

# HIGHWAY DEPARTMENT 345 ANAWAN STREET, REHOBOTH MA 02769

Tel: (508) 252-3912 – Fax: (508) 252-3421 mcostello@town.rehoboth.ma.us

# **Annual Bids Checklist:**

- 1. Signed Certificate of Non-Collusion & Tax Compliance Form
- 2. Corporate Vote
- 3. Official Bid Form or Bidder's Letterhead
- 4. Bid Bond or Certified Check
- 5. Notice to Awarding Authorities Form
- 6. Weekly Payroll Records Report
- 7. Payroll Report Form

# All Bids to be mailed to:

Town of Rehoboth 148 Peck St. Rehoboth, Ma 02769

Bids will be opened publicly on *June 13, 2018 10:00 am* in the Selectman's Office.

# WEEKLY PAYROLL RECORDS REPORT & STATEMENT OF COMPLIANCE

In accordance with Massachusetts General Law c149, section 27B, a true and accurate record must be kept of all persons employed on the public works construction project for which the enclosed rates have been provided. The *Weekly Payroll Report Form* includes all the information required to be kept by law. Every contractor or subcontractor is required to keep these records and preserve them for a period of three years from the date of completion of the project.

In addition, every contractor and subcontractor is required to submit a copy of their weekly payroll records to the awarding authority. This is required to be done on a weekly basis. Once collected, the awarding authority is also required to preserve those records for three years.

In addition, each such contractor, subcontractor or public body shall furnish to the Executive Office of Labor within fifteen days after completion of its portion of the work a statement, executed by the contractor, subcontractor or public body who supervises the payment of wages, in the following form:

STATEMENT	OF COMPLIANCE Date://20
Ι,	
I,(Name of signatory party)	(Title)
do hereby state:	
That I pay or supervise the payment of t	the persons employed by
OI	n the
(Contractor, subcontractor or public body)	n the(Building or project)
said project have been paid in accordance	teamsters, chauffeurs and laborers employed on ce with wages determined under the provisions of chapter one hundred and forty nine of the
	Signature
	Title

# MASSACHUSETTS WEEKLY CERTIFIED PAYROLL REPORT FORM

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Company's Name:	Employer's Signature.		Avarding & thouse Name		General / Prime Contractor's Name.				Employee Name & Complete Address										,					

NOTE: Pursuant to MGL Ch. 149 s.27B, every contractor and subcontractor is required to submit a "true and accurate" copy of their weekly payroll records directly. to the awarding authority. Failure to comply may result in the commencement of a criminal action or the issuance of a civil citation.

Date recieved by awarding authority	f	•

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# Section VII Non-Collusion & Tax Compliance Form

View Section VII for information about the Non-Collusion and Tax Compliance forms that are required from your bidders.

Persons submitting a bid or proposals to provide suppliers or services to your jurisdiction, or to purchase supplies from your jurisdiction, must submit a certification of non-collusion and tax compliance. It is a good idea to include these forms in your IFB. The certificate of non-collusion must be submitted with the bid.

### CERTIFICATE OF NON-COLLUSION

The undersigned certifies under pressure of perjury that this bid has been made and submitted in good faith and without collusion or fraud with any other person. As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club, or other organization, entity, or group of individuals.

Signature of individual s	ubmitting bid or proposal
Name of business	

# TAX COMPLIANCE CERTIFICATION

Pursuant to M.G.L. c. 62C, {49A, I certify under the penalties of perjury that, to the best of my knowledge and belief, I am in compliance with all laws of the Commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

Signature of person submitting bid or proposal Name of business

# **Notice to Awarding Authorities**

### The Massachusetts Prevailing Wage Law

M.G.L. c. 149, §§26-27

### **NOTICE TO AWARDING AUTHORITIES**

- The enclosed wage schedule applies only to the specific project listed at the top of the schedule, and these rates will remain in effect for the duration of the project, except in the case of multi-year projects. For projects lasting longer than one year, awarding authorities must request updated rates.
- You should request an updated wage schedule from the Department of Labor Standards if you have not opened bids
  or selected a contractor within 90 days of the date of issuance of the enclosed wage schedule.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project for which it has been issued.
- Once a contractor has been selected by the awarding authority, the wage schedule shall be made a part of the contract for that project.

### **NOTICE TO CONTRACTORS**

- The enclosed wage schedule must be posted in a conspicuous place at the work site during the life of the project.
- The wages listed on the enclosed wage schedule must be paid to employees on public works projects regardless of whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- The enclosed wage schedule applies to all phases of the project, including the final clean-up. Contractors whose only role is to perform final clean-up must pay their employees according to this wage schedule.
- All apprentices must be registered with the Massachusetts Division of Apprenticeship Standards (DAS) in order to be paid at the lower apprentice rates. All apprentices must keep his/her apprentice identification card on his/her person during all work hours. If a worker is not registered with DAS, they must be paid the "total rate" listed on the wage schedule regardless of experience or skill level. For further information, please call 617-626-5409, or write to: DAS, 19 Staniford Street, 1 st Floor, P.O. Box 146759, Boston, MA 02114.



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# **INVITATION TO BID: CRACK SEALING**

The Town of Rehoboth will receive Bid Proposals on the following items:

### FIBER REINFORCED CRACK SEALING

Bid units shall be by the gallon and quotations shall be for the price in place. Exact amounts to be ordered as needed.

Said items shall meet Massachusetts Department of Public Works Standard Specifications and Regulations. Current Liability and Workmen's Compensation required. Certificate of Insurance will be required upon awarding of the bid.

Please submit bids with security in the amount of a 5% bid bond or a 5% certified check based on the amount of \$50,000.00 for the fiscal year 2019. Those bids not accompanied by the 5% bid bond or the 5% certified check will not be accepted. Please include corporate vote if applicable.

Bidders to meet minimum wage rates, as determined, by the Department of Labor and Industries, under the Provisions of the Massachusetts General Laws, Chapter 149.Section 26to 27D.

Bids shall be submitted on Bidder's Own Letterhead and signed by an Official of the Company or Corporation. Please submit bid proposals in sealed envelopes marked "Crack Sealing" to the Selectmen's Office, 148R Peck Street, Rehoboth, Ma. 02769. Bidder prices shall be firm from July 1, 2018 through June 30, 2019.



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# INVITATION TO BID: EQUIPMENT RENTAL AND OPERATOR

The Town of Rehoboth will receive Bid Proposals on the following items:

# EQUIPMENT RENTAL AND OPERATOR

Sweeper/Catch Basin Cleaner/Vac Truck w/Jetting/Asphalt Grinding

Bids shall be on an hourly basis to be used for various road programs, maintenance and construction operations.

Current Liability and Workmen's Compensation required. The successful bidder shall submit a certificate of insurance to the Town of Rehoboth with the following minimum coverage: Liability- \$500,000 to one million dollars, including XCU-products completed operations coverage and broad form property damage.

Please submit bids with security in the amount of a 5% bid bond or a 5% certified check based on the amount of\$25,000.00 for the fiscal year 2019. Those bids not accompanied by the 5% bid bond or the 5% certified check will not be accepted. Please include corporate vote if applicable.

Bidders to meet minimum wage rates, as determined, by the Department of Labor and Industries, under the Provisions of the Massachusetts General Laws, Chapter 149. Section 26to 27D.

Bids shall be submitted on Bidder's Own Letterhead and signed by an Official of the Company or Corporation. Please submit bid proposals in sealed envelopes marked "Equipment Rental and Operator Bid" to the Selectmen's Office, 148R Peck Street, Rehoboth, Ma. 02769. Bidder prices shall be firm from July 1, 2018 through June 30, 2019.

- (2) Rental time shall start on the job site. No other charges shall be levied other than the bid price per hour.
- (3) Bidder shall state make, model, year and size of the machines being offered for rental and their condition.
- (4) All work being performed with the rental equipment shall be directed by personnel of the Rehoboth Highway Department.
- (5) Daily rental slips shall be issued each day showing the start time and finish time. Only those hours shown on the daily slips shall be invoiced to the Town of Rehoboth.
- (6) Bidder shall state availability of equipment and advance notification time needed, hours or days.
- (7) A list of cities/towns contracted with must be submitted with the bid along with years of experience.



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# **INVITATION TO BID: SAFETY LINE PAINTING**

The Town of Rehoboth will receive Bid Proposals on the following items:

# **SAFETY LINE PAINTING:**

- 1. Water based paint (with or without reflective glass beads)
- 2. Chlorinated rubber based paint (with or without reflective glass beads)
- 3. Epoxy paint
- 4. Thermoplastic

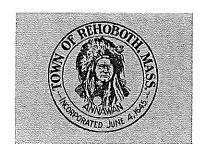
Bids shall include pavement markings for edge line striping per mile and centerline striping per mile. Bids shall contain both single and double line striping options.

Said items shall meet Massachusetts Department of Public Works Standard Specifications and Regulations. Current Liability and Workmen's Compensation required. Certificate of Insurance will be required upon awarding of the bid.

Please submit bids with security in the amount of a 5% bid bond or a 5% certified check based on the amount of \$25,000.00 for the fiscal year 2019. Those bids not accompanied by the 50/0 bid bond or the 5% certified check will not be accepted. Please include corporate vote if applicable.

Bidders to meet minimum wage rates, as determined, by the Department of Labor and Industries, under the Provisions of the Massachusetts General Laws, Chapter 149. Section 26to 2

Bids shall be submitted on Bidder's Own Letterhead and signed by an Official of the Company or Corporation. Please submit bid proposals in sealed envelopes marked "Safety Line Painting" to the Selectmen's Office, 148R Peck Street, Rehoboth, Ma. 02769. Bidder prices shall be firm from July 1, 2018 through June 30, 2019.



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# INVITATION TO BID: TYPE 1 BITUMINOUS CONCRETE W/TACK COAT & COLD PATCH

The Town of Rehoboth will receive Bid Proposals on the following items:

# TYPE 1 BITUMINOUS CCONCRETE W/TACK COAT & COLD PATCH

Bid units shall be by the ton and quotations shall be for the price at the plant and for "in place". Exact amounts to be ordered as needed.

Said items shall meet Massachusetts Department of Public Works Standard Specifications and Regulations. Current Liability and Workmen's Compensation required. Certificate of Insurance will be required upon awarding of the bid.

Please submit bids with security in the amount of a 5% bid bond or a 5% certified check based on the amount of \$200,000.00 for the fiscal year 2019. Those bids not accompanied by the 5% bid bond or the 5% certified check will not be accepted. Please include corporate vote if applicable.

Bidders to meet minimum wage rates, as determined, by the Department of Labor and Industries, under the Provisions of the Massachusetts General Laws, Chapter 149. Section 26to 27D.

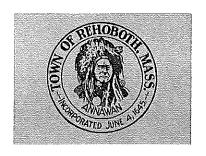
Bids shall be submitted on bid form enclosed and signed by an Official of the Company or Corporation. Please submit bid proposals in sealed envelopes marked "Type 1 Bituminous Concrete w/ Tack Coat & Cold Patch Bid" to the Selectmen's Office, 148 Peck Street, Rehoboth, Ma 02769.

Bidder prices shall be firm from July 1, 2018 through June 30, 2019.

The Board of Selectmen reserves the right to reject any and all bids should they deem it not to be the best value for the Town. Bids to be open on June 13, 2018 at 10 am.

# **BID FORM**

BIDITE	vi #1: Type I Bitumin	ious Concre	ete wi Tack C	coat
\$	FOB per Ton	\$		_In-Place per Ton
BID ITEN	M #2: Cold patch			
\$	FOB per Ton	\$		_Delivered per Ton
Bidder			Phone	



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# **INVITATION TO BID: STONE CHIP SEALS**

The Town of Rehoboth will receive Bid Proposals on the following items:

# 3/8" STONE SEAL COAT DOUBLE STONE CHIP SEALS RUBBER STONE SEALS

Quotations shall be price per square yard in place. Exact amounts to be ordered as needed.

Said items shall meet Massachusetts Department of Public Works Standard Specifications and Regulations. Current Liability and Workmen's Compensation required. Certificate of Insurance will be required upon awarding of the bid.

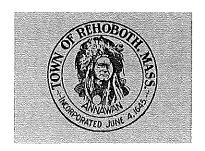
Please submit bids with security in the amount of a 5% bid bond or a 5% certified check based on the amount of \$200,000.00 for the fiscal year 2019. Those bids not accompanied by the 5% bid bond or the 5% certified check will not be accepted. Please include corporate vote if applicable.

Bidders to meet minimum wage rates, as determined, by the Department of Labor and Industries, under the Provisions of the Massachusetts General Laws, Chapter 149 Section 26to 27D.

Bids shall be submitted on bid form enclosed and signed by an Official of the Company or Corporation. Please submit bid proposals in sealed envelopes marked "Stone Chip Seals Bid" to the Selectmen's Office, 148R Peck Street, Rehoboth, Ma 02769. Bidder prices shall be firm from July 1, 2018 through June 30, 2019.

# Bid Form

BID ITEM	#1: Treated Stone Seal applied to town	prepared roadways.
\$	_/SY	
BID ITEM	#2: Double Stone Seal applied to town pre	pared roadways.
\$	_/ SY	
	#3: 20o/o Asphalt-Rubber Surface Treatnown prepared roadways.	nent
\$	_/ SY	
Bidder:		Phone:
Address:		Fax:
Signature &	Date:	
Drinted Man	ag fr Title:	



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# INVITATION TO BID: SAND, STONE & GRAVEL

The Town of Rehoboth will receive Bid Proposals on the following items:

WASHED SCREENED SAND 6-8" TRAP ROCK %" DENSE GRADE GRAVEL BANK GRAVEL 1/2"'-3" STONE

Bid units shall be by the ton delivered to the Highway Garage or other various locations throughout the Town of Rehoboth. Exact amounts to be ordered as needed. Weighing of sand, gravel or stone shall be done on a certified platform scale or on a completely automated weighing and recording system.

Said items shall meet Massachusetts Department of Public Works Standard Specifications and Regulations. Current Liability and Workmen's Compensation required. Certificate of Insurance will be required upon awarding of the bid.

Please submit bids with security in the amount of a 5% bid bond or a 5% certified check based on the amount of \$25,000.00 for the fiscal year 2019. Those bids not accompanied by the 5% bid bond or the 5% certified check will not be accepted. Please include corporate vote if applicable.

Bidders to meet minimum wage rates, as determined, by the Department of Labor and Industries, under the Provisions of the Massachusetts General Laws, Chapter 149. Section 26to 27D.

Bids shall be submitted on Bidder's Own Letterhead and signed by an Official of the Company or Corporation. Please submit bid proposals in sealed envelopes marked "Sand, Stone & Gravel Bid" to the Selectmen's Office, 148R Peck Street, Rehoboth, Ma. 02769. Bidder prices shall be firm from July 1, 2018 through June 30, 2019.



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### INVITATION TO BID: STEEL BEAM GUARDRAILS

The Town of Rehoboth will receive Bid Proposals on the following items:

### STEEL BEAM GUARDRAILS

Bid price shall include price per linear foot to furnish, deliver and install complete in- place new steel beam guardrails.

Said items shall meet Massachusetts Department of Public Works Standard Specifications and Regulations for Roads and Bridges. Current Liability and Workmen's Compensation required. Certificate of Insurance will be required upon awarding of the bid.

Please submit bids with security in the amount of a 5% bid bond or a 5% certified check based on the amount of \$25,000.00 for the fiscal year 2019. Those bids not accompanied by the 5% bid bond or the 5% certified check will not be accepted. Please include corporate vote if applicable.

Bidders to meet minimum wage rates, as determined, by the Department of Labor and Industries, under the Provisions of the Massachusetts General Laws, Chapter 149.Section 26to 27D.

Bids shall be submitted on Bidder's Own Letterhead and signed by an Official of the Company or Corporation. Please submit bid proposals in sealed envelopes marked "Steel Beam Guardrails" to the Selectmen's Office, 148R Peck Street, Rehoboth, Ma. 02769. Bidder prices shall be firm from July 1, 2018 through June 30,2019.



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INVITATION TO BID: Road Salt

The Town of Rehoboth will receive Bid Proposals on the following items:

### Road Salt

Bid units shall be by the ton delivered to the Highway Garage or other various locations throughout the Town of Rehoboth. Exact amounts to be ordered as needed. Weighing of Road Salt shall be done on a certified platform scale or on a completely automated weighing and recording system.

Said items shall meet Massachusetts Department of Public Works Standard Specifications and Regulations. Current Liability and Workmen's Compensation required. Certificate of Insurance will be required upon awarding of the bid.

Please submit bids with security in the amount of a 5% bid bond or a 5% certified check based on the amount of \$25,000.00 for the fiscal year 2019. Those bids not accompanied by the 5% bid bond or the 5% certified check will not be accepted. Please include corporate vote if applicable.

Bidders to meet minimum wage rates, as determined, by the Department of Labor and Industries, under the Provisions of the Massachusetts General Laws, Chapter 149.Section 26to 27D.

Bids shall be submitted on Bidder's Own Letterhead+ and signed by an Official of the Company or Corporation. Please submit bid proposals in sealed envelopes marked "Road Salt to the Selectmen's Office, 148 Peck Street, Rehoboth, Ma 02769. Bidder prices shall be firm from July 1, 2018 through June 30, 2019.



# 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

KARYN E. POLITO Lt. Governor

Town of Rehoboth

Awarding Authority: Contract Number:

City/Town: REHOBOTH

Description of Work:

Annual highway service bids for equipment rental w/operator; sweeper, catch basin cleaner, vac-truck &

excavator, street line painting, crack sealing, steel beam guardrails

Job Location:

345 Anawan Street, Rehoboth, MA

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Issue Date: 05/17/2018 Wage Request Number: 20180517-036

Classification Construction	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT	12/01/2016	\$32.15	\$10.91	\$10.89	\$0.00	\$53.95
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B						
(3 AXLE) DRIVER - EQUIPMENT	12/01/2016	\$32.22	\$10.91	\$10.89	\$0.00	\$54.02
TEAMSTERS JOINT COUNCII, NO. 10 ZONE B						
(4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL, NO. 10 ZONE B	12/01/2016	\$32.34	\$10.91	\$10.89	\$0.00	\$54.14
ADS/SUBMERSIBLE PILOT	08/01/2017	\$92.97	\$9.90	\$21.15	\$0.00	\$124.02
PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2018	\$97.80	\$9.90	\$21.15	\$0.00	\$128.85
	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"	and the second of the second of					
AIR TRACK OPERATOR  LABORERS - ZONE 2	12/01/2017	\$33,58	\$7.70	\$13.60	\$0.00	\$54.88
LADURBIO - ZUNB Z	06/01/2018	\$34.42	\$7.70	\$13.60	\$0.00	\$55.72
	12/01/2018	\$35.26	\$7.70	\$13.60	\$0.00	\$56.56
	06/01/2019	\$36.13	\$7.70	\$13.60	\$0.00	\$57.43
	12/01/2019	\$36.99	\$7.70	\$13.60	\$0.00	\$58.29
	06/01/2020	\$37.88	\$7.70	\$13.60	\$0.00	\$59.18
	12/01/2020	\$38.77	\$7.70	\$13.60	\$0.00	\$60.07
	06/01/2021	\$39.69	\$7.70	\$13.60	\$0.00	\$60.99
	12/01/2021	\$40.60	\$7.70	\$13.60	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER"	· · · · · · · · · · · · · · · · · · ·					
ASBESTOS WORKER (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (SOUTHERN MASS)	12/01/2017	\$35.90	\$11.50	\$7.10	\$0.00	\$54.50
TENT & PROOF PROCESTAND ESCAL O JOSOTTE LATINADO	06/01/2018	\$36.90	\$11.50	\$7.10	\$0.00	\$55.50
	12/01/2018	\$37.90	\$11.50	\$7.10	\$0.00	\$56.50
	06/01/2019	\$38.90	\$11.50	\$7.10	\$0.00	\$57.50
	12/01/2019	\$39.90	\$11.50	\$7.10	\$0.00	\$58.50
	06/01/2020	\$40.90	\$11.50	\$7.10	\$0.00	\$59,50
	12/01/2020	\$41.90	\$11.50	\$7.10	\$0.00	\$60.50
ASPHALT RAKER	12/01/2017	\$33.08	\$7.70	\$13.60	\$0.00	\$54.38
LABORERS - ZONE 2	06/01/2018	\$33.92	\$7.70	\$13.60	\$0.00	\$55.22
	12/01/2018	\$34.76	\$7.70	\$13.60	\$0.00	\$56.06
	06/01/2019	\$35.63	\$7.70	\$13.60	\$0.00	\$56.93
	12/01/2019	\$36.49	\$7.70	\$13.60	\$0.00	\$57.79
	06/01/2020	\$37.38	\$7.70	\$13.60	\$0.00	\$58,68
	12/01/2020	\$38.27	\$7.70	\$13.60	\$0.00	\$59.57
	06/01/2021	\$39.19	\$7.70	\$13.60	\$0.00	\$60.49
	12/01/2021	\$40.10	\$7.70	\$13.60	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"		,				
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER operating engineers local 4	12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63

For apprentice rates see "Apprentice-OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BARCO-TYPE JUMPING TAMPER	12/01/2017	\$33.08	\$7.70	\$13.60	\$0.00	\$54.38
LABORERS - ZONE 2	06/01/2018	\$33.92	\$7.70	\$13.60	\$0.00	\$55.22
	12/01/2018	\$34.76	\$7.70	\$13.60	\$0.00	\$56.06
	06/01/2019	\$35.63	\$7.70	\$13.60	\$0.00	\$56.93
	12/01/2019	\$36.49	\$7.70	\$13.60	\$0.00	\$57.79
	06/01/2020	\$37.38	\$7.70	\$13.60	\$0.00	\$58.68
	12/01/2020	\$38.27	\$7.70	\$13.60	\$0.00	\$59.57
	06/01/2021	\$39.19	\$7.70	\$13.60	\$0.00	\$60.49
	12/01/2021	\$40.10	\$7.70	\$13.60	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER	12/01/2017	\$33.58	\$7.70	\$13.60	\$0.00	\$54.88
LABORERS - ZONE 2	06/01/2018	\$34.42	\$7.70	\$13.60	\$0.00	\$55.72
	12/01/2018	\$35.26	\$7.70	\$13.60	\$0.00	\$56.56
	06/01/2019	\$36.13	\$7.70	\$13.60	\$0.00	\$57.43
	12/01/2019	\$36.99	\$7.70	\$13.60	\$0.00	\$58.29
	06/01/2020	\$37.88	\$7.70	\$13.60	\$0.00	\$59.18
	12/01/2020	\$38.77	\$7.70	\$13.60	\$0.00	\$60.07
	06/01/2021	\$39.69	\$7.70	\$13.60	\$0.00	\$60.99
	12/01/2021	\$40.60	\$7.70	\$13.60	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER BOILERMAKERS LOCAL 29	01/01/2017	\$42.92	\$6.97	\$16.21	\$0.00	\$66.10

Apprentice - BOILERMAKER - Local 29

tep	ive Date - percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
	65	\$27.90	\$6.97	\$10.54	\$0.00	\$45.41
!	65	\$27.90	\$6.97	\$10.54	\$0.00	\$45.41
3	70	\$30.04	\$6.97	\$11.35	\$0.00	\$48.36
4	75	\$32.19	\$6.97	\$12.16	\$0.00	\$51.32
i	80	\$34.34	\$6.97	\$12.97	\$0.00	\$54.28
;	85	\$36.48	\$6.97	\$13.78	\$0.00	\$57.23
,	90	\$38.63	\$6.97	\$14.59	\$0.00	\$60.19
3	95	\$40.77	\$6.97	\$15.40	\$0.00	\$63.14

Apprentice to Journeyworker Ratio:1:5

 Issue Date:
 05/17/2018
 Wage Request Number:
 20180517-036
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Classification		Effective Da	te Base Wag	e Health	Pension	Supplemental Unemployment	Total Rat
	FICIAL MASONRY (INCL. MASON	RY 03/01/2018	\$49.96	\$10.75	\$19.43	\$0.00	\$80.14
WATERPROOFING) BRICKLAYERS LOCAL 3 (FO	DXBORO)	08/01/2018	\$51.31	\$10.75	\$19.56	\$0.00	\$81.62
,	,	02/01/2019	\$51.91	\$10.75	\$19.56	\$0.00	\$82.22
		08/01/2019	\$53.26	\$10.75	\$19.70	\$0.00	\$83.71
		02/01/2020	\$53.86	\$10.75	\$19.70	\$0.00	\$84.31
		08/01/2020	\$55.21	\$10.75	\$19.85	\$0.00	\$85.81
		02/01/2021	\$55.81	\$10.75	\$19.85	\$0.00	\$86.41
		08/01/2021	\$57.21	\$10.75	\$20.01	\$0.00	\$87.97
		02/01/2022	\$57.79	\$10.75	\$20.01	\$0.00	\$88.55
	ntice - BRICK/PLASTER/CEMENT	MASON - Local 3 Foxbore	o				
Effectiv Step	ve Date - 03/01/2018 percent	Apprentice Base Wage	Health	Pension	Supplements Unemploymer		
1	50	\$24.98	\$10.75	\$19.43	\$0.0	0 \$55.16	
2	60	\$29.98	\$10.75	\$19.43	\$0.0	\$60.16	
3	70	\$34.97	\$10.75	\$19,43	\$0.0		
4	80	\$39.97	\$10.75	\$19.43	\$0.0		
5	90	\$44.96	\$10.75	\$19.43	\$0.0		
Effectiv Step	ve Date - 08/01/2018 percent	Apprentice Base Wage	Health	Pension	Supplementa Unemploymer		
1	50	\$25.66	\$10.75	\$19.56	\$0.0	) \$55.97	
2	60	\$30.79	\$10.75	\$19.56	\$0.0	\$61.10	
3	70	\$35.92	\$10.75	\$19.56	\$0.0	\$66.23	
4	80	\$41.05	\$10.75	\$19.56	\$0.0	\$71.36	
5	90	\$46.18	\$10.75	\$19.56	\$0.00	\$76.49	
Notes:	e establishmen unkantenske denhammer Sombookske Microbiol (Microbiol (Microbi	TOTAL CONTROL ENGINEERS AND CONTROL OF THE CONTROL	mania substitute situations and	CONTRACTOR STEEL STEEL	CONSTRUCT CONTRACT STATEMENT	Australia de la composition della composition de	
						<b>CARGINITIES</b>	
Apprei	ntice to Journeyworker Ratio:1:5	DESCRIPTION OF THE PROPERTY OF	MANAGEMENT STREET, STR	mone ormorphic recorded and		ATTOCACO CONTRACTOR CONTRACTOR CONTRACTOR	
ULLDOZER/GRADE PERATING ENGINEERS LO		12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
For apprentice rates see "/	Apprentice- OPERATING ENGINEERS"						
AISSON & UNDERPI	INNING BOTTOM MAN	12/01/2017	\$38.60	\$7.70	\$14.95	\$0.00	\$61.25
IDORENO - FOUNDATION A	and wante	06/01/2018	\$39.55	\$7.70	\$14.95	\$0.00	\$62.20
		12/01/2018	\$40.50	\$7.70	\$14.95	\$0.00	\$63.15
		06/01/2019	\$41.50	\$7,70	\$14.95	\$0.00	\$64.15
		12/01/2019	\$42.50	\$7.70	\$14.95	\$0.00	\$65.15
			642.46	\$7.70	\$14.95	\$0.00	\$66.14
		06/01/2020	\$43.49	ψ1.10		·	
		06/01/2020 12/01/2020		\$7.70	\$14.95	\$0.00	\$67.12
			\$44.47			\$0.00 \$0.00	\$67.12 \$68.14

Issue Date: 05/17/2018 Wage Request Number: 20180517-036 Page 4 of 41

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING LABORER	12/01/2017	\$37.45	\$7.70	\$14.95	\$0.00	\$60.10
LABORERS - FOUNDATION AND MARINE	06/01/2018	\$38.40	\$7.70	\$14.95	\$0.00	\$61.05
	12/01/2018	\$39.35	\$7.70	\$14.95	\$0.00	\$62.00
	06/01/2019	\$40.35	\$7.70	\$14.95	\$0.00	\$63.00
	12/01/2019	\$41.35	\$7.70	\$14.95	\$0.00	\$64.00
	06/01/2020	\$42.34	\$7.70	\$14.95	\$0.00	\$64.99
	12/01/2020	\$43.32	\$7.70	\$14.95	\$0.00	\$65.97
	06/01/2021	\$44.34	\$7.70	\$14.95	\$0.00	\$66.99
	12/01/2021	\$45.35	\$7.70	\$14.95	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN	12/01/2017	\$37.45	\$7.70	\$14.95	\$0.00	\$60.10
LABORERS - FOUNDATION AND MARINE	06/01/2018	\$38,40	\$7.70	\$14.95	\$0.00	\$61.05
	12/01/2018	\$39.35	\$7.70	\$14.95	\$0.00	\$62.00
	06/01/2019	\$40.35	\$7.70	\$14.95	\$0.00	\$63.00
	12/01/2019	\$41.35	\$7.70	\$14.95	\$0.00	\$64.00
	06/01/2020	\$42.34	\$7.70	\$14.95	\$0.00	\$64.99
	12/01/2020	\$43,32	\$7.70	\$14.95	\$0.00	\$65.97
	06/01/2021	\$44.34	\$7.70	\$14.95	\$0.00	\$66.99
	12/01/2021	\$45.35	\$7.70	\$14.95	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR	12/01/2017	\$33.08	\$7.70	\$13.60	\$0.00	\$54.38
LABORERS - ZONE 2	06/01/2018	\$33.92	\$7.70	\$13.60	\$0.00	\$55.22
	12/01/2018	\$34.76	\$7.70	\$13.60	\$0.00	\$56.06
	06/01/2019	\$35.63	\$7.70	\$13.60	\$0.00	\$56.93
	12/01/2019	\$36.49	\$7.70	\$13.60	\$0.00	\$57.79
	06/01/2020	\$37.38	\$7.70	\$13.60	\$0.00	\$58.68
	12/01/2020	\$38.27	\$7.70	\$13.60	\$0.00	\$59.57
	06/01/2021	\$39,19	\$7.70	\$13.60	\$0.00	\$60.49
	12/01/2021	\$40.10	\$7.70	\$13.60	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
CARPENTER	03/01/2018	\$40,28	\$9.90	\$17.50	\$0.00	\$67.68
CARPENTERS -ZONE 2 (Eastern Massachusetts)	09/01/2018	\$41.32	\$9.90	\$17.50	\$0.00	\$68.72
	03/01/2019	\$42.35	\$9.90	\$17.50	\$0.00	\$69.75

Issue Date: 05/17/2018 Wage Request Number: 20180517-036 Page 5 of 41

Apprentice - CARPENTER - Zone 2 Eastern MA

	Effect	ive Date -	03/01/2018				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$20.14	\$9.90	\$1.73	\$0.00	\$31.77	
	2	60		\$24.17	\$9.90	\$1.73	\$0.00	\$35.80	
	3	70		\$28.20	\$9.90	\$12.31	\$0.00	\$50,41	
	4	75		\$30.21	\$9.90	\$12.31	\$0.00	\$52.42	
	5	80		\$32,22	\$9.90	\$14.04	\$0.00	\$56.16	
	6	80		\$32.22	\$9.90	\$14.04	\$0.00	\$56.16	
	7	90		\$36.25	\$9.90	\$15.77	\$0.00	\$61.92	
	8	90		\$36.25	\$9.90	\$15.77	\$0.00	\$61.92	
	Effect Step	ive Date -	09/01/2018	Apprentice Base Wage	Health	Pension	Supplementai Unemployment	Total Rate	
	1	50		\$20.66	\$9.90	\$1.73	\$0.00	\$32,29	
	2	60		\$24.79	\$9.90	\$1.73	\$0.00	\$36.42	
	3	70		\$28.92	\$9.90	\$12.31	\$0.00	\$51.13	
	4	75		\$30.99	\$9.90	\$12.31	\$0.00	\$53.20	
	5	80		\$33.06	\$9.90	\$14.04	\$0.00	\$57.00	
	6	80		\$33.06	\$9.90	\$14.04	\$0.00	\$57.00	
	7	90		\$37.19	\$9.90	\$15.77	\$0.00	\$62,86	
	8	90		\$37.19	\$9.90	\$15.77	\$0.00	\$62.86	
	Notes:			THE STREET STREET, STR	word white		COLUMN CONTRACTOR OF THE PERSON OF THE PERSO	***************************************	
	T.		ared After 10/1/17; 45/45/55 \$29.76/ 3&4 \$35.45/ 5&6 \$					the specialists	
	Appre	ntice to Jo	urneyworker Ratio:1:5	entering bearings bearings bloomed statistics sentimets to	STORE CONTRACTOR SECURIORS	common amounts assument	www.mer and all the first	mand management total and the second of the	
CARPENTE				04/01/2018	\$26.67	7 \$7.07	\$7.86	\$0.00	\$41.60
CARPENTERS -	ZONE 2 (Woo	od Frame)		10/01/2018	\$27.09	\$7.07	\$7.86	\$0.00	\$42.02
				04/01/2019	\$27.52	\$7.07	\$7.86	\$0.00	\$42.45
				10/01/2019	\$27.95	\$7.07	\$7.86	\$0.00	\$42.88

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

Eff Ste	ective Date - percent	04/01/2018	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat	æ
1	60		\$16.00	\$7.07	\$0.00	\$0.00	\$23.0	
2	60		\$16.00	\$7.07	\$0.00	\$0.00	\$23.0	
3	65		\$17.34	\$7.07	\$7.86	\$0.00	\$32.2	
4	70		\$18.67	\$7.07	\$7.86	\$0.00	\$33.6	
5	75		\$20.00	\$7.07	\$7.86	\$0.00	\$34.9	
6	80		\$21.34	\$7.07	\$7.86	\$0.00	\$36.2	7
7	85		\$22.67	\$7.07	\$7.86	\$0.00	\$37.6	0
8	90		\$24.00	\$7.07	\$7.86	\$0.00	\$38.9	3
	ective Date -	10/01/2018				Supplemental		
Ste	p percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	е
1	60		\$16.25	\$7.07	\$0.00	\$0.00	\$23.3	2
2	60		\$16.25	\$7.07	\$0.00	\$0.00	\$23,3	2
3	65		\$17.61	\$7.07	\$7.86	\$0.00	\$32.5	4
4	70		\$18.96	\$7.07	\$7.86	\$0.00	\$33.8	9
5	75		\$20,32	\$7.07	\$7.86	\$0.00	\$35.2	5
6	80		\$21.67	\$7.07	\$7.86	\$0.00	\$36.6	0
7	85		\$23.03	\$7.07	\$7.86	\$0.00	\$37.9	6
8	90		\$24.38	\$7.07	\$7.86	\$0.00	\$39.3	1
No		ured After 10/1/17; 45/45/	/55/55/70/70/80/80		V	www.ast clinia sections we	STATES THE STATES OF THE STATE	
WWW.		\$19.07/3&4 \$26.49/5&					Anagenesae	
Ap	prentice to Jo	urneyworker Ratio:1:5	eminima eminimalist MANNONS (1977)-1977 eminima eminimalist e	mandel and the second	morning analysis similar	Milatinese absorptiones resimentation remain	annual trace (222) 2022 VPR granderen	
PENTER WOC		All Other Work)	06/01/2016	5 \$25.32	\$9.80	\$16.82	\$0.00	\$51.9
ENT MASON		ING	01/01/2018	3 \$41.11	\$12.35	\$22.41	\$0.30	\$76.17
LAYERS LOCAL 3	(FOXBORO)		07/01/2018	\$42.08	\$12.35	\$22.41	\$0.30	\$77.14
			01/01/2019	\$43,26	\$12.35	\$22.41	\$0.30	\$78.32
			07/01/2019	\$44.21	\$12.35	\$22.41	\$0.30	\$79.27
			01/01/2020	\$45.39	\$12.35	\$22.41	\$0.30	\$80.45

	Step	ive Date - percent	01/01/2018	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$20.56	\$12.35	\$15.41	\$0.00	\$48.32	
	2	60		\$24.67	\$12.35	\$17.41	\$0.30	\$54.73	
	3	65		\$26.72	\$12.35	\$18.41	\$0.30	\$57.78	
	4	70		\$28.78	\$12.35	\$19.41	\$0.30	\$60.84	
	5	75		\$30.83	\$12.35	\$20.41	\$0.30	\$63.89	
	6	80		\$32.89	\$12.35	\$21.41	\$0.30	\$66.95	
	7	90		\$37.00	\$12.35	\$22.41	\$0.30	\$72.06	
	Effecti	ive Date -	07/01/2018				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$21.04	\$12.35	\$15.41	\$0.00	\$48.80	
	2	60		\$25,25	\$12.35	\$17.41	\$0.30	\$55,31	
	3	65		\$27.35	\$12.35	\$18.41	\$0.30	\$58.41	
	4	70		\$29.46	\$12.35	\$19.41	\$0.30	\$61.52	
	5	75		\$31.56	\$12.35	\$20.41	\$0.30	\$64.62	
	6	80		\$33.66	\$12.35	\$21.41	\$0.30	\$67.72	
	7	90		\$37.87	\$12.35	\$22.41	\$0.30	\$72.93	
	Notes:		are 500 hrs. All other steps at		ALLES CALCULAR CALCULAR	Account Partition Institutes	X	errer over over over over over over over	
	Appre	ntice to Jo	urncyworker Ratio:1:3	manufacture suppositive suppositive suppositive suppositive of		SPECIAL CONTRACT CONTRACT CONTRACT	Summinal Editorial Control of States	The state of the s	
IAIN SAW		FOR		12/01/2017	7 \$33.08	\$7.70	\$13.60	\$0.00	\$54.38
ORERS - ZON	ts 2			06/01/2018	3 \$33.92	2 \$7.70	\$13.60	\$0.00	\$55.22
				12/01/2018	\$34.76	\$7.70	\$13.60	\$0.00	\$56.06
				06/01/2019	\$35.63	\$7.70	\$13.60	\$0.00	\$56.93
				12/01/2019	\$36.49	\$7.70	\$13.60	\$0.00	\$57.79
				06/01/2020	\$37.38	\$7.70	\$13.60	\$0.00	\$58.68
				12/01/2020	\$38.27	7 \$7.70	\$13.60	\$0.00	\$59.57
				06/01/2021	\$39.19	\$7.70	\$13.60	\$0.00	\$60.49
				12/01/2021	\$40.10	\$7.70	\$13.60	\$0.00	\$61.40
For apprentice									
RATING ENG	INEERS LO	OCAL 4	ETS/HEADING MACHINE	S 12/01/2017	\$47.63	3 \$10.50	\$15.50	\$0.00	\$73.63
			PERATING ENGINEERS"						
MPRESSO: ERATING ENG				12/01/2017	\$31.80	\$10.50	\$15.50	\$0.00	\$57.80
For apprentice	rates see "	Apprentice- O	PERATING ENGINEERS"						

For apprentice rates see "Apprentice-OPERATING ENGINEERS"

Jassification			Effective Dat	e base wage	е пеаци		Unemployment	
DELEADER (BRID			01/01/2018	\$49.66	\$8.10	\$19.55	\$0.00	\$77.31
AINTERS LOCAL 35 - :	ZONE 2		07/01/2018	\$50.76	\$8.10	\$19.55	\$0.00	\$78.41
			01/01/2019	\$51.86	\$8.10	\$19.55	\$0.00	\$79.51
			07/01/2019	\$52.96	\$8.10	\$19.55	\$0.00	\$80.61
			01/01/2020	\$54.06	\$8.10	\$19.55	\$0.00	\$81.71
			07/01/2020	\$55.16	\$8.10	\$19.55	\$0.00	\$82.81
			01/01/2021		\$8.10	\$19.55	\$0.00	\$83.91
•	•	PAINTER Local 35 - BRIDG	ES/TANKS					
	fective Dat		A C D W.	TT - 64	D	Supplementa		
Ste		ent	Apprentice Base Wage		Pension	Unemploymen		
1	50		\$24.83	\$8.10	\$0.00	\$0.00		
2	55		\$27.31	\$8.10	\$5.06	\$0.00	\$40.47	
3	60		\$29.80	\$8.10	\$5.52	\$0.00		
4	65		\$32.28	\$8.10	\$5.98	\$0.00	\$46.36	
5	70		\$34.76	\$8.10	\$16.79	\$0.00	\$59.65	
6	75		\$37.25	\$8.10	\$17.25	\$0.00	\$62.60	
7	80		\$39.73	\$8.10	\$17.71	\$0.00	\$65.54	
8	90		\$44.69	\$8,10	\$18.63	\$0.00	\$71.42	
	fective Dat	re - 07/01/2018				Supplementa		
Ste	ep perce	ent	Apprentice Base Wage		Pension	Unemploymen		
1	50		\$25.38	\$8.10	\$0.00	\$0.00		
2	55		\$27.92	\$8.10	\$5.06	\$0.00	\$41.08	
3	60		\$30,46	\$8.10	\$5.52	\$0.00	\$44.08	
4	65		\$32.99	\$8.10	\$5.98	\$0.00	\$47.07	
5	70		\$35.53	\$8.10	\$16.79	\$0.00	\$60.42	
6	75		\$38.07	\$8.10	\$17.25	\$0.00	\$63.42	
7	80		\$40.61	\$8.10	\$17.71	\$0.00	\$66.42	
8	90		\$45.68	\$8.10	\$18.63	\$0.00	\$72.41	
No	ites:	Annual Summing Volumery Newsynth Stational Immunos and	minimated minimated printing printing grands grands, of a	second school torowing to	Ministry annual annual	annualities all'attaching prince trees,	Academical Control of	
<b>1</b>		are 750 hrs.	namely produkted justimete konstrukt skrivaksii Afrikaisii Pi	manayay yankararang yankirkah haris	construction of the constr	, parkingga - house state - també and	ANCIALIT ALBERTANE ATTENDED	
Ar MO: ADZEMAI		o Journeyworker Ratio:1:1					···	\$60.10
MO: ADZEMA ORERS - ZONE 2	. 1		12/01/2017		\$7.70	\$14.75 \$14.75	\$0.00	\$60.10
			06/01/2018	\$38.60	\$7.70	\$14.75 \$14.75	\$0.00	\$61.05
			12/01/2018	\$39.55	\$7.70	\$14.75 \$14.75	\$0.00	\$62.00
			06/01/2019		\$7.70	\$14.75 \$14.75	\$0.00 \$0.00	\$63.00
For apprentice rates	see "Apprent	ice- LABORER"	12/01/2019	\$41.55	\$7.70	\$14.75	\$0.00	\$64.00
		R/HAMMER OPERATOR	12/01/2017	\$38.65	\$7.70	\$14.75	\$0.00	\$61.10
BORERS - ZONE 2			06/01/2018	\$39.60	\$7.70	\$14.75	\$0.00	\$62.05
			12/01/2018	\$40.55	\$7.70	\$14.75	\$0.00	\$63.00
						\$14.75	\$0.00	\$64.00
			06/01/2019		\$7.70		\$0.00	
			12/01/2019	\$42.55	\$7.70	\$14.75	φυ.νυ	\$65.00

Classification

Supplemental Unemployment

Pension

Effective Date Base Wage Health

Total Rate

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS LABORERS - ZONE 2	12/01/2017	\$38.40	\$7.70	\$14.75	\$0.00	\$60.85
ZIIDAIDAID BOILD I	06/01/2018	\$39.35	\$7.70	\$14.75	\$0.00	\$61.80
	12/01/2018	\$40.30	\$7.70	\$14.75	\$0.00	\$62.75
	06/01/2019	\$41.30	\$7.70	\$14.75	\$0.00	\$63.75
	12/01/2019	\$42.30	\$7.70	\$14.75	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"		***************************************				
DEMO: CONCRETE CUTTER/SAWYER  LABORERS - ZONE 2	12/01/2017	\$38.65	\$7.70	\$14.75	\$0.00	\$61.10
	06/01/2018	\$39.60	\$7.70	\$14.75	\$0.00	\$62.05
	12/01/2018	\$40.55	\$7.70	\$14.75	\$0.00	\$63.00
	06/01/2019	\$41.55	\$7.70	\$14.75	\$0.00	\$64.00
D / L DODDON	12/01/2019	\$42.55	\$7.70	\$14.75	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"				014.55	<b></b>	***
DEMO: JACKHAMMER OPERATOR  LABORERS - ZONE 2	12/01/2017	\$38.40	\$7.70	\$14.75	\$0.00	\$60.85
	06/01/2018	\$39.35	\$7.70	\$14.75	\$0.00	\$61.80
	12/01/2018	\$40.30	\$7.70	\$14.75	\$0.00	\$62.75
	06/01/2019	\$41.30	\$7.70	\$14.75	\$0.00	\$63.75
For apprentice rates see "Apprentice- LABORER"	12/01/2019	\$42.30	\$7.70	\$14.75	\$0.00	\$64.75
DEMO: WRECKING LABORER	12/01/2017	\$37.65	\$7.70	\$14.75	\$0.00	\$60.10
LABORERS - ZONE 2	06/01/2018	\$38.60	\$7.70	\$14.75	\$0.00	\$61.05
	12/01/2018	\$39.55	\$7.70	\$14.75	\$0.00	\$62.00
	06/01/2019	\$40.55	\$7.70	\$14.75	\$0.00	\$63.00
	12/01/2019	\$41.55	\$7.70	\$14.75	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"	12, 01, 201,	<b>V.1100</b>	4			
DIRECTIONAL DRILL MACHINE OPERATOR  OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER	08/01/2017	\$61.98	\$9.90	\$21.15	\$0.00	\$93.03
PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2018	\$65.20	\$9.90	\$21.15	\$0.00	\$96.25
	08/01/2019	\$68.52	\$9.90	\$21,15	\$0.00	\$99.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2017	\$44.27	\$9.90	\$21.15	\$0.00	\$75.32
THE DAVER LOCAL SO (2012 2)	08/01/2018	\$46.57	\$9.90	\$21.15	\$0.00	\$77.62
	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2017	\$66.41	\$9.90	\$21.15	\$0.00	\$97.46
,	08/01/2018	\$69.86	\$9.90	\$21.15	\$0.00	\$100.91
For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2019	\$73.41	\$9.90	\$21.15	\$0.00	\$104.46
DIVER/SLURRY (EFFLUENT)	08/01/2017	\$92.97	\$9.90	\$21.15	\$0.00	\$124.02
PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2018	\$97.80	\$9.90	\$21.15	\$0.00	\$128.85
	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"	00/01/2019	Φ1V2./O	φ <i>7.</i> 70	ψ <i>ε</i> , Ι, Ι <i>.</i>	ψυισυ	φ <i>ξυυ</i> .συ

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ELECTRICIAN	03/01/2018	\$40.42	\$9.40	\$12.34	\$0.00	\$62.16
ELECTRICIANS LOCAL 223	09/01/2018	\$41.03	\$9.65	\$12.74	\$0.00	\$63.42
	03/01/2019	\$41.64	\$9.90	\$13.15	\$0.00	\$64.69
	09/01/2019	\$42.26	\$10.15	\$13.54	\$0.00	\$65.95
	03/01/2020	\$42.87	\$10.40	\$13.94	\$0.00	\$67.21

Apprentice - ELECTRICIAN - Local 223

	-,	3/01/2018	Ammonting Dags Wass	Llanlth	Pension	Supplemental Unemployment	Total Rate	
Step	percent		Apprentice Base Wage			-		
1	40		\$16.17	\$0.00	\$0.49	\$0.00	\$16.66	
2	42		\$16.98	\$0.00	\$0.51	\$0.00	\$17.49	
3	45		\$18.19	\$9.40	\$0.55	\$0.00	\$28.14	
4	48		\$19.40	\$9.40	\$4.00	\$0.00	\$32.80	
5	50		\$20.21	\$9.40	\$4.30	\$0.00	\$33.91	
6	55		\$22.23	\$9.40	\$4.45	\$0.00	\$36.08	
7	60		\$24.25	\$9.40	\$4.74	\$0.00	\$38.39	
8	65		\$26.27	\$9.40	\$5.04	\$0.00	\$40.71	
9	70		\$28.29	\$9.40	\$5.33	\$0.00	\$43.02	
10	75		\$30.32	\$9.40	\$5.62	\$0.00	\$45.34	
Effect Step	rive Date - 0	9/01/2018	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	40		\$16.41	\$0.00	\$0.49	\$0.00	\$16.90	
2	42		\$17.23	\$0.00	\$0.52	\$0.00	\$17.75	
3	45		\$18.46	\$9.65	\$0.58	\$0.00	\$28.69	
4	48		\$19.69	\$9.65	\$4.35	\$0.00	\$33.69	
5	50		\$20.52	\$9.65	\$4.45	\$0.00	\$34.62	
6	55		\$22.57	\$9.65	\$4.75	\$0.00	\$36.97	
7	60		\$24.62	\$9.65	\$5.04	\$0.00	\$39.31	
8	65		\$26.67	\$9.65	\$5.34	\$0.00	\$41.66	
9	70		\$28,72	\$9.65	\$5.63	\$0.00	\$44.00	
10	75		\$30.77	\$9.65	\$5.87	\$0.00	\$46.29	
Notes	: Steps are 750	) hours	mare accounts processed production who may be desired.	Vicinity and Michigan	parameter described described and section of the se	Value and American sections ()		
Appro	entice to Journ	eyworker Ratio:2:3***	A COMMUNICATION STATEMENT SPECIAL COMMUNICATION OF	CLINOTE CONTRA	errores mornela monación			
TOR CONSTR			01/01/2018	\$57.62	2 \$15.43	\$16.61	\$0.00	\$89.66
OR CONSTRUCTO	RS LOCAL 4		01/01/2019	\$59.4	7 \$15.58	\$17.51	\$0.00	\$92.56
			01/01/2020	\$61.42	2 \$15.73	\$18.41	\$0.00	\$95.56
			01/01/2021			\$19.31	\$0.00	\$98.66
			01/01/2022			\$20.21	\$0.00	\$101.8

Issue Date: 05/17/2018 Wage Request Number: 20180517-036 Page 11 of 41

Total Rate

	Step	ve Date - 01/01/2018 percent	Apprenti	ce Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	е
	1	50		\$28.81	\$15.43	\$0.00	\$0.00	\$44.24	4
	2	55		\$31.69	\$15.43	\$16.61	\$0.00	\$63.73	3
	3	65		\$37.45	\$15.43	\$16.61	\$0.00	\$69.49	•
	4	70		\$40.33	\$15.43	\$16.61	\$0.00	\$72.37	7
	5	80		\$46.10	\$15.43	\$16.61	\$0.00	\$78.14	1
	Effecti	ve Date - 01/01/2019					Supplemental		
	Step	percent	Apprenti	ce Base Wage	Health	Pension	Unemployment	Total Rate	9
	1	50		\$29.74	\$15.58	\$0.00	\$0.00	\$45.32	2
	2	55		\$32.71	\$15.58	\$17.51	\$0.00	\$65.80	)
	3	65		\$38.66	\$15.58	\$17.51	\$0.00	\$71.75	5
	4	70		\$41.63	\$15.58	\$17.51	\$0.00	\$74.72	2
	5	80		\$47.58	\$15.58	\$17.51	\$0.00	\$80.67	7
	Notes:	Steps 1-2 are 6 mos.; Ste	eps 3-5 are 1 year	of Economical Statement environment	neuroscusto materialista escumbida	AMAGAMA MATANTA	Элемент какончан манадаша ме	more and accordance devices according to the second	
	Appre	ntice to Journeyworker	Ratio:1:1	CLUCIA GRANTIN WARRANT T		man was will .			
EVATOR :		UCTOR HELPER		01/01/2018	3 \$40.33	3 \$15.43	\$16.61	\$0.00	\$72.3
VATOR CON	21 KOC 1OK	S LOCAL 4		01/01/2019	9 \$41.63	3 \$15.58	\$17.51	\$0.00	\$74.72
				01/01/2020	\$42.99	\$15.73	\$18.41	\$0.00	\$77.13
				01/01/2021	1 \$44.43	\$15.88	\$19.31	\$0.00	\$79.62
г.	,	A DI EXACTOR CON	erplictors	01/01/2022	2 \$45.93	\$16.03	\$20,21	\$0.00	\$82.17
		Apprentice - ELEVATOR CON IL ERECTOR	SERUCTOR	12/01/2017	7 \$33.08	3 \$7.70	\$13.60	\$0.00	\$54.38
ORERS - ZOI		. D Breed of the		06/01/2018			\$13.60	\$0.00	\$55.22
				12/01/2018			\$13.60	\$0.00	\$56.00
				06/01/2019			\$13.60	\$0.00	\$56.93
				12/01/2019	*****		\$13.60	\$0.00	\$57.79
				06/01/2020			\$13.60	\$0.00	\$58.68
				12/01/2020			\$13.60	\$0.00	\$59.57
				06/01/2021	,		\$13.60	\$0.00	\$60.49
				12/01/2021			\$13.60	\$0.00	\$61.40
		Apprentice- LABORER"	TIWA				017.70	00.00	0.000
LD ENG.I ERATING ENG		SON-BLDG,SITE,HVY/ <i>pcal 4</i>	□ W I	05/01/2018	3 \$42.84	\$10.50	\$15.50	\$0.00	\$68.84
		Apprentice- OPERATING ENG		***************************************					
LD ENG.I ERATING ENG		HIEF-BLDG,SITE,HVY <i>i</i> ICAL 4	HWY	05/01/2018	\$44.31	\$10.50	\$15.50	\$0.00	\$70,31
For apprentic	ce rates see "	Apprentice- OPERATING ENG	INEERS"						
LD ENG.I		SON-BLDG,SITE,HVY/. DCAL 4	HWY	05/01/2018	\$22.51	\$10.50	\$15.50	\$0.00	\$48.51
	no motos see #	Apprentice- OPERATING ENG	INEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM INSTALLER	03/01/2018	\$40,42	\$9.40	\$12.34	\$0.00	\$62.16
ELECTRICIANS LOCAL 223	09/01/2018	\$41.03	\$9.65	\$12.74	\$0.00	\$63.42
	03/01/2019	\$41.64	\$9.90	\$13.15	\$0.00	\$64.69
	09/01/2019	\$42.26	\$10.15	\$13.54	\$0.00	\$65.95
	03/01/2020	\$42.87	\$10.40	\$13.94	\$0.00	\$67.21
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE	03/01/2018	\$34.27	\$9.40	\$10.46	\$0.00	\$54.13
/ COMMISSIONING ELECTRICIANS	09/01/2018	\$34.76	\$9.65	\$10.81	\$0.00	\$55.22
WCAL 223	03/01/2019	\$35.25	\$9.90	\$11.14	\$0.00	\$56.29
	09/01/2019	\$35.78	\$10.15	\$11.45	\$0.00	\$57.38
	03/01/2020	\$36.27	\$10.40	\$11.78	\$0.00	\$58.45
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) OPERATING ENGINEERS LOCAL 4	12/01/2017	\$38.57	\$10.50	\$15.50	\$0.00	\$64.57
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER	12/01/2017	\$21.50	\$7.70	\$13.60	\$0.00	\$42.80
LABORERS - ZONE 2	06/01/2018	\$21.50	\$7.70	\$13.60	\$0.00	\$42.80
	12/01/2018	\$22.50	\$7.70	\$13,60	\$0.00	\$43.80
	06/01/2019	\$22.50	\$7.70	\$13.60	\$0.00	\$43.80
	12/01/2019	\$23.50	\$7.70	\$13.60	\$0.00	\$44.80
	06/01/2020	\$23.50	\$7.70	\$13.60	\$0.00	\$44.80
	12/01/2020	\$24.50	\$7.70	\$13.60	\$0.00	\$45.80
	06/01/2021	\$24.50	\$7.70	\$13.60	\$0.00	\$45.80
	12/01/2021	\$24.50	\$7.70	\$13.60	\$0.00	\$45.80
For apprentice rates see "Apprentice- LABORER"		•	,			
FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE I	03/01/2016	\$42.13	\$9.80	\$17.62	\$0.00	\$69.55

Step	percent 03/01/2016	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.07	\$9.80	\$1.79	\$0.00	\$32.66
2	55	\$23.17	\$9.80	\$1.79	\$0.00	\$34.76
3	60	\$25.28	\$9.80	\$12.25	\$0.00	\$47.33
4	65	\$27.38	\$9.80	\$12.25	\$0.00	\$49.43
5	70	\$29.49	\$9.80	\$14.04	\$0.00	\$53.33
6	75	\$31.60	\$9.80	\$14.04	\$0.00	\$55.44
7	80	\$33.70	\$9.80	\$15.83	\$0.00	\$59.33
8	85	\$35,81	\$9.80	\$15.83	\$0.00	\$61.44
Note	s: Steps are 750 hrs.	NAMES CONTRACTOR CONTR		THE PERSON NAMED OF THE PERSON	remainer interests introduced similarly	and distribution and analysis constraints
	•	/55/55/70/70/80/80 (1500hr Steps) \$36.49/ 5&6 \$53.33/ 7&8 \$59.33				
Appi	rentice to Journeyworker	Ratio:1:1			MANAGEM AND THE PARTY OF THE PA	A LITTURE AND ADDRESS OF THE PARTY OF THE PA

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OPERATING ENGINEERS LOCAL 4

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					nemployment	
ENERATOR/LIGHTING PLANT/HEATERS PERATING ENGINEERS LOCAL 4	12/01/201	7 \$31.80	\$10.50	\$15.50	\$0.00	\$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR	06/01/201	7 \$36.28	\$10.25	\$8.95	\$0.00	\$55.48
SYSTEMS)	06/01/2013		\$10.40	\$9.35	\$0.00	\$56.93
GLAZIERS LOCAL 1333	06/01/2019	\$38.18	\$10.60	\$9.90	\$0.00	\$58.68
	06/01/2020		\$10.80	\$10.45	\$0.00	\$60.43
Apprentice - GLAZIER - Local 1333						
Effective Date - 06/01/2017				Supplemental		
Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1 50	\$18.14	\$10.25	\$1.45	\$0.00	\$29.84	
2 56	\$20.41	\$10.25	\$1.45	\$0.00	\$32.11	
3 63	\$22.68	\$10.25	\$1.95	\$0.00	\$34.88	
4 69	\$24.94	\$10.25	\$1.95	\$0.00	\$37.14	
5 75	\$27.21	\$10.25	\$2,45	\$0.00	\$39.91	
6 81	\$29.48	\$10.25	\$2.45	\$0.00	\$42.18	
7 88	\$31.75	\$10.25	\$8.95	\$0.00	\$50.95	
8 94	\$34.01	\$10.25	\$8.95	\$0.00	\$53.21	
Effective Date - 06/01/2018				Supplemental		
Step percent	Apprentice Base Wage		Pension	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	
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	
Notes:	MANAGE CALLES CANADA CANADA STATEMENT CONTRACTOR		COLUMN WARRANTE	and the second s	***************************************	
					as constraints	
Apprentice to Journeyworker Ratio:1:3	Children interests and account and account and account and account a	- Comment of the comm	constant and a second of	moreous managed assumed little	Silve Control Control Control	
HOISTING ENGINEER/CRANES/GRADALLS	12/01/2017	7 \$46.63	\$10.50	\$15,50	\$0.00	\$72.63

Effective Date Base Wage

Classification

Supplemental

Unemployment

Pension

Health

Total Rate

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Total Rate

For apprentice rates see "Apprentice rates see rates r	e to Journeyworker Ratio:1:6	\$25.65 \$27.98 \$30.31 \$32.64 \$34.97 \$37.30 \$39.64 \$41.97 04/01/201 10/01/201 04/01/201 09/01/201 09/01/201 09/01/201	8 \$34.96 8 \$35.46 9 \$35.96 8 \$40.42 8 \$41.03	\$12.20 \$12.20 \$12.20 \$9.40 \$9.65	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$16.30 \$16.30 \$12.34 \$12.74	\$5 \$5 \$6 \$6 \$6	\$6.15 53.98 56.31 58.64 50.97 63.30 65.64 67.97 \$65.36 \$65.36 \$65.86 \$66.36
3 65 4 70 5 75 6 80 7 85 8 90   Notes:	e to Journeyworker Ratio:1:6	\$30.31 \$32.64 \$34.97 \$37.30 \$39.64 \$41.97 04/01/201 10/01/201 04/01/201 03/01/201 03/01/201 03/01/201	\$10.50 \$10.50 \$10.50 \$10.50 \$10.50 \$10.50 \$334.96 \$35.46 9 \$35.96 \$40.42 \$41.03	\$15.50 \$15.50 \$15.50 \$15.50 \$15.50 \$15.50 \$12.20 \$12.20 \$12.20 \$9.40 \$9.65	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$16.30 \$16.30 \$12.34 \$12.74	\$1.90 \$1.90 \$1.90 \$0.00	\$6.31 58.64 50.97 63.30 65.64 67.97 \$65.36 \$65.36 \$66.36 \$62.16 \$63.42
4 70 5 75 6 80 7 85 8 90 Notes:  Notes:  Apprentice VAC (DUCTWORK) HEETMETAL WORKERS LOCAL II For apprentice rates see "Apprentice r	e to Journeyworker Ratio:1:6	\$32.64 \$34.97 \$37.30 \$39.64 \$41.97 04/01/201 10/01/201 04/01/201 03/01/201 03/01/201 03/01/201	\$10.50 \$10.50 \$10.50 \$10.50 \$10.50 \$310.50 \$310.50 \$310.50 \$310.50 \$310.50 \$310.50 \$310.50 \$310.50	\$15.50 \$15.50 \$15.50 \$15.50 \$15.50 \$12.20 \$12.20 \$12.20 \$9.40 \$9.65	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$16.30 \$16.30 \$12.34 \$12.74	\$1.90 \$1.90 \$1.90 \$0.00 \$0.00	\$65.36 \$65.36 \$65.36 \$65.36 \$65.36 \$66.36
5 75 6 80 7 85 8 90   Notes:	eto Journeyworker Ratio:1:6  17 - B  entice- SHEET METAL WORKER"	\$34.97 \$37.30 \$39.64 \$41.97 04/01/201 10/01/201 04/01/201 03/01/201 03/01/201 03/01/201	\$10.50 \$10.50 \$10.50 \$10.50 8 \$34.96 8 \$35.46 9 \$35.96 8 \$40.42 8 \$41.03	\$15.50 \$15.50 \$15.50 \$15.50 \$12.20 \$12.20 \$12.20 \$9.40 \$9.65	\$0.00 \$0.00 \$0.00 \$0.00 \$16.30 \$16.30 \$12.34 \$12.74	\$1.90 \$1.90 \$1.90 \$0.00 \$0.00	\$60.97 63.30 65.64 67.97 \$65.36 \$65.36 \$66.36 \$62.16 \$63.42
Apprentice  Apprentice  VAC (DUCTWORK)  HEETMETAL WORKERS LOCAL II  For apprentice rates see "Apprentice rates	e to Journeyworker Ratio:1:6  17 - B  entice- SHEET METAL WORKER"	\$37.30 \$39.64 \$41.97 04/01/201 10/01/201 04/01/201 03/01/201 03/01/201	\$10.50 \$10.50 \$10.50 8 \$34.96 8 \$35.46 9 \$35.96 8 \$40.42 8 \$41.03	\$15.50 \$15.50 \$15.50 \$12.20 \$12.20 \$12.20 \$9.40 \$9.65	\$0.00 \$0.00 \$0.00 \$16.30 \$16.30 \$12.34 \$12.74	\$1.90 \$1.90 \$1.90 \$0.00 \$0.00	\$63.30 \$65.64 \$67.97 \$65.36 \$65.36 \$66.36 \$62.16 \$63.42
7 85 8 90   Notes:	e to Journeyworker Ratio:1:6  17 - B  entice- SHEET METAL WORKER"	\$39.64 \$41.97 04/01/201 10/01/201 04/01/201 03/01/201 03/01/201	\$10.50 \$10.50 8 \$34.96 8 \$35.46 9 \$35.96 8 \$40.42 8 \$41.03	\$15.50 \$15.50 \$12.20 \$12.20 \$12.20 \$9.40 \$9.65	\$0.00 \$0.00 \$16.30 \$16.30 \$12.34 \$12.74	\$1.90 \$1.90 \$1.90 \$0.00 \$0.00	\$65.64 \$67.97 \$65.36 \$65.86 \$66.36 \$62.16 \$63.42
Apprentice  VAC (DUCTWORK)  HEETMETAL WORKERS LOCAL II  For apprentice rates see "Apprentice rates see "Appren	e to Journeyworker Ratio:1:6  17 - B  entice- SHEET METAL WORKER"	\$41.97 04/01/201 10/01/201 04/01/201 03/01/201 03/01/201	\$10.50 8 \$34.96 8 \$35.46 9 \$35.96 8 \$40.42 8 \$41.03	\$15.50 \$12.20 \$12.20 \$12.20 \$9.40 \$9.65	\$16.30 \$16.30 \$16.30 \$12.34	\$1.90 \$1.90 \$1.90 \$0.00 \$0.00	\$65.36 \$65.36 \$65.86 \$66.36 \$62.16 \$63.42
Apprentice  VAC (DUCTWORK)  HEETMETAL WORKERS LOCAL II  For apprentice rates see "Apprentice rates see "Appren	eto Journeyworker Ratio:1:6  17 - B  entice- SHEET METAL WORKER"	04/01/201 10/01/201 04/01/201 03/01/201 03/01/201	8 \$34.96 8 \$35.46 9 \$35.96 8 \$40.42 8 \$41.03	\$12.20 \$12.20 \$12.20 \$9.40 \$9.65	\$16.30 \$16.30 \$16.30 \$12.34	\$1.90 \$1.90 \$1.90 \$0.00 \$0.00	\$65.36 \$65.86 \$66.36 \$62.16 \$63.42
Apprentice  VAC (DUCTWORK)  IEETMETAL WORKERS LOCAL II  For apprentice rates see "Apprentice rates see "Appren	e to Journeyworker Ratio:1:6  17 - B  entice- SHEET METAL WORKER"	04/01/201 10/01/201 04/01/201 03/01/201 03/01/201	8 \$34.96 8 \$35.46 9 \$35.96 8 \$40.42 8 \$41.03	\$12.20 \$12.20 \$12.20 \$9.40 \$9.65	\$16.30 \$16.30 \$12.34 \$12.74	\$1.90 \$1.90 \$0.00 \$0.00	\$65.86 \$66.36 \$62.16 \$63.42
For apprentice rates see "Apprentice rates s	e to Journeyworker Ratio:1:6  17 - B  entice- SHEET METAL WORKER"	04/01/201 10/01/201 04/01/201 03/01/201 03/01/201	8 \$34.96 8 \$35.46 9 \$35.96 8 \$40.42 8 \$41.03	\$12.20 \$12.20 \$12.20 \$9.40 \$9.65	\$16.30 \$16.30 \$12.34 \$12.74	\$1.90 \$1.90 \$0.00 \$0.00	\$65.86 \$66.36 \$62.16 \$63.42
For apprentice rates see "Apprentice rates s	e to Journeyworker Ratio:1:6  17 - B  entice- SHEET METAL WORKER"	04/01/201 10/01/201 04/01/201 03/01/201 03/01/201	8 \$34.96 8 \$35.46 9 \$35.96 8 \$40.42 8 \$41.03	\$12.20 \$12.20 \$12.20 \$9.40 \$9.65	\$16.30 \$16.30 \$12.34 \$12.74	\$1.90 \$1.90 \$0.00 \$0.00	\$65.86 \$66.36 \$62.16 \$63.42
For apprentice rates see "Apprentice rates s	entice- SHEET METAL WORKER"	10/01/201 04/01/201 03/01/201 09/01/201 03/01/201	8 \$35.46 9 \$35.96 8 \$40.42 8 \$41.03	\$12.20 \$12.20 \$9.40 \$9.65	\$16.30 \$16.30 \$12.34 \$12.74	\$1.90 \$1.90 \$0.00 \$0.00	\$65.86 \$66.36 \$62.16 \$63.42
For apprentice rates see "Apprentice rates see rates rates see "Apprentice rates see "Apprentice rates see "Ap	entice- SHEET METAL WORKER"	04/01/201 03/01/201 09/01/201 03/01/201	9 \$35.96 8 \$40.42 8 \$41.03	\$12.20 \$9.40 \$9.65	\$16.30 \$12.34 \$12.74	\$1.90 \$0.00 \$0.00	\$66.36 \$62.16 \$63.42
For apprentice rates see "Apprentice rates see rates rat		03/01/201 09/01/201 03/01/201	8 \$40.42 8 \$41.03	\$9.40 \$9.65	\$12.34 \$12.74	\$0.00 \$0.00	\$62.16 \$63.42
For apprentice rates see "Apprentice rates rates rates rates rates rates rates rates rat	NTROLS)	09/01/201 03/01/201	8 \$41.03	\$9.65	\$12.74	\$0.00	\$63.42
For apprentice rates see "Apprentice rates see "Apprentice rates see "Apprendice rates		03/01/201					
VAC (TESTING AND BA)  EETMETAL WORKERS LOCAL IN  For apprentice rates see "Apprentice rates see rates rates see "Apprentice rates			9 \$41.64	\$9.90	かいつ てき	ያስ በበ	\$64.60
VAC (TESTING AND BA)  EETMETAL WORKERS LOCAL IN  For apprentice rates see "Apprentice rates see rates rates see "Apprentice rates see "Apprentice rates see "Apprentice rates see rates		09/01/201			\$13.15	\$0.00	\$04.09
VAC (TESTING AND BA) EETMETAL WORKERS LOCAL IN For apprentice rates see "Apprentice rate		03/01/201	9 \$42.26	\$10.15	\$13.54	\$0.00	\$65.95
VAC (TESTING AND BA)  EETMETAL WORKERS LOCAL IN  For apprentice rates see "Apprentice rates see rates rates see "Apprentice rates see "Apprentice rates see rates rate	entice- FLFCTRICIAN"	03/01/202	0 \$42.87	\$10.40	\$13.94	\$0.00	\$67.21
For apprentice rates see "Apprentice rates		04/01/201	8 \$34.96	\$12.20	\$16.30	\$1.90	\$65.36
VAC (TESTING AND BAD UMBERS & PIPEFITTERS LOCAL For apprentice rates see "Apprentice MECHANIC UMBERS & PIPEFITTERS LOCAL For apprentice rates see "Apprentice rates see"	17 - B	10/01/201	8 \$35.46	\$12.20	\$16.30	\$1.90	\$65.86
VAC (TESTING AND BADMBERS & PIPEFITTERS LOCAL For apprentice rates see "Apprentice MECHANIC UMBERS & PIPEFITTERS LOCAL For apprentice rates see "Apprentice rates see "Apprentice rates see"		04/01/201	9 \$35.96	\$12.20	\$16.30	\$1.90	\$66.36
UMBERS & PIPEFITTERS LOCA  For apprentice rates see "Apprentice MECHANIC  UMBERS & PIPEFITTERS LOCA  For apprentice rates see "Apprentice rates see"	entice- SHEET METAL WORKER"				****		·r.
For apprentice rates see "Apprentice rates s		09/01/201	7 \$40.69	\$10.00	\$17.60	\$0.00	\$68.29
VAC MECHANIC  UMBERS & PIPEFITTERS LOCA  For apprentice rates see "Apprentice rates see"		09/01/201	8 \$42.69	\$10.00	\$17.60	\$0.00	\$70.29
UMBERS & PIPEFITTERS LOCA  For apprentice rates see "ApprentyDRAULIC DRILLS	CHROC-TITETITIEN OF FLUMBENTIFEFIL	09/01/201	7 \$40.69	\$10.00	\$17.60	\$0.00	\$68.29
/DRAULIC DRILLS	AL 51	09/01/201		\$10.00	\$17.60	\$0.00	\$70.29
	entice- PIPEFITTER" or "PLUMBER/PIPEFIT		0 \$12.07	<b>\$10.0</b> 0			7 /
SORERS - ZONE 2		12/01/201	7 \$33.58	\$7.70	\$13.60	\$0.00	\$54.88
		06/01/201	8 \$34.42	\$7.70	\$13.60	\$0.00	\$55.72
		12/01/201	8 \$35.26	\$7.70	\$13.60	\$0.00	\$56.56
		06/01/201	9 \$36.13	\$7.70	\$13.60	\$0.00	\$57.43
		12/01/201	9 \$36.99	\$7.70	\$13.60	\$0.00	\$58.29
		06/01/202	0 \$37.88	\$7.70	\$13.60	\$0.00	\$59.18
		12/01/202	0 \$38.77	\$7.70	\$13.60	\$0.00	\$60.07
		06/01/202	1 \$39.69	\$7.70	\$13.60	\$0.00	\$60.99
For apprentice rates see "Apprei		12/01/202	1 \$40,60	\$7.70	\$13.60	\$0.00	\$61.90

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
INSULATOR (PIPES & TANKS)	09/01/2017	\$42.38	\$11.75	\$14.20	\$0.00	\$68.33
HEAT & FROST INSULATORS LOCAL 6 (SOUTHERN MASS)	09/01/2018	\$44,40	\$11.75	\$14.20	\$0.00	\$70.35
	09/01/2019	\$46.65	\$11.75	\$14.20	\$0.00	\$72.60

Apprentice -	ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Southern MA	

Effectiv	e Date -	09/01/2017				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$21.19	\$11.75	\$10.45	\$0.00	\$43.39
2	60		\$25.43	\$11.75	\$11.20	\$0.00	\$48.38
3	70		\$29.67	\$11.75	\$11.95	\$0.00	\$53.37
4	80		\$33.90	\$11.75	\$12.70	\$0.00	\$58.35
Effectiv Step	e Date - percent	09/01/2018	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50		\$22.20	\$11.75	\$10.45	\$0.00	\$44.40
2	60		\$26.64	\$11.75	\$11.20	\$0.00	\$49.59
3	70		\$31.08	\$11.75	\$11.95	\$0.00	\$54.78
4	80		\$35.52	\$11.75	\$12.70	\$0.00	\$59.97
Notes:	Steps are 1	1 vear	control thickness year, you promoted the make thickness.		WAR TOTAL TO VICTORIA STRUCTURE		And
from sensor	LINEAR WATER COM	and all the second seconds are second seconds and second seconds and seconds are seconds.	maying commences hashaliadad 2004/00/07 papinassonia dannamassad i	LUCKAL STREET, ASSOCIA	······································	resonance has so much think 1859 1869	ancer statement winderwinds ton-07770
Appren	itice to Jou	ırneyworker Ratio:1:4					
IRONWORKER/WELD IRONWORKERS LOCAL 37	ER		03/16/201	6 \$34.	71 \$7.70	\$16.00	\$0.00 \$58.41

Step 1	percent 70	\$24.30	\$7.70	\$16.00	\$0.00	\$48.00
2	75	\$26.03	\$7.70	\$16.00	\$0.00	\$49.73
3	80	\$2 <b>7.7</b> 7	\$7.70	\$16.00	\$0.00	\$51.47
4	85	\$29.50	\$7.70	\$16.00	\$0.00	\$53.20
5	90	\$31.24	\$7.70	\$16.00	\$0.00	\$54.94
6	95	\$32.97	\$7.70	\$16.00	\$0.00	\$56.67

Apprentice to Journeyworker Ratio:1:4

Issue Date: 05/17/2018

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
JACKHAMMER & PAVING BREAKER OPERATOR	12/01/2017	\$33.08	\$7.70	\$13.60	\$0.00	\$54.38
LABORERS - ZONE 2	06/01/2018	\$33.92	\$7.70	\$13.60	\$0.00	\$55.22
	12/01/2018	\$34.76	\$7.70	\$13.60	\$0.00	\$56.06
	06/01/2019	\$35.63	\$7.70	\$13.60	\$0.00	\$56.93
	12/01/2019	\$36.49	\$7.70	\$13.60	\$0.00	\$57.79
	06/01/2020	\$37.38	\$7.70	\$13.60	\$0.00	\$58.68
	12/01/2020	\$38.27	\$7.70	\$13.60	\$0.00	\$59.57
	06/01/2021	\$39.19	\$7.70	\$13.60	\$0.00	\$60.49
	12/01/2021	\$40.10	\$7.70	\$13.60	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
LABORER	12/01/2017	\$32.83	\$7.70	\$13.60	\$0.00	\$54.13
LABORERS - ZONE 2	06/01/2018	\$33,67	\$7.70	\$13.60	\$0.00	\$54.97
	12/01/2018	\$34.51	\$7.70	\$13.60	\$0.00	\$55.81
	06/01/2019	\$35.38	\$7.70	\$13.60	\$0.00	\$56.68
	12/01/2019	\$36.24	\$7.70	\$13.60	\$0.00	\$57.54
	06/01/2020	\$37.13	\$7.70	\$13.60	\$0.00	\$58.43
	12/01/2020	\$38.02	\$7.70	\$13.60	\$0.00	\$59.32
	06/01/2021	\$38.94	\$7.70	\$13.60	\$0.00	\$60.24
	12/01/2021	\$39.85	\$7.70	\$13.60	\$0.00	\$61.15

Apprentice -	LABORER - Zone 2
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Step         percent         Apprentice Base Wage         Health         Pension         Unemploy           1         60         \$19.70         \$7.70         \$13.60         \$           2         70         \$22.98         \$7.70         \$13.60         \$           3         80         \$26.26         \$7.70         \$13.60         \$           4         90         \$29.55         \$7.70         \$13.60         \$           Effective Date - 06/01/2018         Supplem           Step         percent         Apprentice Base Wage         Health         Pension         Unemploy	\$0.00 \$41.00 \$0.00 \$44.28 \$0.00 \$47.56 \$0.00 \$50.85
2 70 \$22.98 \$7.70 \$13.60 \$3 3 80 \$26.26 \$7.70 \$13.60 \$4 90 \$29.55 \$7.70 \$13.60 \$3  Effective Date - 06/01/2018 Step percent Apprentice Base Wage Health Pension Unemploy	\$0.00 \$44.28 \$0.00 \$47.56 \$0.00 \$50.85
3 80 \$26.26 \$7.70 \$13.60 \$ 4 90 \$29.55 \$7.70 \$13.60 \$  Effective Date - 06/01/2018 Supplem Step percent Apprentice Base Wage Health Pension Unemploy	\$0.00 \$47.56 \$0.00 \$50.85
4 90 \$29.55 \$7.70 \$13.60 \$6  Effective Date - 06/01/2018 Step percent Apprentice Base Wage Health Pension Unemploy	\$0.00 \$50.85
Effective Date - 06/01/2018 Supplem Step percent Apprentice Base Wage Health Pension Unemploy	olemental
Step percent Apprentice Base Wage Health Pension Unemploy	
ocep production of the control of th	
1 60 \$20.20 \$7.70 \$13.60 \$6	ployment Total Rate
	\$0.00 \$41.50
2 70 \$23.57 \$7.70 \$13.60 \$	\$0.00 \$44.87
3 \$26.94 \$7.70 \$13.60 \$	\$0.00 \$48.24
4 90 \$30.30 \$7.70 \$13.60 \$	\$0.00 \$51.60

Apprentice to Journeyworker Ratio:1:5

Issue Date: 05/17/2018 Wage Request Number: 20180517-036 Page 17 of 41

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
12/01/2017	\$32.83	\$7.70	\$13.60	\$0.00	\$54.13
06/01/2018	\$33.67	\$7.70	\$13.60	\$0.00	\$54.97
12/01/2018	\$34.51	\$7.70	\$13.60	\$0.00	\$55.81
06/01/2019	\$35.38	\$7.70	\$13.60	\$0.00	\$56.68
12/01/2019	\$36.24	\$7.70	\$13.60	\$0.00	\$57.54
06/01/2020	\$37.13	\$7.70	\$13.60	\$0.00	\$58.43
12/01/2020	\$38.02	\$7.70	\$13.60	\$0.00	\$59.32
06/01/2021	\$38.94	\$7.70	\$13.60	\$0.00	\$60.24
12/01/2021	\$39.85	\$7.70	\$13.60	\$0.00	\$61.15
12/01/2017	\$32.83	\$7.70	\$13.60	\$0.00	\$54.13
		\$7.70	\$13.60	\$0.00	\$54.97
12/01/2018		\$7.70	\$13.60	\$0.00	\$55.81
06/01/2019	\$35.38	\$7.70	\$13.60	\$0.00	\$56.68
12/01/2019	\$36.24	\$7.70	\$13,60	\$0.00	\$57.54
06/01/2020	\$37.13	\$7.70	\$13.60	\$0.00	\$58.43
		\$7.70	\$13.60	\$0.00	\$59.32
			\$13.60	\$0.00	\$60.24
12/01/2021	\$39,85	\$7.70	\$13.60	\$0.00	\$61.15
12/01/2017	\$33.03	\$7.70	\$13.55	\$0.00	\$54.28
					\$55.12
					\$55.96
					\$56.83
					\$57.69
12/01/2017	TF.0CQ	Ψ7.70	410.00	*****	
12/01/2017	\$33.08	\$7.70	\$13.60	\$0.00	\$54.38
06/01/2018	\$33.92	\$7.70	\$13,60	\$0.00	\$55.22
12/01/2018	\$34.76	\$7.70	\$13.60	\$0.00	\$56.06
06/01/2019	\$35.63	\$7.70	\$13,60	\$0.00	\$56.93
12/01/2019	\$36.49	\$7.70	\$13.60	\$0.00	\$57.79
06/01/2020	\$37.38	\$7.70	\$13.60	\$0.00	\$58.68
12/01/2020	\$38.27	\$7.70	\$13.60	\$0.00	\$59.57
06/01/2021	\$39.19	\$7.70	\$13.60	\$0.00	\$60.49
12/01/2021	\$40.10	\$7.70	\$13.60	\$0.00	\$61.40
12/01/2017	\$32.83	\$7.70	\$13.60	\$0.00	\$54.13
				_	\$54.97
					\$55.81
					\$56.68
					\$57.54
					\$58.43
					\$59.32
					\$60.24
					\$61.15
12/01/2021	937.03	91.10	915,00	<b>44,00</b>	ψΟΣΙΙΔ
	12/01/2017 06/01/2018 12/01/2018 06/01/2019 12/01/2019 06/01/2020 12/01/2021 12/01/2021 12/01/2017 06/01/2018 12/01/2019 12/01/2019 06/01/2020 12/01/2020 12/01/2021 12/01/2019 06/01/2021 12/01/2019 12/01/2019 12/01/2019 12/01/2019 12/01/2018 12/01/2018 12/01/2018 12/01/2018 12/01/2018 12/01/2019 12/01/2019 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 06/01/2021	12/01/2017 \$32.83 06/01/2018 \$33.67 12/01/2019 \$35.38 12/01/2019 \$36.24 06/01/2020 \$37.13 12/01/2021 \$38.02 06/01/2021 \$38.94 12/01/2017 \$32.83 06/01/2018 \$33.67 12/01/2018 \$34.51 06/01/2019 \$35.38 12/01/2019 \$36.24 06/01/2020 \$37.13 12/01/2020 \$38.02 06/01/2021 \$39.85  12/01/2019 \$36.24 06/01/2020 \$37.13 12/01/2020 \$38.02 06/01/2021 \$39.85  12/01/2017 \$33.03 06/01/2021 \$39.85  12/01/2018 \$34.71 06/01/2019 \$35.58 12/01/2018 \$34.71 06/01/2019 \$35.58 12/01/2018 \$34.71 06/01/2019 \$35.58 12/01/2019 \$36.44  12/01/2019 \$36.44  12/01/2019 \$35.63 12/01/2019 \$36.49 06/01/2020 \$37.38 12/01/2020 \$37.38 12/01/2020 \$38.27 06/01/2021 \$39.19 12/01/2021 \$40.10  12/01/2017 \$32.83 06/01/2021 \$39.19 12/01/2020 \$37.38 12/01/2021 \$40.10	12/01/2017 \$32.83 \$7.70 06/01/2018 \$33.67 \$7.70 12/01/2019 \$35.38 \$7.70 12/01/2019 \$35.38 \$7.70 12/01/2020 \$37.13 \$7.70 12/01/2020 \$38.02 \$7.70 06/01/2021 \$38.94 \$7.70 12/01/2021 \$39.85 \$7.70 12/01/2017 \$32.83 \$7.70 12/01/2018 \$33.67 \$7.70 12/01/2018 \$34.51 \$7.70 06/01/2019 \$36.24 \$7.70 06/01/2019 \$35.38 \$7.70 12/01/2019 \$36.24 \$7.70 06/01/2019 \$35.38 \$7.70 12/01/2020 \$37.13 \$7.70 06/01/2020 \$37.13 \$7.70 12/01/2021 \$39.85 \$7.70 12/01/2020 \$38.02 \$7.70 06/01/2021 \$39.85 \$7.70 12/01/2021 \$39.85 \$7.70 12/01/2021 \$39.85 \$7.70 12/01/2021 \$33.03 \$7.70 06/01/2021 \$33.03 \$7.70 06/01/2018 \$33.87 \$7.70 12/01/2018 \$34.71 \$7.70 06/01/2019 \$35.58 \$7.70 12/01/2019 \$36.44 \$7.70 12/01/2019 \$36.44 \$7.70 12/01/2019 \$36.49 \$7.70 06/01/2019 \$35.63 \$7.70 06/01/2019 \$35.63 \$7.70 06/01/2020 \$37.38 \$7.70 12/01/2019 \$36.49 \$7.70 06/01/2021 \$39.19 \$7.70 06/01/2021 \$39.19 \$7.70 12/01/2021 \$39.19 \$7.70 12/01/2021 \$39.19 \$7.70 12/01/2021 \$39.19 \$7.70 12/01/2021 \$39.19 \$7.70 12/01/2021 \$39.19 \$7.70 12/01/2021 \$39.19 \$7.70 12/01/2021 \$30.283 \$7.70 12/01/2021 \$30.283 \$7.70 12/01/2021 \$30.283 \$7.70 12/01/2020 \$38.27 \$7.70 06/01/2021 \$39.19 \$7.70 12/01/2020 \$38.27 \$7.70 06/01/2021 \$39.19 \$7.70 12/01/2021 \$30.283 \$7.70 12/01/2020 \$38.27 \$7.70 06/01/2021 \$39.19 \$7.70 12/01/2021 \$30.283 \$7.70 12/01/2021 \$30.283 \$7.70 12/01/2021 \$30.283 \$7.70 12/01/2020 \$38.02 \$7.70 06/01/2020 \$37.13 \$7.70 12/01/2020 \$38.02 \$7.70 06/01/2021 \$38.94 \$7.70	12/01/2017         \$32.83         \$7.70         \$13.60           06/01/2018         \$33.67         \$7.70         \$13.60           12/01/2019         \$34.51         \$7.70         \$13.60           06/01/2019         \$35.38         \$7.70         \$13.60           12/01/2019         \$36.24         \$7.70         \$13.60           06/01/2020         \$37.13         \$7.70         \$13.60           12/01/2021         \$38.94         \$7.70         \$13.60           06/01/2021         \$38.94         \$7.70         \$13.60           12/01/2017         \$32.83         \$7.70         \$13.60           12/01/2018         \$33.67         \$7.70         \$13.60           12/01/2018         \$34.51         \$7.70         \$13.60           12/01/2019         \$36.24         \$7.70         \$13.60           12/01/2019         \$36.24         \$7.70         \$13.60           12/01/2020         \$37.13         \$7.70         \$13.60           12/01/2021         \$38.94         \$7.70         \$13.60           12/01/2021         \$38.94         \$7.70         \$13.60           12/01/2017         \$33.03         \$7.70         \$13.60           12/01/2018	Effective Date   Base Wage   Health   Felision   Unemployment

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: TREE REMOVER	12/01/2017	\$32.83	\$7.70	\$13.60	\$0.00	\$54.13
LABORERS - ZONE 2	06/01/2018	\$33.67	\$7.70	\$13.60	\$0.00	\$54.97
	12/01/2018	\$34.51	\$7.70	\$13.60	\$0.00	\$55.81
	06/01/2019	\$35.38	\$7.70	\$13.60	\$0.00	\$56.68
	12/01/2019	\$36.24	\$7.70	\$13.60	\$0.00	\$57.54
	06/01/2020	\$37.13	\$7.70	\$13.60	\$0.00	\$58.43
	12/01/2020	\$38.02	\$7.70	\$13.60	\$0.00	\$59.32
	06/01/2021	\$38.94	\$7.70	\$13.60	\$0.00	\$60.24
	12/01/2021	\$39.85	\$7.70	\$13.60	\$0.00	\$61.15
This classification applies to all tree work associated with the removal of stand a utility company for the purpose of operation, maintenance or repair of utility	ing trees, and trimming and ren company equipment. For appre	noval of branches	s and limbs wh Apprentice- LA	nen the work is ABORER"	s not done for	
LASER BEAM OPERATOR	12/01/2017	\$33.08	\$7.70	\$13.60	\$0.00	\$54.38
LABORERS - ZONE 2	06/01/2018	\$33.92	\$7.70	\$13.60	\$0.00	\$55.22
	12/01/2018	\$34.76	\$7.70	\$13.60	\$0.00	\$56.06
	06/01/2019	\$35.63	\$7.70	\$13.60	\$0.00	\$56,93
	12/01/2019	\$36.49	\$7.70	\$13,60	\$0.00	\$57.79
	06/01/2020	\$37.38	\$7.70	\$13.60	\$0.00	\$58.68
	12/01/2020	\$38.27	\$7.70	\$13.60	\$0.00	\$59.57
	06/01/2021	\$39.19	\$7.70	\$13.60	\$0.00	\$60.49
	12/01/2021	\$40.10	\$7.70	\$13.60	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"			***************************************	, ,		
MARBLE & TILE FINISHERS bricklayers local 3 - marble & tile	02/01/2018	\$39.82	\$10.75	\$18.34	\$0.00	\$68.91
DRICKLATERS LOCAL 3 - WARDLE & TILE	08/01/2018	\$40.90	\$10.75	\$18.47	\$0.00	\$70.12
	02/01/2019	\$41.41	\$10.75	\$18.47	\$0.00	\$70.63
	08/01/2019	\$42.49	\$10.75	\$18.61	\$0.00	\$71.85
	02/01/2020	\$43.00	\$10.75	\$18.61	\$0.00	\$72.36
	08/01/2020	\$44.08	\$10.75	\$18.76	\$0.00	\$73.59
	02/01/2021	\$44.59	\$10.75	\$18.76	\$0.00	\$74.10
	08/01/2021	\$45.71	\$10.75	\$18.92	\$0.00	\$75.38
	02/01/2022	\$46.18	\$10.75	\$18.92	\$0.00	\$75.85

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Apprentice - M	ARBLE & TILE FINISHER - Local 3 Marble & Tile
Effective Date -	02/01/2018

Effecti	ve Date -	02/01/2018				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$19.91	\$10.75	\$18.34	\$0.00	\$49.00
2	60		\$23.89	\$10.75	\$18.34	\$0.00	\$52.98
3	70		\$27.87	\$10.75	\$18.34	\$0.00	\$56.96
4	80		\$31.86	\$10.75	\$18.34	\$0.00	\$60.95
5	90		\$35.84	\$10.75	\$18.34	\$0.00	\$64.93
Effecti	ve Date -	08/01/2018				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$20.45	\$10.75	\$18.47	\$0.00	\$49.67
2	60		\$24.54	\$10.75	\$18.47	\$0.00	\$53.76
3	70		\$28.63	\$10.75	\$18.47	\$0.00	\$57.85
4	80		\$32.72	\$10.75	\$18.47	\$0.00	\$61.94
5	90		\$36.81	\$10.75	\$18.47	\$0.00	\$66.03
Notes:	g secondaries described de	unicolois scotostata presentar emissionis linnockiet liccostate etc.	announced communication has been added to the communication of the commu	accommon destablished di	\$250,000 extensions monocomics amountains	Andrews of According recovering recovering	nove serminare high exists (2007-177);
Advancedingle							· vocamentos
Appre	ntice to Jo	urneyworker Ratio:1:3	COLOR TOPOTO WINDOWS WILLIAM VICTORY		The second second	year control control control	

MARBLE MASONS, TILELAYERS & TERRAZZO MECH	02/01/2018	\$52.10	\$10.75	\$20.03	\$0.00	\$82.88
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2018	\$53,45	\$10.75	\$20.16	\$0.00	\$84.36
	02/01/2019	\$54.07	\$10.75	\$20.16	\$0.00	\$84.98
	08/01/2019	\$55.42	\$10.75	\$20.30	\$0.00	\$86.47
	02/01/2020	\$56.05	\$10.75	\$20.30	\$0.00	\$87.10
	08/01/2020	\$57.40	\$10.75	\$20.45	\$0.00	\$88.60
	02/01/2021	\$58.04	\$10.75	\$20,45	\$0.00	\$89.24
	08/01/2021	\$59.44	\$10.75	\$20.61	\$0.00	\$90.80
	02/01/2022	\$60.01	\$10.75	\$20.61	\$0.00	\$91.37

Effecti Step	ive Date - percent	02/01/2018	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$26.05	\$10.75	\$20.03	\$0.00	\$56.83	
2	60		\$31.26	\$10.75	\$20.03	\$0.00	\$62.04	
3	70		\$36,47	\$10.75	\$20.03	\$0.00	\$67.25	
4	80		\$41.68	\$10.75	\$20.03	\$0.00	\$72.46	
5	90		\$46.89	\$10.75	\$20.03	\$0.00	\$77.67	
Effect	ive Date -	08/01/2018				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$26.73	\$10.75	\$20.16	\$0.00	\$57.64	
2	60		\$32.07	\$10.75	\$20.16	\$0.00	\$62.98	
3	70		\$37.42	\$10.75	\$20.16	\$0.00	\$68.33	
4	80		\$42.76	\$10.75	\$20.16	\$0.00	\$73.67	
5	90		\$48.11	\$10.75	\$20.16	\$0.00	\$79.02	
Notes:	end established (APPROXIME of	operature assummed described described processor associated de	AND	secretarine secretarine authorities (	XXXXXX	and the second s	Annual Annual Annual Control of the	
Appre	ntice to Jo	urneyworker Ratio:1:5	Water Water Towns Control of the Con	THE R. P. LEWIS CO., LANSING SAN			SOUTH THE PARTY OF	
ECH. SWEEPER OP ERATING ENGINEERS L		(ON CONST. SITES)	12/01/201	7 \$46.17	\$10.50	\$15.50	\$0.00	<b>\$72.</b> 17
For apprentice rates see	'Apprentice- (	PERATING ENGINEERS"				· · · · · · · · · · · · · · · · · · ·		
CHANICS MAINT FRATING ENGINEERS L			12/01/2017	7 \$46,17	\$10.50	\$15.50	\$0.00	\$72.17
For apprentice rates see	Apprentice- (	PERATING ENGINEERS"						
LLWRIGHT (Zone	•		04/01/201	\$37,17	\$9.90	\$18.50	\$0.00	\$65.57
LWRIGHTS LOCAL 1121	- Zone Z		10/01/2013	\$38.02	\$9.90	\$18.50	\$0.00	\$66.42
			04/01/2019	\$38.87	\$9.90	\$18.50	\$0.00	\$67.27
		ILLWRIGHT - Local 1121	Zone 2					
Effect	ve Date -	04/01/2018				C1		

Apprentice -	MILLWRIGHT - Local 1121 Zone 2
Tier-Africa Dada	04/01/2018

Effect	ive Date - 04/01/20	04/01/2018			Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	55	\$20.44	\$9.90	\$5.31	\$0.00	\$35.65
2	65	\$24.16	\$9.90	\$15.13	\$0.00	\$49.19
3	75	\$27.88	\$9.90	\$16.10	\$0.00	\$53.88
4	85	\$31.59	\$9.90	\$17.06	\$0.00	\$58.55

Steps are 2,000 hours Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MORTAR MIXER	12/01/2017	\$33.08	\$7.70	\$13.60	\$0.00	\$54.38
LABORERS - ZONE 2	06/01/2018	\$33.92	\$7.70	\$13.60	\$0.00	\$55.22
	12/01/2018	\$34.76	\$7.70	\$13.60	\$0.00	\$56.06
	06/01/2019	\$35.63	\$7.70	\$13.60	\$0.00	\$56.93
	12/01/2019	\$36.49	\$7.70	\$13.60	\$0.00	\$57.79
	06/01/2020	\$37.38	\$7.70	\$13.60	\$0.00	\$58.68
	12/01/2020	\$38,27	\$7.70	\$13.60	\$0.00	\$59.57
	06/01/2021	\$39.19	\$7.70	\$13.60	\$0.00	\$60.49
	12/01/2021	\$40.10	\$7.70	\$13.60	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
OILER (OTHER THAN TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4	12/01/2017	\$23.24	\$10.50	\$15.50	\$0.00	\$49.24
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OILER (TRUCK CRANES, GRADALLS)  OPERATING ENGINEERS LOCAL 4	12/01/2017	\$27.40	\$10.50	\$15.50	\$0.00	\$53.40
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS)	01/01/2018	\$49.66	\$8.10	\$19.55	\$0.00	\$77.31
PAINTERS LOCAL 35 - ZONE 2	07/01/2018	\$50.76	\$8.10	\$19.55	\$0.00	\$78.41
	01/01/2019	\$51.86	\$8.10	\$19.55	\$0.00	\$79.51
	07/01/2019	\$52.96	\$8.10	\$19.55	\$0.00	\$80.61
	01/01/2020	\$54.06	\$8.10	\$19.55	\$0.00	\$81.71
	07/01/2020	\$55.16	\$8.10	\$19.55	\$0.00	\$82.81
	01/01/2021	\$56.26	\$8.10	\$19.55	\$0.00	\$83.91

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Effect	ive Date -	01/01/2018				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$24.83	\$8.10	\$0.00	\$0.00	\$32.93	
2	55		\$27.31	\$8.10	\$5.06	\$0.00	\$40.47	
3	60		\$29.80	\$8.10	\$5.52	\$0.00	\$43.42	
4	65		\$32.28	\$8.10	\$5.98	\$0.00	\$46.36	
5	70		\$34.76	\$8.10	\$16.79	\$0.00	\$59.65	
6	75		\$37,25	\$8.10	\$17.25	\$0.00	\$62.60	
7	80		\$39.73	\$8.10	\$17.71	\$0.00	\$65.54	
8	90		\$44.69	\$8.10	\$18.63	\$0.00	\$71.42	

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.38	\$8.10	\$0.00	\$0.00	\$33.48
2	55	\$27.92	\$8.10	\$5.06	\$0.00	\$41.08
3	60	\$30.46	\$8.10	\$5.52	\$0.00	\$44.08
4	65	\$32.99	\$8.10	\$5.98	\$0.00	\$47.07
5	70	\$35.53	\$8.10	\$16.79	\$0.00	\$60.42
6	75	\$38.07	\$8.10	\$17.25	\$0.00	\$63.42
7	80	\$40.61	\$8.10	\$17.71	\$0.00	\$66.42
8	90	\$45.68	\$8.10	\$18.63	\$0.00	\$72.41

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Appre	ntice to Journ	eywor	ker Ra	ıtio:1:	:1																		

Apprehite to obtainey worker Rattorack						
PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2018	\$40.56	\$8.10	\$19.55	\$0.00	\$68.21
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	07/01/2018	\$41.66	\$8.10	\$19.55	\$0.00	\$69.31
NEW paint rate snam of used. Painters LOCAL 33 - 20NE 2	01/01/2019	\$42.76	\$8.10	\$19.55	\$0.00	\$70.41
	07/01/2019	\$43.86	\$8.10	\$19.55	\$0.00	\$71.51
	01/01/2020	\$44.96	\$8.10	\$19.55	\$0.00	<b>\$72.61</b>
	07/01/2020	\$46.06	\$8.10	\$19.55	\$0.00	\$73.71
	01/01/2021	\$47.16	\$8.10	\$19.55	\$0.00	\$74.81

				AINTER Local 35 Zone 2 - S	pray/Sandblast - New					
1   50   \$20.28   \$8.10   \$0.00   \$0.00   \$23.38     2   55   \$22.31   \$8.10   \$5.56   \$0.00   \$33.47     3   60   \$24.34   \$8.10   \$5.52   \$0.00   \$37.76     4   65   \$26.36   \$8.10   \$5.52   \$0.00   \$40.44     5   70   \$28.39   \$8.10   \$16.79   \$0.00   \$53.28     6   75   \$30.42   \$8.10   \$17.25   \$0.00   \$55.77     7   80   \$32.45   \$8.10   \$17.71   \$0.00   \$55.77     7   80   \$32.45   \$8.10   \$17.71   \$0.00   \$55.26     8   90   \$36.50   \$8.10   \$18.63   \$0.00   \$63.23      Effective Date - 07/01/2018				01/01/2018	Apprentice Base Wage	Health	Pension		Total Rate	e
3   60   \$24.34   \$8.10   \$5.52   \$0.00   \$37.96     4   65   \$26.36   \$8.10   \$5.98   \$0.00   \$40.44     5   70   \$28.39   \$8.10   \$16.79   \$0.00   \$53.28     6   75   \$30.42   \$8.10   \$17.25   \$0.00   \$55.77     7   80   \$32.45   \$8.10   \$17.71   \$0.00   \$58.26     8   90   \$36.50   \$8.10   \$18.63   \$0.00   \$63.23     Effective Date   07/01/2018		1	50		\$20.28	\$8.10	\$0.00	\$0.00	\$28.38	8
1		2	55			\$8.10	\$5.06	\$0.00	\$35.47	7
S		3	60		\$24,34	\$8.10	\$5.52	\$0.00	\$37.96	6
Signature   Sign		4	65		\$26.36	\$8.10	\$5.98	\$0.00	\$40.44	4
Refrective Date		5	70		\$28.39	\$8.10	\$16.79	\$0.00	\$53.28	8
Refrective Date		6	75		\$30.42	\$8.10	\$17.25	\$0.00	\$55.77	7
Refrective Date		7	80		\$32.45	\$8.10	\$17.71	\$0.00	\$58.26	6
Notes:   Steps are 750 hrs.   Apprentice Base Wage   Health   Pension   Unemployment   Total Rate		8	90		\$36.50	\$8.10	\$18.63	\$0.00	\$63.23	3
1   50   \$20.83   \$8.10   \$0.00   \$0.00   \$28.93     2   55   \$22.91   \$8.10   \$5.06   \$0.00   \$36.07     3   60   \$25.00   \$8.10   \$5.52   \$0.00   \$38.62     4   65   \$27.08   \$8.10   \$5.98   \$0.00   \$41.16     5   70   \$29.16   \$8.10   \$16.79   \$0.00   \$54.05     6   75   \$31.25   \$8.10   \$17.25   \$0.00   \$56.60     7   80   \$33.33   \$8.10   \$17.71   \$0.00   \$59.14     8   90   \$37.49   \$8.10   \$18.63   \$0.00   \$64.22     Notes:                                       Notes:				07/01/2018	Apprentice Base Wage	Health	Pension		Total Rate	e
Seps are 750 lbrs.   Steps are 750 lbrs.   Steps are 750 lbrs.   Steps are 750 lbrs.   PAINTERS LOCAL 33 - 2ONE 2   O7/01/2018   \$38.62   \$8.10   \$19.55   \$0.00   \$36.07							\$0.00	\$0.00	\$28.93	3
Seps are 750 hrs.   Steps are 750 hrs.   Steps are 750 hrs.   PAINTERS LOCAL 33 - ZONE 2   O7/01/2018   \$38.62   \$8.10   \$19.55   \$0.00   \$38.62   \$8.10   \$19.55   \$0.00   \$66.27   \$0.00   \$0.00   \$0.00   \$0.00   \$0.00   \$0.00   \$0.00   \$0.00   \$0.00   \$0.00   \$0.00   \$0.00   \$0.00   \$0.00   \$0.00   \$0.00   \$0.00   \$0.00   \$0		2								
A   65   \$27.08   \$8.10   \$5.98   \$0.00   \$41.16		3					\$5.52		\$38.62	2
Second   S		4						\$0.00	\$41.16	6
Notes:   Steps are 750 hrs.		5	70		\$29.16	\$8.10	\$16.79	\$0.00	\$54.05	5
Notes:   Steps are 750 hrs.   Steps are 750 hrs.   PAINTER (SPRAY OR SANDBLAST, REPAINT)   01/01/2018   \$38.62   \$8.10   \$19.55   \$0.00   \$66.27     PAINTER (SPRAY OR SANDBLAST, REPAINT)   01/01/2018   \$39.72   \$8.10   \$19.55   \$0.00   \$67.37     O1/01/2019   \$40.82   \$8.10   \$19.55   \$0.00   \$68.47     O7/01/2019   \$41.92   \$8.10   \$19.55   \$0.00   \$69.57     O1/01/2020   \$43.02   \$8.10   \$19.55   \$0.00   \$70.67     O1/01/2020   \$44.12   \$8.10   \$19.55   \$0.00   \$71.77     O1/01/2020   \$44.12   \$8.10   \$19.55   \$70.00   \$71.77     O1/01/2020   \$44.12   \$8.10   \$71.77     O1/01/2020   \$44.12   \$8.10   \$71.77     O1/01/2020   \$44.12   \$8.10   \$71.77     O1/01/2020   \$40.82   \$8.10   \$71.77     O1/01/2020   \$40.82   \$8.10   \$71.77     O1/01/2020   \$40.82   \$8.		6	75		\$31.25	\$8.10	\$17.25	\$0.00	\$56.60	0
Notes:   Steps are 750 hrs.		7	80		\$33.33	\$8.10	\$17.71	\$0.00	\$59.14	4
Steps are 750 hrs.		8	90		\$37.49	\$8.10	\$18.63	\$0.00	\$64.22	2
PAINTER (SPRAY OR SANDBLAST, REPAINT)  PAINTER (SPRAY OR SANDBLAST, REPAINT)  PAINTERS LOCAL 35 - ZONE 2  07/01/2018 \$38.62 \$8.10 \$19.55 \$0.00 \$66.27  07/01/2019 \$40.82 \$8.10 \$19.55 \$0.00 \$67.37  07/01/2019 \$41.92 \$8.10 \$19.55 \$0.00 \$68.47  07/01/2020 \$43.02 \$8.10 \$19.55 \$0.00 \$69.57  07/01/2020 \$43.02 \$8.10 \$19.55 \$0.00 \$70.67  07/01/2020 \$44.12 \$8.10 \$19.55 \$0.00 \$71.77			Steps are	CONTROL OF THE PROPERTY AND ADDRESS OF THE PROPERTY ADDRESS OF THE				emercine interdude description of	And Advanced Advanced Annual A	
PAINTERS LOCAL 35 - ZONE 2       07/01/2018       \$39.72       \$8.10       \$19.55       \$0.00       \$67.37         01/01/2019       \$40.82       \$8.10       \$19.55       \$0.00       \$68.47         07/01/2019       \$41.92       \$8.10       \$19.55       \$0.00       \$69.57         01/01/2020       \$43.02       \$8.10       \$19.55       \$0.00       \$70.67         07/01/2020       \$44.12       \$8.10       \$19.55       \$0.00       \$71.77	PAINTER (SP			-	01/01/2019	8 \$38.62	\$8.10	\$19.55	\$0.00	\$66.27
01/01/2019       \$40.82       \$8.10       \$19.55       \$0.00       \$68.47         07/01/2019       \$41.92       \$8.10       \$19.55       \$0.00       \$69.57         01/01/2020       \$43.02       \$8.10       \$19.55       \$0.00       \$70.67         07/01/2020       \$44.12       \$8.10       \$19.55       \$0.00       \$71.77				···· , —,						
07/01/2019       \$41.92       \$8.10       \$19.55       \$0.00       \$69.57         01/01/2020       \$43.02       \$8.10       \$19.55       \$0.00       \$70.67         07/01/2020       \$44.12       \$8.10       \$19.55       \$0.00       \$71.77										
01/01/2020       \$43.02       \$8.10       \$19.55       \$0.00       \$70.67         07/01/2020       \$44.12       \$8.10       \$19.55       \$0.00       \$71.77										
07/01/2020 \$44.12 \$8.10 \$19.55 \$0.00 \$71.77										
									\$0.00	

20180517-036

Pension

	Step	ive Date - 01/01/2018  percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$19.58	\$8.10	\$0.00	\$0.00	\$27.68	
	2	55	\$21.54	\$8.10	\$5.06	\$0.00	\$34.70	
	3	60	\$23.50	\$8.10	\$5.52	\$0.00	\$37.12	
	4	65	\$25.45	\$8.10	\$5.98	\$0.00	\$39.53	
	5	70	\$27.41	\$8.10	\$16.79	\$0.00	\$52.30	
	6	75	\$29.37	\$8.10	\$17.25	\$0.00	\$54.72	
	7	80	\$31.33	\$8.10	\$17.71	\$0.00	\$57.14	
	8	90	\$35.24	\$8.10	\$18.63	\$0.00	\$61.97	
	Effecti Step	ive Date - 07/01/2018 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$20.13	\$8.10	\$0.00	\$0.00	\$28.23	
	2	55	\$22.14	\$8.10	\$5.06	\$0.00	\$35.30	
	3	60	\$24.16	\$8.10	\$5.52	\$0.00	\$37.78	
	4	65	\$26.17	\$8.10	\$5.98	\$0.00	\$40.25	
	5	70	\$28.18	\$8.10	\$16.79	\$0.00	\$53.07	
	6	75	\$30.20	\$8.10	\$17.25	\$0.00	\$55.55	
	7	80	\$32.21	\$8.10	\$17.71	\$0.00	\$58.02	
	8	90	\$36.23	\$8.10	\$18.63	\$0.00	\$62.96	
	Notes:	Steps are 750 hrs.	APPER MATERIA PRINCIPAL PROPERTY SANCTION SECRETARIA SANCTIONA	CONTROL TOTAL TOTAL STATES		- v	Page 100 (100 (100 (100 (100 (100 (100 (100	
	Appre	ntice to Journeyworker Ratio:	1:1		SANTONINE ERRORESTE	errorrorr moreonesse Annochoso Anno	anned balledoor besterre transfer	
		RUSH, REPAINT)	01/01/2018	3 \$37.22	\$8.10	\$19.55	\$0.00	\$64
RS LOCAL :	15 - ZON	E 2	07/01/2018	3 \$38.32	\$8.10	\$19.55	\$0.00	\$65
			01/01/2019	\$39.42	\$8.10	\$19.55	\$0.00	\$67.
			07/01/2019	\$40.52	\$8.10	\$19.55	\$0.00	\$68.

07/01/2020

01/01/2021

\$42.72

\$43.82

\$8.10

\$8.10

\$19.55

\$19.55

\$0.00

\$0.00

\$70.37

\$71.47

Pension

Step	ive Date - percent	01/01/2018	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50		\$18.61	\$8.10	\$0.00	\$0.00	\$26.71
2	55		\$20.47	\$8.10	\$5.06	\$0.00	\$33.63
3	60		\$22.33	\$8.10	\$5.52	\$0.00	\$35.95
4	65		\$24.19	\$8.10	\$5.98	\$0.00	\$38.27
5	70		\$26.05	\$8.10	\$16.79	\$0.00	\$50.94
6	75		\$27.92	\$8.10	\$17.25	\$0.00	\$53.27
7	80		\$29.78	\$8.10	\$17.71	\$0.00	\$55.59
8	90		\$33.50	\$8.10	\$18.63	\$0.00	\$60.23
Effect	ive Date -	07/01/2018				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$19.16	\$8.10	\$0.00	\$0.00	\$27.26
2	55		\$21.08	\$8.10	\$5.06	\$0.00	\$34.24
3	60		\$22.99	\$8.10	\$5.52	\$0.00	\$36.61

3	00	\$22.99	\$6.10	\$3.32	\$0.00	\$20.01
4	65	\$24.91	\$8.10	\$5.98	\$0.00	\$38.99
5	70	\$26.82	\$8.10	\$16.79	\$0.00	\$51.71
6	75	\$28.74	\$8.10	\$17.25	\$0.00	\$54.09
7	80	\$30.66	\$8.10	\$17.71	\$0.00	\$56.47
8	90	\$34.49	\$8.10	\$18.63	\$0.00	\$61.22
EDT. 4	ALLE ALLEGAN WARRIEST WITHOUT STREETS ATTENDED	MANAGEMENT CONTRACTOR OF THE PERSON OF THE P		A COLLEGE STREET, STRE		was a second to the second to
Notes	· ·					1

territoria distributioni	CLLDEN WARRING S	movement and	Contract America	~	*****	O.D.	COLLOGICON	175000000	TH-1174					 	COLLEGIA	00000000	0.0000000	Decision-1989	*******			0.000.001.0		
Notes:																								
	Steps are	750 I	hrs.																					1
- disease																								and the same of th
famous personne a			about desirence	and the second	<b>Comment</b>					20-20-00	Jan. 19.444	AAAAAAA	ALMOST POLICE	 **************************************	/men-man-		*********		-	ALMONNA P	4000000	were common	samuel book	
Appren	tice to Jo	urne	ywork	er Ra	atio: 1	1:1																		

Apprentice to Journey worker Natio.1.1						
PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2012	\$30.28	\$9.07	\$8.00	\$0.00	\$47.35
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND	08/01/2017	\$41.52	\$9.90	\$21.15	\$0.00	\$72.57
DECK) PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2018	\$42.93	\$9.90	\$21.15	\$0.00	\$73.98
For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2019	\$44.61	\$9.90	\$21.15	\$0.00	\$75.66
PILE DRIVER	08/01/2017	\$41.52	\$9.90	\$21.15	\$0.00	\$72.57
PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2018	\$42.93	\$9.90	\$21,15	\$0.00	\$73.98
	08/01/2019	\$44.61	\$9.90	\$21.15	\$0.00	\$75.66

Issue Date: 05/17/2018 Wage Request Number: 20180517-036 Page 27 of 41 Apprentice - PILE DRIVER - Local 56 Zone 2

Effective Date - 08/01/2017

Supplemental

	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
		Apprentice wages shall be no less (Same as set in Zone 1) 1\$53.19/2\$57.61/3\$62.04/4\$64.2 ntice to Journeyworker Ratio:1:5	than the following Steps; 5/5\$66.47/6\$66.47/7\$70.89/8	3\$70.89	province beneficials said-limits	ANALOGO WALLOW TO THE	And the second s	
IDEL ANTED	Apprei	THE EU JOUI HEY WOLKEL MAIIO. 1.3			<b>A</b>	613.60	00.00	<b></b>
PIPELAYER <i>aborers - zon</i>	E 2		12/01/2017		\$7.70	\$13.60	\$0.00	\$54.38
			06/01/2018		\$7.70	\$13.60	\$0.00	\$55.22
			12/01/2018		\$7.70	\$13.60	\$0.00	\$56.06
			06/01/2019		\$7.70	\$13.60	\$0.00	\$56.93
			12/01/2019		\$7.70	\$13.60	\$0.00	\$57.79
			06/01/2020		\$7.70	\$13.60	\$0.00	\$58.68
			12/01/2020		\$7.70	\$13.60 \$13.60	\$0.00	\$59.57
			06/01/2021		\$7.70	\$13.60 \$12.60	\$0.00	\$60.49
For apprentice	e rates see ".	Apprentice- LABORER"	12/01/2021	\$40.10	\$7.70	\$13.60	\$0.00	\$61.40
LUMBER &			09/01/2017	7 \$40.69	\$10.00	\$17.60	\$0.00	\$68.29
LUMBERS & PIF	PEFITTERS	I.OCAL 51	09/01/2018		\$10.00	\$17.60	\$0.00	\$70.29
	Effectiv	ntice - PLUMBER/PIPEFITTER ve Date - 09/01/2017		Health	Pension	Supplemental Unemployment	Total Rate	
	Effectiv	ve Date - 09/01/2017		Health	Pension	Supplemental Unemployment	Total Rate	
			- Local 51  Apprentice Base Wage \$16.28	Health	Pension \$2.50		Total Rate \$28.78	
	Effective Step	ve Date - 09/01/2017 percent	Apprentice Base Wage			Unemployment		
	Effective Step	ve Date - 09/01/2017 percent 40	Apprentice Base Wage \$16.28	\$10.00	\$2.50	Unemployment \$0.00	\$28.78	
	Effective Step 1	percent 40 50	Apprentice Base Wage \$16.28 \$20.35	\$10.00 \$10.00	\$2.50 \$2.50	\$0.00 \$0.00	\$28.78 \$32.85	
	Step  1 2 3	percent 40 50 60	Apprentice Base Wage \$16.28 \$20.35 \$24.41	\$10.00 \$10.00 \$10.00	\$2.50 \$2.50 \$7.60	\$0.00 \$0.00 \$0.00	\$28.78 \$32.85 \$42.01	
	Effective Step 1 2 3 4 5 5	ve Date - 09/01/2017 percent 40 50 60 70	\$16.28 \$20.35 \$24.41 \$28.48 \$32.55	\$10.00 \$10.00 \$10.00 \$10.00 \$10.00	\$2.50 \$2.50 \$7.60 \$12.16 \$15.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$28.78 \$32.85 \$42.01 \$50.64 \$58.25	
	Effective Step 1 2 3 4 5 5	ve Date - 09/01/2017 percent  40 50 60 70 80	Apprentice Base Wage \$16.28 \$20.35 \$24.41 \$28.48	\$10.00 \$10.00 \$10.00 \$10.00 \$10.00	\$2.50 \$2.50 \$7.60 \$12.16 \$15.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$28.78 \$32.85 \$42.01 \$50.64 \$58.25	
	Effective Step  1 2 3 4 5  Effective Step 1	ve Date - 09/01/2017 percent  40 50 60 70 80 ve Date - 09/01/2018	\$16.28 \$20.35 \$24.41 \$28.48 \$32.55 Apprentice Base Wage	\$10.00 \$10.00 \$10.00 \$10.00 \$10.00 Health \$10.00	\$2.50 \$2.50 \$7.60 \$12.16 \$15.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$28.78 \$32.85 \$42.01 \$50.64 \$58.25 Total Rate \$29.58	
	Effective Step  1 2 3 4 5  Effective Step  1 2	ve Date - 09/01/2017 percent  40 50 60 70 80 ve Date - 09/01/2018 percent  40 50	\$16.28 \$20.35 \$24.41 \$28.48 \$32.55 Apprentice Base Wage	\$10.00 \$10.00 \$10.00 \$10.00 \$10.00 Health	\$2.50 \$2.50 \$7.60 \$12.16 \$15.70 Pension \$2.50 \$2.50	Supplemental Unemployment  Supplemental Unemployment  Supplemental Unemployment	\$28.78 \$32.85 \$42.01 \$50.64 \$58.25 Total Rate \$29.58 \$33.85	
	Effective Step  1 2 3 4 5  Effective Step 1 2 3	ve Date - 09/01/2017 percent  40 50 60 70 80 ve Date - 09/01/2018 percent 40	\$16.28 \$20.35 \$24.41 \$28.48 \$32.55 Apprentice Base Wage \$17.08 \$21.35 \$25.61	\$10.00 \$10.00 \$10.00 \$10.00 \$10.00 Health \$10.00 \$10.00	\$2.50 \$2.50 \$7.60 \$12.16 \$15.70 Pension \$2.50 \$2.50 \$7.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	\$28.78 \$32.85 \$42.01 \$50.64 \$58.25 Total Rate \$29.58 \$33.85 \$43.21	
	Effective Step  1 2 3 4 5  Effective Step 1 2 3 4 4 4	ve Date - 09/01/2017 percent  40 50 60 70 80 ve Date - 09/01/2018 percent  40 50 60 70	\$16.28 \$20.35 \$24.41 \$28.48 \$32.55 Apprentice Base Wage \$17.08 \$21.35 \$25.61	\$10.00 \$10.00 \$10.00 \$10.00 \$10.00 Health \$10.00 \$10.00	\$2.50 \$2.50 \$7.60 \$12.16 \$15.70 Pension \$2.50 \$2.50 \$7.60 \$12.16	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00	\$28.78 \$32.85 \$42.01 \$50.64 \$58.25 Total Rate \$29.58 \$33.85 \$43.21 \$52.04	
	Effective Step  1 2 3 4 5  Effective Step 1 2 3	ve Date - 09/01/2017 percent  40 50 60 70 80  ve Date - 09/01/2018 percent  40 50 60 70 80	Apprentice Base Wage \$16.28 \$20.35 \$24.41 \$28.48 \$32.55  Apprentice Base Wage \$17.08 \$21.35 \$25.61 \$29.88 \$34.15	\$10.00 \$10.00 \$10.00 \$10.00 \$10.00 Health \$10.00 \$10.00 \$10.00 \$10.00	\$2.50 \$2.50 \$7.60 \$12.16 \$15.70 Pension \$2.50 \$2.50 \$7.60 \$12.16 \$15.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	\$28.78 \$32.85 \$42.01 \$50.64 \$58.25 Total Rate \$29.58 \$33.85 \$43.21 \$52.04 \$59.85	
	Effective Step  1 2 3 4 5  Effective Step 1 2 3 4 4 4	ve Date - 09/01/2017 percent  40 50 60 70 80  ve Date - 09/01/2018 percent  40 50 60 70 80	\$16.28 \$20.35 \$24.41 \$28.48 \$32.55 Apprentice Base Wage \$17.08 \$21.35 \$25.61 \$29.88 \$34.15	\$10.00 \$10.00 \$10.00 \$10.00 \$10.00 Health \$10.00 \$10.00 \$10.00 \$10.00	\$2.50 \$2.50 \$7.60 \$12.16 \$15.70 Pension \$2.50 \$2.50 \$7.60 \$12.16 \$15.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$28.78 \$32.85 \$42.01 \$50.64 \$58.25 Total Rate \$29.58 \$33.85 \$43.21 \$52.04 \$59.85	
	Effective Step  1 2 3 4 5  Effective Step 1 2 3 4 5  Notes:	ve Date - 09/01/2017 percent  40 50 60 70 80 ve Date - 09/01/2018 percent  40 50 60 70 80	Apprentice Base Wage \$16.28 \$20.35 \$24.41 \$28.48 \$32.55  Apprentice Base Wage \$17.08 \$21.35 \$25.61 \$29.88 \$34.15	\$10.00 \$10.00 \$10.00 \$10.00 \$10.00 Health \$10.00 \$10.00 \$10.00 \$10.00	\$2.50 \$2.50 \$7.60 \$12.16 \$15.70 Pension \$2.50 \$2.50 \$7.60 \$12.16 \$15.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$28.78 \$32.85 \$42.01 \$50.64 \$58.25 Total Rate \$29.58 \$33.85 \$43.21 \$52.04 \$59.85	
PNEUMATIC	Effective Step  1 2 3 4 5  Effective Step 1 2 3 4 5  Notes:	ve Date - 09/01/2017 percent  40  50  60  70  80  ve Date - 09/01/2018 percent  40  50  60  70  80  Steps 2000hrs. Prior 9/1/05; 40/40  atice to Journeyworker Ratio:1:3	Apprentice Base Wage \$16.28 \$20.35 \$24.41 \$28.48 \$32.55  Apprentice Base Wage \$17.08 \$21.35 \$25.61 \$29.88 \$34.15	\$10.00 \$10.00 \$10.00 \$10.00 \$10.00 Health \$10.00 \$10.00 \$10.00 \$10.00	\$2.50 \$2.50 \$7.60 \$12.16 \$15.70 Pension \$2.50 \$2.50 \$7.60 \$12.16 \$15.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$28.78 \$32.85 \$42.01 \$50.64 \$58.25 Total Rate \$29.58 \$33.85 \$43.21 \$52.04 \$59.85	

For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"		Base Wage	Health	Pension	Unemployment	Total Rate
PNEUMATIC DRILL/TOOL OPERATOR	12/01/2017	\$33.08	\$7.70	\$13.60	\$0.00	\$54.38
ABORERS - ZONE 2	06/01/2018	\$33.92	\$7.70	\$13.60	\$0.00	\$55.22
	12/01/2018	\$34.76	\$7.70	\$13.60	\$0.00	\$56.06
	06/01/2019	\$35.63	\$7.70	\$13.60	\$0.00	\$56.93
	12/01/2019	\$36.49	\$7.70	\$13.60	\$0.00	\$57.79
	06/01/2020	\$37.38	\$7.70	\$13.60	\$0.00	\$58.68
	12/01/2020	\$38.27	\$7.70	\$13.60	\$0.00	\$59.57
	06/01/2021	\$39.19	\$7.70	\$13.60	\$0.00	\$60.49
	12/01/2021	\$40.10	\$7.70	\$13.60	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER LABORERS - ZONE 2	12/01/2017	\$33.83	\$7.70	\$13.60	\$0.00	\$55.13
ADORDRO - 20111 2	06/01/2018	\$34.67	\$7.70	\$13.60	\$0.00	\$55.97
	12/01/2018	\$35.51	\$7.70	\$13.60	\$0.00	\$56.81
	06/01/2019	\$36.38	\$7.70	\$13.60	\$0.00	\$57.68
	12/01/2019	\$37.24	\$7.70	\$13.60	\$0.00	\$58.54
	06/01/2020	\$38.13	\$7.70	\$13.60	\$0.00	\$59.43
	12/01/2020	\$39.02	\$7.70	\$13.60	\$0.00	\$60.32
	06/01/2021	\$39.94	\$7.70	\$13.60	\$0.00	\$61.24
	12/01/2021	\$40.85	\$7.70	\$13.60	\$0.00	\$62,15
For apprentice rates see "Apprentice- LABORER"  POWER SHOVEL/DERRICK/TRENCHING MACHINE  OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.63	\$10,50	\$15.50	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE)  OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER)  OPERATING ENGINEERS LOCAL 4	12/01/2017	\$31.80	\$10.50	\$15.50	\$0.00	\$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER  EAMSTERS LOCAL 251	05/01/2009	\$25.06	\$7.66	\$6.39	\$0.00	\$39.11
RECLAIMERS OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
NDE-ON MOTORIZED BUGGY OPERATOR  ABORERS - ZONE 2	12/01/2017	\$33.08	\$7.70	\$13.60	\$0.00	\$54.38
NOONBRD - LONE 2	06/01/2018	\$33.92	\$7.70	\$13.60	\$0.00	\$55.22
	12/01/2018	\$34.76	\$7.70	\$13.60	\$0.00	\$56.06
	06/01/2019	\$35.63	\$7.70	\$13.60	\$0.00	\$56.93
	12/01/2019	\$36.49	\$7.70	\$13.60	\$0.00	\$57.79
	06/01/2020	\$37.38	\$7.70	\$13.60	\$0.00	\$58.68
	12/01/2020	\$38.27	\$7.70	\$13.60	\$0.00	\$59.57
	06/01/2021	\$39.19	\$7.70	\$13.60	\$0.00	\$60.49
	12/01/2021	\$40.10	\$7.70	\$13.60	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE  OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17

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		ive Date -	OOFER - Local 33 02/01/2018	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$21.18	\$11.35	\$3.44	\$0.00	\$35.97	
	2	60		\$25.42	\$11.35	\$14.80	\$0.00	\$51.57	
	3	65		\$27,53	\$11.35	\$14.80	\$0.00	\$53,68	
	4	75		\$31.77	\$11.35	\$14.80	\$0.00	\$57.92	
	5	85		\$36.01	\$11.35	\$14.80	\$0.00	\$62.16	
	Effect Step	ive Date -	08/01/2018	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$21.73	\$11.35	\$3.44	\$0.00	\$36.52	
	2	60		\$26.08	\$11.35	\$14.80	\$0.00	\$52.23	
	3	65		\$28.25	\$11.35	\$14.80	\$0.00	\$54.40	
	4	75		\$32.60	\$11.35	\$14.80	\$0.00	\$58.75	
	5	85		\$36,94	\$11.35	\$14.80	\$0.00	\$63.09	
	NOTE NAMED IN	Step 1 is: (Hot Pitcl	5-10, the 1:10; Reroofing: 1: 2000 hrs.; Steps 2-5 are 100 n Mechanics' receive \$1.00 h urneyworker Ratio:**	0 hrs.				Annual Manual Science Control of	
		E / PRECA	AST CONCRETE	02/01/2018	3 \$42.61	\$11.35	\$14.80	\$0,00	\$68.76
FERS LOCA	L 33			08/01/2018	\$43,71	\$11.35	\$14.80	\$0.00	\$69.86
For apprentic	e rates see	"Apprentice- F	OOFER"	02/01/2019	\$44.86	\$11.35	\$14.80	\$0.00	\$71.01
EETMETA				04/01/2018	\$34.96	\$12.20	\$16.30	\$1.90	\$65.36
ETMETAL W	ORKERS L	OCAL 17 - B		10/01/2018	\$35.46	\$12.20	\$16.30	\$1.90	\$65.86
				04/01/2019	\$35.96	\$12,20	\$16.30	\$1.90	\$66.36

Classification

ROOFERS LOCAL 33

ROOFER (Inc.Roofer Waterproofing &Roofer Damproofg)

Supplemental

\$0.00

\$0.00

\$0.00

Unemployment

Pension

\$14.80

\$14.80

\$14.80

Health

\$11.35

\$11.35

\$11.35

Effective Date Base Wage

\$42.36

\$43.46

\$44.61

02/01/2018

08/01/2018

02/01/2019

Total Rate

\$68.51

\$69.61

\$70.76

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Supplemental **Total Rate** Unemployment

 Effecti	ive Date -	04/01/2018				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	40		\$13.98	\$12.20	\$4.02	\$0.92	\$31.12	
2	45		\$15.73	\$12.20	\$4.52	\$0.99	\$33,44	
3	50		\$17.48	\$12.20	\$10.48	\$1.23	\$41.39	
4	55		\$19.23	\$12.20	\$10.48	\$1.28	\$43.19	
5	60		\$20.98	\$12.20	\$13.37	\$1.40	\$47.95	
6	65		\$22.72	\$12.20	\$13.61	\$1.46	\$49.99	
7	70		\$24.47	\$12.20	\$13.85	\$1.52	\$52.04	
8	75		\$26.22	\$12.20	\$14.10	\$1.58	\$54.10	
9	80		\$27.97	\$12.20	\$14.34	\$1.64	\$56.15	
10	85		\$29.72	\$12.20	\$14.58	\$1.70	\$58.20	
	ive Date -	10/01/2018	A CONTRACTOR	XT - 146	D	Supplemental	Tatul Data	
Step	percent		Apprentice Base Wage		Pension	Unemployment	Total Rate	
1	40		\$14.18	\$12.20	\$4.02	\$0.93	\$31.33	
2	45		\$15.96	\$12.20	\$4.52	\$1.00	\$33.68	
3	50		\$17.73	\$12.20	\$10.48	\$1.23	\$41.64	
4	55		\$19.50	\$12.20	\$10.48	\$1.29	\$43.47	
5	60		\$21.28	\$12.20	\$13.37	\$1.41	\$48.26	
6	65		\$23.05	\$12.20	\$13.61	\$1.47	\$50.33	
7	70		\$24.82	\$12.20	\$13.85	\$1.53	\$52.40	
8	75		\$26.60	\$12.20	\$14.10	\$1.59	\$54.49	
9	80		\$28.37	\$12.20	\$14.34	\$1.65	\$56.56	
10	85		\$30.14	\$12.20	\$14.58	\$1.71	\$58.63	
Notes:	my encommune burnaming is	SUMMERS PROPERTY PROPERTY SECTION SECT	postupinje postupinje dominika delektroni istoritima	propries memerale amarould	Annalista necessita escentraria	- PROPERTY MANAGEN MANAGENE 113	AND COLUMN	
Appre	ntice to Jo	urneyworker Ratio:1:3	AND AND STREET, STREET		popular secondario secondario	***************************************	WAYA WAYAMADA MARKATARA TATURIYAN	
2016			06/01/2013	3 \$25.81	\$7.07	\$7.05	\$0.00 \$39.9	)3

SIGN ERECTOR PAINTERS LOCAL 35 - ZONE 2

Supplemental Unemployment

Annrantica -	SIGN ERECTOR -	Local 35 Zone 2
A DDrenuce -	DION DIWCION -	LUCUI JJ LUNC A

Classification

	ive Date -	06/01/2013	A	TTooleh	Donaion	Supplemental Unemployment	Total Rate
Step	percent		Apprentice Base Wage	неанп	Pension	Otteniployment	Total Nate
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:		water state of the	Telephone beaming management property and the state of th		ring executions, startements specificately	, values, principle, permitted measured	Part of the Proceedings of the Conference of the
	Steps are 4	l mos.					Administration
Appre	ntice to Jou	rneyworker Ratio:		Includer Approx	W. NAMES AND ADDRESS OF STREET	characteristic for a flavor morning side maximum (A.	artistrianismost. Marchine Print. Auto-design 1999.

Apprentice	to Journeyworke	· Ratio:	1:1
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SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$32.73	\$10,91	\$10.89	\$0.00	\$54.53
SPRINKLER FITTER	03/01/2018	\$52.00	\$9.12	\$18.15	\$0.00	\$79.27
SPRINKLER FITTERS LOCAL 550 - (Section B) Zone 2	10/01/2018	\$53.35	\$9.12	\$18.15	\$0.00	\$80.62
	01/01/2019	\$53.35	\$9.47	\$18.35	\$0.00	\$81.17
	03/01/2019	\$54.70	\$9.47	\$18.35	\$0.00	\$82.52
	10/01/2019	\$56.05	\$9.47	\$18.35	\$0.00	\$83.87
	03/01/2020	\$57.40	\$9.47	\$18.35	\$0.00	\$85.22
	10/01/2020	\$58.75	\$9.47	\$18.35	\$0.00	\$86.57
	03/01/2021	\$60.10	\$9.47	\$18.35	\$0.00	\$87.92

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Apprentice -	SPRINKLER	FITTER - Loca	al 550 (Section	n B) Zone 2
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Ei	ffective	e Date - 03/01/2018				Supplemental		
St	tep	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1		35	\$18.20	\$9.12	\$8.90	\$0.00	\$36.22	
2		40	\$20.80	\$9.12	\$8.90	\$0.00	\$38.82	
3		45	\$23.40	\$9.12	\$8.90	\$0.00	\$41.42	
4		50	\$26.00	\$9.12	\$8.90	\$0,00	\$44.02	
5		55	\$28.60	\$9.12	\$8.90	\$0.00	\$46.62	
6	;	60	\$31.20	\$9.12	\$10.40	\$0.00	\$50.72	
7		65	\$33.80	\$9.12	\$10.40	\$0.00	\$53.32	
8		70	\$36.40	\$9.12	\$10.40	\$0.00	\$55.92	
9		75	\$39.00	\$9.12	\$10.40	\$0.00	\$58.52	
16	0	80	\$41.60	\$9.12	\$10.40	\$0.00	\$61.12	
		e Date - 10/01/2018	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
_	•	percent						
1		35	\$18.67	\$9.12	\$8.90	\$0.00	\$36.69	
2		40	\$21.34	\$9.12	\$8.90	\$0.00	\$39.36	
3		45	\$24.01	\$9.12	\$8.90	\$0.00	\$42.03	
4		50	\$26.68	\$9.12	\$8.90	\$0.00	\$44.70	
5		55	\$29.34	\$9.12	\$8.90	\$0.00	\$47.36	
6		60	\$32.01	\$9.12	\$10.40	\$0.00	\$51.53	
7		65	\$34.68	\$9.12	\$10.40	\$0.00	\$54.20	
8		70	\$37.35	\$9.12	\$10.40	\$0.00	\$56.87	
9		75	\$40.01	\$9.12	\$10.40	\$0.00	\$59.53	
10	0	80	\$42.68	\$9.12	\$10.40	\$0.00	\$62.20	
N	4	pprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 Steps are 850 hours	Annual Manager Washington Statement Statement Annual Statement Sta	thebook distribute survivier e	ermania emanana emanana	remarkable Milabulate PASAS (1997) 175	entitie enteren enteren enteren	
A	pprent	ice to Journeyworker Ratio:1:3	WAS COMPANY WAS STREET, THE TAXABLE WAS ASSESSED.	Terrore transport to	NAME OF THE PARTY OF			
EAM BOILER ( ERATING ENGINEE			12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
For apprentice rates	s see "Aj	oprentice- OPERATING ENGINEERS"						
AMPERS, SELF- PERATING ENGINEE		ELLED OR TRACTOR DRAWN	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
For apprentice rates	s see "A <sub>l</sub>	oprentice- OPERATING ENGINEERS"						
		N TECHNICIAN	03/01/2018	\$34.27	\$9.40	\$10.46	\$0.00	\$54.13
ECTRICIANS LOCAL	L 223		09/01/2018	\$34.76	\$9.65	\$10.81	\$0.00	\$55.22
			03/01/2019	\$35.25	\$9.90	\$11.14	\$0.00	\$56.29
			09/01/2019	\$35.78	\$10.15	\$11.45	\$0.00	\$57.38

	Step	ive Date - 03/01/201 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
	***************************************		Wages shall be the same as the Electrician			PRODUCTO PRINCIPLE SOCIETATION	ner = 1 Innahold 2000000 000000	
	Appre	entice to Journeyworke	r Ratio:2:3***					
ERRAZZO F			02/01/2018	\$51.00	\$10.75	\$20.03	\$0.00	\$81.78
ICKLAYERS LO	CAL 3 - M	IARBLE & TILE	08/01/2018	\$52.35	\$10.75	\$20.16	\$0.00	\$83.26
			02/01/2019	\$52.99	\$10.75	\$20.16	\$0.00	\$83.90
			08/01/2019	\$54.34	\$10.75	\$20.30	\$0.00	\$85.39
			02/01/2020	\$54.98	\$10.75	\$20.30	\$0.00	\$86.03
			08/01/2020	\$56.33	\$10.75	\$20.45	\$0.00	\$87.53
			02/01/2021	\$56.97	\$10.75	\$20.45	\$0.00	\$88.17
			08/01/2021	\$58.37	\$10.75	\$20.61	\$0.00	\$89.73
			02/01/2022	\$58.96	\$10.75	\$20.61	\$0.00	\$90.32
	Effect Step	percent 02/01/201	Apprentice Base Wage		Pension	Supplemental Unemployment	Total Rate	
	Effect	ive Date - 02/01/201	3	Health	Pension		Total Rate	
	Effect	ive Date - 02/01/201	3	Health	Pension \$20.03		Total Rate	
	Effect Step 1 2	percent 02/01/201	Apprentice Base Wage			\$0.00 \$0.00	\$56.28 \$61.38	
	Effect Step	percent 50 60 70	Apprentice Base Wage \$25.50	\$10.75	\$20.03	\$0.00 \$0.00 \$0.00	\$56.28 \$61.38 \$66.48	
	Effect Step  1  2  3  4	percent 02/01/2013 50 60 70 80	Apprentice Base Wage \$25.50 \$30.60	\$10.75 \$10.75	\$20.03 \$20.03 \$20.03 \$20.03	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$56.28 \$61.38 \$66.48 \$71.58	
	Step  1 2 3	percent 50 60 70	\$25.50 \$30.60 \$35.70	\$10.75 \$10.75 \$10.75	\$20.03 \$20.03 \$20.03	\$0.00 \$0.00 \$0.00	\$56.28 \$61.38 \$66.48	
	Effect Step  1  2  3  4	percent 02/01/2013 50 60 70 80 90	\$ Apprentice Base Wage \$25.50 \$30.60 \$35.70 \$40.80	\$10.75 \$10.75 \$10.75 \$10.75	\$20.03 \$20.03 \$20.03 \$20.03	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$56.28 \$61.38 \$66.48 \$71.58	
	Effect Step  1 2 3 4 5	percent 02/01/2013 50 60 70 80 90	\$25.50 \$30.60 \$35.70 \$40.80 \$45.90	\$10.75 \$10.75 \$10.75 \$10.75 \$10.75	\$20.03 \$20.03 \$20.03 \$20.03 \$20.03	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$56.28 \$61.38 \$66.48 \$71.58 \$76.68	
	Effect Step  1 2 3 4 5	percent 02/01/2013 50 60 70 80 90	\$25.50 \$30.60 \$35.70 \$40.80 \$45.90	\$10.75 \$10.75 \$10.75 \$10.75 \$10.75	\$20.03 \$20.03 \$20.03 \$20.03 \$20.03	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$56.28 \$61.38 \$66.48 \$71.58 \$76.68	
	Step  1 2 3 4 5  Notes:	percent  50  60  70  80  90  entice to Journeyworke	\$ Apprentice Base Wage \$25.50 \$30.60 \$35.70 \$40.80	\$10.75 \$10.75 \$10.75 \$10.75 \$10.75	\$20.03 \$20.03 \$20.03 \$20.03 \$20.03	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$56.28 \$61.38 \$66.48 \$71.58 \$76.68	\$61.50
	Step  1 2 3 4 5  Notes:	percent  50  60  70  80  90  entice to Journeyworke	Apprentice Base Wage \$25.50 \$30.60 \$35.70 \$40.80 \$45.90	\$10.75 \$10.75 \$10.75 \$10.75 \$10.75	\$20.03 \$20.03 \$20.03 \$20.03 \$20.03	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$56.28 \$61.38 \$66.48 \$71.58 \$76.68	\$61.50
	Step  1 2 3 4 5  Notes:	percent  50  60  70  80  90  entice to Journeyworke	Apprentice Base Wage \$25.50 \$30.60 \$35.70 \$40.80 \$45.90	\$10.75 \$10.75 \$10.75 \$10.75 \$10.75	\$20.03 \$20.03 \$20.03 \$20.03 \$20.03	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$56.28 \$61.38 \$66.48 \$71.58 \$76.68	\$61.50 \$62.45
	Step  1 2 3 4 5  Notes:	percent  50  60  70  80  90  entice to Journeyworke	Apprentice Base Wage \$25.50 \$30.60 \$35.70 \$40.80 \$45.90  r Ratio: 1:3	\$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75 7 \$38.85 8 \$39.80 8 \$40.75	\$20.03 \$20.03 \$20.03 \$20.03 \$20.03 \$7.70 \$7.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$14.95	\$56.28 \$61.38 \$66.48 \$71.58 \$76.68	\$61.50 \$62.45 \$63.40
	Step  1 2 3 4 5  Notes:	percent  50  60  70  80  90  entice to Journeyworke	Apprentice Base Wage \$25.50 \$30.60 \$35.70 \$40.80 \$45.90  r Ratio:1:3  12/01/2017 06/01/2018	\$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75 7 \$38.85 8 \$39.80 8 \$40.75 9 \$41.75	\$20.03 \$20.03 \$20.03 \$20.03 \$20.03 \$7.70 \$7.70 \$7.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$14.95 \$14.95 \$14.95	\$56.28 \$61.38 \$66.48 \$71.58 \$76.68 \$0.00 \$0.00 \$0.00	\$61.50 \$62.45 \$63.40 \$64.40
	Step  1 2 3 4 5  Notes:	percent  50  60  70  80  90  entice to Journeyworke	Apprentice Base Wage \$25.50 \$30.60 \$35.70 \$40.80 \$45.90  r Ratio: 1:3  12/01/2018 12/01/2018 06/01/2018	\$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75 7 \$38.85 8 \$39.80 8 \$40.75 9 \$41.75	\$20.03 \$20.03 \$20.03 \$20.03 \$20.03 \$7.70 \$7.70 \$7.70 \$7.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$14.95 \$14.95 \$14.95 \$14.95	\$56.28 \$61.38 \$66.48 \$71.58 \$76.68 \$0.00 \$0.00 \$0.00 \$0.00	\$61.50 \$62.45 \$63.40 \$64.40 \$65.40
ST BORING BORERS - FOU	Step  1 2 3 4 5  Notes:	percent  50  60  70  80  90  entice to Journeyworke	Apprentice Base Wage \$25.50 \$30.60 \$35.70 \$40.80 \$45.90  r Ratio: 1:3  12/01/2018 12/01/2018 12/01/2019	\$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75 7 \$38.85 8 \$39.80 8 \$40.75 9 \$41.75 9 \$42.75 9 \$43.74	\$20.03 \$20.03 \$20.03 \$20.03 \$20.03 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$14.95 \$14.95 \$14.95 \$14.95 \$14.95	\$56.28 \$61.38 \$66.48 \$71.58 \$76.68 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	
	Step  1 2 3 4 5  Notes:	percent  50  60  70  80  90  entice to Journeyworke	Apprentice Base Wage \$25.50 \$30.60 \$35.70 \$40.80 \$45.90  r Ratio:1:3  12/01/2018 12/01/2018 12/01/2019 12/01/2020	\$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75 7 \$38.85 8 \$39.80 8 \$40.75 9 \$41.75 9 \$42.75 9 \$43.74 9 \$44.72	\$20.03 \$20.03 \$20.03 \$20.03 \$20.03 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$14.95 \$14.95 \$14.95 \$14.95 \$14.95 \$14.95	\$56.28 \$61.38 \$66.48 \$71.58 \$76.68 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$61.50 \$62.45 \$63.40 \$64.40 \$65.40 \$66.39

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING DRILLER HELPER	12/01/2017	\$37.57	\$7.70	\$14.95	\$0.00	\$60.22
LABORERS - FOUNDATION AND MARINE	06/01/2018	\$38.52	\$7.70	\$14.95	\$0.00	\$61.17
	12/01/2018	\$39.47	\$7.70	\$14.95	\$0.00	\$62.12
	06/01/2019	\$40.47	\$7.70	\$14.95	\$0.00	\$63.12
	12/01/2019	\$41.47	\$7.70	\$14.95	\$0.00	\$64.12
	06/01/2020	\$42.46	\$7.70	\$14.95	\$0.00	\$65.11
	12/01/2020	\$43.44	\$7.70	\$14.95	\$0.00	\$66.09
	06/01/2021	\$44.46	\$7.70	\$14.95	\$0.00	\$67.11
	12/01/2021	\$45.47	\$7.70	\$14.95	\$0.00	\$68.12
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER LABORERS - FOUNDATION AND MARINE	12/01/2017	\$37.45	\$7.70	\$14.95	\$0.00	\$60.10
LABORERS - FOUNDATION AND WANING	06/01/2018	\$38.40	\$7.70	\$14.95	\$0.00	\$61.05
	12/01/2018	\$39,35	\$7.70	\$14.95	\$0.00	\$62.00
	06/01/2019	\$40.35	\$7.70	\$14.95	\$0.00	\$63.00
	12/01/2019	\$41.35	\$7.70	\$14.95	\$0.00	\$64.00
	06/01/2020	\$42.34	\$7.70	\$14.95	\$0.00	\$64.99
	12/01/2020	\$43.32	\$7.70	\$14.95	\$0.00	\$65.97
	06/01/2021	\$44.34	\$7.70	\$14.95	\$0.00	\$66,99
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$45.35	\$7.70	\$14.95	\$0.00	\$68.00
TRACTORS/PORTABLE STEAM GENERATORS OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.17	\$10.50	\$15,50	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FRAILERS FOR EARTH MOVING EQUIPMENT FEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$33.02	\$10.91	\$10.89	\$0.00	\$54.82
TUNNEL WORK - COMPRESSED AIR	12/01/2017	\$49.73	\$7.70	\$15.35	\$0.00	\$72.78
ABORERS (COMPRESSED AIR)	06/01/2018	\$50.68	\$7.70	\$15.35	\$0.00	\$73.73
	12/01/2018	\$51.63	\$7,70	\$15.35	\$0.00	\$74.68
	06/01/2019	\$52.63	\$7.70	\$15.35	\$0.00	\$75.68
	12/01/2019	\$53.63	\$7.70	\$15.35	\$0.00	\$76.68
	06/01/2020	\$54.62	\$7.70	\$15.35	\$0.00	\$77.67
	12/01/2020	\$55.60	\$7.70	\$15.35	\$0.00	\$77.67
	06/01/2021	\$56.62	\$7.70	\$15.35	\$0.00	\$78.63
	12/01/2021	\$50.62 \$57.63	\$7.70	\$15.35	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$37.03	\$1.70	Ψίνινν	ψ0.00	φου. <b>υ</b> ο
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	12/01/2017	\$51.73	\$7.70	\$15.35	\$0.00	\$74.78
ABORERS (COMPRESSED AIR)	06/01/2018	\$52.68	\$7.70	\$15.35	\$0.00	\$75.73
	12/01/2018	\$53.63	\$7.70	\$15.35	\$0.00	\$76.68
	06/01/2019	\$54.63	\$7.70	\$15.35	\$0.00	\$77.68
	12/01/2019	\$55.63	\$7.70	\$15.35	\$0.00	\$77.68
	06/01/2020	\$55.63 \$56.62	\$7.70	\$15.35	\$0.00	\$79.67
	12/01/2020	\$50.62 \$57.60	\$7.70 \$7.70	\$15.35	\$0.00	\$80.65
				\$15.35	\$0.00	
	06/01/2021	\$58.62	\$7.70			\$81.67
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$59.63	\$7.70	\$15.35	\$0.00	\$82.68

Issue Date: 05/17/2018 Wage Request Number: 20180517-036

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR	12/01/2017	\$41.80	\$7.70	\$15.35	\$0.00	\$64.85
ABORERS (FREE AIR TUNNEL)	06/01/2018	\$42.75	\$7.70	\$15,35	\$0.00	\$65.80
	12/01/2018	\$43.70	\$7.70	\$15.35	\$0.00	\$66.75
	06/01/2019	\$44.70	\$7.70	\$15.35	\$0.00	\$67.75
	12/01/2019	\$45.70	\$7.70	\$15.35	\$0.00	\$68.75
	06/01/2020	\$46.69	\$7.70	\$15.35	\$0.00	\$69.74
	12/01/2020	\$47.67	\$7.70	\$15.35	\$0.00	\$70.72
	06/01/2021	\$48.69	\$7.70	\$15.35	\$0.00	\$71.74
	12/01/2021	\$49.70	\$7.70	\$15,35	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL)	12/01/2017	\$43.80	\$7.70	\$15.35	\$0.00	\$66.85
ADORDIO (PRISO NIK TORNELY	06/01/2018	\$44.75	\$7.70	\$15.35	\$0.00	\$67.80
	12/01/2018	\$45.70	\$7.70	\$15.35	\$0.00	\$68.75
	06/01/2019	\$46.70	\$7.70	\$15.35	\$0.00	\$69.75
	12/01/2019	\$47.70	\$7.70	\$15.35	\$0.00	\$70.75
	06/01/2020	\$48.69	\$7.70	\$15.35	\$0.00	\$71.74
	12/01/2020	\$49.67	\$7.70	\$15.35	\$0.00	\$72.72
	06/01/2021	\$50.69	\$7.70	\$15.35	\$0.00	\$73.74
	12/01/2021	\$51.70	\$7.70	\$15.35	\$0.00	\$74.75
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
WAGON DRILL OPERATOR	12/01/2017	\$33.08	\$7.70	\$13.60	\$0.00	\$54.38
ABORERS - ZONE 2	06/01/2018	\$33.92	\$7.70	\$13.60	\$0.00	\$55.22
	12/01/2018	\$34.76	\$7.70	\$13.60	\$0.00	\$56.06
	06/01/2019	\$35.63	\$7.70	\$13.60	\$0.00	\$56.93
	12/01/2019	\$36.49	\$7.70	\$13.60	\$0.00	\$57.79
	06/01/2020	\$37.38	\$7.70	\$13.60	\$0.00	\$58.68
	12/01/2020	\$38.27	\$7.70	\$13.60	\$0.00	\$59.57
	06/01/2021	\$39.19	\$7.70	\$13.60	\$0.00	\$60.49
	12/01/2021	\$40.10	\$7.70	\$13.60	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
WASTE WATER PUMP OPERATOR OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER	09/01/2017	\$40.69	\$10.00	\$17.60	\$0.00	\$68.29
PLUMBERS & PIPEFITTERS LOCAL 51	09/01/2018	\$42.69	\$10.00	\$17.60	\$0.00	\$70.29
For apprentice rates see "Apprentice-PLUMBER/PIPEFITTER" or "PLUMBER/GASFI	TTER"					
Outside Electrical - East				01.01	40.00	
CABLE TECHNICIAN (Power Zone)  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$27.14	\$7.75	\$1.81	\$0.00	\$36.70
For apprentice rates see "Apprentice-LINEMAN"				* * .		
CABLEMAN (Underground Ducts & Cables) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$38.45	\$7.75	\$9.53	\$0.00	\$55.73
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN CDL DUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$31.66	\$7.75	\$9.44	\$0.00	\$48.85
For apprentice rates see "Apprentice- LINEMAN"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$24.88	\$7.75	\$1.75	\$0.00	\$34.38
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class A CDL)  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$38.45	\$7.75	\$13.61	\$0.00	\$59.81
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class B CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$33.92	\$7.75	\$10.21	\$0.00	\$51.88
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$24.88	\$7.75	\$1.75	\$0.00	\$34.38
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN -Inexperienced (<2000 Hrs.) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$20.35	\$7.75	\$1.61	\$0.00	\$29.71
For apprentice rates see "Apprentice-LINEMAN"						
JOURNEYMAN LINEMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$45.23	\$7.75	\$16.61	\$0.00	\$69.59

Apprentice -	LINEMAN :	(Outside	Electrical)	- East Local 104
ADDICHAL -	3474.4 1 7474.4 4 4 4 4 4	Chibino		2000, 200000 201

Effect	ive Date -	09/03/2017				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	60		\$27.14	\$7.75	\$3.31	\$0.00	\$38.20
2	65		\$29.40	\$7.75	\$3.38	\$0.00	\$40.53
3	70		\$31.66	<b>\$7.75</b>	\$3.45	\$0.00	\$42.86
4	75		\$33.92	\$7.75	\$5.02	\$0.00	\$46.69
5	80		\$36.18	\$7.75	\$5.09	\$0.00	\$49.02
6	85		\$38.45	\$7.75	\$5.15	\$0.00	\$51.35
7	90		\$40.71	\$7.75	\$7,22	\$0.00	\$55.68

## Apprentice to Journeyworker Ratio:1:2

TELEDATA CABLE SPLICER	02/05/2018	\$29.98	\$4.70	\$3.15	\$0.00	\$37.83
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	02/04/2019	\$30.73	\$4.70	\$3.17	\$0.00	\$38.60
TELEDATA LINEMAN/EQUIPMENT OPERATOR	05/05/2018	\$28.22	\$4.70	\$3.10	\$0.00	\$36.02
OUTSIDE ELECTRICAI, WORKERS - EAST LOCAL 104	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TELEDATA WIREMAN/INSTALLER/TECHNICIAN	02/05/2018	\$28,22	\$4.70	\$3.10	\$0.00	\$36.02
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TREE TRIMMER OUTSIDE FLECTRICAL WORKERS - EAST LOCAL 104	01/31/2016	\$18.51	\$3.55	\$0.00	\$0.00	\$22.06

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

This classification does not apply to wholesale nee removal.						
TREE TRIMMER GROUNDMAN	01/31/2016	\$16.32	\$3.55	\$0.00	\$0.00	\$19.87
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.

Rental of Equipment - East

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$32.15	\$10.91	\$0.00	\$0.00	\$43.06
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$32.22	\$10.91	\$0.00	\$0.00	\$43.13
(4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$32.34	\$10.91	\$0.00	\$0.00	\$43.25
ADS/SUBMERSIBLE PILOT	08/01/2017	\$92.97	\$9.90	\$0.00	\$0.00	\$102.87
PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2018	\$97.80	\$9.90	\$0.00	\$0.00	\$107.70
	08/01/2019	\$102.78	\$9.90	\$0.00	\$0.00	\$112.68
For apprentice rates see "Apprentice- PILE DRIVER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.63	\$10.50	\$0.00	\$0.00	\$57.13
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.63	\$10.50	\$0.00	\$0.00	\$57.13
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BULLDOZER/GRADER/SCRAPER  OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.17	\$10.50	\$0.00	\$0.00	\$56.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES OPERATING ENGINEERS LOCAL 4	12/01/2017	\$47.63	\$10.50	\$0.00	\$0.00	\$58.13
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 4	12/01/2017	\$31.80	\$10.50	\$0.00	\$0.00	\$42.30
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER	08/01/2017	\$61.98	\$9.90	\$0.00	\$0.00	\$71.88
PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2018	\$65.20	\$9.90	\$0.00	\$0.00	\$75.10
	08/01/2019	\$68.52	\$9.90	\$0.00	\$0.00	\$78.42
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2017	\$44.27	\$9.90	\$0.00	\$0.00	\$54.17
The Date Records of Rolls 2)	08/01/2018	\$46.57	\$9.90	\$0.00	\$0.00	\$56.47
For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2019	\$48.94	\$9.90	\$0.00	\$0.00	\$58.84
DIVER TENDER (EFFLUENT)	08/01/2017	\$66.41	\$9.90	\$0.00	\$0.00	\$76.31
PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2018	\$69.86	\$9.90	\$0.00	\$0.00	\$79.76
	08/01/2019	\$73.41	\$9.90	\$0.00	\$0.00	\$83.31
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT)	08/01/2017	\$92.97	\$9.90	\$0.00	\$0.00	\$102.87
PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2018	\$97.80	\$9.90	\$0.00	\$0.00	\$107.70
	08/01/2019	\$102.78	\$9.90	\$0.00	\$0.00	\$112.68
For apprentice rates see "Apprentice- PILE DRIVER"						

Issue Date: 05/17/2018 Wage Request Number: 20180517-036 Page 38 of 41

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FLAGGER & SIGNALER	12/01/2017	\$21.50	\$7.70	\$0.00	\$0.00	\$29.20
LABORERS - ZONE 2	06/01/2018	\$21.50	\$7.70	\$0.00	\$0.00	\$29.20
	12/01/2018	\$22.50	\$7.70	\$0.00	\$0.00	\$30,20
	06/01/2019	\$22.50	\$7.70	\$0.00	\$0.00	\$30.20
	12/01/2019	\$23.50	\$7.70	\$0.00	\$0.00	\$31.20
	06/01/2020	\$23.50	\$7.70	\$0.00	\$0.00	\$31.20
	12/01/2020	\$24.50	\$7.70	\$0.00	\$0.00	\$32.20
	06/01/2021	\$24.50	\$7.70	\$0.00	\$0.00	\$32.20
	12/01/2021	\$24.50	\$7.70	\$0.00	\$0.00	\$32.20
For apprentice rates see "Apprentice- LABORER"						
FORK LIFT/CHERRY PICKER  OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.63	\$10.50	\$0.00	\$0.00	\$57.13
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS  OPERATING ENGINEERS LOCAL, 4	12/01/2017	\$31.80	\$10.50	\$0.00	\$0.00	\$42.30
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HOISTING ENGINEER/CRANES/GRADALLS  OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.63	\$10.50	\$0.00	\$0.00	\$57.13

Annrentice -	OPERATING ENGINEERS - Local 4	
Apprentice -	OPERATING ENGINEERS - Local	4

	• •		1/2017				Supplemental		
	Step	percent		tice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	55		\$25.65	\$10.50	\$0.00	\$0.00	\$36.15	
	2	60		\$27.98	\$10.50	\$0.00	\$0.00	\$38.48	
	3	65		\$30.31	\$10.50	\$0.00	\$0.00	\$40.81	
	4	70		\$32.64	\$10.50	\$0.00	\$0.00	\$43.14	
	5	75		\$34.97	\$10.50	\$0.00	\$0.00	\$45,47	
	6	80		\$37.30	\$10.50	\$0.00	\$0.00	\$47.80	
	7	85		\$39.64	\$10.50	\$0.00	\$0.00	\$50.14	
	8	90		\$41.97	\$10.50	\$0.00	\$0.00	\$52.47	
	Notes:	ese concentrat promotiva materiales escuent	- Doublist America appearant esta-source estimable (1977/1787) (19		Anthonia antistra commi	ong eminimizere montocoloid allimitet 200	Total of the second sec	Annual Management Property	
	ayumaavar g								
	Appre		worker Ratio:1:6						
LABORER				12/01/201	7 \$32.8	\$7.70	\$0.00	\$0.00	\$40.53
LABORERS - ZON	E 2			06/01/201	8 \$33.6	\$7.70	\$0.00	\$0.00	\$41.37
				12/01/201	8 \$34.5	\$7.70	\$0.00	\$0.00	\$42,21
				06/01/201	9 \$35.3	38 \$7.70	\$0.00	\$0.00	\$43.08
				12/01/201	9 \$36.2	24 \$7.70	\$0.00	\$0.00	\$43,94
				06/01/202	0 \$37.1	13 \$7.70	\$0.00	\$0.00	\$44.83
				12/01/202	0 \$38.0	32 \$7.70	\$0.00	\$0.00	\$45.72
				06/01/202	1 \$38.9	94 \$7.70	\$0.00	\$0.00	\$46.64
				12/01/202	1 \$39.8	35 <b>\$7.70</b>	\$0.00	\$0.00	\$47.55

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		ve Date - 12/01/2017	Apprentice Base Wa	ngo Ll	[ealth	Pension	Supplemental Unemployment	ΤΛ	tal Rate	
	Step	percent 60					\$0.00		\$27.40	
	2		\$19.70		\$7.70 07.70	\$0.00	\$0.00		\$30.68	
	3	70	\$22.98		\$7.70 \$7.70	\$0.00				
	3	80 90	\$26.26 \$29.55		\$7.70 \$7.70	\$0.00 \$0.00	\$0.00 \$0.00		\$33.96 \$37.25	
	7	90	\$29.33	4	\$7.70	<b>90.00</b>	\$0,00		Φ51.25	
	Effecti	ve Date - 06/01/2018					Supplemental			
	Step	percent	Apprentice Base Wa	age H	ealth	Pension	Unemployment	То	tal Rate	
	1	60	\$20.20	4	\$7.70	\$0.00	\$0.00		\$27.90	
	2	70	\$23.57	9	\$7.70	\$0.00	\$0.00		\$31.27	
	3	80	\$26.94	é	\$7.70	\$0.00	\$0.00		\$34.64	
	4	90	\$30.30	9	\$7.70	\$0.00	\$0.00		\$38.00	
	Notes:	e tilikuliske kolombor po <del>rtuga</del> manhanom hannaka heriotiske billikul	and the second s		me amount discussed A	Market Secretary Secretary	Agreement and the second and the			
									manus annonces	
	Appre	ntice to Journeyworker Ratio: 1	:5	www.						
ILER (OTHER PERATING ENGLY		I TRUCK CRANES,GRADALI DCAL 4	.S) 12/01/2	2017	\$23.24	\$10.50	\$0.00	\$0.00		\$33.74
For apprentice	rates see '	Apprentice- OPERATING ENGINEERS	tt							
PERATING ENGIP	VEERS LO		12/01/2	2017	\$27.40	\$10.50	\$0.00	\$0.00		\$37.90
		Apprentice- OPERATING ENGINEERS	н							
PERATING ENGIN	VEERS LO		12/01/2	2017	\$46.17	\$10.50	\$0.00	\$0.00		\$56.67
		Apprentice- OPERATING ENGINEERS	К							
ANEL & PICK Eamsters joint		UCKS DRIVER IL NO. 10 ZONE B	12/01/2	2012	\$30.28	\$9.07	\$0,00	\$0.00		\$39.35
OWER SHOV		RRICK/TRENCHING MACHIN OCAL 4	E 12/01/2	2017	\$46.63	\$10.50	\$0.00	\$0.00		\$57.13
For apprentice i	rates see '	Apprentice- OPERATING ENGINEERS	п							
UMP OPERAT	•	· · · · · · · · · · · · · · · · · · ·	12/01/2	2017	\$46.63	\$10.50	\$0.00	\$0.00		\$57.13
For apprentice i	rates see '	Apprentice- OPERATING ENGINEERS	11							
UMP OPERAT	-	EWATERING, OTHER) OCAL 4	12/01/2	2017	\$31.80	\$10.50	\$0.00	\$0.00		\$42.30
For apprentice	rates see '	Apprentice- OPERATING ENGINEERS	11							
OLLER/SPRE PERATING ENGII		MULCHING MACHINE OCAL 4	12/01/2	2017	\$46.17	\$10.50	\$0.00	\$0.00		\$56.67
For apprentice	rates see '	Apprentice- OPERATING ENGINEERS	11		•					
PECIALIZED FAMSTERS JOINT		H MOVING EQUIP < 35 TONS IL NO. 10 ZONE B	12/01/2	2016	\$32.44	\$10.91	\$0.00	\$0.00		\$43.35
PECIALIZED Eamsters joint		H MOVING EQUIP > 35 TONS IL NO. 10 ZONE B	12/01/2	2016	\$32.73	\$10.91	\$0.00	\$0.00		\$43.64
RACTORS/PC		LE STEAM GENERATORS OCAL 4	12/01/2	2017	\$46.17	\$10.50	\$0.00	\$0.00		\$56.67
		Apprentice- OPERATING ENGINEERS								

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRAILERS FOR EARTH MOVING EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$33,02	\$10.91	\$0.00	\$0.00	\$43.93
TREE TRIMMER OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	01/31/2016	\$18.51	\$3.55	\$0.00	\$0.00	\$22.06
This classification applies only to tree work done: (a) for a utility company, R.E.A. coop- operating, maintaining, or repairing the utility company's equipment, and (c) by a person This classification does not apply to wholesale tree removal.	erative, or railroad or who is using hand o	coal mining con r mechanical cutt	npany, and (b) ting methods a	for the purpos and is not on th	se of ne ground.	
TREE TRIMMER GROUNDMAN OUTSIDE FLECTRICAL WORKERS - EAST LOCAL 104	01/31/2016	\$16.32	\$3.55	\$0.00	\$0.00	\$19.87
This classification applies only to tree work done: (a) for a utility company, R.E.A. coop- operating, maintaining, or repairing the utility company's equipment, and (c) by a person classification does not apply to wholesale tree removal.	erative, or railroad or who is using hand o	coal mining con r mechanical cutt	npany, and (b) ting methods a	for the purposend is on the g	se of round, This	
VAC-HAUL/CATCH BASIN CLEANING TEAMSTERS JOINT COUNCII, NO. 10 ZONE B	12/01/2016	\$32.44	\$10.91	\$0.00	\$0.00	\$43.35

## 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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