Step	percent		Apprentice Base Wage	Health	Pensio	on Uner	nployment	Total Rate	e
1	50		\$16.08	\$8.15	\$0.0	00	\$0.00	\$24.23	3
2	55		\$17.68	\$8.15	\$3.4	19	\$0.00	\$29.32	2
3	60		\$19.29	\$8.15	\$3.8	31	\$0.00	\$31.25	5
4	65		\$20.90	\$8.15	\$4.1	13	\$0.00	\$33.18	3
5	70		\$22.51	\$8.15	\$15.0)5	\$0.00	\$45.71	l
6	75		\$24.11	\$8.15	\$15.3	36	\$0.00	\$47.62	2
7	80		\$25.72	\$8.15	\$15.6	58	\$0.00	\$49.55	5
8	90		\$28.94	\$8.15	\$16.3	32	\$0.00	\$53.41	l
Notes:									
į	Steps are 750 hrs.							i	
Appre	entice to Journeywo	rker Ratio:1:1							
,	RUSH, NEW) *		01/01/2019	\$32	2.33 \$8	3.15 \$	16.95	\$0.00	\$57
	faces to be painted a used. PAINTERS LOCA	are new construction,	07/01/2019	\$34	1.43 \$8	8.15 \$	16.95	\$0.00	\$59
it rate shall be	GOGGI AINTERS LOCA	IL 33 - ZONE 3	01/01/2020	\$34	1.53 \$8	8.15 \$	16.95	\$0.00	\$59
			07/01/2020	\$35	5.63 \$8	8.15 \$	16.95	\$0.00	\$60

01/01/2021

\$36.73

\$8.15

\$16.95

\$0.00

\$61.83

Issue Date: 04/05/2019 Wage Request Number: 20190405-001 Page 25 of 40 **Apprentice -** PAINTER - Local 35 Zone 3 - BRUSH NEW

01/01/2019

07/01/2019

Effective Date -

percent

50

55

60

65

70

75

80

90

percent

50

55

60

65

70

75

80

Effective Date -

Step

1

2

3

4

5

6

7

8

Step

1

2

3

4

5

6

7

\$8.15

\$8.15

\$8.15

\$8.15

\$8.15

\$8.15

\$8.15

\$8.15

\$8.15

\$8.15

\$8.15

\$8.15

\$8.15

\$8.15

\$8.15

Apprentice Base Wage Health

\$16.17

\$17.78

\$19.40

\$21.01

\$22.63

\$24.25

\$25.86

\$29.10

Apprentice Base Wage Health

\$17.22

\$18.94

\$20.66

\$22.38

\$24.10

\$25.82

\$27.54

Pension

\$0.00

\$3.49

\$3.81

\$4.13

\$15.05

\$15.36

\$15.68

\$16.32

Pension

\$0.00

\$3.49

\$3.81

\$4.13

\$15.05

\$15.36

\$15.68

Supplemental **Total Rate** Pension Unemployment Supplemental Unemployment Total Rate \$0.00 \$24.32 \$0.00 \$29.42 \$0.00 \$31.36 \$0.00 \$33.29 \$0.00 \$45.83 \$0.00 \$47.76 \$0.00 \$49.69 \$0.00 \$53.57 Supplemental Unemployment Total Rate \$0.00 \$25.37 \$0.00 \$30.58 \$0.00 \$32.62 \$0.00 \$34.66 \$0.00 \$47.30 \$0.00 \$49.33 \$0.00 \$51.37 \$0.00 \$55.46

8	90	\$30.99	\$8.15	\$16.32	\$0.00	\$55.46
Notes:	Steps are 750 hrs.			- — — — -		
Apprei	ntice to Journeyworker Ratio:1:1					'

11						
PAINTER / TAPER (BRUSH, REPAINT)	01/01/2019	\$29.65	\$8.15	\$16.95	\$0.00	\$54.75
PAINTERS LOCAL 35 - ZONE 3	07/01/2019	\$30.81	\$8.15	\$16.95	\$0.00	\$55.91
	01/01/2020	\$31.85	\$8.15	\$16.95	\$0.00	\$56.95
	07/01/2020	\$32.95	\$8.15	\$16.95	\$0.00	\$58.05
	01/01/2021	\$34.05	\$8.15	\$16.95	\$0.00	\$59.15

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Apprentice - PAINTER Local 35 Zone 3 - BRUSH REPAINT

Effective Date Base Wage Health

Pension

Total Rate

Effecti	ve Date - 0	1/01/2019				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$14.83	\$8.15	\$0.00	\$0.00	\$22.98	
2	55		\$16.31	\$8.15	\$3.49	\$0.00	\$27.95	
3	60		\$17.79	\$8.15	\$3.81	\$0.00	\$29.75	
4	65		\$19.27	\$8.15	\$4.13	\$0.00	\$31.55	
5	70		\$20.76	\$8.15	\$15.05	\$0.00	\$43.96	
6	75		\$22.24	\$8.15	\$15.36	\$0.00	\$45.75	
7	80		\$23.72	\$8.15	\$15.68	\$0.00	\$47.55	
8	90		\$26.69	\$8.15	\$16.32	\$0.00	\$51.16	
	ve Date - 0	7/01/2019				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$15.41	\$8.15	\$0.00	\$0.00	\$23.56	
2	55		\$16.95	\$8.15	\$3.49	\$0.00	\$28.59	
3	60		\$18.49	\$8.15	\$3.81	\$0.00	\$30.45	
4	65		\$20.03	\$8.15	\$4.13	\$0.00	\$32.31	
5	70		\$21.57	\$8.15	\$15.05	\$0.00	\$44.77	
6	75		\$23.11	\$8.15	\$15.36	\$0.00	\$46.62	
7	80		\$24.65	\$8.15	\$15.68	\$0.00	\$48.48	
8	90		\$27.73	\$8.15	\$16.32	\$0.00	\$52.20	
Notes:	Steps are 750	0 hrs.						
Appre	ntice to Journ	neyworker Ratio:1:1						
PAINTER TRAFFIC M		HEAVY/HIGHWAY)	12/01/2018	\$28.02	\$7.85	\$13.54	\$0.00	\$49.41
LABORERS - ZONE 4 (HEAV	Y & HIGHWAY)		06/01/2019	\$28.79	\$7.85	\$13.54	\$0.00	\$50.18
			12/01/2019	\$29.56	\$7.85	\$13.54	\$0.00	\$50.95
			06/01/2020	\$30.35	\$7.85	\$13.54	\$0.00	\$51.74
			12/01/2020	\$31.14	\$7.85	\$13.54	\$0.00	\$52.53
			06/01/2021	\$31.96	\$7.85	\$13.54	\$0.00	\$53.35
For apprentice rates see "	Apprentice- LAB	ORER (Heavy and Highway)	12/01/2021	\$32.77	\$7.85	\$13.54	\$0.00	\$54.16
PANEL & PICKUP TR			12/01/2018	\$ \$33.08	\$11.91	\$12.70	\$0.00	\$57.69
TEAMSTERS JOINT COUNC	IL NO. 10 ZONE	B	06/01/2019			\$12.70	\$0.00	\$58.69
			08/01/2019			\$12.70	\$0.00	\$59.19
			12/01/2019			\$13.72	\$0.00	\$60.21
			06/01/2020			\$13.72	\$0.00	\$61.11
			08/01/2020			\$13.72	\$0.00	\$61.61
			12/01/2020			\$14.82	\$0.00	\$62.71
			06/01/2021			\$14.82	\$0.00	\$63.51
			08/01/2021			\$14.82	\$0.00	\$64.01
			12/01/2021			\$16.01	\$0.00	\$65.20
[ssue Date: 04/05/20]		Wage Reque	st Number: 2019046	 05_001				age 27 of 40

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AN	D 08/01/2018	\$41.57	\$9.90	\$21.15	\$0.00	\$72.62
DECK) PILE DRIVER LOCAL 56 (ZONE 3) For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2019	\$43.79	\$9.90	\$21.15	\$0.00	\$74.84
PILE DRIVER	08/01/2018	\$41.57	\$9.90	\$21.15	\$0.00	\$72.62
PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2019	\$43.79	\$9.90	\$21.15	\$0.00	\$74.84
Apprentice - <i>PILE DRIVER - Local 56 Zon</i> Effective Date - 08/01/2018	e 3			Supplementa	1	
Step percent	Apprentice Base Wage H	lealth	Pension	Unemploymen	t Total Rat	e

1.	ipprentice							
F	Effective Date - 08/01/2018				Supplemental			
S	Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate		
	1 0	\$0.00	\$0.00	\$0.00	\$0.00	\$	0.00	
<u> </u>	(Same as set in Zone 1)	e no less than the following Steps; 5/4\$65.98/5\$68.31/6\$68.31/7\$72.96/8					_ 	
Ā	Apprentice to Journeyworker I	Ratio:1:5						
PIPELAYER		12/01/2018	\$27.10	\$7.85	\$12.50	\$0.00	\$47.45	
LABORERS - ZONE 4	(BUILDING & SITE)	06/01/2019	\$27.85	\$7.85	\$12.50	\$0.00	\$48.20	
		12/01/2019	\$28.60	\$7.85	\$12.50	\$0.00	\$48.95	
		06/01/2020	\$29.25	\$7.85	\$12.50	\$0.00	\$49.60	
		12/01/2020	\$29.90	\$7.85	\$12.50	\$0.00	\$50.25	
For apprentice rat	tes see "Apprentice- LABORER"							
,	AVY & HIGHWAY) (HEAVY & HIGHWAY)	12/01/2018	\$28.27	\$7.85	\$13.54	\$0.00	\$49.66	
ABOREKS - ZONE 4	(HEAVI & HIGHWAI)	06/01/2019	\$29.04	\$7.85	\$13.54	\$0.00	\$50.43	
		12/01/2019	\$29.81	\$7.85	\$13.54	\$0.00	\$51.20	
		06/01/2020	\$30.60	\$7.85	\$13.54	\$0.00	\$51.99	
		12/01/2020	\$31.39	\$7.85	\$13.54	\$0.00	\$52.78	
		06/01/2021	\$32.21	\$7.85	\$13.54	\$0.00	\$53.60	
		12/01/2021	\$33.02	\$7.85	\$13.54	\$0.00	\$54.41	
For apprentice rat	tes see "Apprentice- LABORER (Heavy	and Highway)						
PLUMBER & PIF PLUMBERS & PIPEF		03/17/2019	\$40.21	\$8.75	\$16.35	\$0.00	\$65.31	

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Apprentice - PLUMBER/PIPEFITTER - Local 104

Pension

	tive Date - 03/17/201)			Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Tot	al Rate
1	45	\$18.09	\$8.75	\$9.60	\$0.00		\$36.44
2	50	\$20.11	\$8.75	\$9.60	\$0.00		\$38.46
3	55	\$22.12	\$8.75	\$9.60	\$0.00		\$40.47
4	60	\$24.13	\$8.75	\$9.60	\$0.00		\$42.48
5	65	\$26.14	\$8.75	\$9.60	\$0.00		\$44.49
6	70	\$28.15	\$8.75	\$9.60	\$0.00		\$46.50
7	75	\$30.16	\$8.75	\$9.60	\$0.00		\$48.51
8	80	\$32.17	\$8.75	\$9.60	\$0.00		\$50.52
9	80	\$32.17	\$8.75	\$16.35	\$0.00		\$57.27
10	80	\$32.17	\$8.75	\$16.35	\$0.00		\$57.27
Notes	s: **1:1,2:5,3:9,4:12						
Appr	entice to Journeywork	r Ratio:**					
NEUMATIC CONTI Lumbers & pipefitter	, ,	03/17/2019	\$40.21	\$8.75	\$16.35	\$0.00	\$65.31
For apprentice rates see	e "Apprentice- PIPEFITTER" o	"PLUMBER/PIPEFITTER"					
	/TOOL OPERATOR (H	EAVY & 12/01/2018	\$28.27	\$7.85	\$13.54	\$0.00	\$49.66
IGHWAY) BORERS - ZONE 4 (HEA	IVY & HIGHWAY)	06/01/2019	\$29.04	\$7.85	\$13.54	\$0.00	\$50.43
	, ,	12/01/2019	\$29.81	\$7.85	\$13.54	\$0.00	\$51.20
		06/01/2020	\$30.60	\$7.85	\$13.54	\$0.00	\$51.99
		12/01/2020	\$31.39	\$7.85	\$13.54	\$0.00	\$52.78
		06/01/2021	\$32.21	\$7.85	\$13.54	\$0.00	\$53.60
		12/01/2021	\$33.02	\$7.85	\$13.54	\$0.00	\$54.41
	e "Apprentice- LABORER (He						
OWDERMAN & BL BORERS - ZONE 4 (BUIL		12/01/2018		\$7.85	\$12.50	\$0.00	\$48.20
,	,	06/01/2019	4	\$7.85	\$12.50	\$0.00	\$48.95
		12/01/2019		\$7.85	\$12.50	\$0.00	\$49.70
		06/01/2020		\$7.85	\$12.50	\$0.00	\$50.35
For annientice rates see	e "Apprentice- LABORER"	12/01/2020	\$30.65	\$7.85	\$12.50	\$0.00	\$51.00
	ASTER (HEAVY & HI	GHWAY) 12/01/2010	\$20.02	Ø7.0 <i>E</i>	¢12 61	\$0.00	050.51
BORERS - ZONE 4 (HEA	,	7 12/01/2010		\$7.85	\$13.64 \$13.64		\$50.51
		06/01/2019 12/01/2019		\$7.85 \$7.85	\$13.64	\$0.00 \$0.00	\$51.28 \$52.05
				\$7.85 \$7.85	\$13.64	\$0.00	\$52.05 \$52.84
		06/01/2020		\$7.85		\$0.00	
		12/01/2020			\$13.64 \$13.64		\$53.63 \$54.46
		06/01/2021		\$7.85	\$13.64 \$13.64	\$0.00	\$54.45 \$55.24
		12/01/2021	\$33.77	\$7.85	\$13.64	\$0.00	\$55.26

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PUMP OPERATOR (CONCRETE)	12/01/2018	\$34.79	\$11.44	\$13.81	\$0.00	\$60.04
OPERATING ENGINEERS LOCAL 98	06/01/2019	\$35.30	\$11.44	\$14.08	\$0.00	\$60.82
	12/01/2019	\$35.90	\$11.44	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 98	12/01/2018	\$34.26	\$11.44	\$13.81	\$0.00	\$59.51
OPERATING ENGINEERS LOCAL 98	06/01/2019	\$34.77	\$11.44	\$14.08	\$0.00	\$60.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$35.37	\$11.44	\$14.35	\$0.00	\$61.16
READY-MIX CONCRETE DRIVER TEAMSTERS LOCAL 404	05/01/2016	\$21.01	\$10.23	\$9.40	\$0.00	\$40.64
RIDE-ON MOTORIZED BUGGY OPERATOR	12/01/2018	\$27.10	\$7.85	\$12.50	\$0.00	\$47.45
LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2019	\$27.85	\$7.85	\$12.50	\$0.00	\$48.20
	12/01/2019	\$28.60	\$7.85	\$12.50	\$0.00	\$48.95
	06/01/2020	\$29.25	\$7.85	\$12.50	\$0.00	\$49.60
For apprentice rates see "Apprentice- LABORER"	12/01/2020	\$29.90	\$7.85	\$12.50	\$0.00	\$50.25
ROLLER OPERATOR	12/01/2018	\$33.65	\$11.44	\$13.81	\$0.00	\$58.90
OPERATING ENGINEERS LOCAL 98	06/01/2019	\$34.16	\$11.44	\$14.08	\$0.00	\$59.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$34.76	\$11.44	\$14.35	\$0.00	\$60.55
ROOFER (Coal tar pitch)	07/16/2018	\$32.31	\$10.00	\$15.10	\$0.00	\$57.41
ROOFERS LOCAL 248	0,,, 0, 0, 0, 0	*	*		*	*
For apprentice rates see "Apprentice- ROOFER"	07/16/2019	\$33.96	\$10.00	\$15.20	\$0.00	\$59.16
ROOFER (Inc.Roofer Waterproofing &Roofer Damproofg)	07/16/2018	\$31.81	\$10.00	\$14.60	\$0.00	\$56.41
ROOFERS LOCAL 248	07/16/2019	\$33.46	\$10.00	\$14.70	\$0.00	\$58.16

	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60	\$19.09	\$10.00	\$0.00	\$0.00	\$29.09	
	2	65	\$20.68	\$10.00	\$14.60	\$0.00	\$45.28	
	3	70	\$22.27	\$10.00	\$14.60	\$0.00	\$46.87	
	4	75	\$23.86	\$10.00	\$14.60	\$0.00	\$48.46	
	5	80	\$25.45	\$10.00	\$14.60	\$0.00	\$50.05	
	6	85	\$27.04	\$10.00	\$14.60	\$0.00	\$51.64	
	7	90	\$28.63	\$10.00	\$14.60	\$0.00	\$53.23	
	8	95	\$30.22	\$10.00	\$14.60	\$0.00	\$54.82	
	Notes:		Tear Off)1:1; Same as above					
	Appre	entice to Journeyworker R	aatio:1:3					
		LE / PRECAST CONCRET	TE 07/16/2018	\$ \$32.31	\$10.00	\$15.10	\$0.00	\$57.41
ERS LOCAL	L 248		07/16/2019	\$33.96	\$10.00	\$15.20	\$0.00	\$59.16

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SCRAPER	12/01/2018	\$34.26	\$11.44	\$13.81	\$0.00	\$59.51
OPERATING ENGINEERS LOCAL 98	06/01/2019	\$34.77	\$11.44	\$14.08	\$0.00	\$60.29
	12/01/2019	\$35.37	\$11.44	\$14.35	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-POWERED ROLLERS AND COMPACTORS	12/01/2018	\$33.65	\$11.44	\$13.81	\$0.00	\$58.90
(TAMPERS) OPERATING ENGINEERS LOCAL 98	06/01/2019	\$34.16	\$11.44	\$14.08	\$0.00	\$59.68
	12/01/2019	\$34.76	\$11.44	\$14.35	\$0.00	\$60.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-PROPELLED POWER BROOM	12/01/2018	\$31.03	\$11.44	\$13.81	\$0.00	\$56.28
OPERATING ENGINEERS LOCAL 98	06/01/2019	\$31.54	\$11.44	\$14.08	\$0.00	\$57.06
	12/01/2019	\$32.14	\$11.44	\$14.35	\$0.00	\$57.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SHEETMETAL WORKER	01/01/2019	\$34.74	\$10.64	\$16.22	\$1.77	\$63.37
SHEETMETAL WORKERS LOCAL 63	07/01/2019	\$35.74	\$10.64	\$16.22	\$1.77	\$64.37
	01/01/2020	\$36.99	\$10.64	\$16.22	\$1.77	\$65.62

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Apprentice - SHEET METAL WORKER - Local 63

Pension

	Effecti	ve Date - 01/01/2019				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	e
	1	45	\$15.63	\$6.21	\$4.67	\$0.00	\$26.5	1
	2	50	\$17.37	\$6.55	\$5.19	\$0.00	\$29.1	l
	3	55	\$19.11	\$6.88	\$9.33	\$1.06	\$36.38	3
	4	60	\$20.84	\$7.22	\$9.33	\$1.12	\$38.5	l
	5	65	\$22.58	\$7.55	\$9.33	\$1.18	\$40.64	1
	6	70	\$24.32	\$7.88	\$9.33	\$1.25	\$42.78	3
	7	75	\$26.06	\$8.22	\$9.33	\$1.31	\$44.92	2
	8	80	\$27.79	\$9.30	\$15.18	\$1.57	\$53.84	1
	9	85	\$29.53	\$9.64	\$15.18	\$1.63	\$55.98	3
	10	90	\$31.27	\$9.98	\$15.18	\$1.69	\$58.12	2
	Effecti	ve Date - 07/01/2019				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	e
	1	45	\$16.08	\$6.21	\$4.67	\$0.00	\$26.90	5
	2	50	\$17.87	\$6.55	\$5.19	\$0.00	\$29.6	1
	3	55	\$19.66	\$6.88	\$9.33	\$1.08	\$36.93	5
	4	60	\$21.44	\$7.22	\$9.33	\$1.14	\$39.13	3
	5	65	\$23.23	\$7.55	\$9.33	\$1.20	\$41.3	1
	6	70	\$25.02	\$7.88	\$9.33	\$1.27	\$43.50)
	7	75	\$26.81	\$8.22	\$9.33	\$1.33	\$45.69)
	8	80	\$28.59	\$9.30	\$15.18	\$1.59	\$54.60	
	9	85	\$30.38	\$9.64	\$15.18	\$1.66	\$56.80	
	10	90	\$32.17	\$9.98	\$15.18	\$1.72	\$59.0	
	Notes:							
	Appre	ntice to Journeyworker Ratio:1:3						
		H MOVING EQUIP < 35 TONS	12/01/2018	\$33.54	\$11.91	\$12.70	\$0.00	\$58.15
ωνωτεκό JOIN.	LOUNCE	L IVO. 10 ZOIVE B	06/01/2019	\$34.54	\$11.91	\$12.70	\$0.00	\$59.15
			08/01/2019	\$34.54	\$12.41	\$12.70	\$0.00	\$59.65
			12/01/2019	\$34.54	\$12.41	\$13.72	\$0.00	\$60.67
			06/01/2020	\$35.44	\$12.41	\$13.72	\$0.00	\$61.57
			08/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.07
			12/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.17
			06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$63.97
			08/01/2021	\$36.24	\$13.41	\$14.82	\$0.00	\$64.47
							\$0.00	

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	12/01/2018	\$33.83	\$11.91	\$12.70	\$0.00	\$58.44
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2019	\$34.83	\$11.91	\$12.70	\$0.00	\$59.44
	08/01/2019	\$34.83	\$12.41	\$12.70	\$0.00	\$59.94
	12/01/2019	\$34.83	\$12.41	\$13.72	\$0.00	\$60.96
	06/01/2020	\$35.73	\$12.41	\$13.72	\$0.00	\$61.86
	08/01/2020	\$35.73	\$12.91	\$13.72	\$0.00	\$62.36
	12/01/2020	\$35.73	\$12.91	\$14.82	\$0.00	\$63.46
	06/01/2021	\$36.53	\$12.91	\$14.82	\$0.00	\$64.26
	08/01/2021	\$36.53	\$13.41	\$14.82	\$0.00	\$64.76
	12/01/2021	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95
SPRINKLER FITTER SPRINKLER FITTERS LOCAL 669	01/01/2019	\$41.51	\$10.02	\$13.08	\$0.00	\$64.61

Apprentice - SPRINKLER FITTER - Local 669

Effecti	ive Date -	01/01/2019				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	45		\$18.68	\$7.75	\$0.00	\$0.00	\$26.43
2	50		\$20.76	\$7.75	\$0.00	\$0.00	\$28.51
3	55		\$22.83	\$10.02	\$7.25	\$0.00	\$40.10
4	60		\$24.91	\$10.02	\$7.25	\$0.00	\$42.18
5	65		\$26.98	\$10.02	\$7.50	\$0.00	\$44.50
6	70		\$29.06	\$10.02	\$7.50	\$0.00	\$46.58
7	75		\$31.13	\$10.02	\$7.50	\$0.00	\$48.65
8	80		\$33.21	\$10.02	\$7.50	\$0.00	\$50.73
9	85		\$35.28	\$10.02	\$7.50	\$0.00	\$52.80
10	90		\$37.36	\$10.02	\$7.50	\$0.00	\$54.88

Apprentice to Journeyworker Ratio:1:1

TELECOMMUNICATION TECHNICIAN	12/30/2018	\$41.91	\$10.50	\$12.06	\$0.00	\$64.47
ELECTRICIANS LOCAL 7	06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00	\$65.74
	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01

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\$0.00

\$90.32

		ntice - TELECOMMUNICATION	TECHNICIAN - Local 7					
	Effecti Step	ve Date - 12/30/2018 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	40	\$16.76	\$5.70	\$0.50	\$0.00	\$22.96	
	2	45	\$18.86	\$5.70	\$0.57	\$0.00	\$25.13	
	3	50	\$20.96	\$10.50	\$6.93	\$0.00	\$38.39	
	4	55	\$23.05	\$10.50	\$6.99	\$0.00	\$40.54	
	5	65	\$27.24	\$10.50	\$8.12	\$0.00	\$45.86	
	6	70	\$29.34	\$10.50	\$9.18	\$0.00	\$49.02	
	Effecti Step	ve Date - 06/30/2019 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	$\frac{3 \text{cp}}{1}$	40	\$17.06	\$5.85	\$0.51	\$0.00	\$23.42	
	2	45	\$19.20	\$5.85	\$0.51	\$0.00	\$25.42 \$25.63	
	3	50	\$21.33	\$10.75	\$6.94	\$0.00	\$39.02	
	4	55	\$23.46	\$10.75	\$7.00	\$0.00	\$39.02 \$41.21	
	5	65	\$23.40 \$27.73	\$10.75	\$8.13	\$0.00	\$46.61	
	6	70	\$27.73 \$29.86	\$10.75	\$9.20	\$0.00	\$49.81	
	Notes:							
		Steps are 800 hours						
	Appre	ntice to Journeyworker Ratio:1:1						
TERRAZZO F			02/01/2019	\$52.49	\$10.75	\$20.66	\$0.00	\$83.90
BRICKLAYERS LC	OCAL 3 (SP	PR/PITT) - MARBLE & TILE	08/01/2019	\$53.84	\$10.75	\$20.80	\$0.00	\$85.39
			02/01/2020	\$54.48	\$10.75	\$20.80	\$0.00	\$86.03
			08/01/2020	\$55.83	3 \$10.75	\$20.95	\$0.00	\$87.53
			02/01/202	\$56.47	7 \$10.75	\$20.95	\$0.00	\$88.17
			08/01/202	\$57.87	7 \$10.75	\$21.11	\$0.00	\$89.73

02/01/2022

\$58.46

\$10.75

\$21.11

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Pension

	1 PP1 C	ntict						
	Effecti	ve Date - 02/01/2019				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$26.25	\$10.75	\$20.66	\$0.00	\$57.66	
	2	60	\$31.49	\$10.75	\$20.66	\$0.00	\$62.90	
	3	70	\$36.74	\$10.75	\$20.66	\$0.00	\$68.15	
	4	80	\$41.99	\$10.75	\$20.66	\$0.00	\$73.40	
	5	90	\$47.24	\$10.75	\$20.66	\$0.00	\$78.65	
	Effecti	ve Date - 08/01/2019				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$26.92	\$10.75	\$20.80	\$0.00	\$58.47	
	2	60	\$32.30	\$10.75	\$20.80	\$0.00	\$63.85	
	3	70	\$37.69	\$10.75	\$20.80	\$0.00	\$69.24	
	4	80	\$43.07	\$10.75	\$20.80	\$0.00	\$74.62	
	5	90	\$48.46	\$10.75	\$20.80	\$0.00	\$80.01	
	Notes:							
							į	
	Appre	ntice to Journeyworker Ra	tio:1:5					
TERRAZZO M			02/01/201	9 \$53.57	\$10.75	\$20.66	\$0.00	\$84.98
BRICKLAYERS LOC	CAL 3 (SF	R/PITT) - MARBLE & TILE	08/01/201	9 \$54.92	\$10.75	\$20.80	\$0.00	\$86.47
			02/01/202	0 \$55.55	\$10.75	\$20.80	\$0.00	\$87.10
			08/01/202	0 \$56.90	\$10.75	\$20.95	\$0.00	\$88.60
			02/01/202	1 \$57.54	\$10.75	\$20.95	\$0.00	\$89.24
			08/01/202	1 \$58.94	\$10.75	\$21.11	\$0.00	\$90.80
			02/01/202	2 \$59.51	\$10.75	\$21.11	\$0.00	\$91.37

Apprentice - TERRAZZO FINISHER-Local 3 Marble/Tile (Spr/Ptt)

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Step	ve Date - 02/01/20 percent	Apprentice Base Wag	ge Health	Pension	Supplemental Unemployment	Total Rate	;
1	50	\$26.79	\$10.75	\$20.66	\$0.00	\$58.20	
2	60	\$32.14	\$10.75	\$20.66	\$0.00	\$63.55	
3	70	\$37.50	\$10.75	\$20.66	\$0.00	\$68.91	
4	80	\$42.86	\$10.75	\$20.66	\$0.00	\$74.27	
5	90	\$48.21	\$10.75	\$20.66	\$0.00	\$79.62	
		Ψ10.21	Ψ10.75	Ψ20.00	ψ0.00	\$17.02	
Effecti	ve Date - 08/01/20	19			Supplemental		
Step	percent	Apprentice Base Wag	e Health	Pension	Unemployment	Total Rate	;
1	50	\$27.46	\$10.75	\$20.80	\$0.00	\$59.01	
2	60	\$32.95	\$10.75	\$20.80	\$0.00	\$64.50	ı
3	70	\$38.44	\$10.75	\$20.80	\$0.00	\$69.99	
4	80	\$43.94	\$10.75	\$20.80	\$0.00	\$75.49	ı
5	90	\$49.43	\$10.75	\$20.80	\$0.00	\$80.98	
Notes:							
Appre	 ntice to Journeywor	ker Ratio:1:5					
EST BORING DRILL	ER	12/01/20	018 \$40.0	00 \$7.85	\$15.55	\$0.00	\$63.40
ABORERS - FOUNDATION	AND MARINE	06/01/20			\$15.55	\$0.00	\$64.40
		12/01/20			\$15.55	\$0.00	\$65.40
		06/01/20			\$15.55	\$0.00	\$66.39
		12/01/20			\$15.55	\$0.00	\$67.37
		06/01/20			\$15.55	\$0.00	\$68.39
		12/01/20			\$15.55	\$0.00	\$69.40
For apprentice rates see "	Apprentice- LABORER"	12/01/20	21 \$10.0	π ψη.συ	Ψ10.00	Ψ0.00	ψου. το
EST BORING DRILL	ER HELPER	12/01/20)18 \$38.7	72 \$7.85	\$15.55	\$0.00	\$62.12
ABORERS - FOUNDATION	AND MARINE	06/01/20)19 \$39.7		\$15.55	\$0.00	\$63.12
		12/01/20)19 \$40.7	72 \$7.85	\$15.55	\$0.00	\$64.12
		06/01/20)20 \$41.7	71 \$7.85	\$15.55	\$0.00	\$65.11
		12/01/20)20 \$42.6	59 \$7.85	\$15.55	\$0.00	\$66.09
		06/01/20)21 \$43.7	71 \$7.85	\$15.55	\$0.00	\$67.11
		12/01/20)21 \$44.7	72 \$7.85	\$15.55	\$0.00	\$68.12
For apprentice rates see "	Apprentice- LABORER"						
EST BORING LABOR ABORERS - FOUNDATION		12/01/20	\$38.6	\$7.85	\$15.55	\$0.00	\$62.00
ABOREKS - FOUNDATION .	AND MARINE	06/01/20)19 \$39.6	\$7.85	\$15.55	\$0.00	\$63.00
		12/01/20)19 \$40.6	\$7.85	\$15.55	\$0.00	\$64.00
		06/01/20)20 \$41.5	\$7.85	\$15.55	\$0.00	\$64.99
		12/01/20)20 \$42.5	\$7.85	\$15.55	\$0.00	\$65.97
		06/01/20)21 \$43.5	\$7.85	\$15.55	\$0.00	\$66.99
		12/01/20)21 \$44.6	\$7.85	\$15.55	\$0.00	\$68.00
For apprentice rates see ".	Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRACTORS	12/01/2018	\$33.65	\$11.44	\$13.81	\$0.00	\$58.90
OPERATING ENGINEERS LOCAL 98	06/01/2019	\$34.16	\$11.44	\$14.08	\$0.00	\$59.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$34.76	\$11.44	\$14.35	\$0.00	\$60.55
TRAILERS FOR EARTH MOVING EQUIPMENT	12/01/2018	\$34.12	\$11.91	\$12.70	\$0.00	\$58.73
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2019	\$35.12	\$11.91	\$12.70	\$0.00	\$59.73
	08/01/2019	\$35.12	\$12.41	\$12.70	\$0.00	\$60.23
	12/01/2019	\$35.12	\$12.41	\$13.72	\$0.00	\$61.25
	06/01/2020	\$36.02	\$12.41	\$13.72	\$0.00	\$62.15
	08/01/2020	\$36.02	\$12.91	\$13.72	\$0.00	\$62.65
	12/01/2020	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	06/01/2021	\$36.82	\$12.91	\$14.82	\$0.00	\$64.55
	08/01/2021	\$36.82	\$13.41	\$14.82	\$0.00	\$65.05
	12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24
TUNNEL WORK - COMPRESSED AIR	12/01/2018	\$50.88	\$7.85	\$15.95	\$0.00	\$74.68
LABORERS (COMPRESSED AIR)	06/01/2019	\$50.88	\$7.85 \$7.85	\$15.95	\$0.00	\$74.08
	12/01/2019	\$52.88	\$7.85	\$15.95	\$0.00	\$76.68
	06/01/2020	\$52.88 \$53.87	\$7.85	\$15.95	\$0.00	\$70.08 \$77.67
	12/01/2020	\$53.87 \$54.85	\$7.85	\$15.95	\$0.00	\$77.67
	06/01/2021	\$54.83 \$55.87	\$7.85	\$15.95	\$0.00	\$78.63 \$79.67
	12/01/2021	\$55.87 \$56.88	\$7.85 \$7.85	\$15.95	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$30.88	\$7.63	\$15.75	\$0.00	\$60.06
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	12/01/2018	\$52.88	\$7.85	\$15.95	\$0.00	\$76.68
LABORERS (COMPRESSED AIR)	06/01/2019	\$53.88	\$7.85	\$15.95	\$0.00	\$77.68
	12/01/2019	\$54.88	\$7.85	\$15.95	\$0.00	\$78.68
	06/01/2020	\$55.87	\$7.85	\$15.95	\$0.00	\$79.67
	12/01/2020	\$56.85	\$7.85	\$15.95	\$0.00	\$80.65
	06/01/2021	\$57.87	\$7.85	\$15.95	\$0.00	\$81.67
	12/01/2021	\$58.88	\$7.85	\$15.95	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR Laborers (free air tunnel)	12/01/2018	\$42.95	\$7.85	\$15.95	\$0.00	\$66.75
EABORERS (FREE AIR TONNEL)	06/01/2019	\$43.95	\$7.85	\$15.95	\$0.00	\$67.75
	12/01/2019	\$44.95	\$7.85	\$15.95	\$0.00	\$68.75
	06/01/2020	\$45.94	\$7.85	\$15.95	\$0.00	\$69.74
	12/01/2020	\$46.92	\$7.85	\$15.95	\$0.00	\$70.72
	06/01/2021	\$47.94	\$7.85	\$15.95	\$0.00	\$71.74
	12/01/2021	\$48.95	\$7.85	\$15.95	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL)	12/01/2018	\$44.95	\$7.85	\$15.95	\$0.00	\$68.75
	06/01/2019	\$45.95	\$7.85	\$15.95	\$0.00	\$69.75
	12/01/2019	\$46.95	\$7.85	\$15.95	\$0.00	\$70.75
	06/01/2020	\$47.94	\$7.85	\$15.95	\$0.00	\$71.74
	12/01/2020	\$48.92	\$7.85	\$15.95	\$0.00	\$72.72
	06/01/2021	\$49.94	\$7.85	\$15.95	\$0.00	\$73.74
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$50.95	\$7.85	\$15.95	\$0.00	\$74.75
10. apprende fates see Apprende-LABORER						

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
VAC-HAUL	12/01/2018	\$33.54	\$11.91	\$12.70	\$0.00	\$58.15
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2019	\$34.54	\$11.91	\$12.70	\$0.00	\$59.15
	08/01/2019	\$34.54	\$12.41	\$12.70	\$0.00	\$59.65
	12/01/2019	\$34.54	\$12.41	\$13.72	\$0.00	\$60.67
	06/01/2020	\$35.44	\$12.41	\$13.72	\$0.00	\$61.57
	08/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.07
	12/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.17
	06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$63.97
	08/01/2021	\$36.24	\$13.41	\$14.82	\$0.00	\$64.47
	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
WAGON DRILL OPERATOR (HEAVY & HIGHWAY)	12/01/2018	\$28.27	\$7.85	\$13.54	\$0.00	\$49.66
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2019	\$29.04	\$7.85	\$13.54	\$0.00	\$50.43
	12/01/2019	\$29.81	\$7.85	\$13.54	\$0.00	\$51.20
	06/01/2020	\$30.60	\$7.85	\$13.54	\$0.00	\$51.20
	12/01/2020	\$31.39	\$7.85	\$13.54	\$0.00	\$52.78
	06/01/2021	\$32.21	\$7.85	\$13.54	\$0.00	\$53.60
				\$13.54	\$0.00	\$53.00
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2021	\$33.02	\$7.85	\$13.34	\$0.00	\$34.41
WATER METER INSTALLER PLUMBERS & PIPEFITTERS LOCAL 104	03/17/2019	\$40.21	\$8.75	\$16.35	\$0.00	\$65.31
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER	/GASFITTER"					
Outside Electrical - West						
EQUIPMENT OPERATOR	09/02/2018	\$42.26	\$8.00	\$12.50	\$0.00	\$62.76
OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	09/01/2019	\$44.67	\$8.00	\$12.55	\$0.00	\$65.22
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN	09/02/2018	\$28.17	\$8.00	\$5.41	\$0.00	\$41.58
OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	09/01/2019	\$30.58	\$8.00	\$5.48	\$0.00	\$44.06
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN / TRUCK DRIVER	09/02/2018	\$37.56	\$8.00	\$10.89	\$0.00	\$56.45
OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	09/01/2019	\$39.97	\$8.00	\$10.96	\$0.00	\$58.93
For apprentice rates see "Apprentice- LINEMAN"						
HEAVY EQUIPMENT OPERATOR OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	09/02/2018	\$44.60	\$8.00	\$13.15	\$0.00	\$65.75
	09/01/2019	\$47.01	\$8.00	\$13.22	\$0.00	\$68.23
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	09/02/2018	\$49.30	\$8.00	\$15.48	\$0.00	\$72.78
OCTODE EEECTMCAE WOMENO - WEST LOCAL 72	09/01/2019	\$51.71	\$8.00	\$15.55	\$0.00	\$75.26

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Apprentice - LINEMA	V (Outside Electrical) - West Local 42
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	Effecti	ive Date -	09/02/2018				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60		\$29.58	\$8.00	\$3.39	\$0.00	\$40.97	
	2	65		\$32.05	\$8.00	\$3.46	\$0.00	\$43.51	
	3	70		\$34.51	\$8.00	\$3.54	\$0.00	\$46.05	
	4	75		\$36.98	\$8.00	\$5.11	\$0.00	\$50.09	
	5	80		\$39.44	\$8.00	\$5.18	\$0.00	\$52.62	
	6	85		\$41.91	\$8.00	\$5.26	\$0.00	\$55.17	
	7	90		\$44.37	\$8.00	\$7.33	\$0.00	\$59.70	
	Effecti	ive Date -	09/01/2019				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60		\$31.03	\$8.00	\$3.43	\$0.00	\$42.46	
	2	65		\$33.61	\$8.00	\$3.51	\$0.00	\$45.12	
	3	70		\$36.20	\$8.00	\$3.59	\$0.00	\$47.79	
	4	75		\$38.78	\$8.00	\$5.16	\$0.00	\$51.94	
	5	80		\$41.37	\$8.00	\$5.24	\$0.00	\$54.61	
	6	85		\$43.95	\$8.00	\$5.32	\$0.00	\$57.27	
	7	90		\$46.54	\$8.00	\$7.40	\$0.00	\$61.94	
	Notes:								
	Appre	entice to Jo	urneyworker Ratio:1:2						
LEDATA CABLE SPLICER ISIDE ELECTRICAL WORKERS - WEST LOCAL 42			02/04/2019	\$30.73	\$4.70	\$3.17	\$0.00	\$38.60	
LEDATA LINEMAN/EQUIPMENT OPERATOR TSIDE ELECTRICAL WORKERS - WEST LOCAL 42		02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77		
EDATA WIREMAN/INSTALLER/TECHNICIAN SIDE ELECTRICAL WORKERS - WEST LOCAL 42		02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77		
ACTOR-TRAILER DRIVER		09/02/2018	\$42.26	\$8.00	\$12.50	\$0.00	\$62.76		
TSIDE ELECTF	RICAL WO	RKERS - WES	T LOCAL 42	09/01/2019	\$44.67	\$8.00	\$12.55	\$0.00	\$65.22
EE TRIMM		RKERS - WES	T LOCAL 42	01/31/2016	\$18.51	\$3.55	\$0.00	\$0.00	\$22.06
operating, mai	intaining, c	or repairing the		ny, R.E.A. cooperative, or railroad d (c) by a person who is using han	_				
EE TRIMM				01/31/2016	\$16.32	\$3.55	\$0.00	\$0.00	\$19.87

This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining 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.

OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42

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Additional Apprentice Information:

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

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

All steps are six months (1000 hours.)

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

- ** Multiple ratios are listed in the comment field.
- *** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.
- **** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.

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