

CHARLES D. BAKER Governor

KARYN E. POLITO Lt. Governor

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

Prevailing Wage Rates

As determined by the Director under the provisions of the Massachusetts General Laws, Chapter 149, Sections 26 to 27H ROSALIN ACOSTA Secretary WILLIAM D MCKINNEY Director

Awarding Authority:	Town of Wareham
Contract Number:	City/Town: WAREHAM
Description of Work:	The Contractor would remove the old PVC membrane and replace it with a new PVC membrane which is located on the south side of the Wareham Town Hall.
Job Location:	54 Marion Road, Wareham, MA 02571

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

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
FEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2010	\$52.15	\$10.91	\$10.89	\$0.00	\$33.93
3 AXLE) DRIVER - EQUIPMENT	12/01/2016	\$32.22	\$10.91	\$10.89	\$0.00	\$54.02
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B						
4 & 5 AXLE) DRIVER - EQUIPMENT FEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$32.34	\$10.91	\$10.89	\$0.00	\$54.14
ADS/SUBMERSIBLE PILOT	08/01/2018	\$97.80	\$9.90	\$21.15	\$0.00	\$128.85
YILE DRIVER LOCAL 56 (ZONE 1)	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR ABORERS - ZONE 2	06/01/2018	\$34.00	\$7.70	\$14.02	\$0.00	\$55.72
ADORERS - ZONE 2	12/01/2018	\$34.84	\$7.70	\$14.02	\$0.00	\$56.56
	06/01/2019	\$35.71	\$7.70	\$14.02	\$0.00	\$57.43
	12/01/2019	\$36.57	\$7.70	\$14.02	\$0.00	\$58.29
	06/01/2020	\$37.46	\$7.70	\$14.02	\$0.00	\$59.18
	12/01/2020	\$38.35	\$7.70	\$14.02	\$0.00	\$60.07
	06/01/2021	\$39.27	\$7.70	\$14.02	\$0.00	\$60.99
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$40.18	\$7.70	\$14.02	\$0.00	\$61.90
SBESTOS WORKER (PIPES & TANKS)	06/01/2018	\$36.90	\$11.50	\$7.10	\$0.00	\$55.50
EAT & FROST INSULATORS LOCAL 6 (SOUTHERN MASS)	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	06/01/2018	\$33.50	\$7.70	\$14.02	\$0.00	\$55.22
ABORERS - ZONE 2	12/01/2018	\$34.34	\$7.70	\$14.02	\$0.00	\$56.06
	06/01/2019	\$35.21	\$7.70	\$14.02	\$0.00	\$56.93
	12/01/2019	\$36.07	\$7.70	\$14.02	\$0.00	\$57.79
	06/01/2020	\$36.96	\$7.70	\$14.02	\$0.00	\$58.68
	12/01/2020	\$37.85	\$7.70	\$14.02	\$0.00	\$59.57
	06/01/2021	\$38.77	\$7.70	\$14.02	\$0.00	\$60.49
	12/01/2021	\$39.68	\$7.70	\$14.02	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
SPHALT/CONCRETE/CRUSHER PLANT-ON SITE	06/01/2018	\$47.08	\$11.00	\$15.50	\$0.00	\$73.58
PERATING ENGINEERS LOCAL 4	12/01/2018	\$48.23	\$11.00	\$15.50	\$0.00	\$74.73
	06/01/2019	\$49.33	\$11.00	\$15.50	\$0.00	\$75.83
	12/01/2019	\$50.48	\$11.00	\$15.50	\$0.00	\$76.98
	06/01/2020	\$51.58	\$11.00	\$15.50	\$0.00	\$78.08
	12/01/2020	\$52.73	\$11.00	\$15.50	\$0.00	\$79.23
	06/01/2021	\$53.83	\$11.00	\$15.50	\$0.00	\$80.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$54.98	\$11.00	\$15.50	\$0.00	\$81.48
TO approduce rates see Apprendee OFERATING ENGINEERS						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BACKHOE/FRONT-END LOADER	Effective Date Base Wage Health Pension Unemployment 10 06/01/2018 \$47.08 \$11.00 \$15.50 \$0.00 \$7 12/01/2018 \$48.23 \$11.00 \$15.50 \$0.00 \$7 06/01/2019 \$49.33 \$11.00 \$15.50 \$0.00 \$7 12/01/2019 \$50.48 \$11.00 \$15.50 \$0.00 \$7 06/01/2020 \$51.58 \$11.00 \$15.50 \$0.00 \$7 06/01/2020 \$52.73 \$11.00 \$15.50 \$0.00 \$7 06/01/2021 \$53.83 \$11.00 \$15.50 \$0.00 \$8 12/01/2021 \$54.98 \$11.00 \$15.50 \$0.00 \$8 06/01/2018 \$33.50 \$7.70 \$14.02 \$0.00 \$5 12/01/2019 \$36.07 \$7.70 \$14.02 \$0.00 \$5 06/01/2019 \$36.96 \$7.70 \$14.02 \$0.00 \$5 06/01/2020 \$37.85 \$7.70	\$73.58				
OPERATING ENGINEERS LOCAL 4	12/01/2018	\$48.23	\$11.00	\$15.50	\$0.00	\$74.73
	06/01/2019	\$49.33	\$11.00	\$15.50	\$0.00	\$75.83
	12/01/2019	\$50.48	\$11.00	\$15.50	\$0.00	\$76.98
	06/01/2020	\$51.58	\$11.00	\$15.50	\$0.00	\$78.08
	12/01/2020	\$52.73	\$11.00	\$15.50	\$0.00	\$79.23
	06/01/2021	\$53.83	\$11.00	\$15.50	\$0.00	\$80.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$54.98	\$11.00	\$15.50	\$0.00	\$81.48
BARCO-TYPE JUMPING TAMPER	06/01/2018	\$33.50	\$7.70	\$14.02	\$0.00	\$55.22
LABORERS - ZONE 2	12/01/2018	\$34.34	\$7.70	\$14.02	\$0.00	\$56.06
	06/01/2019	\$35.21	\$7.70	\$14.02	\$0.00	\$56.93
	12/01/2019	\$36.07	\$7.70	\$14.02	\$0.00	\$57.79
	06/01/2020	\$36.96	\$7.70	\$14.02	\$0.00	\$58.68
	12/01/2020	\$37.85	\$7.70	\$14.02	\$0.00	\$59.57
	06/01/2021	\$38.77	\$7.70	\$14.02	\$0.00	\$60.49
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$39.68	\$7.70	\$14.02	\$0.00	\$61.40
BLOCK PAVER, RAMMER / CURB SETTER	Operation Operation <t< td=""><td>\$55.72</td></t<>	\$55.72				
LABORERS - ZONE 2	12/01/2018	\$34.84	\$7.70	\$14.02	Unemployment \$0.00	\$56.56
	06/01/2019	\$35.71	\$7.70	\$14.02		\$57.43
	12/01/2019	\$36.57	\$7.70	\$14.02	\$0.00	\$58.29
	06/01/2020	\$37.46	\$7.70	\$14.02	\$0.00	\$59.18
	12/01/2020	\$38.35	\$7.70	\$14.02	\$0.00	\$60.07
	06/01/2021	\$39.27	\$7.70	\$14.02	\$0.00	\$60.99
	12/01/2021	\$40.18	\$7.70	\$14.02	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER BOILERMAKERS LOCAL 29	03/01/2018	\$43.57	\$7.07	\$17.46	\$0.00	\$68.10
DOILLINNAKERS LOCAL 27	01/01/2019	\$44.71	\$7.07	\$17.72	\$0.00	\$69.50
	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

Effecti	ive Date -	03/01/2018				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	65		\$28.32	\$7.07	\$11.37	\$0.00	\$46.76
2	65		\$28.32	\$7.07	\$11.37	\$0.00	\$46.76
3	70		\$30.50	\$7.07	\$12.23	\$0.00	\$49.80
4	75		\$32.68	\$7.07	\$13.11	\$0.00	\$52.86
5	80		\$34.86	\$7.07	\$13.97	\$0.00	\$55.90
6	85		\$37.03	\$7.07	\$14.86	\$0.00	\$58.96
7	90		\$39.21	\$7.07	\$15.72	\$0.00	\$62.00
8	95		\$41.39	\$7.07	\$16.61	\$0.00	\$65.07

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2019

Effective Date -	01/01/2019				Supplemental		
Step percent	A	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
1 65		\$29.06	\$7.07	\$11.52	\$0.00	\$47.65	
2 65		\$29.06	\$7.07	\$11.52	\$0.00	\$47.65	
3 70		\$31.30	\$7.07	\$12.40	\$0.00	\$50.77	
4 75		\$33.53	\$7.07	\$13.30	\$0.00	\$53.90	1
5 80		\$35.77	\$7.07	\$14.18	\$0.00	\$57.02	
6 85		\$38.00	\$7.07	\$15.07	\$0.00	\$60.14	
7 90		\$40.24	\$7.07	\$15.95	\$0.00	\$63.26	
8 95		\$42.47	\$7.07	\$16.84	\$0.00	\$66.38	
Notes:							
Apprentice to Jo	ourneyworker Ratio:1:4						
BRICK/STONE/ARTIFICIAL MA	ASONRY (INCL. MASONRY	08/01/2018	\$52.91	\$10.75	\$20.66	\$0.00	\$84.32
WATERPROOFING) BRICKLAYERS LOCAL 3 (NEW BEDFOR	D)	02/01/2019	\$53.55	\$10.75	\$20.66	\$0.00	\$84.96
Υ.	·	08/01/2019	\$54.90	\$10.75	\$20.80	\$0.00	\$86.45
		02/01/2020	\$55.54	\$10.75	\$20.80	\$0.00	\$87.09

08/01/2020

02/01/2021

08/01/2021

02/01/2022

\$56.89

\$57.53

\$58.93

\$59.52

\$10.75

\$10.75

\$10.75

\$10.75

\$20.95

\$20.95

\$21.11

\$21.11

\$0.00

\$0.00

\$0.00

\$0.00

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\$88.59

\$89.23

\$90.79

\$91.38

Effec	Effective Date - 08/01/2018			-		Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$26.46	\$10.75	\$20.66	\$0.00	\$57.87	
2	60		\$31.75	\$10.75	\$20.66	\$0.00	\$63.16	
3	70		\$37.04	\$10.75	\$20.66	\$0.00	\$68.45	
4	80		\$42.33	\$10.75	\$20.66	\$0.00	\$73.74	
5	90		\$47.62	\$10.75	\$20.66	\$0.00	\$79.03	
Effec	ctive Date -	02/01/2019				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$26.78	\$10.75	\$20.66	\$0.00	\$58.19	
2	60		\$32.13	\$10.75	\$20.66	\$0.00	\$63.54	
3	70		\$37.49	\$10.75	\$20.66	\$0.00	\$68.90	
4	80		\$42.84	\$10.75	\$20.66	\$0.00	\$74.25	
5	90		\$48.20	\$10.75	\$20.66	\$0.00	\$79.61	
Note	s:							
Арри	rentice to Jo	urneyworker Ratio:1:5						
ULLDOZER/GRAD		ER	06/01/2018	8 \$46.61	\$11.00	\$15.50	\$0.00	\$73.11
PERATING ENGINEERS	LOCAL 4		12/01/2018	8 \$47.75	\$11.00	\$15.50	\$0.00	\$74.25
			06/01/2019	9 \$48.84	\$11.00	\$15.50	\$0.00	\$75.34
			12/01/2019	9 \$49.98	\$11.00	\$15.50	\$0.00	\$76.48
			06/01/2020	\$51.06	\$11.00	\$15.50	\$0.00	\$77.56
			12/01/2020	\$52.20	\$11.00	\$15.50	\$0.00	\$78.70
			06/01/202	1 \$53.29	\$11.00	\$15.50	\$0.00	\$79.79
			12/01/202	1 \$54.43	\$11.00	\$15.50	\$0.00	\$80.93
For apprentice rates see	e "Apprentice- C	OPERATING ENGINEERS"						
AISSON & UNDER			06/01/2018	8 \$39.10	\$7.70	\$15.40	\$0.00	\$62.20
BORERS - FOUNDATIO	IN AND MARINI	E	12/01/2018	8 \$40.05	\$7.70	\$15.40	\$0.00	\$63.15
			06/01/2019	9 \$41.05	\$7.70	\$15.40	\$0.00	\$64.15
			12/01/2019	9 \$42.05	\$7.70	\$15.40	\$0.00	\$65.15
			06/01/2020	\$43.04	\$7.70	\$15.40	\$0.00	\$66.14
			12/01/2020	9 \$44.02	\$7.70	\$15.40	\$0.00	\$67.12
			06/01/202			\$15.40	\$0.00	\$68.14
			12/01/202			\$15.40	\$0.00	\$69.15
D		(DODED"	12, 01, 202	\$.0.00	<i></i>			

Apprentice -	BRICK/PLASTER/CEMENT MASON - Local 3 New Bedford
	09/01/2019

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING LABORER	06/01/2018	\$37.95	\$7.70	\$15.40	\$0.00	\$61.05
LABORERS - FOUNDATION AND MARINE	12/01/2018	\$38.90	\$7.70	\$15.40	Unemployment	\$62.00
	06/01/2019	\$39.90	\$7.70	\$15.40	\$0.00	\$63.00
	12/01/2019	\$40.90	\$7.70	\$15.40	\$0.00	\$64.00
	06/01/2020	\$41.89	Sase Wage Health Pension Unemployment \$37.95 \$7.70 \$15.40 \$0.00 \$38.90 \$7.70 \$15.40 \$0.00 \$39.90 \$7.70 \$15.40 \$0.00 \$40.90 \$7.70 \$15.40 \$0.00 \$40.90 \$7.70 \$15.40 \$0.00 \$41.89 \$7.70 \$15.40 \$0.00 \$42.87 \$7.70 \$15.40 \$0.00 \$43.89 \$7.70 \$15.40 \$0.00 \$44.90 \$7.70 \$15.40 \$0.00 \$37.95 \$7.70 \$15.40 \$0.00 \$38.90 \$7.70 \$15.40 \$0.00 \$38.90 \$7.70 \$15.40 \$0.00 \$40.90 \$7.70 \$15.40 \$0.00 \$44.89 \$7.70 \$15.40 \$0.00 \$41.89 \$7.70 \$15.40 \$0.00 \$42.87 \$7.70 \$15.40 \$0.00 \$44.90 \$7.70 \$14.02 \$0.00 <td>\$64.99</td>	\$64.99		
	12/01/2020	\$42.87	\$7.70	\$15.40	\$0.00	\$65.97
	06/01/2021	\$43.89	\$7.70	\$15.40	\$0.00	\$66.99
	12/01/2021	\$44.90	\$7.70	\$15.40	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN LABORERS - FOUNDATION AND MARINE	06/01/2018	\$37.95	\$7.70	\$15.40	\$0.00	\$61.05
LABORERS - FOUNDATION AND MARINE	12/01/2018	\$38.90	\$7.70	\$15.40	\$0.00	\$62.00
	06/01/2019	\$39.90	\$7.70	\$15.40	Unemployment \$0.00	\$63.00
	12/01/2019	\$40.90	\$7.70	\$15.40		\$64.00
	06/01/2020	\$41.89	\$7.70	\$15.40	\$0.00	\$64.99
	12/01/2020	\$42.87	\$7.70	\$15.40	\$0.00	\$65.97
	06/01/2021	\$43.89	\$7.70	\$15.40	\$0.00	\$66.99
	12/01/2021	\$44.90	\$7.70	\$15.40	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR LABORERS - ZONE 2	06/01/2018	\$33.50	\$7.70	\$14.02	\$0.00	\$55.22
	12/01/2018	\$34.34	\$7.70	\$14.02	Unemployment \$0.00	\$56.06
	06/01/2019	Base Wage Health Pension Unemploymen \$37.95 \$7.70 \$15.40 \$0.00 \$38.90 \$7.70 \$15.40 \$0.00 \$39.90 \$7.70 \$15.40 \$0.00 \$40.90 \$7.70 \$15.40 \$0.00 \$41.89 \$7.70 \$15.40 \$0.00 \$42.87 \$7.70 \$15.40 \$0.00 \$43.89 \$7.70 \$15.40 \$0.00 \$44.90 \$7.70 \$15.40 \$0.00 \$43.89 \$7.70 \$15.40 \$0.00 \$44.90 \$7.70 \$15.40 \$0.00 \$37.95 \$7.70 \$15.40 \$0.00 \$38.90 \$7.70 \$15.40 \$0.00 \$38.90 \$7.70 \$15.40 \$0.00 \$40.90 \$7.70 \$15.40 \$0.00 \$41.89 \$7.70 \$15.40 \$0.00 \$42.87 \$7.70 \$15.40 \$0.00 \$44.89 \$7.70 \$14.02 \$0.00	\$0.00	\$56.93		
	12/01/2019	\$36.07	\$7.70	\$14.02	\$0.00	\$57.79
	06/01/2020	\$36.96	\$7.70	\$14.02	\$0.00	\$58.68
	12/01/2020	\$37.85	\$7.70	\$14.02	\$0.00	\$59.57
	06/01/2021	\$38.77	\$7.70	\$14.02	\$0.00	\$60.49
	12/01/2021	\$39.68	\$7.70	\$14.02	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
CARPENTER 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	Unemployment \$0.00	\$69.75

Effect	ive Date -	09/01/2018				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	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

Apprentice - CARPENTER - Zone 2 Eastern MA

03/01/2019 Effective Date -

Effec	tive Date - 03/0	1/2019			Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	e
1	50	\$21.18	\$9.90	\$1.73	\$0.00	\$32.8	1
2	60	\$25.41	\$9.90	\$1.73	\$0.00	\$37.04	4
3	70	\$29.65	\$9.90	\$12.31	\$0.00	\$51.8	6
4	75	\$31.76	\$9.90	\$12.31	\$0.00	\$53.9	7
5	80	\$33.88	\$9.90	\$14.04	\$0.00	\$57.82	2
6	80	\$33.88	\$9.90	\$14.04	\$0.00	\$57.82	2
7	90	\$38.12	\$9.90	\$15.77	\$0.00	\$63.7	9
8	90	\$38.12	\$9.90	\$15.77	\$0.00	\$63.7	9
Notes							
		fter 10/1/17; 45/45/55/55/70/70/80/80 2/ 3&4 \$36.03/ 5&6 \$52.86/ 7&8 \$58.73					
Appr	entice to Journey	worker Ratio:1:5					
CARPENTER WOOD		04/01/2018	\$\$26.67	\$7.07	\$7.86	\$0.00	\$41.60
CARPENTERS -ZONE 2 (We	ood 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

10/01/2019 \$27.95 \$7.07 All Aspects of New Wood Frame Work - As of 9/1/09 Carpentry work on wood-frame WEATHERIZATION projects shall be paid the WOOD FRAME CARPENTER rate.

Effecti	ive Date -	04/01/2018				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	60		\$16.00	\$7.07	\$0.00	\$0.00	\$23.07
2	60		\$16.00	\$7.07	\$0.00	\$0.00	\$23.07
3	65		\$17.34	\$7.07	\$7.86	\$0.00	\$32.27
4	70		\$18.67	\$7.07	\$7.86	\$0.00	\$33.60
5	75		\$20.00	\$7.07	\$7.86	\$0.00	\$34.93
6	80		\$21.34	\$7.07	\$7.86	\$0.00	\$36.27
7	85		\$22.67	\$7.07	\$7.86	\$0.00	\$37.60
8	90		\$24.00	\$7.07	\$7.86	\$0.00	\$38.93

Apprentice - CARPENTER (Wood Frame) - Zone 2

10/01/2018 Effective Date -

Effect	ive Date - 10/01/2018				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60	\$16.25	\$7.07	\$0.00	\$0.00	\$23.32	
2	60	\$16.25	\$7.07	\$0.00	\$0.00	\$23.32	
3	65	\$17.61	\$7.07	\$7.86	\$0.00	\$32.54	
4	70	\$18.96	\$7.07	\$7.86	\$0.00	\$33.89	
5	75	\$20.32	\$7.07	\$7.86	\$0.00	\$35.25	
6	80	\$21.67	\$7.07	\$7.86	\$0.00	\$36.60	
7	85	\$23.03	\$7.07	\$7.86	\$0.00	\$37.96	
8	90	\$24.38	\$7.07	\$7.86	\$0.00	\$39.31	
Notes							
		/17; 45/45/55/55/70/70/80/80 26.49/ 5&6 \$33.60/ 7&8 \$36.27					
Appre	entice to Journeyworker I	Ratio:1:5					
EMENT MASONRY	/PLASTERING	07/01/2018	\$46.20	\$12.42	\$22.41	\$0.30	\$81.33
RICKLAYERS LOCAL 3 (N	EW BEDFORD)	01/01/2019	\$47.58	\$12.42	\$22.41	\$0.30	\$82.71
		07/01/2019	\$48.32	\$12.42	\$22.41	\$0.30	\$83.45

01/01/2020

\$49.72

\$22.41

\$12.42

\$0.30

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\$84.85

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Effecti	ive Date -	07/01/2018				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$23.10	\$12.42	\$15.41	\$0.00	\$50.93	
2	60		\$27.72	\$12.42	\$17.41	\$0.30	\$57.85	
3	65		\$30.03	\$12.42	\$18.41	\$0.30	\$61.16	
1	70		\$32.34	\$12.42	\$19.41	\$0.30	\$64.47	
5	75		\$34.65	\$12.42	\$20.41	\$0.30	\$67.78	
5	80		\$36.96	\$12.42	\$21.41	\$0.30	\$71.09	
7	90		\$41.58	\$12.42	\$22.41	\$0.30	\$76.71	

Apprentice -	CEMENT MASONRY/PLASTERING - Eastern Mass (New Bedford)
Effective Date	- 07/01/2018

Effective Date - 01/01/2019

Effecti	ive Date -	01/01/2019				Supplemental	
Step	percent	Ap	prentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$23.79	\$12.42	\$15.41	\$0.00	\$51.62
2	60		\$28.55	\$12.42	\$17.41	\$0.30	\$58.68
3	65		\$30.93	\$12.42	\$18.41	\$0.30	\$62.06
4	70		\$33.31	\$12.42	\$19.41	\$0.30	\$65.44
5	75		\$35.69	\$12.42	\$20.41	\$0.30	\$68.82
6	80		\$38.06	\$12.42	\$21.41	\$0.30	\$72.19
7	90		\$42.82	\$12.42	\$22.41	\$0.30	\$77.95

Notes:

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

Apprentice to Journeyworker Ratio:1:3

Apprentice to bourney worker Ratio.1.5						
CHAIN SAW OPERATOR	06/01/2018	\$33.50	\$7.70	\$14.02	\$0.00	\$55.22
LABORERS - ZONE 2	12/01/2018	\$34.34	\$7.70	\$14.02	\$0.00	\$56.06
	06/01/2019	\$35.21	\$7.70	\$14.02	\$0.00	\$56.93
	12/01/2019	\$36.07	\$7.70	\$14.02	\$0.00	\$57.79
	06/01/2020	\$36.96	\$7.70	\$14.02	\$0.00	\$58.68
	12/01/2020	\$37.85	\$7.70	\$14.02	\$0.00	\$59.57
	06/01/2021	\$38.77	\$7.70	\$14.02	\$0.00	\$60.49
	12/01/2021	\$39.68	\$7.70	\$14.02	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES	06/01/2018	\$69.67	\$11.00	\$15.50	\$0.00	\$96.17
OPERATING ENGINEERS LOCAL 4	12/01/2018	\$71.30	\$11.00	\$15.50	\$0.00	\$97.80
	06/01/2019	\$72.87	\$11.00	\$15.50	\$0.00	\$99.37
	12/01/2019	\$74.50	\$11.00	\$15.50	\$0.00	\$101.00
	06/01/2020	\$76.06	\$11.00	\$15.50	\$0.00	\$102.56
	12/01/2020	\$77.69	\$11.00	\$15.50	\$0.00	\$104.19
	06/01/2021	\$79.25	\$11.00	\$15.50	\$0.00	\$105.75
	12/01/2021	\$80.88	\$11.00	\$15.50	\$0.00	\$107.38
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
COMPRESSOR OPERATOR	06/01/2018	\$31.90	\$11.00	\$15.50	\$0.00	\$58.40
OPERATING ENGINEERS LOCAL 4	12/01/2018	\$32.68	\$11.00	\$15.50	\$0.00	\$59.18
	06/01/2019	\$33.43	\$11.00	\$15.50	\$0.00	\$59.93
	12/01/2019	\$34.22	\$11.00	\$15.50	\$0.00	\$60.72
	06/01/2020	\$34.97	\$11.00	\$15.50	\$0.00	\$61.47
	12/01/2020	\$35.75	\$11.00	\$15.50	\$0.00	\$62.25
	06/01/2021	\$36.50	\$11.00	\$15.50	\$0.00	\$63.00
	12/01/2021	\$37.29	\$11.00	\$15.50	\$0.00	\$63.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE)	07/01/2018	\$50.01	\$8.15	\$20.15	\$0.00	\$78.31
PAINTERS LOCAL 35 - ZONE 2	01/01/2019	\$50.36	\$8.15	\$20.85	\$0.00	\$79.36
	07/01/2019	\$51.46	\$8.15	\$20.85	\$0.00	\$80.46
	01/01/2020	\$52.56	\$8.15	\$20.85	\$0.00	\$81.56
	07/01/2020	\$53.66	\$8.15	\$20.85	\$0.00	\$82.66
	01/01/2021	\$54.76	\$8.15	\$20.85	\$0.00	\$83.76

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effect	ive Date -	07/01/2018				Supplemental		
Step	percent		Apprentice Base Wage	e Health	Pension	Unemployment	Total Rate	
1	50		\$25.01	\$8.15	\$0.00	\$0.00	\$33.16	
2	55		\$27.51	\$8.15	\$5.34	\$0.00	\$41.00	
3	60		\$30.01	\$8.15	\$5.82	\$0.00	\$43.98	
4	65		\$32.51	\$8.15	\$6.31	\$0.00	\$46.97	
5	70		\$35.01	\$8.15	\$17.24	\$0.00	\$60.40	
6	75		\$37.51	\$8.15	\$17.73	\$0.00	\$63.39	
7	80		\$40.01	\$8.15	\$18.21	\$0.00	\$66.37	
8	90		\$45.01	\$8.15	\$19.18	\$0.00	\$72.34	

Effective Date -	01/01/2019
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	ive Date -	01/01/2019				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$25.18	\$8.15	\$0.00	\$0.00	\$33.33
2	55		\$27.70	\$8.15	\$5.64	\$0.00	\$41.49
3	60		\$30.22	\$8.15	\$6.15	\$0.00	\$44.52
4	65		\$32.73	\$8.15	\$6.66	\$0.00	\$47.54
5	70		\$35.25	\$8.15	\$17.78	\$0.00	\$61.18
6	75		\$37.77	\$8.15	\$18.29	\$0.00	\$64.21
7	80		\$40.29	\$8.15	\$18.80	\$0.00	\$67.24
8	90		\$45.32	\$8.15	\$19.83	\$0.00	\$73.30

Apprentice to Journeyworker Ratio:1:1

Classification		Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: ADZEMAN LABORERS - ZONE 2		06/01/2018	\$38.15	\$7.70	\$15.20	\$0.00	\$61.05
ADORERS - ZONE 2		12/01/2018	\$39.10	\$7.70	\$15.20	\$0.00	\$62.00
		06/01/2019	\$40.10	\$7.70	\$15.20	\$0.00	\$63.00
For apprentice rates see "Apprentice- LABORER"		12/01/2019	\$41.10	\$7.70	\$15.20	\$0.00	\$64.00
DEMO: BACKHOE/LOADER/HAMMER OPER	RATOR	06/01/2018	\$39.15	\$7.70	\$15.20	\$0.00	\$62.05
ABORERS - ZONE 2		12/01/2018	\$40.10	\$7.70	\$15.20	\$0.00	\$63.00
		06/01/2019	\$41.10	\$7.70	\$15.20	\$0.00	\$64.00
		12/01/2019	\$42.10	\$7.70	\$15.20	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"							
DEMO: BURNERS		06/01/2018	\$38.90	\$7.70	\$15.20	\$0.00	\$61.80
ABORERS - ZONE 2		12/01/2018	\$39.85	\$7.70	\$15.20	\$0.00	\$62.75
		06/01/2019	\$40.85	\$7.70	\$15.20	\$0.00	\$63.75
		12/01/2019	\$41.85	\$7.70	\$15.20	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"							
DEMO: CONCRETE CUTTER/SAWYER <i>ABORERS - ZONE 2</i>		06/01/2018	\$39.15	\$7.70	\$15.20	\$0.00	\$62.05
		12/01/2018	\$40.10	\$7.70	\$15.20	\$0.00	\$63.00
		06/01/2019	\$41.10	\$7.70	\$15.20	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"		12/01/2019	\$42.10	\$7.70	\$15.20	\$0.00	\$65.00
DEMO: JACKHAMMER OPERATOR		06/01/2018	\$38.90	\$7.70	\$15.20	\$0.00	\$61.80
ABORERS - ZONE 2		12/01/2018	\$39.85	\$7.70	\$15.20	\$0.00	\$62.75
		06/01/2019	\$40.85	\$7.70	\$15.20	\$0.00	\$63.75
		12/01/2019	\$41.85	\$7.70	\$15.20	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"							
DEMO: WRECKING LABORER		06/01/2018	\$38.15	\$7.70	\$15.20	\$0.00	\$61.05
ADORERS - ZONE 2		12/01/2018	\$39.10	\$7.70	\$15.20	\$0.00	\$62.00
		06/01/2019	\$40.10	\$7.70	\$15.20	\$0.00	\$63.00
For apprentice rates see "Apprentice- LABORER"		12/01/2019	\$41.10	\$7.70	\$15.20	\$0.00	\$64.00
DIRECTIONAL DRILL MACHINE OPERATOR	٤	06/01/2018	\$46.61	\$11.00	\$15.50	\$0.00	\$73.11
OPERATING ENGINEERS LOCAL 4		12/01/2018	\$47.75	\$11.00	\$15.50	\$0.00	\$74.25
		06/01/2019	\$48.84	\$11.00	\$15.50	\$0.00	\$75.34
		12/01/2019	\$49.98	\$11.00	\$15.50	\$0.00	\$76.48
		06/01/2020	\$51.06	\$11.00	\$15.50	\$0.00	\$77.56
		12/01/2020	\$52.20	\$11.00	\$15.50	\$0.00	\$78.70
		06/01/2021	\$53.29	\$11.00	\$15.50	\$0.00	\$79.79
		12/01/2021	\$54.43	\$11.00	\$15.50	\$0.00	\$80.93
For apprentice rates see "Apprentice- OPERATING ENG	INEERS"						
		08/01/2018	\$65.20	\$9.90	\$21.15	\$0.00	\$96.25
PILE DRIVER LOCAL 56 (ZONE 1)		08/01/2019	\$68.52	\$9.90	\$21.15	\$0.00	\$99.57
For apprentice rates see "Apprentice- PILE DRIVER" DIVER TENDER		00/01/2010	ф.4.С. с.	φο. ο ο	¢01.15	¢0.00	¢77.42
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 1)		08/01/2018	\$46.57	\$9.90	\$21.15	\$0.00	\$77.62
For apprentice rates see "Apprentice- PILE DRIVER"		08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
DIVER TENDER (EFFLUENT)		08/01/2018	\$69.86	\$9.90	\$21.15	\$0.00	\$100.91
PILE DRIVER LOCAL 56 (ZONE 1)		08/01/2019	\$09.80 \$73.41	\$9.90 \$9.90	\$21.15	\$0.00 \$0.00	\$100.91
For apprentice rates see "Apprentice- PILE DRIVER"							

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIVER/SLURRY (EFFLUENT)	08/01/2018	\$97.80	\$9.90	\$21.15	\$0.00	\$128.85
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
ELECTRICIAN	09/01/2018	\$41.03	\$9.65	\$12.74	\$0.00	\$63.42
ELECTRICIANS LOCAL 223	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

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Effecti	ive Date -	09/01/2018				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40		\$16.41	\$9.65	\$0.49	\$0.00	\$26.55
2	42		\$17.23	\$9.65	\$0.52	\$0.00	\$27.40
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

	Effecti	ve Date - 03/01/2019				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	40	\$16.66	\$9.90	\$0.50	\$0.00	\$27.06	
	2	42	\$17.49	\$9.90	\$0.52	\$0.00	\$27.91	
	3	45	\$18.74	\$9.90	\$0.58	\$0.00	\$29.22	
	4	48	\$19.99	\$9.90	\$4.64	\$0.00	\$34.53	
	5	50	\$20.82	\$9.90	\$4.68	\$0.00	\$35.40	
	6	55	\$22.90	\$9.90	\$5.04	\$0.00	\$37.84	
	7	60	\$24.98	\$9.90	\$5.34	\$0.00	\$40.22	
	8	65	\$27.07	\$9.90	\$5.64	\$0.00	\$42.61	
	9	70	\$29.15	\$9.90	\$5.93	\$0.00	\$44.98	
	10	75	\$31.23	\$9.90	\$6.18	\$0.00	\$47.31	
	Notes:							
		Steps are 750 hours						
	Appre	ntice to Journeyworker Ratio:2:	3***					
ELEVATOR CO			01/01/2018	\$57.62	\$15.43	\$16.61	\$0.00	\$89.66
ELEVATOR CONST	RUCTOR	S LOCAL 4	01/01/2019	\$59.47	\$15.58	\$17.51	\$0.00	\$92.56
			01/01/2020	\$61.42	\$15.73	\$18.41	\$0.00	\$95.56
			01/01/2021	\$63.47	\$15.88	\$19.31	\$0.00	\$98.66
			01/01/2022	\$65.62	\$16.03	\$20.21	\$0.00	\$101.86

Eff	- fective Date -	01/01/2018				Supplemental		
Ste	p percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	:
1	50		\$28.81	\$15.43	\$0.00	\$0.00	\$44.24	
2	55		\$31.69	\$15.43	\$16.61	\$0.00	\$63.73	
3	65		\$37.45	\$15.43	\$16.61	\$0.00	\$69.49	
4	70		\$40.33	\$15.43	\$16.61	\$0.00	\$72.37	
5	80		\$46.10	\$15.43	\$16.61	\$0.00	\$78.14	
Eff	fective Date -	01/01/2019				Supplemental		
Ste	p percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
1	50		\$29.74	\$15.58	\$0.00	\$0.00	\$45.32	
2	55		\$32.71	\$15.58	\$17.51	\$0.00	\$65.80	1
3	65		\$38.66	\$15.58	\$17.51	\$0.00	\$71.75	
4	70		\$41.63	\$15.58	\$17.51	\$0.00	\$74.72	
5	80		\$47.58	\$15.58	\$17.51	\$0.00	\$80.67	
No								
İ	Steps 1-	2 are 6 mos.; Steps 3-5 are 1	year					
Ap	prentice to J	ourneyworker Ratio:1:1						
LEVATOR CONSTRUCTOR HELPER		01/01/2018	\$40.33	\$15.43	\$16.61	\$0.00	\$72.37	
EVATOR CONSTRUC	TORS LOCAL 4		01/01/2019	\$41.63	\$15.58	\$17.51	\$0.00	\$74.72
			01/01/2020	\$42.99	\$15.73	\$18.41	\$0.00	\$77.13
			01/01/2021	\$44.43	\$15.88	\$19.31	\$0.00	\$79.62
			01/01/2022	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17
		- ELEVATOR CONSTRUCTOR"						
NCE & GUARD BORERS - ZONE 2	KAIL EKEC	IOR	06/01/2018			\$14.02	\$0.00	\$55.22
			12/01/2018			\$14.02	\$0.00	\$56.06
			06/01/2019			\$14.02	\$0.00	\$56.93
			12/01/2019			\$14.02	\$0.00	\$57.79
			06/01/2020			\$14.02	\$0.00	\$58.68
			12/01/2020			\$14.02	\$0.00	\$59.57
			06/01/2021			\$14.02	\$0.00	\$60.49
For apprentice rates	see "Apprentice-	LABORER"	12/01/2021	\$39.68	\$7.70	\$14.02	\$0.00	\$61.40
ELD ENG.INST.I		DG,SITE,HVY/HWY	05/01/2018	3 \$42.84	\$10.50	\$15.50	\$0.00	\$68.84
For apprentice rates	see "Apprentice-	OPERATING ENGINEERS"						
ELD ENG.PART ERATING ENGINEEF		DG,SITE,HVY/HWY	05/01/2018	\$44.31	\$10.50	\$15.50	\$0.00	\$70.31
For apprentice rates	see "Apprentice-	OPERATING ENGINEERS"						
ELD ENG.ROD F		DG,SITE,HVY/HWY	05/01/2018	\$22.51	\$10.50	\$15.50	\$0.00	\$48.51
PERATING ENGINEE	RS LOCAL 4							

Apprentice -	ELEVATOR CONSTRUCTOR - Local 4
	01/01/2019

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM INSTALLER	09/01/2018	\$41.03	\$9.65	\$12.74	\$0.00	\$63.42
ELECTRICIANS LOCAL 223	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	09/01/2018	\$34.76	\$9.65	\$10.81	\$0.00	\$55.22
/ COMMISSIONING <i>electricians</i>	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
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"	03/01/2020	\$36.27	\$10.40	\$11.78	\$0.00	\$58.45
FIREMAN (ASST. ENGINEER)	06/01/2018	\$38.83	\$11.00	\$15.50	\$0.00	\$65.33
OPERATING ENGINEERS LOCAL 4	12/01/2018	\$39.78	\$11.00	\$15.50	\$0.00	\$66.28
	06/01/2019	\$40.69	\$11.00	\$15.50	\$0.00	\$67.19
	12/01/2019	\$41.64	\$11.00	\$15.50	\$0.00	\$68.14
	06/01/2020	\$42.55	\$11.00	\$15.50	\$0.00	\$69.05
	12/01/2020	\$43.50	\$11.00	\$15.50	\$0.00	\$70.00
	06/01/2021	\$44.41	\$11.00	\$15.50	\$0.00	\$70.91
	12/01/2021	\$45.36	\$11.00	\$15.50	\$0.00	\$71.86
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER	06/01/2018	\$21.50	\$7.70	\$14.02	\$0.00	\$43.22
LABORERS - ZONE 2	12/01/2018	\$22.50	\$7.70	\$14.02	\$0.00	\$44.22
	06/01/2019	\$22.50	\$7.70	\$14.02	\$0.00	\$44.22
	12/01/2019	\$23.50	\$7.70	\$14.02	\$0.00	\$45.22
	06/01/2020	\$23.50	\$7.70	\$14.02	\$0.00	\$45.22
	12/01/2020	\$24.50	\$7.70	\$14.02	\$0.00	\$46.22
	06/01/2021	\$24.50	\$7.70	\$14.02	\$0.00	\$46.22
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$24.50	\$7.70	\$14.02	\$0.00	\$46.22
FLOORCOVERER				¢1= <5	<u></u>	
FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE I	03/01/2016	\$42.13	\$9.80	\$17.62	\$0.00	\$69.55

••	entice - <i>FLOORCOVER</i> etive Date - 03/01/2016	ER - Local 2168 Zone I			Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	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. % After 09/1/17: 45/45	55/55/70/70/80/80 (1500hr Steps)					
		636.49/ 5&6 \$53.33/ 7&8 \$59.33					
Арр	rentice to Journeyworker	Ratio:1:1					
ORK LIFT/CHERR		06/01/2013	8 \$47.08	\$11.00	\$15.50	\$0.00	\$73.58
PERATING ENGINEERS	LOCAL 4	12/01/2013	8 \$48.23	\$11.00	\$15.50	\$0.00	\$74.73
		06/01/2019	9 \$49.33	\$11.00	\$15.50	\$0.00	\$75.83
		12/01/2019	9 \$50.48	\$11.00	\$15.50	\$0.00	\$76.98
		06/01/2020	\$51.58	\$11.00	\$15.50	\$0.00	\$78.08
		12/01/2020	\$52.73	\$11.00	\$15.50	\$0.00	\$79.23
		06/01/202	\$53.83	\$11.00	\$15.50	\$0.00	\$80.33
For apprentice rates se	e "Apprentice- OPERATING EN	12/01/202 SINEERS"	1 \$54.98	\$11.00	\$15.50	\$0.00	\$81.48
ENERATOR/LIGH	TING PLANT/HEATERS	06/01/2013	8 \$31.90	\$11.00	\$15.50	\$0.00	\$58.40
PERATING ENGINEERS	LOCAL 4	12/01/2013	8 \$32.68	\$11.00	\$15.50	\$0.00	\$59.18
		06/01/2019	9 \$33.43	\$11.00	\$15.50	\$0.00	\$59.93
		12/01/2019	9 \$34.22	\$11.00	\$15.50	\$0.00	\$60.72
		06/01/2020	\$34.97	\$11.00	\$15.50	\$0.00	\$61.47
		12/01/2020	\$35.75	\$11.00	\$15.50	\$0.00	\$62.25
		06/01/202	1 \$36.50	\$11.00	\$15.50	\$0.00	\$63.00
		12/01/202	1 \$37.29	\$11.00	\$15.50	\$0.00	\$63.79
	e "Apprentice- OPERATING EN						
	LANK/AIR BARRIER/IN	TERIOR 06/01/2013	8 \$37.18	\$10.40	\$9.35	\$0.00	\$56.93
YSTEMS) LAZIERS LOCAL 1333		06/01/2019	9 \$38.18	\$10.60	\$9.90	\$0.00	\$58.68
		06/01/2020	\$39.18	\$10.80	\$10.45	\$0.00	\$60.43

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rppre						
Effecti	ive Date - 06/01/2018				Supplemental	
Step	percent	Apprentice Base Wage	Health	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

Apprentice - GLAZIER - Local 1333

Effective Date - 06/01/2019

	ive Date -	06/01/2019				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$19.09	\$10.60	\$1.80	\$0.00	\$31.49
2	56		\$21.48	\$10.60	\$1.80	\$0.00	\$33.88
3	63		\$23.86	\$10.60	\$2.40	\$0.00	\$36.86
4	69		\$26.25	\$10.60	\$2.40	\$0.00	\$39.25
5	75		\$28.64	\$10.60	\$2.90	\$0.00	\$42.14
6	81		\$31.02	\$10.60	\$2.90	\$0.00	\$44.52
7	88		\$33.41	\$10.60	\$9.90	\$0.00	\$53.91
8	94		\$35.79	\$10.60	\$9.90	\$0.00	\$56.29

Apprentice to Journeyworker Ratio:1:3

HOISTING ENGINEER/CRANES/GRADALLS	06/01/2018	\$47.08	\$11.00	\$15.50	\$0.00	\$73.58
OPERATING ENGINEERS LOCAL 4	12/01/2018	\$48.23	\$11.00	\$15.50	\$0.00	\$74.73
	06/01/2019	\$49.33	\$11.00	\$15.50	\$0.00	\$75.83
	12/01/2019	\$50.48	\$11.00	\$15.50	\$0.00	\$76.98
	06/01/2020	\$51.58	\$11.00	\$15.50	\$0.00	\$78.08
	12/01/2020	\$52.73	\$11.00	\$15.50	\$0.00	\$79.23
	06/01/2021	\$53.83	\$11.00	\$15.50	\$0.00	\$80.33
	12/01/2021	\$54.98	\$11.00	\$15.50	\$0.00	\$81.48

Appro		EBRO BOUNT				
Effecti	ive Date - 06/01/2018				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	55	\$25.89	\$11.00	\$0.00	\$0.00	\$36.89
2	60	\$28.25	\$11.00	\$15.50	\$0.00	\$54.75
3	65	\$30.60	\$11.00	\$15.50	\$0.00	\$57.10
4	70	\$32.96	\$11.00	\$15.50	\$0.00	\$59.46
5	75	\$35.31	\$11.00	\$15.50	\$0.00	\$61.81
6	80	\$37.66	\$11.00	\$15.50	\$0.00	\$64.16
7	85	\$40.02	\$11.00	\$15.50	\$0.00	\$66.52
8	90	\$42.37	\$11.00	\$15.50	\$0.00	\$68.87

Apprentice - *OPERATING ENGINEERS - Local 4*

Effective Date - 12/01/2018

Effecti	ive Date -	12/01/2018				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	55		\$26.53	\$11.00	\$0.00	\$0.00	\$37.53
2	60		\$28.94	\$11.00	\$15.50	\$0.00	\$55.44
3	65		\$31.35	\$11.00	\$15.50	\$0.00	\$57.85
4	70		\$33.76	\$11.00	\$15.50	\$0.00	\$60.26
5	75		\$36.17	\$11.00	\$15.50	\$0.00	\$62.67
6	80		\$38.58	\$11.00	\$15.50	\$0.00	\$65.08
7	85		\$41.00	\$11.00	\$15.50	\$0.00	\$67.50
8	90		\$43.41	\$11.00	\$15.50	\$0.00	\$69.91

Notes:

L		
Apprentice	to Journeyworker	Ratio:1:6

04/01/2018 10/01/2018	\$34.96 \$35.46	\$12.20 \$12.20	\$16.30 \$16.30	\$1.90	\$65.36
	\$35.46	\$12.20	\$16.30	¢1.00	
1/01/0010		$\psi_{12.20}$	\$10.50	\$1.90	\$65.86
04/01/2019	\$35.96	\$12.20	\$16.30	\$1.90	\$66.36
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
04/01/2018	\$34.96	\$12.20	\$16.30	\$1.90	\$65.36
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
09/01/2018	\$42.04	\$10.00	\$18.20	\$0.00	\$70.24
09/01/2018	\$42.04	\$10.00	\$18.20	\$0.00	\$70.24
000000000000000000000000000000000000000	03/01/2019 09/01/2019 03/01/2020 04/01/2018 0/01/2018 04/01/2019 09/01/2018	03/01/2019 \$41.64 09/01/2019 \$42.26 03/01/2020 \$42.87 04/01/2018 \$34.96 0/01/2018 \$35.46 04/01/2019 \$35.96 09/01/2018 \$42.04	03/01/2019 \$41.64 \$9.90 09/01/2019 \$42.26 \$10.15 03/01/2020 \$42.87 \$10.40 04/01/2018 \$34.96 \$12.20 0/01/2018 \$35.46 \$12.20 04/01/2018 \$35.96 \$12.20 04/01/2019 \$35.96 \$12.20 09/01/2018 \$42.04 \$10.00	03/01/2019 \$41.64 \$9.90 \$13.15 09/01/2019 \$42.26 \$10.15 \$13.54 03/01/2020 \$42.87 \$10.40 \$13.94 04/01/2018 \$34.96 \$12.20 \$16.30 0/01/2018 \$35.46 \$12.20 \$16.30 04/01/2019 \$35.96 \$12.20 \$16.30 09/01/2018 \$42.04 \$10.00 \$18.20	03/01/2019 \$41.64 \$9.90 \$13.15 \$0.00 09/01/2019 \$42.26 \$10.15 \$13.54 \$0.00 03/01/2020 \$42.87 \$10.40 \$13.94 \$0.00 04/01/2018 \$34.96 \$12.20 \$16.30 \$1.90 0/01/2018 \$35.46 \$12.20 \$16.30 \$1.90 04/01/2019 \$35.96 \$12.20 \$16.30 \$1.90 09/01/2018 \$42.04 \$10.00 \$18.20 \$0.00

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HYDRAULIC DRILLS	06/01/2018	\$34.00	\$7.70	\$14.02	\$0.00	\$55.72
LABORERS - ZONE 2	12/01/2018	\$34.84	\$7.70	\$14.02	\$0.00	\$56.56
	06/01/2019	\$35.71	\$7.70	\$14.02	\$0.00	\$57.43
	12/01/2019	\$36.57	\$7.70	\$14.02	\$0.00	\$58.29
	06/01/2020	\$37.46	\$7.70	\$14.02	\$0.00	\$59.18
	12/01/2020	\$38.35	\$7.70	\$14.02	\$0.00	\$60.07
	06/01/2021	\$39.27	\$7.70	\$14.02	\$0.00	\$60.99
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$40.18	\$7.70	\$14.02	\$0.00	\$61.90
INSULATOR (PIPES & TANKS)	09/01/2018	\$44.40	\$11.75	\$14.20	\$0.00	\$70.35
HEAT & FROST INSULATORS LOCAL 6 (SOUTHERN MASS)	09/01/2019	\$46.65	\$11.75	\$14.20	\$0.00	\$72.60

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

Effect	ive Date -	09/01/2018				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	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
Effect	ive Date -	09/01/2019	Ammontias Dass Wass		Dancian	Supplemental	Total Data

	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$23.33	\$11.75	\$10.45	\$0.00	\$45.53	
	2	60	\$27.99	\$11.75	\$11.20	\$0.00	\$50.94	
	3	70	\$32.66	\$11.75	\$11.95	\$0.00	\$56.36	
	4	80	\$37.32	\$11.75	\$12.70	\$0.00	\$61.77	
	Notes:	Steps are 1 year						
	Apprei	ntice to Journeyworker Ratio:1:4						
IRONWORKER		DER	09/16/201	8 \$37.9	1 \$7.70	\$17.10	\$0.00	\$62.71
IRONWORKERS LC	IRONWORKERS LOCAL 37		03/16/201	9 \$38.8	1 \$7.70	\$17.10	\$0.00	\$63.61
			09/16/2019	9 \$39.7	1 \$7.70	\$17.10	\$0.00	\$64.51
			03/16/2020	9 \$40.6	1 \$7.70	\$17.10	\$0.00	\$65.41

09/16/2020

03/16/2021

\$41.51

\$42.46

\$7.70

\$7.70

\$17.10

\$17.10

\$0.00

\$0.00

\$66.31

\$67.26

		ntice - IR ve Date -	ONWORKER - Local 37 09/16/2018						
	Step	percent	07/10/2010	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	70		\$26.54	\$7.70	\$17.10	\$0.00	\$51.34	
	2	75		\$28.43	\$7.70	\$17.10	\$0.00	\$53.23	
	3	80		\$30.33	\$7.70	\$17.10	\$0.00	\$55.13	
	4	85		\$32.22	\$7.70	\$17.10	\$0.00	\$57.02	
	5	90		\$34.12	\$7.70	\$17.10	\$0.00	\$58.92	
	6	95		\$36.01	\$7.70	\$17.10	\$0.00	\$60.81	
	Notes:								
	Appre	ntice to Jo	urneyworker Ratio:1:4						
ACKHAMMER & PAVING BREAKER OPERATOR		06/01/2018	\$33.50	\$7.70	\$14.02	\$0.00	\$55.22		
BORERS - ZONE	2			12/01/2018	\$34.34	\$7.70	\$14.02	\$0.00	\$56.06
				06/01/2019	\$35.21	\$7.70	\$14.02	\$0.00	\$56.93
				12/01/2019	\$36.07	\$7.70	\$14.02	\$0.00	\$57.79
				06/01/2020	\$36.96	\$7.70	\$14.02	\$0.00	\$58.68
				12/01/2020	\$37.85	\$7.70	\$14.02	\$0.00	\$59.57
				06/01/2021	\$38.77	\$7.70	\$14.02	\$0.00	\$60.49
For apprentice r	ates see "	Apprentice- L	ABORER"	12/01/2021	\$39.68	\$7.70	\$14.02	\$0.00	\$61.40
ABORER		- *		06/01/2018	\$33.25	\$7.70	\$14.02	\$0.00	\$54.97
BORERS - ZONE	2			12/01/2018	\$34.09	\$7.70	\$14.02	\$0.00	\$55.81
				06/01/2019	\$34.96	\$7.70	\$14.02	\$0.00	\$56.68
				12/01/2019	\$35.82	\$7.70	\$14.02	\$0.00	\$57.54
				06/01/2020	\$36.71	\$7.70	\$14.02	\$0.00	\$58.43
				12/01/2020	\$37.60	\$7.70	\$14.02	\$0.00	\$59.32
				06/01/2021	\$38.52	\$7.70	\$14.02	\$0.00	\$60.24
				12/01/2021	\$39.43	\$7.70	\$14.02	\$0.00	\$61.15

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		ve Date - 06/01/2018				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60	\$19.95	\$7.70	\$14.02	\$0.00	\$41.67	
	2	70	\$23.28	\$7.70	\$14.02	\$0.00	\$45.00	
	3	80	\$26.60	\$7.70	\$14.02	\$0.00	\$48.32	
	4	90	\$29.93	\$7.70	\$14.02	\$0.00	\$51.65	
	Effecti	ve Date - 12/01/2018				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60	\$20.45	\$7.70	\$14.02	\$0.00	\$42.17	
	2	70	\$23.86	\$7.70	\$14.02	\$0.00	\$45.58	
	3	80	\$27.27	\$7.70	\$14.02	\$0.00	\$48.99	
	4	90	\$30.68	\$7.70	\$14.02	\$0.00	\$52.40	
	Notes:							
	Appre	ntice to Journeyworker Ratio:1:5						
		ER TENDER	06/01/2018	\$33.25	\$7.70	\$14.02	\$0.00	\$54.97
BORERS - ZONI	E 2		12/01/2018	\$34.09	\$7.70	\$14.02	\$0.00	\$55.81
			06/01/2019	\$34.96	\$7.70	\$14.02	\$0.00	\$56.68
			12/01/2019	\$35.82	\$7.70	\$14.02	\$0.00	\$57.54
			06/01/2020	\$36.71	\$7.70	\$14.02	\$0.00	\$58.43
			12/01/2020	\$37.60	\$7.70	\$14.02	\$0.00	\$59.32
			06/01/2021	\$38.52	\$7.70	\$14.02	\$0.00	\$60.24
F ('	. "		12/01/2021	\$39.43	\$7.70	\$14.02	\$0.00	\$61.15
		Apprentice- LABORER" FINISHER TENDER	06/01/2018	\$33.25	\$7.70	\$14.02	\$0.00	\$54.97
BORERS - ZONI			12/01/2018		\$7.70 \$7.70	\$14.02	\$0.00	\$55.81
			06/01/2019	\$34.09 \$34.96		\$14.02 \$14.02	\$0.00	\$55.68
			12/01/2019		\$7.70 \$7.70	\$14.02	\$0.00	\$50.0d \$57.54
			06/01/2020		\$7.70 \$7.70	\$14.02 \$14.02	\$0.00	\$57.54 \$58.43
			12/01/2020		\$7.70 \$7.70	\$14.02	\$0.00	\$59.32
			06/01/2021	\$37.60		\$14.02	\$0.00 \$0.00	\$59.52 \$60.24
			12/01/2021			\$14.02	\$0.00	\$61.15
For apprentice	e rates see "	Apprentice- LABORER"	12/01/2021	\$39.43	\$7.70	φ1 4 .02	ψ0.00	р 01.13
	AZARD	OUS WASTE/ASBESTOS REMO	VER 06/01/2018	\$33.45	\$7.70	\$13.97	\$0.00	\$55.12
							** **	
	E 2		12/01/2018	\$34.29	\$7.70	\$13.97	\$0.00	\$55.96
ABORER: HA	'E 2		12/01/2018 06/01/2019		\$7.70 \$7.70	\$13.97 \$13.97	\$0.00 \$0.00	\$55.96 \$56.83

For apprentice rates see "Apprentice- LABORER"

ABORER MASON TENDER 00.01/2018 \$33.0 \$7.70 \$14.02 \$0.00 \$55.22 JABORER - 2008 2 50.01 \$51.40 \$0.00 \$55.63 1201/2018 \$34.04 \$7.70 \$14.02 \$0.00 \$55.63 1201/2010 \$36.66 \$7.70 \$14.02 \$0.00 \$55.63 1201/2010 \$37.85 \$7.70 \$14.02 \$0.00 \$56.93 1201/2010 \$37.85 \$7.70 \$14.02 \$0.00 \$56.93 1201/2012 \$37.85 \$7.70 \$14.02 \$0.00 \$56.93 1201/2012 \$37.85 \$7.70 \$14.02 \$0.00 \$55.81 1201/2018 \$34.96 \$7.70 \$14.02 \$0.00 \$55.81 1201/2019 \$34.96 \$7.70 \$14.02 \$0.00 \$55.81 1201/2019 \$34.96 \$7.70 \$14.02 \$0.00 \$55.81 1201/2010 \$37.60 \$7.70 \$14.02 \$0.00 \$55.81 1201/2010 \$39.45 \$7.70 \$14.02 \$0.00 \$55.81 1201/2010	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
12012018 534.34 57.70 514.02 50.00 556.66 6001/2019 536.67 57.70 514.02 50.00 557.79 1201/2019 536.67 57.70 514.02 50.00 557.79 1201/2020 537.85 57.70 514.02 50.00 559.57 1201/2021 537.85 57.70 514.02 50.00 559.57 1201/2021 537.85 57.70 514.02 50.00 559.57 1201/2021 537.45 57.70 514.02 50.00 555.81 06/01/2018 533.25 57.70 514.02 50.00 555.81 06/01/2019 555.82 57.70 514.02 50.00 555.81 06/01/2021 537.49 57.70 514.02 50.00 559.51 06/01/2021 537.45 57.70 514.02 50.00 559.51 06/01/2021 537.45 57.70 514.02 50.00 558.51 06/01/2021 539.43 <td< td=""><td>LABORER: MASON TENDER</td><td>06/01/2018</td><td>\$33.50</td><td>\$7.70</td><td>\$14.02</td><td>\$0.00</td><td>\$55.22</td></td<>	LABORER: MASON TENDER	06/01/2018	\$33.50	\$7.70	\$14.02	\$0.00	\$55.22
1201/2019 \$36.07 \$7.00 \$14.02 \$0.00 \$55.86 1201/2020 \$37.85 \$7.70 \$14.02 \$0.00 \$55.86 1201/2020 \$37.85 \$7.70 \$14.02 \$0.00 \$56.96 1201/2020 \$37.85 \$7.70 \$14.02 \$0.00 \$56.97 AMORRE-MULTI-TRADE TENDER 6001/2018 \$33.25 \$7.70 \$14.02 \$0.00 \$55.81 1201/2020 \$37.68 \$7.70 \$14.02 \$0.00 \$55.81 1201/2020 \$37.61 \$7.70 \$14.02 \$0.00 \$55.81 1201/2020 \$37.61 \$7.70 \$14.02 \$0.00 \$55.81 1201/2020 \$37.61 \$7.70 \$14.02 \$0.00 \$55.81 1201/2020 \$37.61 \$7.70 \$14.02 \$0.00 \$55.81 400012018 \$33.25 \$7.70 \$14.02 \$0.00 \$55.81 40012020 \$37.61 \$7.70 \$14.02 \$0.00 \$55.81 400012010 <td>LABORERS - ZONE 2</td> <td>12/01/2018</td> <td>\$34.34</td> <td>\$7.70</td> <td>\$14.02</td> <td>\$0.00</td> <td>\$56.06</td>	LABORERS - ZONE 2	12/01/2018	\$34.34	\$7.70	\$14.02	\$0.00	\$56.06
0601/2020 \$36 96 \$7.70 \$14.02 \$0.00 \$55.85 0601/2020 \$37 85 \$7.70 \$14.02 \$0.00 \$59.57 0601/2020 \$37 85 \$7.70 \$14.02 \$0.00 \$58.57 0601/2010 \$38.57 \$7.70 \$14.02 \$0.00 \$55.58 06001/2018 \$33.25 \$7.70 \$14.02 \$0.00 \$55.58 06001/2018 \$33.26 \$7.70 \$14.02 \$0.00 \$55.58 06001/2019 \$33.56 \$7.70 \$14.02 \$0.00 \$55.81 06001/2019 \$35.52 \$7.70 \$14.02 \$0.00 \$55.81 06001/2019 \$35.52 \$7.70 \$14.02 \$0.00 \$55.81 06001/2019 \$33.52 \$7.70 \$14.02 \$0.00 \$55.81 06001/2018 \$33.52 \$7.70 \$14.02 \$0.00 \$55.81 06001/2019 \$33.52 \$7.70 \$14.02 \$0.00 \$55.81 06001/2019 \$33.45		06/01/2019	\$35.21	\$7.70	\$14.02	\$0.00	\$56.93
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Interpretation and set "Appendix - LADOURY" Interpretation andix - Set "Appendix - LADOURY" Interp		12/01/2020	\$37.85	\$7.70	\$14.02	\$0.00	\$59.57
ABORER: MULTI-TRADE: TENDER 0601/2018 S32.5 S7.0 S1402 S0.00 S54.97 ABORER: ZONG 2 S7.00 S1402 S0.00 S55.84 1200/2018 S34.00 S7.70 S1402 S0.00 S55.84 1200/2019 S35.82 S7.70 S1402 S0.00 S55.84 1200/2020 S37.60 S7.70 S1402 S0.00 S56.92 1200/2020 S37.60 S7.70 S1402 S0.00 S56.92 1200/2020 S37.60 S7.70 S1402 S0.00 S55.81 1200/2020 S37.60 S7.70 S1402 S0.00 S55.81 1200/2020 S37.40 S1402 S0.00 S55.81 1200/2021 S37.40 S1402 S0.00 S55.81		06/01/2021	\$38.77	\$7.70	\$14.02	\$0.00	\$60.49
ABORER. MULTI-TRADE TENDER 06/01/2018 \$33.25 \$7.70 \$14.02 \$0.00 \$54.97 AMOREAS. 2006 2 \$10/2018 \$34.09 \$7.70 \$14.02 \$0.00 \$55.81 66/01/2019 \$34.96 \$7.70 \$14.02 \$0.00 \$57.54 66/01/2012 \$35.82 \$7.70 \$14.02 \$0.00 \$57.54 66/01/2012 \$35.82 \$7.70 \$14.02 \$0.00 \$58.83 12/01/2020 \$36.71 \$7.70 \$14.02 \$0.00 \$59.32 66/01/2018 \$33.25 \$7.70 \$14.02 \$0.00 \$56.68 12/01/2020 \$37.60 \$7.70 \$14.02 \$0.00 \$55.81 AMORES: ZONC2 \$60.01/2018 \$33.25 \$7.70 \$14.02 \$0.00 \$55.81 AMORES: ZONC2 \$60.01/2018 \$33.25 \$7.70 \$14.02 \$0.00 \$55.81 AMORES: ZONC2 \$60.01/2018 \$33.40 \$7.70 \$14.02 \$0.00 \$55.81 AMORES: ZONC2 \$60.01		12/01/2021	\$39.68	\$7.70	\$14.02	\$0.00	\$61.40
ABORERS - ZONE 2 1001200 534.00 57.70 51.402 50.00 55.51 1201/2010 535.62 57.70 51.402 50.00 55.51 0601/2019 535.62 57.70 51.402 50.00 555.51 1201/2010 535.52 57.70 51.402 50.00 556.68 1201/2020 537.61 57.70 51.402 50.00 556.31 0601/2020 537.61 57.70 51.402 50.00 556.31 0601/2020 537.61 57.70 51.402 50.00 560.24 1201/2020 537.85 57.70 51.402 50.00 555.31 ABORERS - ZONE 2 6001/2015 53.25 57.70 51.402 50.00 557.54 ABORERS - ZONE 2 6001/2015 53.542 57.70 51.402 50.00 557.54 ABORERS - ZONE 2 1201/2018 53.52 57.70 51.402 50.00 557.54 ABORERS - ZONE 2 1201/2020 537.6 57.70 51.402 50.00 556.68 1201/2020 537.6			*** * * *		¢14.00	* *	* - / * -
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ASER BEAM OPERATOR 06/01/2018 \$33.50 \$7.70 \$14.02 \$0.00 \$55.22 12/01/2018 \$34.34 \$7.70 \$14.02 \$0.00 \$56.06 06/01/2019 \$35.21 \$7.70 \$14.02 \$0.00 \$56.93 12/01/2019 \$36.07 \$7.70 \$14.02 \$0.00 \$55.93 12/01/2019 \$36.07 \$7.70 \$14.02 \$0.00 \$55.77 06/01/2020 \$36.96 \$7.70 \$14.02 \$0.00 \$55.57 06/01/2020 \$37.85 \$7.70 \$14.02 \$0.00 \$59.57 06/01/2020 \$37.85 \$7.70 \$14.02 \$0.00 \$59.57 06/01/2021 \$38.77 \$7.70 \$14.02 \$0.00 \$59.57 06/01/2021 \$38.77 \$7.70 \$14.02 \$0.00 \$60.49 12/01/2021 \$39.68 \$7.70 \$14.02 \$0.00 \$61.40 MARBLE & TILE FINISHERS \$8/01/2018 \$40.40 \$10.75 \$18.97 \$0.00 \$70.63 \$8/01/2019 \$41.99 \$10.75 \$19.		of standing trees, and trimming and ren	noval of branche	s and limbs w	hen the work i		\$01.13
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12/01/2019 \$36.07 \$7.70 \$14.02 \$0.00 \$57.79 06/01/2020 \$36.96 \$7.70 \$14.02 \$0.00 \$58.68 12/01/2020 \$37.85 \$7.70 \$14.02 \$0.00 \$59.57 06/01/2021 \$38.77 \$7.70 \$14.02 \$0.00 \$60.49 12/01/2021 \$39.68 \$7.70 \$14.02 \$0.00 \$61.40 For apprentice- LABORER" 12/01/2021 \$39.68 \$7.70 \$14.02 \$0.00 \$61.40 MARBLE & TILE FINISHERS 08/01/2018 \$40.40 \$10.75 \$18.97 \$0.00 \$70.63 02/01/2019 \$40.91 \$10.75 \$18.97 \$0.00 \$71.85 02/01/2019 \$41.99 \$10.75 \$19.11 \$0.00 \$72.36 02/01/2020 \$42.50 \$10.75 \$19.11 \$0.00 \$72.36 02/01/2020 \$43.58 \$10.75 \$19.26 \$0.00 \$73.59 02/01/2021 \$44.09 \$10.75 \$19.26 \$0.00 \$73.59 02/01/2021 \$44.09 \$10.75 \$19.42 \$0		06/01/2019			\$14.02	\$0.00	
06/01/2020 \$36.96 \$7.70 \$14.02 \$0.00 \$58.68 12/01/2020 \$37.85 \$7.70 \$14.02 \$0.00 \$59.57 06/01/2021 \$38.77 \$7.70 \$14.02 \$0.00 \$60.49 12/01/2021 \$39.68 \$7.70 \$14.02 \$0.00 \$61.40 For apprentice- LABORER" 12/01/2021 \$39.68 \$7.70 \$14.02 \$0.00 \$61.40 MARBLE & TILE FINISHERS 08/01/2018 \$40.40 \$10.75 \$18.97 \$0.00 \$70.12 02/01/2019 \$40.91 \$10.75 \$18.97 \$0.00 \$70.63 08/01/2019 \$41.99 \$10.75 \$19.11 \$0.00 \$71.85 02/01/2020 \$42.50 \$10.75 \$19.11 \$0.00 \$72.36 02/01/2020 \$42.50 \$10.75 \$19.11 \$0.00 \$72.36 08/01/2020 \$43.58 \$10.75 \$19.26 \$0.00 \$73.59 02/01/2021 \$44.09 \$10.75 \$19.42 \$0.00 \$75.38 08/01/2021 \$45.21 \$10.75 \$19.42 \$		12/01/2019		\$7.70	\$14.02	\$0.00	\$57.79
06/01/2021 \$38.77 \$7.70 \$14.02 \$0.00 \$60.49 12/01/2021 \$39.68 \$7.70 \$14.02 \$0.00 \$61.40 MARBLE & TILE FINISHERS 08/01/2018 \$40.40 \$10.75 \$18.97 \$0.00 \$70.12 02/01/2019 \$40.91 \$10.75 \$18.97 \$0.00 \$70.63 08/01/2019 \$41.99 \$10.75 \$19.11 \$0.00 \$71.85 02/01/2020 \$42.50 \$10.75 \$19.11 \$0.00 \$72.36 08/01/2020 \$42.50 \$10.75 \$19.12 \$0.00 \$73.59 02/01/2021 \$44.09 \$10.75 \$19.26 \$0.00 \$73.59 02/01/2021 \$44.09 \$10.75 \$19.26 \$0.00 \$74.10 08/01/2021 \$44.09 \$10.75 \$19.26 \$0.00 \$75.38		06/01/2020	\$36.96	\$7.70	\$14.02	\$0.00	\$58.68
06/01/2021 \$38.77 \$7.70 \$14.02 \$0.00 \$60.49 12/01/2021 \$39.68 \$7.70 \$14.02 \$0.00 \$61.40 MARBLE & TILE FINISHERS 08/01/2018 \$40.40 \$10.75 \$18.97 \$0.00 \$70.12 02/01/2019 \$40.91 \$10.75 \$18.97 \$0.00 \$70.63 08/01/2019 \$41.99 \$10.75 \$19.11 \$0.00 \$71.85 02/01/2020 \$42.50 \$10.75 \$19.11 \$0.00 \$72.36 08/01/2020 \$42.50 \$10.75 \$19.11 \$0.00 \$72.36 08/01/2020 \$42.50 \$10.75 \$19.26 \$0.00 \$73.59 02/01/2021 \$44.09 \$10.75 \$19.26 \$0.00 \$74.10 08/01/2021 \$44.09 \$10.75 \$19.26 \$0.00 \$75.38		12/01/2020	\$37.85	\$7.70	\$14.02	\$0.00	\$59.57
For apprentice LABORER" MARBLE & TILE FINISHERS 08/01/2018 \$40.40 \$10.75 \$18.97 \$0.00 \$70.63 D2/01/2019 \$40.91 \$10.75 \$18.97 \$0.00 \$71.65 08/01/2019 \$41.99 \$10.75 \$19.11 \$0.00 \$71.85 02/01/2020 \$42.50 \$10.75 \$19.11 \$0.00 \$72.36 08/01/2020 \$43.58 \$10.75 \$19.26 \$0.00 \$73.59 02/01/2021 \$44.09 \$10.75 \$19.26 \$0.00 \$74.10 08/01/2021 \$45.21 \$10.75 \$19.42 \$0.00 \$75.38		06/01/2021			\$14.02	\$0.00	
MARBLE & TILE FINISHERS 08/01/2018 \$40.40 \$10.75 \$18.97 \$0.00 \$70.12 D2/01/2019 \$40.91 \$10.75 \$18.97 \$0.00 \$70.63 08/01/2019 \$40.91 \$10.75 \$19.11 \$0.00 \$71.85 02/01/2020 \$42.50 \$10.75 \$19.11 \$0.00 \$72.36 08/01/2020 \$43.58 \$10.75 \$19.26 \$0.00 \$73.59 02/01/2021 \$44.09 \$10.75 \$19.26 \$0.00 \$74.10 08/01/2021 \$45.21 \$10.75 \$19.42 \$0.00 \$75.38		12/01/2021	\$39.68	\$7.70	\$14.02	\$0.00	\$61.40
BRICKLAYERS LOCAL 3 - MARBLE & TILE 00001/2018 \$40.40 \$10.75 \$10.77 \$0.00 \$70.63 02/01/2019 \$40.91 \$10.75 \$19.11 \$0.00 \$71.85 02/01/2020 \$42.50 \$10.75 \$19.11 \$0.00 \$72.36 08/01/2020 \$43.58 \$10.75 \$19.26 \$0.00 \$73.59 02/01/2021 \$44.09 \$10.75 \$19.42 \$0.00 \$75.38	For apprentice rates see "Apprentice- LABORER"						
02/01/2019\$40.91\$10.75\$18.97\$0.00\$70.6308/01/2019\$41.99\$10.75\$19.11\$0.00\$71.8502/01/2020\$42.50\$10.75\$19.11\$0.00\$72.3608/01/2020\$43.58\$10.75\$19.26\$0.00\$73.5902/01/2021\$44.09\$10.75\$19.26\$0.00\$74.1008/01/2021\$45.21\$10.75\$19.42\$0.00\$75.38		08/01/2018	\$40.40	\$10.75	\$18.97	\$0.00	\$70.12
02/01/2020\$42.50\$10.75\$19.11\$0.00\$72.3608/01/2020\$43.58\$10.75\$19.26\$0.00\$73.5902/01/2021\$44.09\$10.75\$19.26\$0.00\$74.1008/01/2021\$45.21\$10.75\$19.42\$0.00\$75.38	MUCREATERS LOCAL 3 - MARDLE & TILE	02/01/2019	\$40.91	\$10.75	\$18.97	\$0.00	\$70.63
08/01/2020\$43.58\$10.75\$19.26\$0.00\$73.5902/01/2021\$44.09\$10.75\$19.26\$0.00\$74.1008/01/2021\$45.21\$10.75\$19.42\$0.00\$75.38		08/01/2019	\$41.99	\$10.75	\$19.11	\$0.00	\$71.85
02/01/2021\$44.09\$10.75\$19.26\$0.00\$74.1008/01/2021\$45.21\$10.75\$19.42\$0.00\$75.38		02/01/2020	\$42.50	\$10.75	\$19.11	\$0.00	\$72.36
08/01/2021 \$45.21 \$10.75 \$19.42 \$0.00 \$75.38		08/01/2020	\$43.58	\$10.75	\$19.26	\$0.00	\$73.59
		02/01/2021	\$44.09	\$10.75	\$19.26	\$0.00	\$74.10
02/01/2022 \$45.68 \$10.75 \$19.42 \$0.00 \$75.85		08/01/2021	\$45.21	\$10.75	\$19.42	\$0.00	\$75.38
		02/01/2022	\$45.68	\$10.75	\$19.42	\$0.00	\$75.85

		e Date -	08/01/2018				Supplemental		
St	tep	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1		50		\$20.20	\$10.75	\$18.97	\$0.00	\$49.92	
2		60		\$24.24	\$10.75	\$18.97	\$0.00	\$53.96	
3		70		\$28.28	\$10.75	\$18.97	\$0.00	\$58.00	
4		80		\$32.32	\$10.75	\$18.97	\$0.00	\$62.04	
5		90		\$36.36	\$10.75	\$18.97	\$0.00	\$66.08	
		e Date - percent	02/01/2019	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1		50		\$20.46	\$10.75	\$18.97	\$0.00	\$50.18	
2		60		\$24.55	\$10.75	\$18.97	\$0.00	\$54.27	
3		70		\$28.64	\$10.75	\$18.97	\$0.00	\$58.36	
4		80		\$32.73	\$10.75	\$18.97	\$0.00	\$62.45	
5		90		\$36.82	\$10.75	\$18.97	\$0.00	\$66.54	
	otes:								
A	ppren	tice to Jou	ırneyworker Ratio:1:3						
			S & TERRAZZO MECH	08/01/2018	3 \$52.95	\$10.75	\$20.66	\$0.00	\$84.36
BRICKLAYERS LOCAL	, 3 - MA.	RBLE & TIL	E	02/01/2019	\$53.57	\$10.75	\$20.66	\$0.00	\$84.98
				08/01/2019	\$54.92	\$10.75	\$20.80	\$0.00	\$86.47
				02/01/2020) \$55.55	\$10.75	\$20.80	\$0.00	\$87.10
				08/01/2020	\$56.90	\$10.75	\$20.95	\$0.00	\$88.60
				02/01/2021	\$57.54	\$10.75	\$20.95	\$0.00	\$89.24
				08/01/2021	\$58.94	\$10.75	\$21.11	\$0.00	\$90.80

02/01/2022

\$59.51

\$10.75

\$21.11

\$0.00

Apprentice -	MARBLE & TILE FINISHER - Local 3 Marble & Tile
Effective Date	- 08/01/2018

\$91.37

	Effecti	ve Date -	08/01/2018				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$26.48	\$10.75	\$20.66	\$0.00	\$57.89	
	2	60		\$31.77	\$10.75	\$20.66	\$0.00	\$63.18	
	3	70		\$37.07	\$10.75	\$20.66	\$0.00	\$68.48	
	4	80		\$42.36	\$10.75	\$20.66	\$0.00	\$73.77	
	5	90		\$47.66	\$10.75	\$20.66	\$0.00	\$79.07	
	Effecti	ve Date -	02/01/2019				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$26.79	\$10.75	\$20.66	\$0.00	\$58.20	
	2	60		\$32.14	\$10.75	\$20.66	\$0.00	\$63.55	
	3	70		\$37.50	\$10.75	\$20.66	\$0.00	\$68.91	
	4	80		\$42.86	\$10.75	\$20.66	\$0.00	\$74.27	
	5	90		\$48.21	\$10.75	\$20.66	\$0.00	\$79.62	
	Notes:								
	Appre	ntice to Jou	urneyworker Ratio:1:5						
			ON CONST. SITES)	06/01/2018	8 \$46.61	1 \$11.00	\$15.50	\$0.00	\$73.11
OPERATING ENGI	NEERS LC	OCAL 4		12/01/2018	8 \$47.75	5 \$11.00	\$15.50	\$0.00	\$74.25
				06/01/2019	9 \$48.84	4 \$11.00	\$15.50	\$0.00	\$75.34
				12/01/2019	9 \$49.98	8 \$11.00	\$15.50	\$0.00	\$76.48
				06/01/2020	0 \$51.06	5 \$11.00	\$15.50	\$0.00	\$77.56
				12/01/2020	0 \$52.20	\$11.00	\$15.50	\$0.00	\$78.70
				06/01/202	1 \$53.29	9 \$11.00	\$15.50	\$0.00	\$79.79
				12/01/202	1 \$54.43	3 \$11.00	\$15.50	\$0.00	\$80.93
			PERATING ENGINEERS"					** **	
MECHANICS I OPERATING ENGL				06/01/2018			\$15.50	\$0.00	\$73.11
				12/01/2018			\$15.50	\$0.00	\$74.25
				06/01/2019			\$15.50	\$0.00	\$75.34
				12/01/2019			\$15.50	\$0.00	\$76.48
				06/01/2020			\$15.50	\$0.00	\$77.56
				12/01/2020			\$15.50	\$0.00	\$78.70
				06/01/202			\$15.50	\$0.00	\$79.79
For apprentice	rates see "	Apprentice- C	PERATING ENGINEERS"	12/01/202	1 \$54.43	3 \$11.00	\$15.50	\$0.00	\$80.93
MILLWRIGHT				04/01/2018	8 \$37.17	7 \$9.90	\$18.50	\$0.00	\$65.57
MILLWRIGHTS LO	CAL 1121	- Zone 2		10/01/2018			\$18.50	\$0.00	\$66.42
				04/01/2019			\$18.50	\$0.00	\$67.27

Apprentice -	MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile
Effective Date	- 08/01/2018

		ive Date - 04/01/2018	Jean 1121 Zone 2					
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total R	ate
	1	55	\$20.44	\$9.90	\$5.31	\$0.00	\$35.	65
	2	65	\$24.16	\$9.90	\$15.13	\$0.00	\$49.	
	3	75	\$27.88	\$9.90	\$16.10	\$0.00	\$53.	
	4	85	\$31.59	\$9.90	\$17.06	\$0.00	\$58.	
			<i>QUI.U</i>	<i>\$</i> 7.50	<i>Q</i> 1 7.00	<i>Q</i> 0.00	<i>\$00</i> .	
		ive Date - 10/01/2018				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total R	ate
	1	55	\$20.91	\$9.90	\$5.31	\$0.00	\$36.	.12
	2	65	\$24.71	\$9.90	\$15.13	\$0.00	\$49.	.74
	3	75	\$28.52	\$9.90	\$16.10	\$0.00	\$54.	.52
	4	85	\$32.32	\$9.90	\$17.06	\$0.00	\$59.	.28
	Notes							-
		Steps are 2,000 hours						_
		entice to Journeyworker Ratio:1:5						
IORTAR MI Aborers - zo.			06/01/2018	\$33.50	\$7.70	\$14.02	\$0.00	\$55.22
in original to			12/01/2018	\$34.34	\$7.70	\$14.02	\$0.00	\$56.06
			06/01/2019	\$35.21	\$7.70	\$14.02	\$0.00	\$56.93
			12/01/2019	\$36.07	\$7.70	\$14.02	\$0.00	\$57.79
			06/01/2020	\$36.96	\$7.70	\$14.02	\$0.00	\$58.68
			12/01/2020	\$37.85	\$7.70	\$14.02	\$0.00	\$59.57
			06/01/2021	\$38.77	\$7.70	\$14.02	\$0.00	\$60.49
For oppronti	iaa rataa aaa	"Apprentice- LABORER"	12/01/2021	\$39.68	\$7.70	\$14.02	\$0.00	\$61.40
		N TRUCK CRANES, GRADALLS)	06/01/2018	\$23.14	\$11.00	\$15.50	\$0.00	\$49.64
PERATING EN			12/01/2018		\$11.00	\$15.50	\$0.00 \$0.00	\$49.04
			06/01/2019		\$11.00	\$15.50	\$0.00	\$50.21
			12/01/2019		\$11.00	\$15.50	\$0.00 \$0.00	\$51.33
			06/01/2020		\$11.00	\$15.50	\$0.00 \$0.00	\$51.88
			12/01/2020		\$11.00	\$15.50	\$0.00 \$0.00	\$52.45
			06/01/2021			\$15.50	\$0.00	\$53.00
			12/01/2021		\$11.00	\$15.50	\$0.00	\$53.58
For apprenti	ce rates see	"Apprentice- OPERATING ENGINEERS"		<i>\$21.00</i>	<i>\</i> 11.00			<i>\$23.20</i>
		NES, GRADALLS)	06/01/2018	\$27.40	\$11.00	\$15.50	\$0.00	\$53.90
PERATING EN	GINEERS L	OCAL 4	12/01/2018	\$28.07	\$11.00	\$15.50	\$0.00	\$54.57
			06/01/2019	\$28.72	\$11.00	\$15.50	\$0.00	\$55.22
			12/01/2019	\$29.39	\$11.00	\$15.50	\$0.00	\$55.89
			06/01/2020	\$30.04	\$11.00	\$15.50	\$0.00	\$56.54
			12/01/2020	\$30.72	\$11.00	\$15.50	\$0.00	\$57.22
			06/01/2021	\$31.36	\$11.00	\$15.50	\$0.00	\$57.86
						\$15.50	\$0.00	\$58.54

Apprentice - MILLWRIGHT - Local 1121 Zone 2

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"					•	
OTHER POWER DRIVEN EQUIPMENT - CLASS II	06/01/2018	\$46.61	\$11.00	\$15.50	\$0.00	\$73.11
OPERATING ENGINEERS LOCAL 4	12/01/2018	\$47.75	\$11.00	\$15.50	\$0.00	\$74.25
	06/01/2019	\$48.84	\$11.00	\$15.50	\$0.00	\$75.34
	12/01/2019	\$49.98	\$11.00	\$15.50	\$0.00	\$76.48
	06/01/2020	\$51.06	\$11.00	\$15.50	\$0.00	\$77.56
	12/01/2020	\$52.20	\$11.00	\$15.50	\$0.00	\$78.70
	06/01/2021	\$53.29	\$11.00	\$15.50	\$0.00	\$79.79
	12/01/2021	\$54.43	\$11.00	\$15.50	\$0.00	\$80.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS)	07/01/2018	\$50.01	\$8.15	\$20.15	\$0.00	\$78.31
PAINTERS LOCAL 35 - ZONE 2	01/01/2019	\$50.36	\$8.15	\$20.85	\$0.00	\$79.36
	07/01/2019	\$51.46	\$8.15	\$20.85	\$0.00	\$80.46
	01/01/2020	\$52.56	\$8.15	\$20.85	\$0.00	\$81.56
	07/01/2020	\$53.66	\$8.15	\$20.85	\$0.00	\$82.66
	01/01/2021	\$54.76	\$8.15	\$20.85	\$0.00	\$83.76

Apprentice - PAINTER Local 35 - BRIDGES/TANKS Effective Date = 07/01/2018

Effect	tive Date -	07/01/2018				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$25.01	\$8.15	\$0.00	\$0.00	\$33.16	
2	55		\$27.51	\$8.15	\$5.34	\$0.00	\$41.00	
3	60		\$30.01	\$8.15	\$5.82	\$0.00	\$43.98	
4	65		\$32.51	\$8.15	\$6.31	\$0.00	\$46.97	
5	70		\$35.01	\$8.15	\$17.24	\$0.00	\$60.40	
6	75		\$37.51	\$8.15	\$17.73	\$0.00	\$63.39	
7	80		\$40.01	\$8.15	\$18.21	\$0.00	\$66.37	
8	90		\$45.01	\$8.15	\$19.18	\$0.00	\$72.34	

Step	ive Date - 01/01/2019 percent	Apprentice Base Wag	e Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.18	\$8.15	\$0.00	\$0.00	\$33.33
2	55	\$27.70	\$8.15	\$5.64	\$0.00	\$41.49
3	60	\$30.22	\$8.15	\$6.15	\$0.00	\$44.52
4	65	\$32.73	\$8.15	\$6.66	\$0.00	\$47.54
5	70	\$35.25	\$8.15	\$17.78	\$0.00	\$61.18
5	75	\$37.77	\$8.15	\$18.29	\$0.00	\$64.21
7	80	\$40.29	\$8.15	\$18.80	\$0.00	\$67.24
8	90	\$45.32	\$8.15	\$19.83	\$0.00	\$73.30

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PAINTER (SPRAY OR SANDBLAST, NEW) *	07/01/2018	\$40.91	\$8.15	\$20.15	\$0.00	\$69.21
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2019	\$41.26	\$8.15	\$20.85	\$0.00	\$70.26
NE w paint fate shall be used. A ANTERS LOCAL 55 - ZONE 2	07/01/2019	\$42.36	\$8.15	\$20.85	\$0.00	\$71.36
	01/01/2020	\$43.46	\$8.15	\$20.85	\$0.00	\$72.46
	07/01/2020	\$44.56	\$8.15	\$20.85	\$0.00	\$73.56
	01/01/2021	\$45.66	\$8.15	\$20.85	\$0.00	\$74.66

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

-rr			1 2				
Effect	ive Date -	07/01/2018				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$20.46	\$8.15	\$0.00	\$0.00	\$28.61
2	55		\$22.50	\$8.15	\$5.34	\$0.00	\$35.99
3	60		\$24.55	\$8.15	\$5.82	\$0.00	\$38.52
4	65		\$26.59	\$8.15	\$6.31	\$0.00	\$41.05
5	70		\$28.64	\$8.15	\$17.24	\$0.00	\$54.03
6	75		\$30.68	\$8.15	\$17.73	\$0.00	\$56.56
7	80		\$32.73	\$8.15	\$18.21	\$0.00	\$59.09
8	90		\$36.82	\$8.15	\$19.18	\$0.00	\$64.15

Effective Date - 01/01/2019

E	fective Date	- 01/01/2019				Supplemental		
St	ep percer	nt	Apprentice Base Wage	Health	Pension	Unemployment	t Total Ra	nte
1	50		\$20.63	\$8.15	\$0.00	\$0.00	\$28.7	78
2	55		\$22.69	\$8.15	\$5.64	\$0.00	\$36.4	48
3	60		\$24.76	\$8.15	\$6.15	\$0.00	\$39.	06
4	65		\$26.82	\$8.15	\$6.66	\$0.00	\$41.0	63
5	70		\$28.88	\$8.15	\$17.78	\$0.00	\$54.5	81
6	75		\$30.95	\$8.15	\$18.29	\$0.00	\$57	39
7	80		\$33.01	\$8.15	\$18.80	\$0.00	\$59.9	96
8	90		\$37.13	\$8.15	\$19.83	\$0.00	\$65.	11
N	otes:							¬
	Steps a	are 750 hrs.						
A	pprentice to	Journeyworker Ratio:1:1						_
		BLAST, REPAINT)	07/01/2018	3 \$38.97	\$8.15	\$20.15	\$0.00	\$67.27
PAINTERS LOCAL 35 -	ZONE 2		01/01/2019	\$39.32	\$8.15	\$20.85	\$0.00	\$68.32
			07/01/2019	\$40.42	\$8.15	\$20.85	\$0.00	\$69.42

01/01/2020

07/01/2020

01/01/2021

\$41.52

\$42.62

\$43.72

\$8.15

\$8.15

\$8.15

\$20.85

\$20.85

\$20.85

\$0.00

\$0.00

\$0.00

\$70.52

\$71.62

\$72.72

Effective Date -		07/01/2018				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$19.49	\$8.15	\$0.00	\$0.00	\$27.64	
2	55		\$21.43	\$8.15	\$5.34	\$0.00	\$34.92	
3	60		\$23.38	\$8.15	\$5.82	\$0.00	\$37.35	
4	65		\$25.33	\$8.15	\$6.31	\$0.00	\$39.79	
5	70		\$27.28	\$8.15	\$17.24	\$0.00	\$52.67	
6	75		\$29.23	\$8.15	\$17.73	\$0.00	\$55.11	
7	80		\$31.18	\$8.15	\$18.21	\$0.00	\$57.54	
8	90		\$35.07	\$8.15	\$19.18	\$0.00	\$62.40	

Apprentice -	PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint
Effective Date	07/01/2018

Effective Date - 01/01/2019

	Effect	ive Date - 01/01/2019				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$19.66	\$8.15	\$0.00	\$0.00	\$27.81	
	2	55	\$21.63	\$8.15	\$5.64	\$0.00	\$35.42	
	3	60	\$23.59	\$8.15	\$6.15	\$0.00	\$37.89	
	4	65	\$25.56	\$8.15	\$6.66	\$0.00	\$40.37	
	5	70	\$27.52	\$8.15	\$17.78	\$0.00	\$53.45	
	6	75	\$29.49	\$8.15	\$18.29	\$0.00	\$55.93	
	7	80	\$31.46	\$8.15	\$18.80	\$0.00	\$58.41	
	8	90	\$35.39	\$8.15	\$19.83	\$0.00	\$63.37	
	Notes	: Steps are 750 hrs. entice to Journeyworker Rati					 	
PAINTER (TR.		MARKINGS)	06/01/2018	3 \$33.25	\$7.70	\$14.02	\$0.00	\$54.97
LABORERS - ZONE	Ξ2		12/01/2018	\$ \$34.09	\$7.70	\$14.02	\$0.00	\$55.81
			06/01/2019	\$34.96	\$7.70	\$14.02	\$0.00	\$56.68
			12/01/2019	\$35.82	\$7.70	\$14.02	\$0.00	\$57.54
			06/01/2020	\$36.71	\$7.70	\$14.02	\$0.00	\$58.43
			12/01/2020	\$37.60	\$7.70	\$14.02	\$0.00	\$59.32
			06/01/2021	\$38.52	\$7.70	\$14.02	\$0.00	\$60.24
For Apprentice	e rates see	"Apprentice- LABORER"	12/01/2021	\$39.43	\$7.70	\$14.02	\$0.00	\$61.15
PAINTER / TA	PER (B	RUSH, NEW) *	07/01/2018	3 \$39.51	\$8.15	\$20.15	\$0.00	\$67.81
* 1f 200/arma	ro of cur	faces to be pointed are new co	nstruction					

* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

01/01/2019

07/01/2019

01/01/2020

07/01/2020

01/01/2021

\$39.86

\$40.96

\$42.06

\$43.16

\$44.25

\$8.15

\$8.15

\$8.15

\$8.15

\$8.15

\$20.85

\$20.85

\$20.85

\$20.85

\$20.85

\$0.00

\$0.00

\$0.00

\$0.00

\$0.00

\$68.86

\$69.96

\$71.06

\$72.16

\$73.25

Effect	ive Date - 07/01/2018				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$19.76	\$8.15	\$0.00	\$0.00	\$27.91
2	55	\$21.73	\$8.15	\$5.34	\$0.00	\$35.22
3	60	\$23.71	\$8.15	\$5.82	\$0.00	\$37.68
4	65	\$25.68	\$8.15	\$6.31	\$0.00	\$40.14
5	70	\$27.66	\$8.15	\$17.24	\$0.00	\$53.05
6	75	\$29.63	\$8.15	\$17.73	\$0.00	\$55.51
7	80	\$31.61	\$8.15	\$18.21	\$0.00	\$57.97
8	90	\$35.56	\$8.15	\$19.18	\$0.00	\$62.89

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 01/01/2019

Effecti	ive Date - 01/01/2019				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$19.93	\$8.15	\$0.00	\$0.00	\$28.08	
2	55	\$21.92	\$8.15	\$5.64	\$0.00	\$35.71	
3	60	\$23.92	\$8.15	\$6.15	\$0.00	\$38.22	
4	65	\$25.91	\$8.15	\$6.66	\$0.00	\$40.72	
5	70	\$27.90	\$8.15	\$17.78	\$0.00	\$53.83	
6	75	\$29.90	\$8.15	\$18.29	\$0.00	\$56.34	
7	80	\$31.89	\$8.15	\$18.80	\$0.00	\$58.84	
8	90	\$35.87	\$8.15	\$19.83	\$0.00	\$63.85	
Notes:							
	Steps are 750 hrs.						
Appre	ntice to Journeyworker Ratio:1:1						
PAINTER / TAPER (B		07/01/2018	3 \$37.57	\$8.15	\$20.15	\$0.00	\$65.87
PAINTERS LOCAL 35 - ZONI	E 2	01/01/2019	\$37.92	\$8.15	\$20.85	\$0.00	\$66.92
		07/01/2019	\$39.02	\$8.15	\$20.85	\$0.00	\$68.02
		01/01/2020	\$40.12	\$8.15	\$20.85	\$0.00	\$69.12
		07/01/2020	\$41.22	\$8.15	\$20.85	\$0.00	\$70.22

01/01/2021

\$42.32

\$8.15

\$20.85

\$0.00

\$71.32

Effect	ive Date -	07/01/2018				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$18.79	\$8.15	\$0.00	\$0.00	\$26.94
2	55		\$20.66	\$8.15	\$5.34	\$0.00	\$34.15
3	60		\$22.54	\$8.15	\$5.82	\$0.00	\$36.51
4	65		\$24.42	\$8.15	\$6.31	\$0.00	\$38.88
5	70		\$26.30	\$8.15	\$17.24	\$0.00	\$51.69
6	75		\$28.18	\$8.15	\$17.73	\$0.00	\$54.06
7	80		\$30.06	\$8.15	\$18.21	\$0.00	\$56.42
8	90		\$33.81	\$8.15	\$19.18	\$0.00	\$61.14

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

01/01/2019
01/0

Effect	ive Date - 01/01/2019						
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
1	50	\$18.96	\$8.15	\$0.00	\$0.00	\$27.11	
2	55	\$20.86	\$8.15	\$5.64	\$0.00	\$34.65	
3	60	\$22.75	\$8.15	\$6.15	\$0.00	\$37.05	
4	65	\$24.65	\$8.15	\$6.66	\$0.00	\$39.46	
5	70	\$26.54	\$8.15	\$17.78	\$0.00	\$52.47	
6	75	\$28.44	\$8.15	\$18.29	\$0.00	\$54.88	
7	80	\$30.34	\$8.15	\$18.80	\$0.00	\$57.29	1
8	90	\$34.13	\$8.15	\$19.83	\$0.00	\$62.11	
Notes:							
	Steps are 750 hrs.						
Appre	entice to Journeyworker Ratio:1:1						
PANEL & PICKUP TR TEAMSTERS JOINT COUNC		12/01/2012	2 \$30.28	\$9.07	\$8.00	\$0.00	\$47.35
	NSTRUCTOR (UNDERPINNING AN	D 08/01/2018	8 \$46.57	\$9.90	\$21.15	\$0.00	\$77.62
	DECK) PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice- PILE DRIVER"		9 \$48.94	\$9.90	\$21.15	\$0.00	\$79.99
PILE DRIVER		08/01/2018	3 \$46.57	\$9.90	\$21.15	\$0.00	\$77.62
PILE DRIVER LOCAL 56 (ZC	ONE I)	08/01/2019	9 \$48.94	\$9.90	\$21.15	\$0.00	\$79.99

Effect	tive Date - 08/01/2018				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$23.29	\$9.90	\$21.15	\$0.00	\$54.34
2	60	\$27.94	\$9.90	\$21.15	\$0.00	\$58.99
3	70	\$32.60	\$9.90	\$21.15	\$0.00	\$63.65
4	75	\$34.93	\$9.90	\$21.15	\$0.00	\$65.98
5	80	\$37.26	\$9.90	\$21.15	\$0.00	\$68.31
6	80	\$37.26	\$9.90	\$21.15	\$0.00	\$68.31
7	90	\$41.91	\$9.90	\$21.15	\$0.00	\$72.96
8	90	\$41.91	\$9.90	\$21.15	\$0.00	\$72.96

Apprentice - PILE DRIVER - Local 56 Zone 1

Effective Date - 08/01/2019

	Effecti	ive Date -	08/01/2019				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	ite
	1	50		\$24.47	\$9.90	\$21.15	\$0.00	\$55.	52
	2	60		\$29.36	\$9.90	\$21.15	\$0.00	\$60.4	41
	3	70		\$34.26	\$9.90	\$21.15	\$0.00	\$65.	31
	4	75		\$36.71	\$9.90	\$21.15	\$0.00	\$67.	76
	5	80		\$39.15	\$9.90	\$21.15	\$0.00	\$70.2	20
	6	80		\$39.15	\$9.90	\$21.15	\$0.00	\$70.2	20
	7	90		\$44.05	\$9.90	\$21.15	\$0.00	\$75.	10
	8	90		\$44.05	\$9.90	\$21.15	\$0.00	\$75.	10
	Notes:								
	Appre	entice to Jo	urneyworker Ratio:1:5						-
PIPELAYER				06/01/2018	\$33.50	\$7.70	\$14.02	\$0.00	\$55.22
LABORERS - ZONE	. 2			12/01/2018	\$34.34	4 \$7.70	\$14.02	\$0.00	\$56.06
				06/01/2019	\$35.2	1 \$7.70	\$14.02	\$0.00	\$56.93

	00/01/2019	\$55.21	\$7.70	\$14.02	\$0.00	\$30.93
	12/01/2019	\$36.07	\$7.70	\$14.02	\$0.00	\$57.79
	06/01/2020	\$36.96	\$7.70	\$14.02	\$0.00	\$58.68
	12/01/2020	\$37.85	\$7.70	\$14.02	\$0.00	\$59.57
	06/01/2021	\$38.77	\$7.70	\$14.02	\$0.00	\$60.49
	12/01/2021	\$39.68	\$7.70	\$14.02	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
PLUMBER & PIPEFITTER	09/01/2018	\$42.04	\$10.00	\$18.20	\$0.00	\$70.24

PLUMBERS & PIPEFITTERS LOCAL 51

	••	ntice - PLUMBER/PIPI ive Date - 09/01/2018	Lillin Docu 91				Supplemental		
	Step	percent	Apprent	ice Base Wage	Health	Pension	Unemployment	To	tal Rate
	1	40		\$16.82	\$10.00	\$2.50	\$0.00		\$29.32
	2	50		\$21.02	\$10.00	\$2.50	\$0.00		\$33.52
	3	60		\$25.22	\$10.00	\$7.85	\$0.00		\$43.07
	4	70		\$29.43	\$10.00	\$12.56	\$0.00		\$51.99
	5	80		\$33.63	\$10.00	\$15.70	\$0.00		\$59.33
	Notes:	Steps 2000hrs. Prior 9/1	/05; 40/40/45/50/55/60	/65/75/80/85					
	Appre	ntice to Journeyworker	Ratio:1:3						
NEUMATIC (Lumbers & Pipe				09/01/201	8 \$42.	04 \$10.00) \$18.20	\$0.00	\$70.24
		'Apprentice- PIPEFITTER" or "	PLUMBER/PIPEFITTER"						
NEUMATIC I Aborers - zone		TOOL OPERATOR		06/01/201	8 \$33.	50 \$7.70	\$14.02	\$0.00	\$55.22
IDORENS - ZONE	. 2			12/01/201	\$34.	34 \$7.70	\$14.02	\$0.00	\$56.06
				06/01/2019	\$35.	21 \$7.70	\$14.02	\$0.00	\$56.93
				12/01/2019	\$36.	07 \$7.70	\$14.02	\$0.00	\$57.79
				06/01/2020	\$36.	96 \$7.70	\$14.02	\$0.00	\$58.68
				12/01/202	\$37.	85 \$7.70	\$14.02	\$0.00	\$59.57
				06/01/202	\$38.	77 \$7.70	\$14.02	\$0.00	\$60.49
				12/01/202	\$39.	68 \$7.70	\$14.02	\$0.00	\$61.40
		'Apprentice- LABORER"							
OWDERMAN 4borers - zone		ASTER		06/01/201	\$34.	25 \$7.70	\$14.02	\$0.00	\$55.97
				12/01/2013	\$35.	09 \$7.70	\$14.02	\$0.00	\$56.81
				06/01/2019	\$35.	96 \$7.70	\$14.02	\$0.00	\$57.68
				12/01/2019	\$36.	82 \$7.70	\$14.02	\$0.00	\$58.54
				06/01/2020	\$37.	71 \$7.70	\$14.02	\$0.00	\$59.43
				12/01/202	\$38.	60 \$7.70	\$14.02	\$0.00	\$60.32
				06/01/202	\$39.	52 \$7.70	\$14.02	\$0.00	\$61.24
For apprentice	rates see '	'Apprentice- LABORER"		12/01/202	\$40.4	43 \$7.70	\$14.02	\$0.00	\$62.15
		RRICK/TRENCHING M	ACHINE	06/01/201	8 \$47.	08 \$11.00) \$15.50	\$0.00	\$73.58
PERATING ENGI				12/01/2013				\$0.00	\$73.38
				06/01/2019				\$0.00	\$75.83
				12/01/2019				\$0.00	\$76.98
				06/01/2020				\$0.00	\$78.08
				12/01/2020				\$0.00	\$78.08
				06/01/202				\$0.00	\$79.23
				12/01/202				\$0.00	\$80.55
For apprentice	rates see	'Apprentice- OPERATING ENG	GINEERS"	12/01/202	ı 534.	70 \$11.0U	μ1 <i>3.3</i> 0	φ0.00	Ф01.40

Apprentice - *PLUMBER/PIPEFITTER - Local 51*

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rat
PUMP OPERATOR (CONCRETE) DPERATING ENGINEERS LOCAL 4	06/01/2018	\$47.08	\$11.00	\$15.50	\$0.00	\$73.58
PERATING ENGINEERS LOCAL 4	12/01/2018	\$48.23	\$11.00	\$15.50	\$0.00	\$74.73
	06/01/2019	\$49.33	\$11.00	\$15.50	\$0.00	\$75.83
	12/01/2019	\$50.48	\$11.00	\$15.50	\$0.00	\$76.98
	06/01/2020	\$51.58	\$11.00	\$15.50	\$0.00	\$78.08
	12/01/2020	\$52.73	\$11.00	\$15.50	\$0.00	\$79.23
	06/01/2021	\$53.83	\$11.00	\$15.50	\$0.00	\$80.33
	12/01/2021	\$54.98	\$11.00	\$15.50	\$0.00	\$81.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS" UMP OPERATOR (DEWATERING, OTHER)	0(/01/2019	¢21.00	¢11.00	\$15.50	\$0.00	¢59.40
PERATING ENGINEERS LOCAL 4	06/01/2018	\$31.90 \$22.68	\$11.00			\$58.40
	12/01/2018	\$32.68	\$11.00	\$15.50	\$0.00	\$59.18
	06/01/2019	\$33.43	\$11.00	\$15.50	\$0.00	\$59.93
	12/01/2019	\$34.22	\$11.00	\$15.50	\$0.00	\$60.72
	06/01/2020	\$34.97	\$11.00	\$15.50	\$0.00 \$0.00	\$61.47
	12/01/2020	\$35.75	\$11.00	\$15.50	\$0.00	\$62.25
	06/01/2021	\$36.50	\$11.00	\$15.50	\$0.00	\$63.00
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$37.29	\$11.00	\$15.50	\$0.00	\$63.79
EADY-MIX CONCRETE DRIVER EAMSTERS LOCAL 59	06/01/2008	\$19.00	\$5.10	\$4.21	\$0.00	\$28.31
ECLAIMERS	06/01/2018	\$46.61	\$11.00	\$15.50	\$0.00	\$73.11
PERATING ENGINEERS LOCAL 4	12/01/2018	\$47.75	\$11.00	\$15.50	\$0.00	\$74.25
	06/01/2019	\$48.84	\$11.00	\$15.50	\$0.00	\$75.34
	12/01/2019	\$49.98	\$11.00	\$15.50	\$0.00	\$76.48
	06/01/2020	\$51.06	\$11.00	\$15.50	\$0.00	\$77.56
	12/01/2020	\$52.20	\$11.00	\$15.50	\$0.00	\$78.70
	06/01/2021	\$52.20 \$53.29	\$11.00	\$15.50	\$0.00	\$79.79
	12/01/2021	\$55.29	\$11.00	\$15.50	\$0.00	\$80.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$34.45	\$11.00	\$15.50	\$0.00	\$60.95
IDE-ON MOTORIZED BUGGY OPERATOR	06/01/2018	\$33.50	\$7.70	\$14.02	\$0.00	\$55.22
ABORERS - ZONE 2	12/01/2018	\$34.34	\$7.70	\$14.02	\$0.00	\$56.06
	06/01/2019	\$35.21	\$7.70	\$14.02	\$0.00	\$56.93
	12/01/2019	\$36.07	\$7.70	\$14.02	\$0.00	\$57.79
	06/01/2020	\$36.96	\$7.70	\$14.02	\$0.00	\$58.68
	12/01/2020	\$37.85	\$7.70	\$14.02	\$0.00	\$59.57
	06/01/2021	\$38.77	\$7.70	\$14.02	\$0.00	\$60.49
	12/01/2021	\$39.68	\$7.70	\$14.02	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER" COLLER/SPREADER/MULCHING MACHINE	0(10110010	ф 4 с с 4	¢11.00	¢15.50	\$0.00	
PERATING ENGINEERS LOCAL 4	06/01/2018	\$46.61	\$11.00	\$15.50	\$0.00	\$73.11
	12/01/2018	\$47.75	\$11.00	\$15.50	\$0.00	\$74.25
	06/01/2019	\$48.84	\$11.00	\$15.50	\$0.00	\$75.34
	12/01/2019	\$49.98	\$11.00	\$15.50	\$0.00	\$76.48
	06/01/2020	\$51.06	\$11.00	\$15.50	\$0.00	\$77.56
	12/01/2020	\$52.20	\$11.00	\$15.50	\$0.00	\$78.70
	06/01/2021	\$53.29	\$11.00	\$15.50	\$0.00	\$79.79
	12/01/2021	\$54.43	\$11.00	\$15.50	\$0.00	\$80.93

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg)	08/01/2018	\$42.36	\$11.35	\$15.90	\$0.00	\$69.61
ROOFERS LOCAL 33	02/01/2019	\$43.51	\$11.35	\$15.90	\$0.00	\$70.76

	Effecti	ve Date -	08/01/2018				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$21.18	\$11.35	\$3.69	\$0.00	\$36.22	
	2	60		\$25.42	\$11.35	\$15.90	\$0.00	\$52.67	
	3	65		\$27.53	\$11.35	\$15.90	\$0.00	\$54.78	
	4	75		\$31.77	\$11.35	\$15.90	\$0.00	\$59.02	
	5	85		\$36.01	\$11.35	\$15.90	\$0.00	\$63.26	
	Effecti	ve Date -	02/01/2019				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$21.76	\$11.35	\$3.69	\$0.00	\$36.80	
	2	60		\$26.11	\$11.35	\$15.90	\$0.00	\$53.36	
	3	65		\$28.28	\$11.35	\$15.90	\$0.00	\$55.53	
	4	75		\$32.63	\$11.35	\$15.90	\$0.00	\$59.88	
	5	85		\$36.98	\$11.35	\$15.90	\$0.00	\$64.23	
	Notes:	** 1:5, 2:6	-10, the 1:10; Reroofing: 1:4	4, then 1:1					
			2000 hrs.; Steps 2-5 are 1000						
		<u> </u>	Mechanics' receive \$1.00 h	r. above ROOFER)					
	Appre	ntice to Jo	urneyworker Ratio:**						
		E / PRECA	AST CONCRETE	08/01/2018	\$42.61	\$11.35	\$15.90	\$0.00	\$69.86
ERS LOCAL 33		02/01/2019	\$43.76	\$11.35	\$15.90	\$0.00	\$71.01		
or apprentice r	ates see "	Apprentice- R	OOFER"						
ETMETAL				04/01/2018	\$34.96	\$12.20	\$16.30	\$1.90	\$65.36
METAL WOR	KERS LO	ICAL 1 / - 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

Issue Date: 09/27/2018

Effect	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

Apprentice - SHEET METAL WORKER - Local 17-B

10	85		\$29.72	\$12.20	\$14.58	\$1.70	\$58.20	
	ive Date -	10/01/2018				Supplemental		
Step	percent		Apprentice Base Wage	Health	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	 •							
Appro	entice to Jo	urneyworker Ratio:1:3						
R			06/01/2012	3 \$25.81	\$7.07	\$7.05	\$0.00	\$39.93

SIGN ERECTOR PAINTERS LOCAL 35 - ZONE 2

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Effectiv	ve Date - 06/01/2013				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
1	50	\$12.91	\$7.07	\$0.00	\$0.00	\$19.98	
2	55	\$14.20	\$7.07	\$2.45	\$0.00	\$23.72	,
3	60	\$15.49	\$7.07	\$2.45	\$0.00	\$25.01	
4	65	\$16.78	\$7.07	\$2.45	\$0.00	\$26.30)
5	70	\$18.07	\$7.07	\$7.05	\$0.00	\$32.19	1
6	75	\$19.36	\$7.07	\$7.05	\$0.00	\$33.48	
7	80	\$20.65	\$7.07	\$7.05	\$0.00	\$34.77	i -
8	85	\$21.94	\$7.07	\$7.05	\$0.00	\$36.06	,
9	90	\$23.23	\$7.07	\$7.05	\$0.00	\$37.35	I
 	Steps are 4 mos.						
••	MOVING EQUIP < 35 TONS	12/01/2016	6 \$32.44	\$10.91	\$10.89	\$0.00	\$54.24
PECIALIZED EARTH	MOVING EQUIP > 35 TONS L NO. 10 ZONE B	12/01/2016	6 \$32.73	\$10.91	\$10.89	\$0.00	\$54.53
PRINKLER FITTER	550 (C .: D) Z D	03/01/2018	8 \$52.00	\$9.12	\$18.15	\$0.00	\$79.27
RINKLER FITTERS LOCAL	550 - (Section B) Zone 2	10/01/2018	8 \$52.68	\$9.12	\$18.90	\$0.00	\$80.70
		01/01/2019	9 \$52.18	\$9.47	\$19.10	\$0.00	\$80.75
		03/01/2019	9 \$53.53	\$9.47	\$19.10	\$0.00	\$82.10
		10/01/2019	9 \$54.88	\$9.47	\$19.10	\$0.00	\$83.45
		03/01/2020	0 \$56.23	\$9.47	\$19.10	\$0.00	\$84.80
		10/01/2020	0 \$57.58	\$9.47	\$19.10	\$0.00	\$86.15
		03/01/202	1 \$58.93	\$9.47	\$19.10	\$0.00	\$87.50

Apprentice - SIGN ERECTOR - Local 35 Zone 2

Effect	ive Date - 03/01/202	te - 03/01/2018			Supplemental		
Step	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	
10	80	\$41.60	\$9.12	\$10.40	\$0.00	\$61.12	

Apprentice -	SPRINKLER FITTER - Local 550 (Section B) Zone 2
Effective Date	03/01/2018

9	75	\$39.00	\$9.12	\$10.40	\$0.00	\$58.52	
10	80	\$41.60	\$9.12	\$10.40	\$0.00	\$61.12	
Effec Step	tive Date - 10/01/2018 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	35	\$18.44	\$9.12	\$8.90	\$0.00	\$36.46	
2	40	\$21.07	\$9.12	\$8.90	\$0.00	\$39.09	
3	45	\$23.71	\$9.12	\$8.90	\$0.00	\$41.73	
4	50	\$26.34	\$9.12	\$8.90	\$0.00	\$44.36	
5	55	\$28.97	\$9.12	\$8.90	\$0.00	\$46.99	
6	60	\$31.61	\$9.12	\$10.40	\$0.00	\$51.13	
7	65	\$34.24	\$9.12	\$10.40	\$0.00	\$53.76	
8	70	\$36.88	\$9.12	\$10.40	\$0.00	\$56.40	
9	75	\$39.51	\$9.12	\$10.40	\$0.00	\$59.03	
10	80	\$42.14	\$9.12	\$10.40	\$0.00	\$61.66	
Notes	S: Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 Steps are 850 hours						
Appr	entice to Journeyworker Ratio:1:3						
STEAM BOILER OPI OPERATING ENGINEERS		06/01/2018	8 \$46.61	\$11.00	\$15.50	\$0.00	\$73.11
OF ERATING ENGINEERS	LOCAL 4	12/01/2018	8 \$47.75	\$11.00	\$15.50	\$0.00	\$74.25
		06/01/2019	9 \$48.84	\$11.00	\$15.50	\$0.00	\$75.34
		12/01/2019	9 \$49.98	\$11.00	\$15.50	\$0.00	\$76.48
		06/01/2020	\$51.06	\$11.00	\$15.50	\$0.00	\$77.56
		12/01/2020	\$52.20	\$11.00	\$15.50	\$0.00	\$78.70
		06/01/2021	\$53.29	\$11.00	\$15.50	\$0.00	\$79.79
		12/01/2021	\$54.43	\$11.00	\$15.50	\$0.00	\$80.93

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN	06/01/2018	\$46.61	\$11.00	\$15.50	\$0.00	\$73.11
OPERATING ENGINEERS LOCAL 4	12/01/2018	\$47.75	\$11.00	\$15.50	\$0.00	\$74.25
	06/01/2019	\$48.84	\$11.00	\$15.50	\$0.00	\$75.34
	12/01/2019	\$49.98	\$11.00	\$15.50	\$0.00	\$76.48
	06/01/2020	\$51.06	\$11.00	\$15.50	\$0.00	\$77.56
	12/01/2020	\$52.20	\$11.00	\$15.50	\$0.00	\$78.70
	06/01/2021	\$53.29	\$11.00	\$15.50	\$0.00	\$79.79
	12/01/2021	\$54.43	\$11.00	\$15.50	\$0.00	\$80.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN	09/01/2018	\$34.76	\$9.65	\$10.81	\$0.00	\$55.22
ELECTRICIANS LOCAL 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

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 223

SteppercentApprentice Base WageHealthPensionUnemploymentTotal Ra10\$0.00\$0.00\$0.00\$0.00\$0.00	te
1 0 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	
	00
Notes: See Electrician Apprentice Wages	۰ ۱
Steps are 750hrs	1
Telecom Apprentice Wages shall be the same as the Electrician Apprentice Wages	
Apprentice to Journeyworker Ratio:2:3***	
ERRAZZO FINISHERS 08/01/2018 \$51.85 \$10.75 \$20.66 \$0.00	\$83.26
ICKLAYERS LOCAL 3 - MARBLE & TILE 02/01/2019 \$52.49 \$10.75 \$20.66 \$0.00	\$83.90
08/01/2019 \$53.84 \$10.75 \$20.80 \$0.00	\$85.39
02/01/2020 \$54.48 \$10.75 \$20.80 \$0.00	\$86.03
08/01/2020 \$55.83 \$10.75 \$20.95 \$0.00	\$87.53
02/01/2021 \$56.47 \$10.75 \$20.95 \$0.00	\$88.17
08/01/2021 \$57.87 \$10.75 \$21.11 \$0.00	\$89.73
02/01/2022 \$58.46 \$10.75 \$21.11 \$0.00	\$90.32

	Effecti	ve Date -	08/01/2018				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$25.93	\$10.75	\$20.03	\$0.00	\$56.71	
	2	60		\$31.11	\$10.75	\$20.03	\$0.00	\$61.89	
	3	70		\$36.30	\$10.75	\$20.03	\$0.00	\$67.08	
	4	80		\$41.48	\$10.75	\$20.03	\$0.00	\$72.26	
	5	90		\$46.67	\$10.75	\$20.03	\$0.00	\$77.45	
	Effecti	ve Date -	02/01/2019				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$26.25	\$10.75	\$20.03	\$0.00	\$57.03	
	2	60		\$31.49	\$10.75	\$20.03	\$0.00	\$62.27	
	3	70		\$36.74	\$10.75	\$20.03	\$0.00	\$67.52	
	4	80		\$41.99	\$10.75	\$20.03	\$0.00	\$72.77	
	5	90		\$47.24	\$10.75	\$20.03	\$0.00	\$78.02	
	Notes:								
	Appre	ntice to Jo	urneyworker Ratio:1:3						
TEST BORING LABORERS - FOUN			IF.	06/01/201	8 \$39.3	35 \$7.70	\$15.40	\$0.00	\$62.45
LABORERS - FOON	DATION	AND MARIN	L	12/01/2013	8 \$40.3	30 \$7.70	\$15.40	\$0.00	\$63.40
				06/01/2019	9 \$41.3	30 \$7.70	\$15.40	\$0.00	\$64.40
				12/01/2019	9 \$42.3	30 \$7.70	\$15.40	\$0.00	\$65.40
				06/01/2020	0 \$43.2	29 \$7.70	\$15.40	\$0.00	\$66.39
				12/01/2020	0 \$44.2	\$7.70	\$15.40	\$0.00	\$67.37
				06/01/202	1 \$45.2	29 \$7.70	\$15.40	\$0.00	\$68.39
For apprentice r	ates see '	'Apprentice- I	LABORER"	12/01/202	1 \$46.3	30 \$7.70	\$15.40	\$0.00	\$69.40
TEST BORING	DRILL	ER HELPI	ER	06/01/201	8 \$38.0	07 \$7.70	\$15.40	\$0.00	\$61.17
LABORERS - FOUN	DATION	AND MARIN	Έ	12/01/201	8 \$39.0	02 \$7.70	\$15.40	\$0.00	\$62.12
				06/01/2019	9 \$40.0	02 \$7.70	\$15.40	\$0.00	\$63.12
				12/01/2019	9 \$41.0	02 \$7.70	\$15.40	\$0.00	\$64.12
				06/01/2020	0 \$42.0	01 \$7.70	\$15.40	\$0.00	\$65.11
				12/01/2020	0 \$42.9	99 \$7.70	\$15.40	\$0.00	\$66.09
				06/01/202	1 \$44.0	01 \$7.70	\$15.40	\$0.00	\$67.11
				12/01/202	1 \$45.0	02 \$7.70	\$15.40	\$0.00	\$68.12
For apprentice r	ates see '	Apprentice- I	ABORER"						

Apprentice -	TERRAZZO FINISHER - Local 3 Marble & Tile
Effective Date	- 08/01/2018

For apprentice rates see "Apprentice- LABORER"

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING LABORER	06/01/2018	\$37.95	\$7.70	\$15.40	\$0.00	\$61.05
ABORERS - FOUNDATION AND MARINE	12/01/2018	\$38.90	\$7.70	\$15.40	\$0.00	\$62.00
	06/01/2019	\$39.90	\$7.70	\$15.40	\$0.00	\$63.00
	12/01/2019	\$40.90	\$7.70	\$15.40	\$0.00	\$64.00
	06/01/2020	\$41.89	\$7.70	\$15.40	\$0.00	\$64.99
	12/01/2020	\$42.87	\$7.70	\$15.40	\$0.00	\$65.97
	06/01/2021	\$43.89	\$7.70	\$15.40	\$0.00	\$66.99
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$44.90	\$7.70	\$15.40	\$0.00	\$68.00
RACTORS/PORTABLE STEAM GENERATORS	06/01/2018	\$46.61	\$11.00	\$15.50	\$0.00	\$73.11
"ERATING ENGINEERS LOCAL 4	12/01/2018	\$47.75	\$11.00	\$15.50	\$0.00	\$74.25
	06/01/2019	\$48.84	\$11.00	\$15.50	\$0.00	\$75.34
	12/01/2019	\$49.98	\$11.00	\$15.50	\$0.00	\$76.48
	06/01/2020	\$51.06	\$11.00	\$15.50	\$0.00	\$77.56
	12/01/2020	\$52.20	\$11.00	\$15.50	\$0.00	\$78.70
	06/01/2021	\$53.29	\$11.00	\$15.50	\$0.00	\$79.79
	12/01/2021	\$54.43	\$11.00	\$15.50	\$0.00	\$80.93
Or apprentice rates see "Apprentice- OPERATING ENGINEERS" ILERS FOR EARTH MOVING EQUIPMENT STERS JOINT COUNCIL NO. 10 ZONE B NEL WORK - COMPRESSED AIR RERS (COMPRESSED AIR) 'or apprentice rates see "Apprentice- LABORER" NEL WORK - COMPRESSED AIR RERS (COMPRESSED AIR)						
RAILERS FOR EARTH MOVING EQUIPMENT EAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$33.02	\$10.91	\$10.89	\$0.00	\$54.82
JNNEL WORK - COMPRESSED AIR	06/01/2018	\$50.23	\$7.70	\$15.80	\$0.00	\$73.73
BORERS (COMPRESSED AIR)	12/01/2018	\$51.18	\$7.70	\$15.80	\$0.00	\$74.68
	06/01/2019	\$52.18	\$7.70	\$15.80	\$0.00	\$75.68
	12/01/2019	\$53.18	\$7.70	\$15.80	\$0.00	\$76.68
	06/01/2020	\$54.17	\$7.70	\$15.80	\$0.00	\$77.67
	12/01/2020	\$55.15	\$7.70	\$15.80	\$0.00	\$78.65
	06/01/2021	\$56.17	\$7.70	\$15.80	\$0.00	\$79.67
For apprentice rates see "Apprentice I ADODED"	12/01/2021	\$57.18	\$7.70	\$15.80	\$0.00	\$80.68
JNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	06/01/2018	\$52.23	\$7.70	\$15.80	\$0.00	\$75.73
BORERS (COMPRESSED AIR)	12/01/2018	\$53.18	\$7.70	\$15.80	\$0.00	\$76.68
	06/01/2019	\$54.18	\$7.70	\$15.80	\$0.00	\$77.68
	12/01/2019	\$55.18	\$7.70	\$15.80	\$0.00	\$78.68
	06/01/2020	\$56.17	\$7.70	\$15.80	\$0.00	\$79.67
	12/01/2020	\$57.15	\$7.70	\$15.80	\$0.00	\$80.65
	06/01/2021	\$57.15	\$7.70	\$15.80	\$0.00	\$81.67
	12/01/2021	\$59.18	\$7.70 \$7.70	\$15.80	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"		-07.10	<i>+</i> 0			÷0 2 .00
JNNEL WORK - FREE AIR	06/01/2018	\$42.30	\$7.70	\$15.80	\$0.00	\$65.80
BORERS (FREE AIR TUNNEL)	12/01/2018	\$43.25	\$7.70	\$15.80	\$0.00	\$66.75
	06/01/2019	\$44.25	\$7.70	\$15.80	\$0.00	\$67.75
	12/01/2019	\$45.25	\$7.70	\$15.80	\$0.00	\$68.75
	06/01/2020	\$46.24	\$7.70	\$15.80	\$0.00	\$69.74
	12/01/2020	\$47.22	\$7.70	\$15.80	\$0.00	\$70.72
	06/01/2021	\$48.24	\$7.70	\$15.80	\$0.00	\$71.74
	12/01/2021	\$49.25	\$7.70	\$15.80	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"	$1 \mathcal{L}_{l} \cup 1 / \mathcal{L} \cup \mathcal{L} 1$	ψ17.43	Ψ1.1 0	÷10.00	<i>40.00</i>	φ12.13

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR (HAZ. WASTE)	06/01/2018	\$44.30	\$7.70	\$15.80	\$0.00	\$67.80
ABORERS (FREE AIR TUNNEL)	12/01/2018	\$45.25	\$7.70	\$15.80	\$0.00	\$68.75
	06/01/2019	\$46.25	\$7.70	\$15.80	\$0.00	\$69.75
	12/01/2019	\$47.25	\$7.70	\$15.80	\$0.00	\$70.75
	06/01/2020	\$48.24	\$7.70	\$15.80	\$0.00	\$71.74
	12/01/2020	\$49.22	\$7.70	\$15.80	\$0.00	\$72.72
	06/01/2021	\$50.24	\$7.70	\$15.80	\$0.00	\$73.74
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$51.25	\$7.70	\$15.80	\$0.00	\$74.75
/AC-HAUL EAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
VAGON DRILL OPERATOR	06/01/2018	\$33.50	\$7.70	\$14.02	\$0.00	\$55.22
ABORERS - ZONE 2	12/01/2018	\$34.34	\$7.70	\$14.02	\$0.00	\$56.06
	06/01/2019	\$35.21	\$7.70	\$14.02	\$0.00	\$56.93
For apprentice rates see "Apprentice- LABORER"	12/01/2019	\$36.07	\$7.70	\$14.02	\$0.00	\$57.79
	06/01/2020	\$36.96	\$7.70	\$14.02	\$0.00	\$58.68
	12/01/2020	\$37.85	\$7.70	\$14.02	\$0.00	\$59.57
	06/01/2021	\$38.77	\$7.70	\$14.02	\$0.00	\$60.49
	12/01/2021	\$39.68	\$7.70	\$14.02	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER" VASTE WATER PUMP OPERATOR	0.5 (0.1 /0.01.0	* 1- • •	.	¢15.50	#0.00	*-2 -2
PPERATING ENGINEERS LOCAL 4	06/01/2018	\$47.08	\$11.00	\$15.50	\$0.00	\$73.58
	12/01/2018	\$48.23	\$11.00	\$15.50	\$0.00	\$74.73
	06/01/2019	\$49.33	\$11.00	\$15.50	\$0.00	\$75.83
	12/01/2019	\$50.48	\$11.00	\$15.50	\$0.00	\$76.98
	06/01/2020	\$51.58	\$11.00	\$15.50	\$0.00	\$78.08
	12/01/2020	\$52.73	\$11.00	\$15.50	\$0.00	\$79.23
	06/01/2021	\$53.83	\$11.00	\$15.50	\$0.00	\$80.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$54.98	\$11.00	\$15.50	\$0.00	\$81.48
VATER METER INSTALLER LUMBERS & PIPEFITTERS LOCAL 51	09/01/2018	\$42.04	\$10.00	\$18.20	\$0.00	\$70.24
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER	/GASFITTER"					
Dutside Electrical - East ABLE TECHNICIAN (Power Zone)	00/02/2017	¢27.14	¢7.75	¢1 01	\$0.00	¢2(70
UTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$27.14	\$7.75	\$1.81	\$0.00	\$36.70
For apprentice rates see "Apprentice- LINEMAN"						
ABLEMAN (Underground Ducts & Cables) UTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$38.45	\$7.75	\$9.53	\$0.00	\$55.73
For apprentice rates see "Apprentice- LINEMAN"						
PRIVER / GROUNDMAN CDL UTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$31.66	\$7.75	\$9.44	\$0.00	\$48.85
For apprentice rates see "Apprentice- LINEMAN"						
ORIVER / GROUNDMAN -Inexperienced (<2000 Hrs) UTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$24.88	\$7.75	\$1.75	\$0.00	\$34.38
For apprentice rates see "Apprentice- LINEMAN"						
QUIPMENT OPERATOR (Class A CDL) DUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$38.45	\$7.75	\$13.61	\$0.00	\$59.81

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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

Ste	ective Date - 09/03/2017 p percent	Apprentice Base Wage	Health	Pension	Supplemental 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	\$7.75	\$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	
Not	tes:						
• •	prentice to Journeyworke	r Ratio:1:2					
ELEDATA CABL	E SPLICER WORKERS - EAST LOCAL 104	02/05/2018	\$29.98	\$4.70	\$3.15	\$0.00	\$37.83
UISIDE ELECTRICAL	WORKERS - EAST LOCAL 104	02/04/2019	\$30.73	\$4.70	\$3.17	\$0.00	\$38.60
	AN/EQUIPMENT OPER	ATOR 05/05/2018	\$28.22	\$4.70	\$3.10	\$0.00	\$36.02
UTSIDE ELECTRICAL	WORKERS - EAST LOCAL 104	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
	MAN/INSTALLER/TECH	NICIAN 02/05/2018	\$28.22	\$4.70	\$3.10	\$0.00	\$36.02
UISIDE ELECTRICAL	WORKERS - EAST LOCAL 104	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
REE TRIMMER	WORKERS - EAST LOCAL 104	01/31/2016	\$18.51	\$3.55	\$0.00	\$0.00	\$22.06

Apprentice - LINEMAN (Outside Electrical) - East Local 104

 TREE TRIMMER GROUNDMAN
 01/31/2016
 \$16.32
 \$3.55
 \$0.00
 \$0.00

 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
 \$0.00

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.

This classification does not apply to wholesale tree removal.

\$19.87

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.