WEEKLY PAYROLL RECORDS REPORT & STATEMENT OF COMPLIANCE

In accordance with Massachusetts General Law c. 149, §27B, a true and accurate record must be kept of all persons employed on the public works project for which the enclosed rates have been provided. A Payroll Form has been printed on the reverse of this page and includes all the information required to be kept by law. Every contractor or subcontractor is required to keep these records and preserve them for a period of three years from the date of completion of the contract.

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

Each such contractor or subcontractor shall furnish to the awarding authority directly within 15 days after completion of its portion of the work, a statement, executed by the contractor, subcontractor or by any authorized officer thereof who supervised the payment of wages, this form.

	11/4/17 , 20
լ Richard Cenedella	President
(Name of signatory party)	(Title)
do hereby state:	
That I pay or supervise th	e payment of the persons employed by
	on the Leicester Library Renovation/Addition
(Contractor, subcontractor or public	
and that all mechanics and appren	itices, teamsters, chauffeurs and laborers employed on
	ordance with wages determined under the provisions of
MAIG DEGREE HAVE DEATH HARLE III ACC	Standard (1700) trages deservatived ander the profitations of
	ven of chapter one bundred and forty nine of the
	even of chapter one hundred and forty nine of the

Company Name

Project Name:
Awarding Authority:
Work Week Ending:

Report #

Traffaz Corp 43 East Walnut Street, Milford MA 01757

FID # 47-4285279 Leicester Library Addition and Renovations

Town of Leicester MA

Subcontractor Cenedella Masonry inc.

List Prime Contractor: D.A. Sullivan & Sons, Inc.

Job: Leicester Library Addition and Rythoraffon EMPLOYER SIGNATURE. LULLAR CHARLES PRINT NAME & TITLE: Richard Cenedella, President

EMPLOYER CONTRIBUTION

																					xx-xx-0011	40 Progress Street Hopedale MA	Jason Rose	xxx-xx-2167	55 Boutwell St. #1 Fall River Ma. 02723	Sandro Ciconini	xxx-x8-9392	147 Leoleis Drive Marlborough MA	Guy Harrington	xx-xx6-1935	4 Bullard Circle Medway MA	Richard Bullard	Employee Name/Address/SS#		Week End
																				male			Male			Male			Male			Male	Gender/race		End 11/4/17
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WEEKLY PAYROLL RECORDS REPORT & STATEMENT OF COMPLIANCE

In accordance with Massachusetts General Law c. 149, §27B, a true and accurate record must be kept of all persons employed on the public works project for which the enclosed rates have been provided. A Payroll Form has been printed on the reverse of this page and includes all the information required to be kept by law. Every contractor or subcontractor is required to keep these records and preserve them for a period of three years from the date of completion of the contract.

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Each such contractor or subcontractor shall furnish to the awarding authority directly within 15 days after completion of its portion of the work, a statement, executed by the contractor, subcontractor or by any authorized officer thereof who supervised the payment of wages, this form.

STATEMI	ENT OF COMPLIANCE 11/4/17 , 20
I. Richard Cenedella	Presidient
(Name of signatory party)	(Title)
do hereby state:	•
That I pay or supervise the p	ayment of the persons employed by
Cenedella Masonry Inc.	on the Leicester Library Renovation/Addition
(Contractor, subcontractor or public bod and that all mechanics and apprentic said project have been paid in accord	
Si	ignature Richard Cenedella
\mathbf{T}_{i}	itle President

Company Name

Project Name: Awarding Authority: Work Week Ending:

Leicester Library Renovation and Addition

Report # 11/4/17

Cenedelta Masonry Inc. 177 Central Street, 2nd Floor, Milford MA 01757 FID # 51-0433724

Town of Leicester MA

Subcontractor

List Prime Contractor: D.A. Sullivan & Sons, Inc.

EMPLOYER CONTRIBUTION

Job: Leicester Librally Addition/Renovations
EMPLOYER SIGNATURE: Public Conduction
PRINT NAME & TITLE: Richard Cenedella, President

	Employee Name/Address/SS# Richard Genedella 43 E. Walnut Milford ss# xxx.xx4300 Robert Cenedella 4 Evans St Milford MA 01757 ss# xxxxx-1362 Tim Cenedella 4 Mason Dr Milford Ss# xxxxx-6335 Randy Castaldo PO Box 70 Candia NH xxx-xx-8182 Brian Kilroy 362 Partridge Street Franklin MA 02038 ss# xxxxxx8307 Daniel Caron 23 Davidson Ave. Merrimack NH 03054 xxx-xx-5490	Male Male Male Male Male Male Male Male	Mason Mason Mason Mason Mason Mason Mason							40 40 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Salary	10.91 10.91 10.91 10.91 10.91	5.52 0.00	or other	
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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

RONALD L. WALKER, II Secretary WILLIAM D MCKINNEY

Awarding Authority:

Town of Leicester

Contract Number:

City/Town: LEICESTER

Description of Work:

Addition and Renovations to the Leicester Public Library including all filed sub-bid trades.

Job Location:

1136 South Main Street, Leicester, MA 01524

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Issue Date: 02/27/2017 Wage Request Number: 20170227-079

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
2 AXLE) DRIVER - EQUIPMENT 'EAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$32.15	\$10.91	\$10.89	\$0.00	\$53.95
3 AXLE) DRIVER - EQUIPMENT FEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$32.22	\$10.91	\$10.89	\$0.00	\$54.02
4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$32.34	\$10.91	\$10.89	\$0.00	\$54.14
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR	12/01/2016	\$32.65	\$7.60	\$13.00	\$0.00	\$53,25
ABORERS - ZONE 2	06/01/2017	\$33,65	\$7.60	\$13.00	\$0.00	\$54.25
	12/01/2017	\$34.28	\$7.60	\$13.00	\$0.00	\$54.88
	06/01/2018	\$35.12	\$7.60	\$13.00	\$0.00	\$55.72
	12/01/2018	\$35.96	\$7.60	\$13.00	\$0.00	\$56.56
	06/01/2019	\$36.83	\$7.60	\$13.00	\$0.00	\$57.43
	12/01/2019	\$37.69	\$7.60	\$13.00	\$0.00	\$58.29
For apprentice rates see "Apprentice- LABORER"						
SBESTOS WORKER (PIPES & TANKS)	12/01/2016	\$33.90	\$11.50	\$7.10	\$0.00	\$52.50
EAT & FROST INSULATORS LOCAL 6 (WORCESTER)	06/01/2017	\$34.90	\$11.50	\$7.10	\$0.00	\$53.50
	12/01/2017	\$35.90	\$11.50	\$7.10	\$0.00	\$54.50
	06/01/2018	\$36.90	\$11.50	\$7.10	\$0.00	\$55.50
	12/01/2018	\$37.90	\$11.50	\$7.10	\$0.00	\$56.50
	06/01/2019	\$38.90	\$11.50	\$7.10	\$0.00	\$57.50
	12/01/2019	\$39.90	\$11.50	\$7.10	\$0.00	\$58.50
	06/01/2020	\$40.90	\$11.50	\$7.10	\$0.00	\$59.50
	12/01/2020	\$41,90	\$11.50	\$7.10	\$0.00	\$60.50
SPHALT RAKER	12/01/2016	\$32.15	\$7.60	\$13.00	\$0.00	\$52.75
ABORERS - ZONE 2	06/01/2017	\$33.15	\$7.60	\$13.00	\$0.00	\$53.75
	12/01/2017	\$33.78	\$7.60	\$13.00	\$0.00	\$54.38
	06/01/2018	\$34.62	\$7.60	\$13.00	\$0.00	\$55.22
	12/01/2018	\$35.46	\$7.60	\$13.00	\$0.00	\$56.06
	06/01/2019	\$36.33	\$7.60	\$13.00	\$0.00	\$56.93
	12/01/2019	\$37.19	\$7.60	\$13.00	\$0.00	\$57.79
For apprentice rates see "Apprentice- LABORER"						
SPHALT/CONCRETE/CRUSHER PLANT-ON SITE	12/01/2016	\$45.38	\$10.00	\$15.25	\$0.00	\$70.63
PERATING ENGINEERS LOCAL 4	06/01/2017	\$46.38	\$10.00	\$15.25	\$0.00	\$71.63
	12/01/2017	\$47.38	\$10.00	\$15.25	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATING ENGINEERS LOCAL 4	12/01/2016	\$45.38	\$10.00	\$15.25	\$0.00	\$70.63
2 БВСЕНКУ БИСИЧЕВКО САСУИСТ	06/01/2017	\$46.38	\$10.00	\$15.25	\$0.00	\$71.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$47.38	\$10.00	\$15.25	\$0.00	\$72.63

Issue Date: 02/27/2017 Wage Request Number: 20170227-079 Page 2 of 31

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BARCO-TYPE JUMPING TAMPER	12/01/2016	\$32.15	\$7.60	\$13.00	\$0.00	\$52.75
LABORERS - ZONE 2	06/01/2017	\$33.15	\$7.60	\$13.00	\$0.00	\$53.75
	12/01/2017	\$33.78	\$7.60	\$13.00	\$0.00	\$54.38
	06/01/2018	\$34.62	\$7.60	\$13.00	\$0.00	\$55.22
	12/01/2018	\$35.46	\$7.60	\$13.00	\$0.00	\$56.06
	06/01/2019	\$36.33	\$7.60	\$13.00	\$0.00	\$56.93
	12/01/2019	\$37.19	\$7.60	\$13.00	\$0.00	\$57.79
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER	12/01/2016	\$32.65	\$7.60	\$13.00	\$0.00	\$53.25
LABORERS - ZONE 2	06/01/2017	\$33.65	\$7.60	\$13.00	\$0.00	\$54.25
	12/01/2017	\$34.28	\$7.60	\$13.00	\$0.00	\$54.88
	06/01/2018	\$35.12	\$7.60	\$13.00	\$0.00	\$55.72
	12/01/2018	\$35,96	\$7.60	\$13.00	\$0.00	\$56.56
	06/01/2019	\$36.83	\$7.60	\$13.00	\$0.00	\$57,43
	12/01/2019	\$37.69	\$7.60	\$13.00	\$0.00	\$58.29
For apprentice rates see "Apprentice-LABORER"						
BOILER MAKER BOILERMAKERS LOCAL 29	01/01/2017	\$42.92	\$6.97	\$16.21	\$0.00	\$66.10

Apprentice - BOILERMAKER - Local 29

Effect	ive Date -	01/01/2017				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	65		\$27.90	\$6.97	\$10.54	\$0.00	\$45.41
2	65		\$27.90	\$6.97	\$10.54	\$0.00	\$45.41
3	70		\$30.04	\$6.97	\$11.35	\$0.00	\$48.36
4	75		\$32.19	\$6.97	\$12.16	\$0.00	\$51.32
5	80		\$34.34	\$6.97	\$12.97	\$0.00	\$54.28
6	85		\$36.48	\$6.97	\$13.78	\$0.00	\$57.23
7	90		\$38.63	\$6.97	\$14.59	\$0.00	\$60.19
8	95		\$40.77	\$6.97	\$15.40	\$0.00	\$63.14

Apprentice to Journeyworker Ratio:1:5

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY	09/01/2016	\$48.66	\$10.18	\$18.62	\$0.00	\$77.46
WATERPROOFING) BRICKLAYERS LOCAL 3 (WORCESTER)	03/01/2017	\$48.66	\$10.75	\$18.62	\$0.00	\$78.03

Issue Date: 02/27/2017 Wage Request Number: 20170227-079 Page 3 of 31

	Step	ive Date - percent	09/01/2016	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$24.33	\$10.18	\$18.62	\$0.00	\$53.13	
	2	60		\$29.20	\$10.18	\$18.62	\$0.00	\$58.00	
	3	70		\$34.06	\$10.18	\$18.62	\$0,00	\$62.86	
	4	80		\$38.93	\$10.18	\$18.62	\$0.00	\$67.73	
	5	90		\$43.79	\$10.18	\$18,62	\$0.00	\$72.59	
	Effect Step	ive Date -	03/01/2017	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$24,33	\$10.75	\$18.62	\$0.00	\$53.70	
	2	60		\$29.20	\$10.75	\$18.62	\$0.00	\$58.57	
	3	70		\$34.06	\$10.75	\$18.62	\$0,00	\$63.43	
	4	80		\$38.93	\$10.75	\$18.62	\$0.00	\$68.30	
	5	90		\$43.79	\$10.75	\$18.62	\$0.00	\$73.16	
	Notes:				-			:	
								:	
	Appre	90 otes: pprentice to Journeyworker Ratio:1:5 ADER/SCRAPER					'		
	Notes: Apprentice to Journeyworker Ratio:1:5 R/GRADER/SCRAPER	12/01/2010	5 \$44.94	\$10.00	\$15.25	\$0.00	P20 10		
				12/01/2011	9 11.21	Ψ10.00	****	40.00	\$70.15
ERATING ENG	INEERS L			06/01/201			\$15.25	\$0.00	
		OCAL ↓			7 \$45.93	\$10.00			\$70.19 \$71.18 \$72.17
For apprentice	e rates see	OCAL 4 "Apprentice- O	OPERATING ENGINEERS"	06/01/201 ² 12/01/201 ²	7 \$45.93 7 \$46.92	\$10.00 \$10.00	\$15.25 \$15.25	\$0.00 \$0.00	\$71.18 \$72.17
For apprentice	e rates see	OCAL 4 "Apprentice- O	OTTOM MAN	06/01/201	7 \$45.93 7 \$46.92	\$10.00 \$10.00	\$15.25	\$0.00	\$71.18
For apprentice AISSON & U BORERS - FOU	e rates see INDERF	OCAL 4 "Apprentice- O	OTTOM MAN	06/01/201 ² 12/01/201 ²	7 \$45.93 7 \$46.92	\$10.00 \$10.00	\$15.25 \$15.25	\$0.00 \$0.00	\$71.18 \$72.17
AISSON & U BORERS - FOU	e rates see UNDERF UNDATION e rates see UNDERF	"Apprentice- O PINNING BO AND MARINE "Apprentice- L PINNING L	OTTOM MAN E ABORER" ABORER	06/01/201 ² 12/01/201 ²	7 \$45.93 7 \$46.92 6 \$37.45	\$10.00 \$10.00 \$7.60	\$15.25 \$15.25	\$0.00 \$0.00	\$71.18 \$72.17
For apprentice AISSON & U BORERS - FOU For apprentice AISSON & U BORERS - FOU For apprentice	e rates see INDERF INDATION Tates see INDERF INDATION Tates see	"Apprentice- O PINNING B AND MARINE "Apprentice- L PINNING L AND MARINI AND MARINI "Apprentice- L	OTTOM MAN BABORER" ABORER ABORER ABORER"	06/01/201/ 12/01/201/ 12/01/2010	7 \$45.93 7 \$46.92 6 \$37.45	\$10.00 \$10.00 \$7.60	\$15.25 \$15.25 \$14.35	\$0.00 \$0.00 \$0.00	\$71.18 \$72.17 \$59.40
For apprentice AISSON & U BORERS - FOU For apprentice AISSON & U BORERS - FOU	e rates see UNDERF INDATION Tates see UNDERF INDATION Tates see	"Apprentice- O PINNING B AND MARINE "Apprentice- L PINNING L AND MARINE "Apprentice- L PINNING TO	OTTOM MAN S ABORER" ABORER S ABORER" OP MAN	06/01/201/ 12/01/201/ 12/01/2010	7 \$45.93 7 \$46.92 6 \$37.45 6 \$36.30	\$10.00 \$10.00 \$7.60	\$15.25 \$15.25 \$14.35	\$0.00 \$0.00 \$0.00	\$71.18 \$72.17 \$59.40
For apprentice AISSON & U BORERS - FOU For apprentice AISSON & U BORERS - FOU For apprentice AISSON & U BORERS - FOU BORERS - FOU BORERS - FOU	e rates see UNDERF INDATION TALES SEE UNDERF INDATION TALES SEE UNDERF INDATION	"Apprentice- O PINNING B AND MARINE "Apprentice- L PINNING L AND MARINE "Apprentice- L PINNING TO	OTTOM MAN E ABORER ABORER ABORER OP MAN E	06/01/201/ 12/01/201/ 12/01/2016	7 \$45.93 7 \$46.92 6 \$37.45 6 \$36.30	\$10.00 \$10.00 \$7.60	\$15.25 \$15.25 \$14.35 \$14.35	\$0.00 \$0.00 \$0.00	\$71.18 \$72.17 \$59.40 \$58.25
For apprentice MISSON & U BORERS - FOU MISSON & U BOR	e rates see UNDERF INDATION THE TALES SEE UNDERF INDATION THE TALES SEE UNDERF INDATION THE TALES SEE THE DRILL	"Apprentice- O PINNING BO I AND MARINE "Apprentice- L I AND MARINE "Apprentice- L PINNING TO I AND MARINE "Apprentice- L "Apprentice- L	OTTOM MAN S ABORER" ABORER S ABORER" OP MAN S ABORER"	06/01/201/ 12/01/201/ 12/01/2016	7 \$45.93 7 \$46.92 6 \$37.45 6 \$36.30	\$10.00 \$10.00 \$7.60 \$7.60	\$15.25 \$15.25 \$14.35 \$14.35	\$0.00 \$0.00 \$0.00	\$71.18 \$72.17 \$59.40 \$58.25
For apprentice ASSON & U BORERS - FOU BORERS - FOU FOR APPRENTICE ASSON & U BORERS - FOU BORERS - FOU	e rates see UNDERF INDATION THE TALES SEE UNDERF INDATION THE TALES SEE UNDERF INDATION THE TALES SEE THE DRILL	"Apprentice- O PINNING BO I AND MARINE "Apprentice- L I AND MARINE "Apprentice- L PINNING TO I AND MARINE "Apprentice- L "Apprentice- L	OTTOM MAN S ABORER" ABORER S ABORER" OP MAN S ABORER"	06/01/201/ 12/01/2014 12/01/2014 12/01/2014	7 \$45.93 7 \$46.92 6 \$37.45 6 \$36.30 6 \$36.30	\$10.00 \$10.00 \$7.60 \$7.60	\$15.25 \$15.25 \$14.35 \$14.35	\$0.00 \$0.00 \$0.00 \$0.00	\$71.13 \$72.11 \$59.40 \$58.23 \$58.23
For apprentice AISSON & U BORERS - FOU FOR APPRENTICE AISSON & U	e rates see UNDERF INDATION THE TALES SEE UNDERF INDATION THE TALES SEE UNDERF INDATION THE TALES SEE THE DRILL	"Apprentice- O PINNING BO I AND MARINE "Apprentice- L I AND MARINE "Apprentice- L PINNING TO I AND MARINE "Apprentice- L "Apprentice- L	OTTOM MAN S ABORER" ABORER S ABORER" OP MAN S ABORER"	06/01/201/ 12/01/2014 12/01/2014 12/01/2014 12/01/2014	7 \$45.93 7 \$46.92 6 \$37.45 6 \$36.30 6 \$32.15 7 \$33.15	\$10.00 \$10.00 \$7.60 \$7.60 \$7.60 \$7.60	\$15.25 \$15.25 \$14.35 \$14.35 \$14.35	\$0.00 \$0.00 \$0.00 \$0.00	\$71.13 \$72.1' \$59.40 \$58.2: \$58.2:
For apprentice AISSON & U BORERS - FOU FOR APPRENTICE AISSON & U	e rates see UNDERF INDATION THE TALES SEE UNDERF INDATION THE TALES SEE UNDERF INDATION THE TALES SEE THE DRILL	"Apprentice- O PINNING BO I AND MARINE "Apprentice- L I AND MARINE "Apprentice- L PINNING TO I AND MARINE "Apprentice- L "Apprentice- L	OTTOM MAN S ABORER" ABORER S ABORER" OP MAN S ABORER"	06/01/201/ 12/01/201/ 12/01/201/ 12/01/201/ 12/01/201/ 06/01/201/	7 \$45.93 7 \$46.92 6 \$37.45 6 \$36.30 6 \$36.30 7 \$33.15 7 \$33.78	\$10.00 \$10.00 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60	\$15.25 \$15.25 \$14.35 \$14.35 \$14.35	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$71.13 \$72.11 \$59.40 \$58.23 \$58.23 \$52.73 \$53.73
For apprentice MISSON & U BORERS - FOU For apprentice MISSON & U For apprentice For apprentice MISSON & U BORERS - FOU BORERS - FOU	e rates see UNDERF INDATION THE TALES SEE UNDERF INDATION THE TALES SEE UNDERF INDATION THE TALES SEE THE DRILL	"Apprentice- O PINNING BO I AND MARINE "Apprentice- L I AND MARINE "Apprentice- L PINNING TO I AND MARINE "Apprentice- L "Apprentice- L	OTTOM MAN S ABORER" ABORER S ABORER" OP MAN S ABORER"	12/01/2014 12/01/2014 12/01/2014 12/01/2014 12/01/2014 06/01/2014 12/01/2014	7 \$45.93 7 \$46.92 6 \$37.45 6 \$36.30 6 \$32.15 7 \$33.15 7 \$33.78 8 \$34.62	\$10.00 \$10.00 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60	\$15.25 \$15.25 \$14.35 \$14.35 \$14.35 \$13.00 \$13.00 \$13.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$71.11 \$72.11 \$59.44 \$58.2 \$58.2 \$52.7 \$53.7 \$54.3 \$55.2
For apprentice AISSON & U BORERS - FOU FOR APPRENTICE AISSON & U	e rates see UNDERF INDATION THE TALES SEE UNDERF INDATION THE TALES SEE UNDERF INDATION THE TALES SEE THE DRILL	"Apprentice- O PINNING BO I AND MARINE "Apprentice- L I AND MARINE "Apprentice- L PINNING TO I AND MARINE "Apprentice- L "Apprentice- L	OTTOM MAN S ABORER" ABORER S ABORER" OP MAN S ABORER"	12/01/2014 12/01/2014 12/01/2014 12/01/2014 12/01/2014 06/01/2014 06/01/2014	7 \$45.93 7 \$46.92 6 \$37.45 6 \$36.30 6 \$36.30 6 \$32.15 7 \$33.15 7 \$33.78 8 \$34.62 8 \$35.46	\$10.00 \$10.00 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60	\$15.25 \$15.25 \$14.35 \$14.35 \$14.35 \$13.00 \$13.00 \$13.00 \$13.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$71.11 \$72.11 \$59.41 \$58.2 \$58.2 \$52.7 \$53.7 \$54.3

WHICH EITHER			09/01/2016	\$37.6U	\$9.90	φ17.00	φυ. υ υ	Ф 04.70
ARPENTERS -ZC	INE 2 (Easi	tern Massachusetts)	03/01/2017	\$38.77	\$9.90	\$17.00	\$0.00	\$65.67
			09/01/2017	\$39.78	\$9.90	\$17.00	\$0.00	\$66.68
			03/01/2018	\$40.78	\$9.90	\$17.00	\$0.00	\$67.68
			09/01/2018	\$41.82	\$9.90	\$17.00	\$0.00	\$68.72
			03/01/2019	\$42.85	\$9.90	\$17.00	\$0.00	\$69.75
	Apprei	ntice - CARPENTER - Zone 2 Ea.	stern MA					
	Effecti	ve Date - 09/01/2016				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	I	50	\$18.90	\$9.90	\$1.63	\$0.00	\$30.43	
	2	60	\$22.68	\$9.90	\$1.63	\$0.00	\$34.21	
	3	70	\$26.46	\$9.90	\$12.11	\$0.00	\$48.47	
	4	75	\$28.35	\$9.90	\$12.11	\$0.00	\$50.36	
	5	80	\$30.24	\$9.90	\$13.74	\$0.00	\$53.88	
	6	80	\$30.24	\$9.90	\$13.74	\$0.00	\$53.88	
	7	90	\$34.02	\$9.90	\$15.37	\$0.00	\$59.29	
	8	90	\$34.02	\$9.90	\$15.37	\$0.00	\$59,29	
		ve Date - 03/01/2017				Supplemental	T . I D .	
	Step	percent	Apprentice Base Wage		Pension	Unemployment	Total Rate	
	1	50	\$19.39	\$9.90	\$1.63	\$0.00	\$30.92	
	2	60	\$23,26	\$9.90	\$1.63	\$0.00	\$34.79	
	3	70	\$27.14	\$9.90	\$12.11	\$0.00	\$49.15	
	4	75	\$29.08	\$9.90	\$12.11	\$0.00	\$51.09	
	5	80	\$31.02	\$9.90	\$13,74	\$0.00	\$54.66	
	6	80	\$31,02	\$9.90	\$13.74	\$0.00	\$54.66	
	7	90	\$34.89	\$9.90	\$15.37	\$0.00	\$60,16	
	8	90	\$34.89	\$9.90	\$15,37	\$0.00	\$60.16	
	Notes:							
		egen en e					4 2 2 2 2	
		ntice to Journeyworker Ratio:1:5						
EMENT MA <i>ucklayers lo</i>		PLASTERING	01/01/2017	\$43.73	\$12.20	\$19.41	\$1.30	\$76.64
GCALAI EKO LU	YC MU 3 (HK	viccian bay	07/01/2017	\$44.39	\$12.20	\$19.41	\$1.30	\$77.30
			01/01/2018	\$44.58	\$12.20	\$19.41	\$1.30	\$77.49
			07/01/2018	\$44.77	\$12.20	\$19.41	\$1.30	\$77.68
			01/01/2019	\$44.97	\$12.20	\$19.41	\$1.30	\$77.88
			07/01/2019	\$45.16	\$12.20	\$19.41	\$1.30	\$78.07

Effective Date Base Wage

\$37.80

09/01/2016

Classification

CARPENTER

Supplemental

\$0.00

Unemployment

Pension

\$17.00

Health

\$9.90

Total Rate

\$64.70

Issue Date: 02/27/2017 Wage Request Number: 20170227-079 Page 5 of 31

<u>S</u>	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	:
	1	50	\$21.87	\$12.20	\$12.41	\$0.00	\$46.48	;
:	2	60	\$26.24	\$12,20	\$14.41	\$1.30	\$54.15	;
:	3	65	\$28.42	\$12.20	\$15.41	\$1.30	\$57,33	,
	4	70	\$30.61	\$12.20	\$16.41	\$1.30	\$60.52	;
:	5	75	\$32.80	\$12.20	\$17.41	\$1.30	\$63.71	
	6	80	\$34.98	\$12,20	\$18.41	\$1.30	\$66.89)
	7	90	\$39,36	\$12.20	\$19.41	\$1.30	\$72.27	,
F	Effectiv	ve Date - 07/01/2017				Supplemental		
S	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
-	1	50	\$22.20	\$12.20	\$12.41	\$0.00	\$46.81	
:	2	60	\$26.63	\$12.20	\$14.41	\$1.30	\$54.54	ļ
;	3	65	\$28.85	\$12.20	\$15.41	\$1.30	\$57.76	,
	4	70	\$31.07	\$12.20	\$16.41	\$1.30	\$60.98	;
:	5	75	\$33.29	\$12.20	\$17.41	\$1.30	\$64.20)
+	6	80	\$35.51	\$12.20	\$18.41	\$1.30	\$67.42	!

	7 Notes:	90 Steps 3,4 are 500 hrs. All other steps a	\$39.95 re 1,000 hrs.	\$12.20	\$19.41	\$1.30	\$72.86	•
	Notes:	90 Steps 3,4 are 500 hrs. All other steps a		\$12.20		\$1.30	\$72.8 6	•
AIN SAW OP	Notes: Apprei	Steps 3,4 are 500 hrs. All other steps a				\$1.30	\$72.86	\$52.75
AIN SAW OP	Notes: Apprei	Steps 3,4 are 500 hrs. All other steps a	re 1,000 hrs.	6 \$32.15	\$7.60			\$52.75
AIN SAW OP	Notes: Apprei	Steps 3,4 are 500 hrs. All other steps a	re 1,000 hrs.	6 \$32.15 7 \$33.15	\$7.60 \$7.60	\$13.00	\$0.00	\$52.75 \$53.75
AIN SAW OP	Notes: Apprei	Steps 3,4 are 500 hrs. All other steps a	re 1,000 hrs. 12/01/2010 06/01/2011	6 \$32.15 7 \$33.15 7 \$33.78	\$7.60 \$7.60 \$7.60	\$13.00 \$13.00	\$0.00 \$0.00	\$52.75 \$53.75 \$54.38
AIN SAW OP	Notes: Apprei	Steps 3,4 are 500 hrs. All other steps a	re 1,000 hrs. 12/01/2010 06/01/2011 12/01/2011	6 \$32.15 7 \$33.15 7 \$33.78 8 \$34.62	\$7.60 \$7.60 \$7.60 \$7.60	\$13.00 \$13.00 \$13.00	\$0.00 \$0.00 \$0.00	\$52.75 \$53.75 \$54.38 \$55.22
AIN SAW OP	Notes: Apprei	Steps 3,4 are 500 hrs. All other steps a	12/01/2010 06/01/2010 12/01/2010 06/01/2010	6 \$32.15 7 \$33.15 7 \$33.78 8 \$34.62 8 \$35.46	\$7.60 \$7.60 \$7.60 \$7.60	\$13.00 \$13.00 \$13.00 \$13.00	\$0.00 \$0.00 \$0.00 \$0.00	\$52.75 \$53.75 \$54.38 \$55.22 \$56.06
AIN SAW OP ORERS - ZONE 2	Notes: Apprei	Steps 3,4 are 500 hrs. All other steps a ntice to Journeyworker Ratio:1:3	12/01/2010 06/01/2011 12/01/2011 06/01/2011 12/01/2011	6 \$32.15 7 \$33.15 7 \$33.78 8 \$34.62 8 \$35.46 9 \$36.33	\$7.60 \$7.60 \$7.60 \$7.60 \$7.60	\$13.00 \$13.00 \$13.00 \$13.00 \$13.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$52.75 \$53.75 \$54.38 \$55.22 \$56.06 \$56.93
AIN SAW OP ORERS - ZONE 2	Notes: Apprer ERAT	Steps 3,4 are 500 hrs. All other steps a	12/01/2010 06/01/2011 12/01/2011 06/01/2011 12/01/2011 12/01/2011	6 \$32.15 7 \$33.15 7 \$33.78 8 \$34.62 8 \$35.46 9 \$36.33 9 \$37.19	\$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60	\$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$52.75 \$53.75 \$54.38 \$55.22 \$56.06 \$56.93 \$57.79
AIN SAW OP ORERS - ZONE 2 For apprentice rat	Notes: Apprer ERAT	Steps 3,4 are 500 hrs. All other steps a ntice to Journeyworker Ratio:1:3 OR Apprentice- LABORER" RY BUCKETS/HEADING MACHINE	12/01/2016 06/01/2011 12/01/2011 06/01/2011 12/01/2011 06/01/2011 12/01/2011	6 \$32.15 7 \$33.15 7 \$33.78 8 \$34.62 8 \$35.46 9 \$36.33 9 \$37.19 6 \$46.38	\$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60	\$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$15.25	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$52.75 \$53.75 \$54.38 \$55.22 \$56.06 \$56.93 \$57.79
AIN SAW OP ORERS - ZONE 2 For apprentice ral AM SHELLS/S GRATING ENGINE	Apprer EERAT	Steps 3,4 are 500 hrs. All other steps a ntice to Journeyworker Ratio:1:3 OR Apprentice- LABORER" RY BUCKETS/HEADING MACHINE CAL 4	12/01/2010 06/01/2011 12/01/2013 06/01/2013 06/01/2013 12/01/2013 S 12/01/2010	6 \$32.15 7 \$33.15 7 \$33.78 8 \$34.62 8 \$35.46 9 \$36.33 9 \$37.19 6 \$46.38 7 \$47.38	\$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$10.00	\$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$52.75 \$53.75 \$54.38 \$55.22 \$56.06 \$56.93 \$57.79
AIN SAW OP ORERS - ZONE 2 For apprentice rat AM SHELLS/ ERATING ENGINE	Notes: Apprer PERAT SLURI EERS LO	Steps 3,4 are 500 hrs. All other steps a ntice to Journeyworker Ratio:1:3 OR Apprentice- LABORER" RY BUCKETS/HEADING MACHINE (CAL 4)	12/01/2010 06/01/2011 12/01/2013 06/01/2013 12/01/2013 12/01/2014 S 12/01/2010 06/01/2011	6 \$32.15 7 \$33.78 8 \$34.62 8 \$35.46 9 \$36.33 9 \$37.19 6 \$46.38 7 \$48.38	\$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$10.00 \$10.00	\$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$15.25 \$15.25	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$52.75 \$53.75 \$54.38 \$55.22 \$56.06 \$56.93 \$57.79 \$71.63 \$72.63 \$73.63
AIN SAW OP ORERS - ZONE 2 For apprentice rat AM SHELLS/A ERATING ENGINE For apprentice rat MPRESSOR (Notes: Apprer PERAT SLURI EERS LO tes see "A	Steps 3,4 are 500 hrs. All other steps a ntice to Journeyworker Ratio:1:3 OR Apprentice- LABORER" RY BUCKETS/HEADING MACHINE (CAL 4) Apprentice- OPERATING ENGINEERS"	12/01/2016 06/01/2013 12/01/2013 06/01/2013 12/01/2013 12/01/2014 S 12/01/2014 12/01/2014 12/01/2014	6 \$32.15 7 \$33.78 8 \$34.62 8 \$35.46 9 \$36.33 9 \$37.19 6 \$46.38 7 \$47.38 7 \$48.38	\$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$10.00 \$10.00 \$10.00	\$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$15.25 \$15.25 \$15.25	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$52.75 \$53.75 \$54.38 \$55.22 \$56.06 \$56.93 \$71.63 \$72.63 \$73.63
For apprentice rat AM SHELLS/A For apprentice rat MPRESSOR (Notes: Apprer PERAT SLURI EERS LO tes see "A	Steps 3,4 are 500 hrs. All other steps a ntice to Journeyworker Ratio:1:3 OR Apprentice- LABORER" RY BUCKETS/HEADING MACHINE (CAL 4) Apprentice- OPERATING ENGINEERS"	12/01/2010 06/01/2011 12/01/2013 12/01/2013 12/01/2014 12/01/2014 12/01/2014 12/01/2014 12/01/2014 12/01/2014	6 \$32.15 7 \$33.78 8 \$34.62 8 \$35.46 9 \$36.33 9 \$37.19 6 \$46.38 7 \$48.38 7 \$48.38	\$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$10.00 \$10.00 \$10.00	\$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$15.25 \$15.25 \$15.25	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$52.75 \$53.75 \$54.38 \$55.22 \$56.06 \$56.93 \$71.63 \$72.63 \$73.63
For apprentice rat AM SHELLS/SERATING ENGINE For apprentice rate DMPRESSOR CERATING ENGINE	Apprer PERAT SLURI EERS LO	Steps 3,4 are 500 hrs. All other steps a ntice to Journeyworker Ratio:1:3 OR Apprentice- LABORER" RY BUCKETS/HEADING MACHINE (CAL 4) Apprentice- OPERATING ENGINEERS"	12/01/2016 06/01/2013 12/01/2013 06/01/2013 12/01/2013 12/01/2014 S 12/01/2014 12/01/2014 12/01/2014	6 \$32.15 7 \$33.78 8 \$34.62 8 \$35.46 9 \$36.33 9 \$37.19 6 \$46.38 7 \$48.38 7 \$48.38	\$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$10.00 \$10.00 \$10.00	\$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$15.25 \$15.25 \$15.25	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$52.75 \$53.75 \$54.38 \$55.22 \$56.06 \$56.93

Step	ctive Date - 01/01/2017 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$25,71	\$7.85	\$0.00	\$0.00	\$33.56	
2	55	\$28.28	\$7.85	\$3.66	\$0.00	\$39.79	
3	60	\$30.85	\$7.85	\$3.99	\$0.00	\$42.69	
4	65	\$33.42	\$7.85	\$4.32	\$0.00	\$45.59	
5	70	\$35.99	\$7.85	\$14.11	\$0.00	\$57.95	
6	75	\$38.56	\$7.85	\$14.44	\$0.00	\$60.85	
7	80	\$41.13	\$7.85	\$14.77	\$0.00	\$63,75	
8	90	\$46.27	\$7.85	\$15.44	\$0.00	\$69.56	
Note	es: Steps are 750 hrs.						
! Ар р	rentice to Journeyworker Ratio:1:1						
DEMO: ADZEMAN		12/01/2016	\$36.50	\$7.60	\$14.15	\$0.00	\$58.25
LABORERS - ZONE 2		06/01/2017	\$37.50	\$7.60	\$14.15	\$0.00	\$59.25
		12/01/2017	\$38.35	\$7.60	\$14.15	\$0.00	\$60,10
		06/01/2018	\$39.30	\$7.60	\$14.15	\$0.00	\$61.05
		12/01/2018	\$40.25	\$7.60	\$14.15	\$0.00	\$62.00
		06/01/2019	\$41.25	\$7.60	\$14.15	\$0.00	\$63.00
		12/01/2019	\$42.25	\$7.60	\$14.15	\$0.00	\$64.00
	ee "Apprentice- LABORER"				****		
JEMO; BACKHOE/ . <i>ABORERS - ZONE 2</i>	LOADER/HAMMER OPERATOR	12/01/2016		\$7.60	\$14.15	\$0.00	\$59.25
		06/01/2017		\$7.60	\$14.15	\$0.00	\$60.25
		12/01/2017		\$7.60	\$14.15	\$0.00	\$61.10
		06/01/2018		\$7.60	\$14.15	\$0.00	\$62.05
		12/01/2018		\$7.60	\$14.15	\$0.00	\$63.00
		06/01/2019		\$7.60	\$14.15	\$0.00	\$64.00
For apprentice rates s	ee "Apprentice- LABORER"	12/01/2019	\$43,25	\$7.60	\$14.15	\$0.00	\$65.00
DEMO: BURNERS		12/01/2016	\$37.25	\$7.60	\$14.15	\$0.00	\$59.00
ABORERS - ZONE 2		06/01/2017		\$7.60	\$14.15	\$0.00	\$60.00
		12/01/2017		\$7.60	\$14.15	\$0.00	\$60.85
		06/01/2018		\$7.60	\$14.15	\$0.00	\$61.80
		12/01/2018		\$7.60	\$14.15	\$0.00	\$62.75
		06/01/2019		\$7.60	\$14.15	\$0.00	\$63.75
		12/01/2019		\$7.60	\$14.15	\$0.00	\$64.75
For apprentice rates s	ee "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: CONCRETE CUTTER/SAWYER	12/01/2016	\$37.50	\$7.60	\$14.15	\$0.00	\$59.25
LABORERS - ZONE 2	06/01/2017	\$38.50	\$7.60	\$14.15	\$0.00	\$60.25
	12/01/2017	\$39.35	\$7.60	\$14.15	\$0.00	\$61.10
	06/01/2018	\$40.30	\$7.60	\$14,15	\$0.00	\$62.05
	12/01/2018	\$41.25	\$7.60	\$14.15	\$0.00	\$63.00
	06/01/2019	\$42.25	\$7.60	\$14.15	\$0.00	\$64.00
	12/01/2019	\$43.25	\$7.60	\$14.15	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR LABORERS - ZONE 2	12/01/2016	\$37.25	\$7.60	\$14.15	\$0.00	\$59.00
1210/1010 - 12/10 2	06/01/2017	\$38.25	\$7.60	\$14.15	\$0.00	\$60.00
	12/01/2017	\$39.10	\$7.60	\$14.15	\$0.00	\$60.85
	06/01/2018	\$40.05	\$7.60	\$14.15	\$0.00	\$61.80
	12/01/2018	\$41.00	\$7.60	\$14.15	\$0.00	\$62.75
	06/01/2019	\$42.00	\$7.60	\$14.15	\$0.00	\$63.75
	12/01/2019	\$43.00	\$7.60	\$14.15	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"	· · · · · · · · · · · · · · · · · · ·					
DEMO: WRECKING LABORER LABORERS - ZONE 2	12/01/2016	\$36.50	\$7.60	\$14.15	\$0.00	\$58.25
EABOREIG - ZONE Z	06/01/2017	\$37.50	\$7.60	\$14.15	\$0.00	\$59.25
	12/01/2017	\$38.35	\$7.60	\$14.15	\$0.00	\$60.10
	06/01/2018	\$39.30	\$7.60	\$14.15	\$0.00	\$61.05
	12/01/2018	\$40,25	\$7.60	\$14.15	\$0.00	\$62.00
	06/01/2019	\$41.25	\$7.60	\$14.15	\$0.00	\$63.00
	12/01/2019	\$42.25	\$7.60	\$14.15	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR OPERATING ENGINEERS LOCAL 4	12/01/2016	\$44.94	\$10.00	\$15.25	\$0.00	\$70.19
() INGITING ENGIALEIG EOCHE I	06/01/2017	\$45.93	\$10.00	\$15.25	\$0.00	\$71.18
	12/01/2017	\$46.92	\$10.00	\$15.25	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2015	\$60.34	\$9.80	\$18.17	\$0.00	\$88.31
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2015	\$64.65	\$9.80	\$18.17	\$0.00	\$92.62
For apprentice rates see "Apprentice-PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
For apprentice rates see "Apprentice- PILE DRIVER"						
ELECTRICIAN ELECTRICIANS LOCAL 96	12/01/2015	\$39.37	\$8.41	\$13.68	\$0.00	\$61.46

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Classification Effective Date Base Wago Health Pension Supplemental Unemployment Total Rate

Step	percent App	prentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.75	\$8.41	\$0.47	\$0.00	\$24.63
2	43	\$16.93	\$8.41	\$0.51	\$0.00	\$25.85
3	48	\$18.90	\$8.41	\$10.82	\$0.00	\$38.13
4	55	\$21,65	\$8.41	\$11.20	\$0.00	\$41.26
5	65	\$25.59	\$8.41	\$11.75	\$0.00	\$45.75
6	80	\$31.50	\$8.41	\$12.58	\$0.00	\$52.49
Note	s:					,
	Steps 1-2 are 1000 hrs; Steps 3-6 are 1500	hrs.				*** ****
App	rentice to Journeyworker Ratio:2:3***			•		:
ATOR CONST	RUCTOR	01/01/2017	\$49.90	\$15.28	\$15.71 \$6	0.00 \$80,89

	Appre	ntice - Ei	LEVATOR CONSTRUCTOR	! - Local 41					
	Effect Step	ive Date -	01/01/2017	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	:
	1	50		\$24.95	\$15.28	\$15.71	\$0.00	\$55.94	
	2	55		\$27,45	\$15.28	\$15.71	\$0.00	\$58.44	
	3	65		\$32.44	\$15.28	\$15.71	\$0.00	\$63,43	
	4	70		\$34.93	\$15.28	\$15.71	\$0.00	\$65.92	
	5	80		\$39.92	\$15.28	\$15.71	\$0.00	\$70.91	
	Notes:								
	al management of the second		are 6 mos.; Steps 3-5 are 1	year				emes emissions	
	Appre	ntice to Jo	urneyworker Ratio:1:1	•		•			
ELEVATOR			ELPER	01/01/201	7 \$34.93	\$15.28	\$15.71	\$0.00	\$65.92
For apprent	tice rates see	"Apprentice -	ELEVATOR CONSTRUCTOR"						
ENCE & G		IL ERECT	OR	12/01/201	6 \$32.15	\$7.60	\$13.00	\$0.00	\$52.75
ABORERS - ZC	ONE 2			06/01/201	7 \$33.15	\$7.60	\$13.00	\$0.00	\$53.75
				12/01/201	7 \$33.78	\$7.60	\$13.00	\$0.00	\$54.38
				06/01/2013	8 \$34.62	\$7.60	\$13.00	\$0.00	\$55.22
				12/01/201	8 \$35.46	\$7.60	\$13.00	\$0.00	\$56.06
				06/01/2019	9 \$36.33	\$7.60	\$13.00	\$0.00	\$56.93
				12/01/2019	9 \$37.19	\$7.60	\$13.00	\$0.00	\$57.79
For apprent	tice rates see	"Apprentice- I	ABORER"						
			G,SITE,HVY/HWY	11/01/201	6 \$41.37	\$10.00	\$15.15	\$0.00	\$66.52
DPERATING EI	VGINEERS L	DCAL 4		05/01/201	7 \$42.25	\$10.00	\$15.15	\$0.00	\$67.40
				11/01/201	7 \$42.98	\$10.00	\$15.15	\$0.00	\$68.13
				05/01/201	8 \$43.69	\$10.00	\$15.15	. \$0.00	\$68.84

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY	11/01/2016	\$42.82	\$10.00	\$15.15	\$0.00	\$67.97
OPERATING ENGINEERS LOCAL 4	05/01/2017	\$43.71	\$10.00	\$15.15	\$0.00	\$68.86
	11/01/2017	\$44.44	\$10.00	\$15.15	\$0.00	\$69.59
	05/01/2018	\$45.16	\$10.00	\$15.15	\$0.00	\$70.31
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	11/01/2016	\$21.98	\$10.00	\$15.15	\$0.00	\$47.13
OPERATING ENGINEERS LOCAL 4	05/01/2017	\$22.51	\$10.00	\$15.15	\$0.00	\$47.66
	11/01/2017	\$22.93	\$10.00	\$15.15	\$0.00	\$48.08
	05/01/2018	\$23.36	\$10.00	\$15.15	\$0.00	\$48.51
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER ELECTRICIANS LOCAL 96	12/01/2015	\$39.37	\$8.41	\$13.68	\$0.00	\$61,46
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINT/COMMISSIONING ELECTRICIANS LOCAL 96	12/01/2015	\$39.37	\$8.41	\$13.68	\$0.00	\$61.46
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIREMAN (ASST. ENGINEER)	12/01/2016	\$37.65	\$10.00	\$15.25	\$0.00	\$62.90
OPERATING ENGINEERS LOCAL 4	06/01/2017	\$38.49	\$10.00	\$15.25	\$0.00	\$63.74
	12/01/2017	\$39.32	\$10.00	\$15.25	\$0.00	\$64.57
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER LABORERS - ZONE 2	12/01/2016	\$20.50	\$7.60	\$13.00	\$0.00	\$41.10
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE II	03/01/2016	\$39.82	\$9.80	\$17.62	\$0.00	\$67.24

Ste		e Date - 03/01/2016 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra	te
1		50	\$19.91	\$9.80	\$1.79	\$0.00	\$31.5	0
2		55	\$21.90	\$9.80	\$1.79	\$0.00	\$33.4	9
3		60	\$23.89	\$9.80	\$12.25	\$0.00	\$45.9	4
4		65	\$25.88	\$9.80	\$12.25	\$0.00	\$47.9	3
5		70	\$27.87	\$9.80	\$14.04	\$0.00	\$51.7	'I
6		75	\$29.87	\$9.80	\$14.04	\$0.00	\$53.7	'I
7		80	\$31.86	\$9.80	\$15.83	\$0.00	\$57.4	9
8		85	\$33.85	\$9.80	\$15.83	\$0.00	\$59.4	8
No	tes:							
	:	Steps are 750 hrs.						
Ap	prent	tice to Journeyworker Ratio:1:1						
ORK LIFT/CHER			12/01/201	5 \$45.38	\$10.00	\$15.25	\$0.00	\$70.63
PERATING ENGINEEI	Ø LOC	AL 4	06/01/201	7 \$46.38	\$10.00	\$15.25	\$0.00	\$71.63
For appropriate sates	roa " A:	pprentice- OPERATING ENGINEERS"	12/01/201	7 \$47.38	\$10.00	\$15.25	\$0.00	\$72.63

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
GENERATOR/LIGHTING PLANT/HEATERS	12/01/2016	\$31.17	\$10.00	\$15.25	\$0.00	\$56.42	
OPERATING ENGINEERS LOCAL 4	06/01/2017	\$31.86	\$10.00	\$15.25	\$0.00	\$57.11	
	12/01/2017	\$32.55	\$10.00	\$15.25	\$0.00	\$57.80	
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR	01/01/2017	\$40.91	\$7.85	\$16.10	\$0.00	\$64.86	
SYSTEMS)							
GLAZIERS LOCAL 35 (ZONE 2)							

tep	percent	Apprentice Base Wag	e Health	Pension	Supplemental Unemployment	Total Rate
	50	\$20,46	\$7.85	\$0.00	\$0.00	\$28.31
2	55	\$22.50	\$7.85	\$3.66	\$0.00	\$34.01
3	60	\$24.55	\$7.85	\$3.99	\$0.00	\$36,39
4	65	\$26.59	\$7.85	\$4.32	\$0.00	\$38.76
5	70	\$28.64	\$7.85	\$14.11	\$0.00	\$50.60
6	75	\$30.68	\$7.85	\$14.44	\$0.00	\$52.97
7	80	\$32.73	\$7.85	\$14.77	\$0.00	\$55,35
8	90	\$36.82	\$7.85	\$15.44	\$0.00	\$60.11

Steps are 750 hrs.						
Apprentice to Journeyworker Ratio:1:1			•		\$0.00 \$0.00 \$0.00	!
HOISTING ENGINEER/CRANES/GRADALLS	12/01/2016	\$45.38	\$10.00	\$15.25	\$0.00 \$0.00	\$70.63
OPERATING ENGINEERS LOCAL 4	06/01/2017	\$46.38	\$10.00	\$15.25	\$0.00	\$71.63
	12/01/2017	\$47.38	\$10.00	\$15.25	\$0.00	\$72.63

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Total Rate

Apprentice - OPERATING ENGINEERS - Local 4 12/01/2016

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HYDRAULIC DRILLS	12/01/2016	\$32.65	\$7.60	\$13.00	\$0.00	\$53.25
LABORERS - ZONE 2	06/01/2017	\$33.65	\$7.60	\$13.00	\$0.00	\$54.25
	12/01/2017	\$34.28	\$7.60	\$13.00	\$0.00	\$54.88
	06/01/2018	\$35.12	\$7.60	\$13.00	\$0.00	\$55.72
	12/01/2018	\$35.96	\$7.60	\$13.00	\$0.00	\$56.56
	06/01/2019	\$36.83	\$7.60	\$13.00	\$0.00	\$57.43
	12/01/2019	\$37.69	\$7.60	\$13.00	\$0.00	\$58.29
For apprentice rates see "Apprentice- LABORER"						
INSULATOR (PIPES & TANKS)	09/01/2016	\$40.58	\$11.75	\$14.20	\$0.00	\$66.53
HEAT & FROST INSULATORS LOCAL 6 (WORCESTER)	09/01/2017	\$42.38	\$11.75	\$14.20	\$0.00	\$68.33
	09/01/2018	\$44.40	\$11.75	\$14.20	\$0.00	\$70.35
	09/01/2019	\$46.65	\$11.75	\$14.20	\$0.00	\$72.60

Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Worcester

F	iffecti	ve Date -	09/01/2016				6 1 .1		
	tep	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$20.29	\$11.75	\$10.45	\$0.00	\$42.49	
2	2	60		\$24.35	\$11.75	\$11.20	\$0.00	\$47.30	
3	3	70		\$28.41	\$11,75	\$11.95	\$0.00	\$52.11	
é	4	80		\$32.46	\$11.75	\$12.70	\$0.00	\$56.91	
E	Effecti	ve Date -	09/01/2017				Supplemental		
S	tep	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
-	1	50		\$21.19	\$11.75	\$10.45	\$0.00	\$43.39	
2	2	60		\$25.43	\$11.75	\$11.20	\$0.00	\$48,38	
3	3	70		\$29.67	\$11.75	\$11.95	\$0.00	\$53.37	
4	4	80		\$33.90	\$11.75	\$12.70	\$0.00	\$58.35	
J N	Notes:								
		Steps are	1 year					!	
A	Apprei	ntice to Jo	urneyworker Ratio:1:4					·	
ONWORKER/			407.40	09/16/2010	5 \$43.75	\$7.80	\$20.85	\$0.00	\$72.40
NWORKERS LOC.	AL / (B	ORCESTER A	чкелј	03/16/2011	7 \$44.35	\$7.80	\$20.85	\$0.00	\$73.00

03/16/2017

\$44,35

\$7.80

\$20.85

\$0.00

\$73.00

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	Step	ve Date - percent	09/16/2016	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60		\$26.25	\$7.80	\$20.85	\$0.00	\$54.90	
	2	70		\$30.63	\$7.80	\$20.85	\$0.00	\$59.28	
	3	75		\$32,81	\$7.80	\$20.85	\$0.00	\$61.46	
	4	80		\$35.00	\$7.80	\$20.85	\$0.00	\$63.65	
	5	85		\$37.19	\$7.80	\$20.85	\$0.00	\$65.84	
	6	90		\$39.38	\$7.80	\$20.85	\$0.00	\$68.03	
		ve Date -	03/16/2017	America Dasa Wasa	Ugalth	Panaian	Supplemental Unemployment	Total Rate	
	Step	percent		Apprentice Base Wage		Pension			
	1	60 70		\$26.61	\$7.80	\$20.85	\$0.00	\$55,26	
	2	70 75		\$31.05	\$7.80	\$20.85	\$0.00	\$59.70	
	<i>3</i>	75		\$33.26	\$7.80	\$20.85	\$0.00	\$61.91	
	5	80		\$35.48	\$7.80	\$20.85	\$0.00	\$64.13	
		85		\$37.70	\$7.80	\$20.85	\$0.00	\$66.35	
	6	90		\$39.92	\$7.80	\$20.85	\$0.00	\$68.57	
	Notes:		l 1:6; Ornamental 1:4						
	Appre	ntice to Jo	urneyworker Ratio:						
		VING BRI	EAKER OPERATOR	12/01/201	6 \$32.15	\$7.60	\$13.00	\$0.00	\$52.75
ORERS - ZON	E Z			06/01/201	7 \$33.15	\$7.60	\$13.00	\$0.00	\$53.75
				12/01/201	7 \$33.78	\$7.60	\$13.00	\$0.00	\$54.38
				06/01/201	8 \$34.62	\$7.60	\$13.00	\$0.00	\$55.22
				12/01/201	8 \$35.46	\$7.60	\$13.00	\$0.00	\$56.06
				06/01/201	9 \$36.33	\$7.60	\$13.00	\$0.00	\$56.93
_				12/01/2019	9 \$37.19	\$7.60	\$13.00	\$0.00	\$57.79
For apprentice	rates see '	'Apprentice- I	LABORER"					***	
BORER Orers - zon	E 2			12/01/201		\$7.60	\$13.00	\$0.00	\$52.50
				06/01/201			\$13.00	\$0.00	\$53.50
				12/01/201			\$13.00	\$0.00	\$54.13
				06/01/201			\$13.00	\$0.00	\$54.97
				12/01/201	8 \$35.21	\$7.60	\$13.00	\$0.00	\$55.81
				06/01/201	9 \$36.08	\$7.60	\$13.00	\$0.00	\$56.68

Total Rate

		itice - $-L \lambda$	1BORER - Zone 2 12/01/2016				6 l		
	Step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60		\$19.14	\$7.60	\$13.00	\$0.00	\$39.74	
	2	70		\$22.33	\$7.60	\$13.00	\$0.00	\$42.93	
	3	80		\$25.52	\$7.60	\$13.00	\$0.00	\$46,12	
	4	90		\$28.71	\$7.60	\$13.00	\$0.00	\$49.31	
	Effecti	ve Date -	06/01/2017				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60		\$19.74	\$7.60	\$13.00	\$0.00	\$40.34	
	2	70		\$23.03	\$7.60	\$13.00	\$0.00	\$43.63	
	3	80		\$26.32	\$7.60	\$13.00	\$0.00	\$46.92	
	4	90		\$29.61	\$7.60	\$13.00	\$0.00	\$50.21	
	Notes:							:	
								a described	
LABORER: C.			urneyworker Ratio:1:5			# 55	#12.00	#0.00	#50.50
LABORERS - ZON		EK IEMD	Lik	12/01/201			\$13.00	\$0.00	\$52.50
				06/01/201			\$13.00	\$0.00 \$0.00	\$53.50
				12/01/201 06/01/201			\$13.00 \$13.00	\$0.00	\$54.13 \$54.97
				12/01/201			\$13.00	\$0.00	\$54.97 \$55.81
				06/01/201			\$13.00	\$0.00	\$55.68
				12/01/201			\$13.00	\$0.00	\$50.58 \$57.54
For apprentic	e rates see "	Apprentice- I	ABORER"	12/01/201	9 \$30.94	\$7.00	\$15.00	ψ0.00	φ37.3 4
LABORER: C	EMENT	FINISHER	TENDER	12/01/201	6 \$31.90	\$7.60	\$13.00	\$0.00	\$52.50
LABORERS - ZON	E 2			06/01/201	7 \$32.90	\$7.60	\$13.00	\$0.00	\$53.50
				12/01/201	7 \$33.53	\$7.60	\$13.00	\$0.00	\$54.13
				06/01/201	8 \$34.37	\$7.60	\$13.00	\$0.00	\$54.97
				12/01/201	8 \$35.21	\$7.60	\$13.00	\$0.00	\$55.81
				06/01/201	9 \$36.08	\$7.60	\$13.00	\$0.00	\$56.68
For apprentic	e raies see "	Apprentice- I	ABORER"	12/01/201	9 \$36.94	\$7.60	\$13.00	\$0.00	\$57.54
			TE/ASBESTOS REMOVER	12/01/201	6 \$32.10	\$7.60	\$12.95	\$0.00	\$52.65
LABORERS - ZON	E 2			06/01/201	7 \$33.10	\$7.60	\$12.95	\$0.00	\$53.65
				12/01/201			\$12.95	\$0.00	\$54.28
				06/01/201	8 \$34.57	\$7.60	\$12.95	\$0.00	\$55.12
				12/01/201	8 \$35.41	\$7.60	\$12.95	\$0.00	\$55.96
				06/01/201	9 \$36.28	\$7.60	\$12.95	\$0.00	\$56.83
				12/01/201	9 \$37.14	\$7.60	\$12.95	\$0.00	\$57.69
For apprentic	e rates see "	Apprentice- l	LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ABORER: MASON TENDER	12/01/2016	\$32.15	\$7.60	\$13.00	\$0.00	\$52.75
ABORERS - ZONE 2	06/01/2017	\$33.15	\$7.60	\$13.00	\$0.00	\$53.75
	12/01/2017	\$33.78	\$7.60	\$13.00	\$0.00	\$54.38
	06/01/2018	\$34.62	\$7.60	\$13.00	\$0.00	\$55.22
	12/01/2018	\$35.46	\$7.60	\$13.00	\$0.00	\$56.06
	06/01/2019	\$36.33	\$7.60	\$13.00	\$0.00	\$56.93
	12/01/2019	\$37.19	\$7.60	\$13.00	\$0.00	\$57.79
For apprentice rates see "Apprentice- LABORER"						
ABORER: MULTI-TRADE TENDER	12/01/2016	\$31.90	\$7.60	\$13.00	\$0.00	\$52.50
ABORERS - ZONE 2	06/01/2017	\$32.90	\$7.60	\$13.00	\$0.00	\$53.50
	12/01/2017	\$33.53	\$7.60	\$13.00	\$0.00	\$54.13
	06/01/2018	\$34.37	\$7.60	\$13.00	\$0.00	\$54.97
	12/01/2018	\$35.21	\$7.60	\$13.00	\$0.00	\$55.81
	06/01/2019	\$36.08	\$7.60	\$13.00	\$0.00	\$56.68
	12/01/2019	\$36.94	\$7.60	\$13.00	\$0.00	\$57.54
For apprentice rates see "Apprentice- LABORER"						*****
ABORER: TREE REMOVER	12/01/2016	\$31.90	\$7.60	\$13.00	\$0.00	\$52.50
ABORERS - ZONE 2	06/01/2017	\$32.90	\$7.60	\$13.00	\$0.00	\$53.50
	12/01/2017	\$33.53	\$7.60	\$13.00	\$0.00	\$54.13
	06/01/2018	\$34.37	\$7.60	\$13.00	\$0.00	\$54.97
	12/01/2018	\$35.21	\$7.60	\$13.00	\$0.00	\$55.81
	06/01/2019	\$36.08	\$7.60	\$13.00	\$0.00	\$56.68
	12/01/2019	\$36.94	\$7.60	\$13.00	\$0.00	\$57.54
This classification applies to all tree work associated with the removal a utility company for the purpose of operation, maintenance or repair o	of standing trees, and trimming and re futility company equipment. For appr	moval of branch entice rates see "	es and limbs wi 'Apprentice- La	ien the work i ABORER"	is not done for	
ASER BEAM OPERATOR	12/01/2016	\$32.15	\$7.60	\$13.00	\$0.00	\$52.75
ABORERS - ZONE 2	06/01/2017	\$33.15	\$7.60	\$13.00	\$0.00	\$53.75
	12/01/2017	\$33,78	\$7.60	\$13.00	\$0.00	\$54.38
	06/01/2018	\$34.62	\$7.60	\$13.00	\$0.00	\$55.22
	12/01/2018	\$35.46	\$7.60	\$13.00	\$0.00	\$56.06
	06/01/2019	\$36.33	\$7.60	\$13.00	\$0.00	\$56.93
	12/01/2019	\$37.19	\$7.60	\$13.00	\$0.00	\$57.79
For apprentice rates see "Apprentice- LABORER"					LATTIN .	
MARBLE & TILE FINISHERS BRICKLAYERS LOCAL 3 (WORCESTER) - MARBLE & TILE	02/01/2017	\$38.78	\$10.75	\$17.67	\$0.00	\$67.20

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Total Rate

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Step	ive Date - 02/01/2017 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$19.39	\$10.75	\$17.67	\$0.00	\$47.81	
2	60	\$23.27	\$10.75	\$17.67	\$0.00	\$51.69	
3	70	\$27.15	\$10.75	\$17.67	\$0.00	\$55.57	
4	80	\$31.02	\$10.75	\$17.67	\$0.00	\$59.44	
5	90	\$34.90	\$10.75	\$17.67	\$0.00	\$63.32	
Notes	:					***************************************	
		ı i					
	entice to Journeyworker Ratio:	T. LINGTO T					
	TLELAYERS & TERRAZZO N PORCESTER) - MARBLE & TILE	1ECH 09/01/201	6 \$50.35			\$0.00	\$78.30
The state of the s		03/01/201	7 \$48.66	\$10.75	\$18.62	\$0.00	\$78.03

	Effecti Step	ve Date - percent	09/01/2016	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	- A	\$25.18	\$10.18	\$17.77	\$0.00	\$53.13	
	2	60		\$30.21	\$10.18	\$17.77	\$0.00	\$58.16	
	3	70		\$35,25	\$10.18	\$17.77	\$0.00	\$63.20	
	4	80		\$40.28	\$10.18	\$17.77	\$0.00	\$68.23	
	5	90		\$45.32	\$10.18	\$17.77	\$0.00	\$73.27	
	Effect	ive Date -	03/01/2017				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$24.33	\$10.75	\$18.34	\$0.00	\$53.42	
	2	60		\$29.20	\$10.75	\$18.34	\$0.00	\$58.29	
	3	70		\$34.06	\$10.75	\$18.34	\$0.00	\$63.15	
	4	80		\$38.93	\$10.75	\$18.34	\$0.00	\$68.02	
	5	90		\$43.79	\$10.75	\$18.34	\$0.00	\$72.88	
	Notes								
	1								
	Appro	ntice to Jo	ırneyworker Ratio:1:5		•				
			ON CONST. SITES)	12/01/2016	5 \$44.94	\$10.00	\$15.25	\$0.00	\$70.19
RATING ENG	INEERS L	OCAL 4		06/01/201	7 \$45.93	\$10.00	\$15.25	\$0.00	\$71.18
For apprentic	e rates see	"Apprentice- C	PERATING ENGINEERS"	12/01/201	7 \$46.92	\$10.00	\$15.25	\$0.00	\$72.17
CHANICS		••		12/01/201	5 \$4 4.94	\$10.00	\$15.25	\$0.00	\$70.19
ERATING ENG	INEERS L	OCAL 4		06/01/201		•		\$0.00	\$71.18
				12/01/201	,		\$15.25	\$0.00	\$72.17

Classification			Effective Dat	e Base Wag	e Health	Pengian	Supplemental Unemployment	Total Rat
	ILLWRIGHT (Zone 3) LIWRIGHTS LOCAL 1121 - Zone 3		10/01/2016	\$33.24	\$9.90	\$18.25	\$0.00	\$61.39
HLLWRIGHTS L		04/01/2017	\$34.06	\$9.90	\$18.25	\$0.00	\$62.21	
			10/01/2017	\$34.89	\$9.90	\$18.25	\$0.00	\$63,04
			04/01/2018	\$35.71	\$9.90	\$18.25	\$0.00	\$63.86
			10/01/2018	\$36.54	\$9.90	\$18.25	\$0.00	\$64.69
			04/01/2019	\$37.36	\$9.90	\$18.25	\$0.00	\$65.51
		ntice - MILLWRIGHT - Local 1121 ive Date - 10/01/2016	¹ Zone 3					
	Step	percent	Apprentice Base Wage	Health	Pension	Supplementa Unemploymen		
	1	55	\$18.28	\$9.90	\$5.17	\$0.00		
	2	65						
	3	75	\$21,61	\$9.90	\$14.96	, \$0.00		
	4		\$24.93	\$9.90	\$15.91	\$0.00		
	4	85	\$28.25	\$9.90	\$16.84	\$0.00	\$54.99	
	Effect Step	ive Date - 04/01/2017	Apprentice Base Wage	Health	Pension	Supplementa Unemploymen		
	1	55	\$18.73	\$9.90	\$5.17	\$0.00	\$33.80	
	2	65	\$22,14	\$9.90	\$14.96	\$0.00		
	3	75	\$25.55	\$9.90	\$15.91	\$0.00		
	4	85	\$28.95	\$9.90	\$16.84	\$0.00		
	•	63	<i>Ф</i> 20.93	39.90	\$10.64	φυ,υι	9 . 433.09	
	Notes							
		Steps are 2,000 hours						
	Appre	entice to Journeyworker Ratio:1:5	**		•			
ORTAR MI	XER		12/01/2016	\$32,15	\$7.60	\$13.00	\$0.00	\$52,75
ABORERS - ZON	IE 2		06/01/2017	•	\$7.60	\$13.00	\$0.00	\$53.75
			12/01/2017		\$7.60	\$13.00	\$0.00	\$54.38
			06/01/2018		\$7.60	\$13.00	\$0.00	\$55.22
			12/01/2018	•	\$7.60	\$13.00	\$0.00	\$56.06
			06/01/2019			\$13.00	\$0.00	\$56.93
			12/01/2019		\$7.60 \$7.60	\$13.00	\$0.00	\$57.79
For apprentic	e rates see	"Apprentice- LABORER"	12/01/2019	ф <i>31</i> ,19	Φ1.0U	Ψ15.00	ψφ,συ	φ31.13
OILER (OTHE	ER THA	N TRUCK CRANES, GRADALLS)	12/01/2016	\$22.96	\$10.00	\$15.25	\$0.00	\$48.21
PERATING ENC	GINEERS L	OCAL 4	06/01/2017		\$10.00	\$15.25	\$0.00	\$48.72
			12/01/2017		\$10.00	\$15.25	\$0.00	\$49.24
For apprentic	e rates see	"Apprentice- OPERATING ENGINEERS"						
*		NES, GRADALLS)	12/01/2016	\$26.94	\$10.00	\$15.25	\$0.00	\$52.19
PERATING ENC	HNEERS L	UCAL ↓	06/01/2017	\$27.54	\$10.00	\$15.25	\$0.00	\$52.79
			12/01/2017	\$28.15	\$10.00	\$15.25	\$0.00	\$53.40
• • • • • • • • • • • • • • • • • • • •		"Apprentice- OPERATING ENGINEERS"						
OTHER POW		VEN EQUIPMENT - CLASS II	12/01/2016	\$44.94	\$10.00	\$15.25	\$0.00	\$70.19
A ENGLING ENC	manana L	T. COLUMN T.	06/01/2017	\$45.93	\$10.00	\$15.25	\$0.00	\$71.18
			12/01/2017	\$46.92	\$10.00	\$15.25	\$0.00	\$72.17
		"Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PAINTER (BRIDGES/TANKS)	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36
PAINTERS LOCAL 35 - ZONE 2						

	ve Date - 01/01/2017	A	I Formal de	Danaian	Supplemental Unemployment	Total Rate
Step	percent	Apprentice Base Wage	Health	Pension	Unemproyment	Total Kate
1	50	\$25.71	\$7.85	\$0.00	\$0.00	\$33.56
2	55	\$28.28	\$7.85	\$3.66	\$0.00	\$39.79
3	60	\$30.85	\$7.85	\$3.99	\$0.00	\$42.69
4	65	\$33.42	\$7.85	\$4.32	\$0.00	\$45.59
5	70	\$35.99	\$7.85	\$14.11	\$0.00	\$57.95
6	75	\$38.56	\$7.85	\$14.44	\$0.00	\$60.85
7	80	\$41,13	\$7.85	\$14.77	\$0.00	\$63.75
8	90	\$46.27	\$7.85	\$15.44	\$0.00	\$69.56
Notes:						· ·
) }	Steps are 750 hrs.					
Appre	ntice to Journeyworker Ratio:1:1		-			and the second second

NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

PAINTERS LOCAL 35 - ZONE 2

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

Effectiv	ve Date - 01/01/2017				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$21.16	\$7.85	\$0.00	\$0.00	\$29.01
2	55	\$23.27	\$7.85	\$3,66	\$0.00	\$34.78
3	60	\$25.39	\$7.85	\$3.99	\$0.00	\$37.23
4	65	\$27.50	\$7.85	\$4.32	\$0.00	\$39.67
5	70	\$29.62	\$7.85	\$14.11	\$0.00	\$51.58
6	75	\$31.73	\$7.85	\$14.44	\$0.00	\$54.02
7	80	\$33.85	\$7.85	\$14.77	\$0.00	\$56.47
8	90	\$38,08	\$7.85	\$15.44	\$0.00	\$61.37
Notes:						:
	Steps are 750 hrs.					
Apprei	ntice to Journeyworker Ratio:1	; 1			**	
INTER (SPRAY OR	SANDBLAST, REPAINT)	01/01/201	7 \$40.	37 \$7.85	\$16.10	\$0.00 \$64.32

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^{*} If 30% or more of surfaces to be painted are new construction,

Total Rate

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

* *							
	ve Date - 01/01/2017				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
1	50	\$20.19	\$7.85	\$0.00	\$0.00	\$28.04	
2	55	\$22.20	\$7.85	\$3.66	\$0.00	\$33.71	
3	60	\$24.22	\$7.85	\$3.99	\$0.00	\$36.06	
4	65	\$26.24	\$7.85	\$4.32	\$0.00	\$38.41	
5	70	\$28,26	\$7.85	\$14.11	\$0.00	\$50.22	
6	75	\$30.28	\$7.85	\$14.44	\$0.00	\$52,57	,
7	80	\$32.30	\$7.85	\$14.77	\$0.00	\$54.92	
8	90	\$36.33	\$7.85	\$15.44	\$0.00	\$59.62	
Notes:						- Mari	
} 	Steps are 750 hrs.					Very consists	
Appre	ntice to Journeyworker Ratio:	l: 1	•				
AINTER (TRAFFIC N	MARKINGS)	12/01/2016	6 \$31.90	\$7.60	\$13.00	\$0.00	\$52.50
ABORERS - ZONE 2		06/01/201	7 \$32.90	\$7.60	\$13.00	\$0.00	\$53.50
		12/01/201	7 \$33.53	\$7.60	\$13.00	\$0.00	\$54.13
		06/01/2013	8 \$34.37	\$7.60	\$13.00	\$0.00	\$54.97
		12/01/2013	8 \$35.21	\$7.60	\$13.00	\$0.00	\$55.81
		06/01/2019	9 \$36.08	\$7.60	\$13.00	\$0.00	\$56.68
		12/01/2019	9 \$36.94	\$7.60	\$13.00	\$0.00	\$57.54
	"Apprentice- LABORER"						
PAINTER / TAPER (B)	RUSH, NEW) *	01/01/201	7 \$40.91	\$7.85	\$16.10	\$0.00	\$64.86

^{*} If 30% or more of surfaces to be painted are new construction,

NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effecti	ve Date -	01/01/2017				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$20.46	\$7.85	\$0.00	\$0.00	\$28.31
2	55		\$22.50	\$7.85	\$3.66	\$0.00	\$34.01
3	60		\$24,55	\$7.85	\$3.99	\$0.00	\$36.39
4	65		\$26.59	\$7.85	\$4.32	\$0.00	\$38.76
5	70		\$28.64	\$7.85	\$14.11	\$0.00	\$50.60
6	75		\$30.68	\$7.85	\$14.44	\$0.00	\$52.97
7	80		\$32.73	\$7.85	\$14.77	\$0.00	\$55.35
8	90		\$36.82	\$7.85	\$15.44	\$0.00	\$60.11
		-					
Notes:		7501				•	
	Steps are	/ou nrs,					

Apprentice to Journeyworker Ratio:1:1

NAMER TAPER (BRUSH, REPAINT)	Classification				Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Part		ITERS LOCAL 35 - ZÓNE 2			01/01/2017	\$38.97	\$7.85	\$16,10	\$0.00	\$62.92
Step		Appre		Zone 2 - BRUSH RE.	PAINT					
2 55				Apprentic	ce Base Wage	Health	Pension			
3 60 \$23.38 \$7.85 \$3.99 \$0.00 \$335.22 4 65 \$25.33 \$7.85 \$4.32 \$0.00 \$375.00 5 70 \$27.28 \$7.85 \$14.11 \$0.00 \$40.24 6 75 \$29.23 \$7.85 \$14.44 \$0.00 \$51.52 7 80 \$331.18 \$7.85 \$14.77 \$0.00 \$53.80 8 90 \$335.07 \$7.85 \$15.44 \$0.00 \$53.80 8 90 \$335.07 \$7.85 \$15.44 \$0.00 \$58.36 Notes: Steps are 750 hrs. Apprentice to Journeyworker Ratio:1:1 XNEL & PICKUP TRUCKS DRIVER \$12/01/2012 \$30.28 \$9.07 \$8.00 \$0.00 \$47.35 ARXIVES ADDITIONAL NO. 10 ZONE B \$12/01/2013 \$37.01 \$59.80 \$518.17 \$0.00 \$44.98 ER AND DOCK CONSTRUCTOR (UNDERPINNING AND \$09/01/2013 \$37.01 \$59.80 \$518.17 \$0.00 \$64.98 EEK ROHEPE LOXAL 36 GONE 2 EET ROHEPE LOXAL 36 GONE 2 ETTective Date \$09/01/2013 \$37.01 \$59.80 \$518.17 \$0.00 \$64.98 EAR ROHED LOXAL 36 GONE 2 ETTective Date \$09/01/2013 \$37.01 \$59.80 \$518.17 \$0.00 \$64.98 EAR ROHEPE LOXAL 36 GONE 2 ETTective Date \$09/01/2013 \$37.01 \$59.80 \$518.17 \$0.00 \$64.98 EAR ROHEPE LOXAL 36 GONE 2 ETTective Date \$09/01/2013 \$37.01 \$59.80 \$518.17 \$0.00 \$64.98 EAR ROHEPE LOXAL 36 GONE 2 ETTective Date \$09/01/2013 \$37.01 \$59.80 \$518.17 \$0.00 \$64.98 EAR ROHEPE LOXAL 36 GONE 2 ETTective Date \$09/01/2013 \$37.01 \$59.80 \$518.17 \$0.00 \$64.98 EAR ROHEPE LOXAL 36 GONE 2 ETTective Date \$09/01/2013 \$37.01 \$59.80 \$518.17 \$0.00 \$50.00 Notes: Apprentice \$09/01/2013 \$37.01 \$33.15 \$7.60 \$13.00 \$0.00 \$55.375 EAR ROHENS - ZONE 2 \$10.00 \$10.00 \$55.43 ROHERS - ZONE 2 \$10.00 \$10.00 \$55.60 EAR ROHERS - ZONE 2 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 Solution of the control		ì	50		\$19.49	\$7.85	\$0.00	\$0.00	\$27.34	
4 65 \$25.33 \$7.85 \$4.32 \$0.00 \$37.50 5 70 \$27.28 \$7.85 \$14.11 \$0.00 \$49.24 6 75 \$29.23 \$7.85 \$14.41 \$0.00 \$49.24 6 75 \$29.23 \$7.85 \$14.47 \$0.00 \$51.52 7 80 \$31.18 \$7.85 \$14.77 \$0.00 \$53.80 8 90 \$35.07 \$7.85 \$15.44 \$0.00 \$58.36 Notes: Steps are 750 hrs.		2	55		\$21.43	\$7.85	\$3.66	\$0.00	\$32.94	
Section Sect		3	60		\$23.38	\$7.85	\$3.99	\$0.00	\$35.22	
Sign		4	65		\$25.33	\$7.85	\$4.32	\$0.00	\$37.50	
Notes: Steps are 750 hrs.		5	70		\$27.28	\$7.85	\$14,11	\$0.00	\$49.24	
Notes: Steps are 750 hrs.		6	75		\$29.23	\$7.85	\$14.44	\$0.00	\$51.52	
Notes: Steps are 750 hrs.		7	80		\$31.18	\$7.85	\$14.77	\$0.00	\$53.80	
Notes: Steps are 750 hrs.		8	90		\$35.07	\$7.85	\$15.44	\$0.00	\$58.36	
Steps are 750 hrs.			and the second second	e .	, ,					
Notes: Apprentice to Journeyworker Ratio:1:1 Apprentice FILE DRIVER 12/01/2012 \$30.28 \$9.07 \$8.00 \$0.00 \$47.35		Notes:							!	
Notes: Apprentice wages shall be no less than the following Steps: Same as set in Zone 1)			Steps are 750 lits.							
ARATEER ADIAT COUNCIL NO. 10 ZONE B ER AND DOCK CONSTRUCTOR (UNDERPINNING AND 09/01/2013 \$37.01 \$9.80 \$18.17 \$0.00 \$64.98 CICK) FOR apprentice rates see "Apprentice-PILE DRIVER" E DRIVER Apprentice - PILE DRIVER - Local 56 Zone 2 Effective Date - 09/01/2013		Appre	ntice to Journeyworker Ra	tio:1:1						
CCK E PRIVER LOCAL 56 (ZONE 2) For apprentice rates see "Apprentice - PILE DRIVER" 99/01/2013 \$37.01 \$9.80 \$18.17 \$0.00 \$64.98					12/01/2012	\$30.28	\$9.07	\$8.00	\$0.00	\$47.35
Apprentice - PILE DRIVER - Local 56 Zone 2 Effective Date - 09/01/2013 Step percent Apprentice Base Wage Health Pension Unemployment Total Rate 1 0 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Notes: Apprentice wages shall be no less than the following Steps; (Same as set in Zone 1) 1 \$50.05/2\$\$54.25/3\$\$8.46/4\$\$60.56/5\$\$62.66/6\$\$62.66/7\$\$66.87/8\$\$66.87 Apprentice to Journeyworker Ratio:1:3 PELA YER BORERS - ZONE 2 12/01/2016 \$32.15 \$7.60 \$13.00 \$0.00 \$53.75 12/01/2017 \$33.15 \$7.60 \$13.00 \$0.00 \$53.75 12/01/2017 \$33.78 \$7.60 \$13.00 \$0.00 \$55.25 12/01/2018 \$34.62 \$7.60 \$13.00 \$0.00 \$55.22 12/01/2018 \$35.46 \$7.60 \$13.00 \$0.00 \$55.22 12/01/2018 \$35.46 \$7.60 \$13.00 \$0.00 \$55.22 12/01/2018 \$35.46 \$7.60 \$13.00 \$0.00 \$55.22 12/01/2018 \$35.46 \$7.60 \$13.00 \$0.00 \$55.25 12/01/2019 \$36.33 \$7.60 \$13.00 \$0.00 \$56.93 12/01/2019 \$37.19 \$7.60 \$13.00 \$0.00 \$55.79										
Notes: Apprentice wages shall be no less than the following Steps; (Same as set in Zone 1) 1\$50.05/2\$54.25/3\$58.46/4\$60.56/5\$62.66/6\$62.66/7\$66.87/8\$66.87 PELAYER BORERS - ZONE 2	ER AND DC ECK) E DRIVER LOC	CAL 56 (ZC	NE 2)	INING AND	09/01/2013	\$37.01	\$9.80	\$18,17	\$0.00	\$64.98
Notes: Apprentice wages shall be no less than the following Steps; (Same as set in Zone 1) 1\$50.05/2\$54.25/3\$58.46/4\$60.56/5\$62.66/6\$62.66/7\$66.87/8\$66.87 Apprentice to Journeyworker Ratio:1:3 PELAYER 12/01/2016 \$32.15 \$7.60 \$13.00 \$0.00 \$52.75 BORERS - ZONE 2 06/01/2017 \$33.15 \$7.60 \$13.00 \$0.00 \$53.75 12/01/2017 \$33.78 \$7.60 \$13.00 \$0.00 \$54.38 06/01/2018 \$34.62 \$7.60 \$13.00 \$0.00 \$55.22 12/01/2018 \$35.46 \$7.60 \$13.00 \$0.00 \$55.22 12/01/2019 \$36.33 \$7.60 \$13.00 \$0.00 \$56.06 06/01/2019 \$37.19 \$7.60 \$13.00 \$0.00 \$57.79 13.00 \$0.00 \$55.79 13.00	ER AND DC ECK) E DRIVER LOG For apprentice LE DRIVER	CAL 56 (ZO e rates see "	NE 2) Apprentice- PILE DRIVER"	INING AND						
Notes: Apprentice wages shall be no less than the following Steps; (Same as set in Zone 1) 1\$50.05/2\$\$54.25/3\$\$58.46/4\$60.56/5\$62.66/6\$62.66/7\$66.87/8\$66.87 Apprentice to Journeyworker Ratio:1:3 PELAYER BORERS - ZONE 2 12/01/2016 \$32.15 \$7.60 \$13.00 \$0.00 \$52.75 12/01/2017 \$33.15 \$7.60 \$13.00 \$0.00 \$53.75 12/01/2017 \$33.78 \$7.60 \$13.00 \$0.00 \$54.38 06/01/2018 \$34.62 \$7.60 \$13.00 \$0.00 \$55.22 12/01/2018 \$35.46 \$7.60 \$13.00 \$0.00 \$55.22 12/01/2019 \$36.33 \$7.60 \$13.00 \$0.00 \$56.06 06/01/2019 \$36.33 \$7.60 \$13.00 \$0.00 \$56.93 12/01/2019 \$37.19 \$7.60 \$13.00 \$0.00 \$57.79	ER AND DC ECK) E DRIVER LOG For apprentice LE DRIVER	CAL 56 (ZC) c rates see " CAL 56 (ZC) Appre	Apprentice- PILE DRIVER" NE 2) Intice - PILE DRIVER - Love Date - 09/01/2013	ocał 56 Zone 2	09/01/2013	\$37.01	\$9.80	\$18.17 Supplemental	\$0.00	
PELAYER 12/01/2016 \$32.15 \$7.60 \$13.00 \$0.00 \$52.75 12/01/2017 \$33.15 \$7.60 \$13.00 \$0.00 \$53.75 12/01/2017 \$33.78 \$7.60 \$13.00 \$0.00 \$54.38 12/01/2018 \$34.62 \$7.60 \$13.00 \$0.00 \$55.22 12/01/2018 \$35.46 \$7.60 \$13.00 \$0.00 \$55.06 12/01/2019 \$36.33 \$7.60 \$13.00 \$0.00 \$56.93 12/01/2019 \$37.19 \$7.60 \$13.00 \$0.00 \$57.79 12/01/2019 \$37.19 \$7.60 \$13.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.0	ER AND DC ECK) E DRIVER LOG For apprentice LE DRIVER	CAL 56 (ZC c rates see " CAL 56 (ZC Appre: Effecti Step	NE 2) Apprentice- PILE DRIVER" NE 2) ntice - PILE DRIVER - Leve Date - 09/01/2013 percent	ocał 56 Zone 2	09/01/2013 ce Base Wage	\$37.01 Health	\$9.80 Pension	\$18.17 Supplemental Unemployment	\$0.00 Total Rate	\$64.98
BORERS - ZONE 2 06/01/2017 \$33.15 \$7.60 \$13.00 \$0.00 \$53.75 12/01/2017 \$33.78 \$7.60 \$13.00 \$0.00 \$54.38 06/01/2018 \$34.62 \$7.60 \$13.00 \$0.00 \$55.22 12/01/2018 \$35.46 \$7.60 \$13.00 \$0.00 \$56.06 06/01/2019 \$36.33 \$7.60 \$13.00 \$0.00 \$56.93 12/01/2019 \$37.19 \$7.60 \$13.00 \$0.00 \$57.79	ER AND DC ECK) E DRIVER LOG For apprentice LE DRIVER	CAL 56 (ZC c rates see " CAL 56 (ZC Appre: Effecti Step	Apprentice - PILE DRIVER - Love Date - 09/01/2013 percent Apprentice wages shall be (Same as set in Zone 1) 1\$50.05/2\$54.25/3\$58.46	Apprention of less than the follow 4\$60.56/5\$62.66/6\$6	09/01/2013 ce Base Wage \$0.00 ving Steps;	\$37.01 Health \$0.00	\$9.80 Pension	\$18.17 Supplemental Unemployment	\$0.00 Total Rate \$0.00	\$64.98
06/01/2017 \$33.15 \$7.60 \$13.00 \$0.00 \$53.75 12/01/2017 \$33.78 \$7.60 \$13.00 \$0.00 \$54.38 06/01/2018 \$34.62 \$7.60 \$13.00 \$0.00 \$55.22 12/01/2018 \$35.46 \$7.60 \$13.00 \$0.00 \$56.06 06/01/2019 \$36.33 \$7.60 \$13.00 \$0.00 \$56.93 12/01/2019 \$37.19 \$7.60 \$13.00 \$0.00 \$57.79	ER AND DC ECK) LE DRIVER LOC For apprentice LE DRIVER	CAL 56 (ZC c rates see " CAL 56 (ZC Appre: Effecti Step	Apprentice - PILE DRIVER - Love Date - 09/01/2013 percent Apprentice wages shall be (Same as set in Zone 1) 1\$50.05/2\$54.25/3\$58.46	Apprention of less than the follow 4\$60.56/5\$62.66/6\$6	09/01/2013 ce Base Wage \$0.00 ving Steps;	\$37.01 Health \$0.00	\$9.80 Pension	\$18.17 Supplemental Unemployment	\$0.00 Total Rate \$0.00	\$64.98
06/01/2018 \$34.62 \$7.60 \$13.00 \$0.00 \$55.22 12/01/2018 \$35.46 \$7.60 \$13.00 \$0.00 \$56.06 06/01/2019 \$36.33 \$7.60 \$13.00 \$0.00 \$56.93 12/01/2019 \$37.19 \$7.60 \$13.00 \$0.00 \$57.79	ER AND DO ECK) F ORIVER LOC For apprentice LE DRIVER LE DRIVER LOC	Appre Effecti Step Notes:	Apprentice - PILE DRIVER - Love Date - 09/01/2013 percent Apprentice wages shall be (Same as set in Zone 1) 1\$50.05/2\$54.25/3\$58.46	Apprention of less than the follow 4\$60.56/5\$62.66/6\$6	09/01/2013 ce Base Wage \$0.00 ving Steps; 2.66/7\$66.87/8\$	\$37.01 Health \$0.00	\$9.80 Pension \$0.00	\$18.17 Supplemental Unemployment \$0.00	\$0.00 Total Rate \$0.00	\$64.98
12/01/2018 \$35.46 \$7.60 \$13.00 \$0.00 \$56.06 06/01/2019 \$36.33 \$7.60 \$13.00 \$0.00 \$56.93 12/01/2019 \$37.19 \$7.60 \$13.00 \$0.00 \$57.79	ER AND DO ECK) F ORIVER LOC For apprentice LE DRIVER LE DRIVER LOC LE DRIVER LOC	Appre Effecti Step Notes:	Apprentice - PILE DRIVER - Love Date - 09/01/2013 percent Apprentice wages shall be (Same as set in Zone 1) 1\$50.05/2\$54.25/3\$58.46	Apprention of less than the follow 4\$60.56/5\$62.66/6\$6	09/01/2013 ce Base Wage \$0.00 ving Steps; 2.66/7\$66.87/8\$	\$37.01 Health \$0.00 \$666.87	\$9.80 Pension \$0.00	\$18.17 Supplemental Unemployment \$0.00	\$0.00 Total Rate \$0.00	\$64.98 \$52.75
06/01/2019 \$36.33 \$7.60 \$13.00 \$0.00 \$56.93 12/01/2019 \$37.19 \$7.60 \$13.00 \$0.00 \$57.79	ER AND DO ECK) F ORIVER LOC For apprentice LE DRIVER LE DRIVER LOC LE DRIVER LOC	Appre Effecti Step Notes:	Apprentice - PILE DRIVER - Love Date - 09/01/2013 percent O Apprentice wages shall be (Same as set in Zone 1) 1\$50.05/2\$54.25/3\$58.46	Apprention of less than the follow 4\$60.56/5\$62.66/6\$6	09/01/2013 ce Base Wage \$0.00 ving Steps; 2.66/7\$66.87/8\$ 12/01/2016 06/01/2017	\$37.01 Health \$0.00 \$666.87 \$32.15 \$33.15	\$9.80 Pension \$0.00 \$7.60 \$7.60	\$18.17 Supplemental Unemployment \$0.00 \$13.00 \$13.00	\$0.00 Total Rate \$0.00 \$0.00 \$0.00 \$0.00	\$64.98 \$52.75 \$53.75
12/01/2019 \$37.19 \$7.60 \$13.00 \$0.00 \$57.79	ER AND DO ECK) For apprentice LE DRIVER LOC LE DRIVER LOC LE DRIVER LOC LE DRIVER LOC	Appre Effecti Step Notes:	Apprentice - PILE DRIVER - Love Date - 09/01/2013 percent O Apprentice wages shall be (Same as set in Zone 1) 1\$50.05/2\$54.25/3\$58.46	Apprention of less than the follow 4\$60.56/5\$62.66/6\$6	09/01/2013 ce Base Wage \$0.00 ving Steps; 2.66/7\$66.87/8\$ 12/01/2016 06/01/2017 12/01/2017	\$37.01 Health \$0.00 \$666.87 \$32.15 \$33.15 \$33.78	\$9.80 Pension \$0.00 \$7.60 \$7.60 \$7.60	\$18.17 Supplemental Unemployment \$0.00 \$13.00 \$13.00 \$13.00	\$0.00 Total Rate \$0.00 \$0.00 \$0.00 \$0.00	\$64.98 \$52.75 \$53.75 \$54.38
	ER AND DO ECK) For apprentice LE DRIVER LOC LE DRIVER LOC LE DRIVER LOC LE DRIVER LOC	Appre Effecti Step Notes:	Apprentice - PILE DRIVER - Love Date - 09/01/2013 percent O Apprentice wages shall be (Same as set in Zone 1) 1\$50.05/2\$54.25/3\$58.46	Apprention of less than the follow 4\$60.56/5\$62.66/6\$6	09/01/2013 ce Base Wage \$0.00 ving Steps; 2.66/7\$66.87/8\$ 12/01/2016 06/01/2017 12/01/2018	\$37.01 Health \$0.00 \$32.15 \$33.15 \$33.78 \$34.62	\$9.80 Pension \$0.00 \$7.60 \$7.60 \$7.60 \$7.60	\$18.17 Supplemental Unemployment \$0.00 \$13.00 \$13.00 \$13.00 \$13.00	\$0.00 Total Rate \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.98 \$52.75 \$53.75 \$54.38 \$55.22
For apprentice rates see "Apprentice- LABORER"	ER AND DO ECK) F ORIVER LOC For apprentice LE DRIVER LE DRIVER LOC LE DRIVER LOC	Appre Effecti Step Notes:	Apprentice - PILE DRIVER - Love Date - 09/01/2013 percent O Apprentice wages shall be (Same as set in Zone 1) 1\$50.05/2\$54.25/3\$58.46	Apprention of less than the follow 4\$60.56/5\$62.66/6\$6	09/01/2013 ce Base Wage \$0.00 ving Steps; 2.66/7\$66.87/8\$ 12/01/2016 06/01/2017 12/01/2018 12/01/2018	\$37.01 Health \$0.00 \$666.87 \$32.15 \$33.15 \$33.78 \$34.62 \$35.46	\$9.80 Pension \$0.00 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60	\$18.17 Supplemental Unemployment \$0.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00	\$0.00 Total Rate \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$52.75 \$53.75 \$54.38 \$55.22 \$56.06

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lassification				Effective Date	Base Wage	Health		Supplemental Unemployment	Total Rat
LUMBER &		TER		09/01/2016	\$42.76	\$9.35	\$14.46	\$0.00	\$66.57
JUMBERS LOCA	iL 4			03/01/2017	\$43.41	\$9.35	\$14.46	\$0.00	\$67.22
				09/Q1/2017	\$44.01	\$9.35	\$14.46	\$0.00	\$67.82
				03/01/2018	\$44.66	\$9.35	\$14.46	\$0.00	\$68.47
					u 9				
		ntice - PLUMBER/PIPEFITT ive Date - 09/01/2016	ER - Local 4				Supplementa		
	Step	percent	Apprent	ice Base Wage	Health	Pension	Unemploymen	t Total Rate	;
	1	40		\$17.10	\$9.35	\$0.00	\$0.00	\$26.45	
	2	50		\$21,38	\$9.35	\$0.00	\$0.00	30.73	i
	3	60		\$25.66	\$9.35	\$0.00	\$0.00	3 \$35.01	
	4	70		\$29.93	\$9.35	\$4.75	\$0.00	9 \$44.03	
	5	80		\$34.21	\$9.35	\$4.75	\$0.00	948.31	
	Effect Step	ive Date - 03/01/2017 percent	Apprent	ice Base Wage	Health	Pension	Supplementa Unemploymen		>
	1	40		\$17.36	\$9.35	\$0.00	\$0.00	0 \$26.7	
	2	50		\$21.71	\$9.35	\$0.00	\$0.0	0 \$31.06	5
	3	60		\$26.05	\$9.35	\$0.00	\$0.0	0 \$35.40)
	4	70		\$30.39	\$9.35	\$4.75	\$0.0	0 \$44.49)
								o #40.0°	
	5 Notes:	Steps - 2000 hrs;Step 4 w/lice Step 4 with lic\$46.17 Step 5	with lic\$50.45	\$34.73 Ticense-85	\$9.35	\$4.75	\$0.0	0 \$48.83	•
WEI IN A TIC	Notes	Steps - 2000 hrs;Step 4 w/lice Step 4 with lic\$46.17 Step 5 entice to Journeyworker Ratio	with lic\$50.45	license-85		•••			
	Notes:	Steps - 2000 hrs;Step 4 w/lice Step 4 with lic\$46.17 Step 5	with lic\$50.45	license-85 09/01/2016	\$42.76	\$9.35	\$14.46	\$0.00	\$66.57
	Notes:	Steps - 2000 hrs;Step 4 w/lice Step 4 with lic\$46.17 Step 5 entice to Journeyworker Ratio	with lic\$50.45	09/01/2016 03/01/2017	\$42.76 \$43.41	\$9.35 \$9.35	\$14.46 \$14.46	\$0.00	\$66.57 \$67.22
	Notes:	Steps - 2000 hrs;Step 4 w/lice Step 4 with lic\$46.17 Step 5 entice to Journeyworker Ratio	with lic\$50.45	09/01/2016 03/01/2017 09/01/2017	\$42.76 \$43.41 \$44.01	\$9.35 \$9.35 \$9.35	\$14.46 \$14.46 \$14.46	\$0.00 \$0.00 \$0.00	\$66.57 \$67.22 \$67.82
<i>JMBERS LO</i> C	Appre	Steps - 2000 hrs;Step 4 w/lice Step 4 with lic\$46.17 Step 5 entice to Journeyworker Ratio	with lic\$50,45 b:1:3	09/01/2016 03/01/2017	\$42.76 \$43.41	\$9.35 \$9.35	\$14.46 \$14.46	\$0.00	\$66.57 \$67.22
JMBERS LOC	Appre	Steps - 2000 hrs;Step 4 w/lice Step 4 with lic\$46.17 Step 5 entice to Journeyworker Ratio	with lic\$50,45 b:1:3	09/01/2016 03/01/2017 09/01/2017	\$42.76 \$43.41 \$44.01 \$44.66	\$9.35 \$9.35 \$9.35	\$14.46 \$14.46 \$14.46	\$0.00 \$0.00 \$0.00	\$66.57 \$67.22 \$67.82
For apprentic	Appro	Steps - 2000 hrs;Step 4 w/lice Step 4 with lic\$46.17 Step 5 entice to Journeyworker Ratio OLS (TEMP.)	with lic\$50,45 b:1:3	09/01/2016 03/01/2017 09/01/2017 03/01/2018	\$42.76 \$43.41 \$44.01 \$44.66	\$9.35 \$9.35 \$9.35 \$9.35	\$14.46 \$14.46 \$14.46 \$14.46	\$0.00 \$0.00 \$0.00 \$0.00	\$66.57 \$67.22 \$67.82 \$68.47
For apprentic	Appro	Steps - 2000 hrs;Step 4 w/lice Step 4 with lic\$46.17 Step 5 entice to Journeyworker Ratio OLS (TEMP.)	with lic\$50,45 b:1:3	09/01/2016 03/01/2017 09/01/2017 03/01/2018	\$42.76 \$43.41 \$44.01 \$44.66 \$32.15 \$33.15	\$9.35 \$9.35 \$9.35 \$9.35	\$14.46 \$14.46 \$14.46 \$14.46	\$0.00 \$0.00 \$0.00 \$0.00	\$66.57 \$67.22 \$67.82 \$68.47 \$52.75
For apprentic	Appro	Steps - 2000 hrs;Step 4 w/lice Step 4 with lic\$46.17 Step 5 entice to Journeyworker Ratio OLS (TEMP.)	with lic\$50,45 b:1:3	09/01/2016 03/01/2017 09/01/2017 03/01/2018 12/01/2016 06/01/2017	\$42.76 \$43.41 \$44.01 \$44.66 \$32.15 \$33.15 \$33.78	\$9.35 \$9.35 \$9.35 \$9.35 \$7.60 \$7.60	\$14.46 \$14.46 \$14.46 \$13.00 \$13.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$66.57 \$67.22 \$67.82 \$68.47 \$52.75 \$53.75
For apprentic	Appro	Steps - 2000 hrs;Step 4 w/lice Step 4 with lic\$46.17 Step 5 entice to Journeyworker Ratio OLS (TEMP.)	with lic\$50,45 b:1:3	09/01/2016 03/01/2017 09/01/2017 03/01/2018 12/01/2016 06/01/2017 12/01/2017	\$42.76 \$43.41 \$44.01 \$44.66 \$32.15 \$33.15 \$33.78 \$34.62	\$9.35 \$9.35 \$9.35 \$9.35 \$7.60 \$7.60	\$14.46 \$14.46 \$14.46 \$13.00 \$13.00 \$13.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$66.57 \$67.22 \$67.82 \$68.47 \$52.75 \$53.75 \$54.38
For apprentic	Appro	Steps - 2000 hrs;Step 4 w/lice Step 4 with lic\$46.17 Step 5 entice to Journeyworker Ratio OLS (TEMP.)	with lic\$50,45 b:1:3	09/01/2016 03/01/2017 09/01/2017 03/01/2018 12/01/2016 06/01/2017 12/01/2017	\$42.76 \$43.41 \$44.01 \$44.66 \$32.15 \$33.15 \$33.78 \$34.62 \$35.46	\$9.35 \$9.35 \$9.35 \$9.35 \$7.60 \$7.60 \$7.60	\$14.46 \$14.46 \$14.46 \$13.00 \$13.00 \$13.00 \$13.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$66.57 \$67.22 \$67.82 \$68.47 \$52.75 \$53.75 \$54.38 \$55.22
For apprentic	Appro	Steps - 2000 hrs;Step 4 w/lice Step 4 with lic\$46.17 Step 5 entice to Journeyworker Ratio OLS (TEMP.)	with lic\$50,45 b:1:3	09/01/2016 03/01/2017 09/01/2017 03/01/2018 12/01/2016 06/01/2017 12/01/2017 06/01/2018 12/01/2018	\$42.76 \$43.41 \$44.01 \$44.66 \$32.15 \$33.15 \$33.78 \$34.62 \$35.46 \$36.33	\$9.35 \$9.35 \$9.35 \$9.35 \$7.60 \$7.60 \$7.60 \$7.60	\$14.46 \$14.46 \$14.46 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$66.57 \$67.22 \$67.82 \$68.47 \$52.75 \$53.75 \$54.38 \$55.22 \$56.06
For apprentic EUMATIC BORERS - ZOI	Appre	Steps - 2000 hrs;Step 4 w/lice Step 4 with lic\$46.17 Step 5 entice to Journeyworker Ratio COLS (TEMP.) "Apprentice- PIPEFITTER" or "PLUM TOOL OPERATOR	with lic\$50,45 b:1:3	09/01/2016 03/01/2017 09/01/2017 03/01/2018 12/01/2016 06/01/2017 12/01/2018 12/01/2018 06/01/2019 12/01/2019	\$42.76 \$43.41 \$44.01 \$44.66 \$32.15 \$33.15 \$33.78 \$34.62 \$35.46 \$36.33 \$37.19	\$9.35 \$9.35 \$9.35 \$9.35 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60	\$14.46 \$14.46 \$14.46 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$66.57 \$67.22 \$67.82 \$68.47 \$52.75 \$53.75 \$54.38 \$55.22 \$56.06 \$56.93 \$57.79
For apprentic EUMATIC BORERS - ZOI	Approx CONTRAL 4 Ce rates see C DRILL/VE 2 ce rates see can & BL	Steps - 2000 hrs;Step 4 w/lice Step 4 with lic\$46.17 Step 5 entice to Journeyworker Ratio COLS (TEMP.) "Apprentice- PIPEFITTER" or "PLUM TOOL OPERATOR	with lic\$50,45 b:1:3	09/01/2016 03/01/2017 09/01/2017 03/01/2018 12/01/2016 06/01/2017 12/01/2018 12/01/2018 12/01/2019 12/01/2019	\$42.76 \$43.41 \$44.01 \$44.66 \$32.15 \$33.15 \$33.78 \$34.62 \$35.46 \$36.33 \$37.19	\$9.35 \$9.35 \$9.35 \$9.35 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60	\$14.46 \$14.46 \$14.46 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$66.57 \$67.22 \$67.82 \$68.47 \$52.75 \$53.75 \$54.38 \$55.22 \$56.06 \$56.93 \$57.79
For apprentic EUMATIC BORERS - ZOI	Approx CONTRAL 4 Ce rates see C DRILL/VE 2 ce rates see can & BL	Steps - 2000 hrs;Step 4 w/lice Step 4 with lic\$46.17 Step 5 entice to Journeyworker Ratio COLS (TEMP.) "Apprentice- PIPEFITTER" or "PLUM TOOL OPERATOR	with lic\$50,45 b:1:3	09/01/2016 03/01/2017 09/01/2017 03/01/2018 12/01/2016 06/01/2017 12/01/2018 12/01/2018 06/01/2019 12/01/2019	\$42.76 \$43.41 \$44.01 \$44.66 \$32.15 \$33.15 \$33.78 \$34.62 \$35.46 \$36.33 \$37.19 \$32.90 \$33.90	\$9.35 \$9.35 \$9.35 \$9.35 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60	\$14.46 \$14.46 \$14.46 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$66.57 \$67.22 \$67.82 \$68.47 \$52.75 \$53.75 \$54.38 \$55.22 \$56.06 \$56.93 \$57.79 \$53.50 \$54.50
For apprentic For apprentic For apprentic For apprentic DWDERMA	Approx CONTRAL 4 Ce rates see C DRILL/VE 2 ce rates see can & BL	Steps - 2000 hrs;Step 4 w/lice Step 4 with lic\$46.17 Step 5 entice to Journeyworker Ratio COLS (TEMP.) "Apprentice- PIPEFITTER" or "PLUM TOOL OPERATOR	with lic\$50,45 b:1:3	09/01/2016 03/01/2017 09/01/2017 03/01/2018 12/01/2016 06/01/2017 12/01/2018 12/01/2018 12/01/2019 12/01/2019 12/01/2019	\$42.76 \$43.41 \$44.01 \$44.66 \$32.15 \$33.15 \$33.78 \$34.62 \$35.46 \$36.33 \$37.19 \$32.90 \$33.90 \$34.53	\$9.35 \$9.35 \$9.35 \$9.35 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60	\$14.46 \$14.46 \$14.46 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$66.57 \$67.22 \$67.82 \$68.47 \$52.75 \$53.75 \$54.38 \$55.22 \$56.06 \$56.93 \$57.79 \$53.50 \$54.50 \$55.13
For apprentic For apprentic For apprentic For apprentic DWDERMA	Approx CONTRAL 4 Ce rates see C DRILL/VE 2 ce rates see can & BL	Steps - 2000 hrs;Step 4 w/lice Step 4 with lic\$46.17 Step 5 entice to Journeyworker Ratio COLS (TEMP.) "Apprentice- PIPEFITTER" or "PLUM TOOL OPERATOR	with lic\$50,45 b:1:3	09/01/2016 03/01/2017 09/01/2017 03/01/2018 12/01/2016 06/01/2018 12/01/2018 12/01/2019 12/01/2019 12/01/2019 12/01/2019 12/01/2017 06/01/2017	\$42.76 \$43.41 \$44.01 \$44.66 \$32.15 \$33.15 \$33.78 \$34.62 \$35.46 \$36.33 \$37.19 \$32.90 \$33.90 \$34.53 \$35.37	\$9.35 \$9.35 \$9.35 \$9.35 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60	\$14.46 \$14.46 \$14.46 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$66.57 \$67.22 \$67.82 \$68.47 \$52.75 \$53.75 \$54.38 \$55.22 \$56.06 \$56.93 \$57.79 \$53.50 \$54.50 \$55.13
For apprentic NEUMATIC BORERS - ZOI	Approx CONTRAL 4 Ce rates see C DRILL/VE 2 ce rates see can & BL	Steps - 2000 hrs;Step 4 w/lice Step 4 with lic\$46.17 Step 5 entice to Journeyworker Ratio COLS (TEMP.) "Apprentice- PIPEFITTER" or "PLUM TOOL OPERATOR	with lic\$50,45 b:1:3	09/01/2016 03/01/2017 09/01/2017 03/01/2018 12/01/2016 06/01/2017 12/01/2018 12/01/2018 12/01/2019 12/01/2019 12/01/2019	\$42.76 \$43.41 \$44.01 \$44.66 \$32.15 \$33.15 \$33.78 \$34.62 \$35.46 \$36.33 \$37.19 \$32.90 \$33.90 \$34.53 \$35.37	\$9.35 \$9.35 \$9.35 \$9.35 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60	\$14.46 \$14.46 \$14.46 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$66.57 \$67.22 \$67.82 \$68.47 \$52.75 \$53.75 \$54.38 \$55.22 \$56.06 \$56.93 \$57.79 \$53.50 \$54.50 \$55.13 \$55.97 \$56.81
For apprentic	Approx CONTRAL 4 Ce rates see C DRILL/VE 2 ce rates see can & BL	Steps - 2000 hrs;Step 4 w/lice Step 4 with lic\$46.17 Step 5 entice to Journeyworker Ratio COLS (TEMP.) "Apprentice- PIPEFITTER" or "PLUM TOOL OPERATOR	with lic\$50,45 b:1:3	09/01/2016 03/01/2017 09/01/2017 03/01/2018 12/01/2016 06/01/2018 12/01/2018 12/01/2019 12/01/2019 12/01/2019 12/01/2019 12/01/2017 06/01/2017	\$42.76 \$43.41 \$44.01 \$44.66 \$32.15 \$33.15 \$33.78 \$34.62 \$35.46 \$36.33 \$37.19 \$32.90 \$33.90 \$34.53 \$35.37 \$36.21	\$9.35 \$9.35 \$9.35 \$9.35 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$7.60	\$14.46 \$14.46 \$14.46 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$66.57 \$67.22 \$67.82 \$68.47 \$52.75 \$53.75 \$54.38 \$55.22 \$56.06 \$56.93 \$57.79 \$53.50 \$54.50 \$55.13

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER" POWER SHOVEL/DERRICK/TRENCHING MACHINE	12/01/2016	\$45.38	\$10.00	\$15.25	\$0.00	\$70,63
OPERATING ENGINEERS LOCAL 4	06/01/2017	\$45.38	\$10.00	\$15.25	\$0.00	\$71.63
			\$10.00	\$15.25	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$47.38	\$10.00	Ф15.25	φυ.υυ	\$72.03
PUMP OPERATOR (CONCRETE)	12/01/2016	\$45.38	\$10,00	\$15.25	\$0.00	\$70.63
OPERATING ENGINEERS LOCAL 4	06/01/2017	\$46.38	\$10.00	\$15.25	\$0.00	\$71.63
	12/01/2017	\$47.38	\$10.00	\$15.25	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"					1749	AND THE STREET
PUMP OPERATOR (DEWATERING, OTHER)	12/01/2016	\$31.17	\$10.00	\$15.25	\$0.00	\$56.42
OPERATING ENGINEERS LOCAL 4	06/01/2017	\$31.86	\$10.00	\$15.25	\$0.00	\$57.11
	12/01/2017	\$32.55	\$10.00	\$15.25	\$0.00	\$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"		~~			w	
READY-MIX CONCRETE DRIVER	02/02/2017	\$24.81	\$9.96	\$7.98	\$0.00	\$42.75
TEAMSTERS LOCAL 170	03/01/2017	\$24.84	\$9.96	\$8.07	\$0.00	\$42.87
	04/01/2017	\$24.88	\$9.96	\$8.17	\$0.00	\$43.01
	05/01/2017	\$24.92	\$9.96	\$8.26	\$0.00	\$43.14
	12/01/2017	\$24.95	\$9.96	\$8.26	\$0.00	\$43.17
	01/01/2018	\$24.95	\$10.24	\$8.26	\$0.00	\$43.45
	02/02/2018	\$25.01	\$10.24	\$8.36	\$0.00	\$43.61
	03/01/2018	\$25.04	\$10.24	\$8.46	\$0.00	\$43.74
	05/01/2018	\$25.09	\$10.24	\$8.56	\$0.00	\$43.89
•	12/01/2018	\$25.12	\$10.24	\$8.56	\$0.00	\$43.92
	01/01/2019	\$25.12	\$10.41	\$8.56	\$0.00	\$44.09
	12/01/2019	\$25.15	\$10.41	\$8.56	\$0.00	\$44.12
	01/01/2020	\$25.15	\$10.46	\$8.56	\$0.00	\$44.17
RECLAIMERS	12/01/2016	\$44.94	\$10.00	\$15.25	\$0.00	\$70.19
OPERATING ENGINEERS LOCAL 4	06/01/2017	\$45.93	\$10.00	\$15.25		\$71,18
	12/01/2017	\$46.92	\$10.00	\$15.25	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	ψ (0.92	ψ10,00	****	• • • • • • • • • • • • • • • • • • • •	7
RESIDENTIAL WOOD FRAME (All Other Work) CARPENTERS - 2ONE 2 (Residential Wood)	06/01/2016	\$25.32	\$9.80	\$16.82	\$0.00	\$51.94
RESIDENTIAL WOOD FRAME CARPENTER **	10/01/2016	\$25.69	\$7.07	\$7.18	\$0.00	\$39.94
** The Residential Wood Frame Carpenter classification applies	04/01/2017	\$26,31	\$7.07	\$7.18	\$0.00	\$40.56
only to the construction of new, wood frame residences that do	10/01/2017	\$26.93	\$7.07	\$7.18	\$0.00	\$41.18
not exceed four stories including the basement. CARPENTERS - ZONE 2 (Residential Wood)	04/01/2018	\$27.35	\$7.07	\$7.18	\$0.00	\$41.60
	10/01/2018	\$27.77	\$7.07	\$7.18	\$0.00	\$42.02
	04/01/2019	\$28.20	\$7.07	\$7.18	\$0.00	\$42.45
	10/01/2019	\$28.63	\$7.07	\$7.18	\$0.00	\$42.88

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

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		ive Date - 10/01/2016	A	TT. *-1		Daniele	Supplemental	FTT - 4 - 1	Data
	Step	percent	Apprentice Base Wage			Pension	Unemployment	Total	
	1	60	\$15.41	\$7.07		\$0.00	\$0.00	•	2.48
	2	60	\$15.41	\$7.07		\$0.00	\$0.00		2.48
	3	65	\$16.70	\$7.07		\$7.18	\$0.00		0.95
	4	70	\$17.98	\$7.07		\$7.18	\$0.00	\$3	2.23
	5	75	\$19.27	\$7.07		\$7.18	\$0.00	\$3	3.52
	6	80	\$20.55	\$7.07		\$7.18	\$0.00	\$3	4.80
	7	85	\$21.84	\$7.07		\$7.18	\$0.00	\$3	6.09
	8	90	\$23.12	\$7.07		\$7.18	\$0.00	\$3	7.37
	Effect	ive Date - 04/01/2017					Supplemental		
	Step	percent	Apprentice Base Wage	Health		Pension	Unemployment	Total	Rate
	1	60	\$15.79	\$7.07		\$0.00	\$0.00	\$2	2,86
	2	60	\$15.79	\$7.07		\$0.00	\$0.00	\$2	2.86
	3	65	\$17.10	\$7.07		\$7.18	\$0.00	\$3	1.35
	4	70	\$18.42	\$7.07		\$7.18	\$0.00	\$3	2.67
	5	75	\$19.73	\$7.07		\$7.18	\$0.00	\$3	3.98
	6	80	\$21.05	\$7.07		\$7.18	\$0.00	\$3	5.30
	7	85	\$22.36	\$7.07		\$7.18	\$0.00	\$3	6.61
	8	90	\$23.68	\$7.07		\$7.18	\$0.00	\$3	7.93
	Notes								3
	Anne	entice to Journeyworker Ratio:1:5					**		3
ONIMO		ED BUGGY OPERATOR	10/01/00	· •		**	#12 OO	ቀለ ለለ	450.55
S-ON MO RERS - ZOA		D BOOG T OFERATOR	12/01/2010		32.15	\$7.60	\$13.00	\$0.00	\$52.75
			06/01/2017		33.15	\$7.60	\$13.00	\$0.00	\$53.75
			12/01/201		33.78		\$13.00	\$0.00	\$54.38
			06/01/2013		34.62	\$7.60	\$13.00	\$0.00	\$55.22
			12/01/2013		35.46		\$13.00	\$0.00	\$56.06
			06/01/2019		36.33	\$7.60	\$13.00	\$0.00	\$56.93
or apprentic	e rates see	"Apprentice- LABORER"	12/01/2019	y \$:	37.19	\$7.60	\$13.00	\$0.00	\$57.79
		MULCHING MACHINE	12/01/2010	5 \$	44.94	\$10,00	\$15.25	\$0.00	\$70.19
ATING ENC	HNEERS L	OCAL 4	06/01/2011	7 \$	45,93	\$10.00	\$15.25	\$0.00	\$71.18
			12/01/201	7 \$	46.92	\$10.00	\$15.25	\$0.00	\$72.17
		"Apprentice- OPERATING ENGINEERS"	- Autoritation Production Product						
		Waterproofing &Roofer Damproofg)	02/01/201	7 \$	41.36	\$11.10	\$13.80	\$0.00	\$66.26
ERS LOCAI	L 33		08/01/201	7 \$	42.46	\$11.10	\$13.80	\$0.00	\$67.36
			02/01/2013	8 \$	43.61	\$11.10	\$13.80	\$0.00	\$68.51
			08/01/201	8 \$	44.71	\$11.10	\$13.80	\$0.00	\$69.61
			02/01/2019		45.86	\$11,10	\$13.80	\$0.00	\$70.76

Total Rate

Appre	ntice - RO	OOFER - Local 33					4	
Effect	ive Date -	02/01/2017				Supplemental		
Step	percent	App	rentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$20.68	\$11.10	\$3.44	\$0.00	\$35.22	
2	60		\$24.82	\$11.10	\$13.80	\$0.00	\$49.72	
3	65		\$26.88	\$11.10	\$13.80	\$0.00	\$51.78	
4	75		\$31.02	\$11.10	\$13.80	\$0.00	\$55.92	
5	85		\$35.16	\$11.10	\$13.80	\$0.00	\$60.06	
Effect	ive Date -	08/01/2017				Supplemental		
Step	percent	Арр	rentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$21,23	\$11.10	\$3.44	\$0.00	\$35.77	
2	60		\$25.48	\$11.10	\$13.80	\$0.00	\$50,38	
3	65		\$27.60	\$11.10	\$13.80	\$0.00	\$52.50	
4	75		\$31.85	\$11.10	\$13.80	\$0.00	\$56.75	
5	85		\$36,09	\$11.10	\$13.80	\$0.00	\$60.99	
Notes	** 1:5, 2: 	6-10, the 1:10; Reroofing: 1:4, the	n 1:1					
!	Step 1 is	2000 hrs.; Steps 2-5 are 1000 hrs.						
		n Mechanics' receive \$1.00 hr. abo	ove ROOFER)				· ·	
Appro	entice to Jo	urneyworker Ratio:**						
OFER SLATE / TII	LE / PRECA	AST CONCRETE	02/01/201	7 \$41.61	\$11,10	\$13.80	\$0.00	\$66.51
OFERS LOCAL 33			08/01/201	7 \$42.71	\$11.10	\$13.80	\$0.00	\$67.61
			02/01/201	8 \$43.86	\$11.10	\$13.80	\$0.00	\$68.76
			08/01/2013	8 \$44.96	\$11.10	\$13.80	\$0.00	\$69.86
			02/01/2019	9 \$46.11	\$11.10	\$13.80	\$0.00	\$71.01
For apprentice rates see	"Apprentice- I	ROOFER"						
HEETMETAL WOR	KER		01/01/201	7 \$32.24	\$10.64	\$15.49	\$1.75	\$60.12

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SHEETMETAL WORKERS LOCAL 63

Step	ive Date - 01/01/2017 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$14.51	\$6.21	\$4.36	\$0.00	\$25.08
2	50	\$16.12	\$6.55	\$4.85	\$0.00	\$27.52
3	55	\$17.73	\$6.88	\$8.72	\$0.98	\$34.31
4	60	\$19.34	\$7.22	\$8.72	\$1.06	\$36.34
5	65	\$20.96	\$7.55	\$8.72	\$1.12	\$38.35
6	70	\$22.57	\$7.88	\$8.72	\$1.18	\$40.35
7	75	\$24.18	\$8.22	\$8.72	\$1.23	\$42.35
8	80	\$25,79	\$9.30	\$14.52	\$1.43	\$51.04
9	85	\$27.40	\$9.64	\$14.52	\$1.49	\$53.05
10	90	\$29.02	\$9.98	\$14.52	\$1.55	\$55.07
Notes:		·				
j : :						!
Appre	entice to Journeyworker Ratio:1:	3				

Effect Step	five Date - 06/01/2013 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$12.91	\$7.07	\$0.00	\$0.00	\$19.98	
2	55	\$14.20	\$7.07	\$2.45	\$0.00	\$23.72	
3	60	\$15.49	\$7.07	\$2.45	\$0.00	\$25.01	
4	65	\$16.78	\$7.07	\$2.45	\$0.00	\$26.30	
5	70	\$18.07	\$7.07	\$7.05	\$0.00	\$32.19	
6	75	\$19.36	\$7.07	\$7.05	\$0.00	\$33.48	
7	80	\$20.65	\$7.07	\$7.05	\$0.00	\$34,77	
8	85	\$21.94	\$7.07	\$7.05	\$0.00	\$36.06	
9	90	\$23,23	\$7.07	\$7.05	\$0.00	\$37.35	
Notes	:					* Venn	•
en e	Steps are 4 mos.						
Appr	entice to Journeyworker Ratio:1:1						
ECIALIZED EART	H MOVING EQUIP < 35 TONS CIL NO. 10 ZONE B	12/01/201	6 \$32.44	\$10.91	\$10.89	\$0.00	\$54.24
ECIALIZED EART	H MOVING EQUIP > 35 TONS	12/01/201	6 \$32.73	\$10.91	\$10.89	\$0.00	\$54.53

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPRINKLER FITTER	01/01/2017	\$39.01	\$9.17	\$12.28	\$0.00	\$60.46
SPRINKLER FITTERS LOCAL 669	04/01/2017	\$40.26	\$9.17	\$12.43	\$0.00	\$61.86
	01/01/2018	\$40.26	\$9.67	\$12.63	\$0.00	\$62.56
	04/01/2018	\$41.51	\$9.67	\$12.88	\$0.00	\$64.06
	01/01/2019	\$41.51	\$10.02	\$13.08	\$0.00	\$64.61

		PRINKLER FITTER - Local 01/01/2017	669					
Step	tive Date - percent	01/01/2017	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	45		\$17.55	\$7.60	\$0.00	\$0.00	\$25.15	
2	50		\$19.51	\$7.60	\$0.00	\$0.00	\$27.11	
3	55		\$21,46	\$9.17	\$6.45	\$0.00	\$37.08	
4	60		\$23.41	\$9.17	\$6.45	\$0.00	\$39.03	
5	65		\$25.36	\$9.17	\$6.70	\$0.00	\$41.23	
6	70		\$27.31	\$9.17	\$6.70	\$0.00	\$43,18	
7	75		\$29.26	\$9.17	\$6.70	\$0.00	\$45.13	
8	80		\$31.21	\$9.17	\$6.70	\$0.00	\$47.08	
9	85		\$33.16	\$9.17	\$6.70	\$0.00	\$49.03	
10	90		\$35.11	\$9.17	\$6.70	\$0.00	\$50.98	
Effec Step	tive Date -	04/01/2017	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	45		\$18.12	\$7.60	\$0.00	\$0.00	\$25.72	
2	50		\$20.13	\$7.60	\$0.00	\$0.00	\$27.73	
3	55		\$22.14	\$9.17	\$6.60	\$0.00	\$37.91	
4	60		\$24,16	\$9.17	\$6.60	\$0.00	\$39.93	
5	65		\$26.17	\$9.17	\$6.85	\$0.00	\$42.19	
6	70		\$28.18	\$9.17	\$6.85	\$0.00	\$44.20	
7	75		\$30.20	\$9.17	\$6.85	\$0.00	\$46,22	
8	80		\$32.21	\$9.17	\$6.85	\$0.00	\$48.23	
9	85		\$34.22	\$9.17	\$6.85	\$0.00	\$50.24	
10	90		\$36.23	\$9.17	\$6.85	\$0.00	\$52.25	
Notes	s :							
a de de de la companya de la company	٠						· PUNTAPA	
		urneyworker Ratio:1:1						
M BOILER OPI			12/01/2016	\$44.94	\$10.00	\$15.25	\$0.00	\$70.19
. олазинона опп	AA, AB T		06/01/2011	7 \$45.93	\$10.00	\$15,25	\$0.00	\$71.18
		ODER ATTIALO ENIONALECTROS	12/01/2011	7 \$46.92	\$10.00	\$15.25	\$0.00	\$72.17
		OPERATING ENGINEERS"				415.25	40.00	
PERS, SELF-PR TING ENGINEERS		OR TRACTOR DRAWN	12/01/2010			\$15.25	\$0.00	\$70.19
			06/01/2017	7 \$45.93	\$10.00	\$15.25	\$0.00	\$71.18

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TERRAZZO FINISHERS BRICKLAYERS LOCAL 3 (WORCESTER) - MARBLE & TILE	02/01/2017	\$49.70	\$10.75	\$19.22	\$0.00	\$79.67

	Step	ve Date - 02/01/2017 percent	Apprentice Base Wage	Healt	h	Pension	Supplemental Unemployment	To	tal Rate	
	1	50	\$24.85	\$10.7		\$19,22	\$0.00		\$54.82	
	2	60	\$29.82	\$10.7		\$19.22	\$0.00		\$59.79	
	3	70	\$34.79	\$10.7		\$19,22	\$0.00		\$64.76	
	4	80	\$39.76	\$10.7		\$19.22	\$0.00		\$69.73	
	5	90	\$44.73	\$10.7		\$19.22	\$0.00		\$74.70	
	Notes:			٠						
!										
	Appre	ntice to Journeyworker Ratio:1:	3							
EST BORING ABORERS - FOUN			12/01/2010	5	\$37.70	\$7.60	\$14.35	\$0.00		\$59.65
For apprentice r	ates see '	'Apprentice- LABORER"								
EST BORING 4BORERS - FOUN			12/01/2010	5	\$36.42	\$7.60	\$14.35	\$0.00		\$58.37
For apprentice r	ates see '	'Apprentice- LABORER"								
EST BORING aborers - foun			12/01/2010	5	\$36.30	\$7.60	\$14.35	\$0.00		\$58.25
For apprentice r	ates see '	'Apprentice- LABORER"								
RACTORS/PO		LE STEAM GENERATORS	12/01/2010	ó	\$44.94	\$10.00	\$15.25	\$0.00		\$70.19
r ERATING ENGIN	EEM L	CAL 1	06/01/201	7	\$45.93	\$10.00	\$15.25	\$0.00		\$71.18
F		A	12/01/201	7	\$46.92	\$10.00	\$15.25	\$0.00		\$72.17
	R EART	'Apprentice- OPERATING ENGINEERS" TH MOVING EQUIPMENT	12/01/2010	5	\$33.02	\$10.91	\$10.89	\$0.00		\$54.82
	K - CO	MPRESSED AIR	12/01/2010	5	\$48.58	\$7.60	\$14.75	\$0.00		\$70.93
•		'Apprentice- LABORER"								
	K - CO	MPRESSED AIR (HAZ. WASTE	(2) 12/01/2010	 ś	\$50.58	\$7.60	\$14.75	\$0.00		\$72.93
,		'Apprentice- LABORER"								
UNNEL WOR			12/01/2010	5	\$40.65	\$7.60	\$14.75	\$0.00		\$63.00
For apprentice r	ates see '	'Apprentice- LABORER"								
UNNEL WOR		EE AIR (HAZ. WASTE) NEL)	12/01/2016	5	\$42.65	\$7.60	\$14.75	\$0.00		\$65.00
For apprentice r	ates see '	'Apprentice- LABORER"								
AC-HAUL EAMSTERS JOINT	COUNC	II. NO. 10 ZONE B	12/01/2010	 ó	\$32.44	\$10.91	\$10.89	\$0.00		\$54.24

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	Step	ve Date - 02/01/2017 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$13.08	\$9.16	\$3.77	\$0.00	\$26.01	
	2	55	\$14.39	\$9.16	\$3.81	\$0.00	\$27.36	
	3	60	\$15.70	\$9.16	\$12.52	\$0.00	\$37.38	
	4	65	\$17.00	\$9.16	\$12.56	\$0.00	\$38.72	
	5	70	\$18.31	\$9.16	\$12.60	\$0.00	\$40.07	
	6	75	\$19.62	\$9.16	\$12.64	\$0.00	\$41.42	
	7	80	\$20.93	\$9.16	\$12.68	\$0.00	\$42.77	
	8	85	\$22.24	\$9.16	\$12.72	\$0.00	\$44.12	
	Notes:			*				
	Appre	ntice to Journeyworker Ratio:	1:1					
AGON DRIL		RATOR	12/01/2016	\$32.15	\$7.60	\$13.00	\$0.00	\$52.75
BORERS - ZONE	5 Z		06/01/2017	\$33.15	\$7.60	\$13.00	\$0.00	\$53.75
			12/01/2017	\$33.78	\$7.60	\$13.00	\$0.00	\$54.38
			06/01/2018	\$34.62	\$7.60	\$13.00	\$0.00	\$55.22
			12/01/2018	\$35.46	\$7.60	\$13.00	\$0.00	\$56.06
			06/01/2019	\$36.33	\$7.60	\$13.00	\$0.00	\$56,93
			12/01/2019	\$37.19	\$7.60	\$13.00	\$0.00	\$57.79
		'Apprentice- LABORER" IP OPERATOR	10/01/00/		410.00	Φ1.C Ω.C		ABO 60
ASTE WATE PERATING ENGI			12/01/2016			\$15.25	\$0.00	\$70.63
			06/01/2017			\$15.25	\$0.00	\$71,63
For apprentice	rates see '	'Apprentice- OPERATING ENGINEER	12/01/2017 s"	\$47.38	\$10.00	\$15.25	\$0.00	\$72,63
ATER METE	ER INST	`ALLER	09/01/2016	5 \$42.76	\$9.35	\$14.46	\$0.00	\$66,57
UMBERS LOCAL	L 4		03/01/2017			\$14.46	\$0.00	\$67.22
			09/01/2017			\$14.46	\$0.00	\$67.82
			03/01/2018	\$44.66	\$9,35	\$14.46	\$0.00	\$68.47
For apprentice	rates see '	'Apprentice- PLUMBER/PIPEFITTER"	or "PLUMBER/GASFITTER"					
outside Electr								
		l (Power Zone) rkers - east local 104	08/28/2016			\$1.80	\$0.00	\$35.91
For apprentice	rates see '	'Apprentice- LINEMAN"	09/03/2017	\$27.14	\$7.75	\$1.81	\$0.00	\$36.70
,	-	ound Ducts & Cables) RKERS - EAST LOCAL 104	08/28/2016	5 \$37.70	\$7.50	\$8.87	\$0.00	\$54.07
			09/03/2017	\$38.45	\$7.75	\$9.53	\$0.00	\$55.73
		'Apprentice- LINEMAN"				40.00	40.00	
RIVER / GRO <i>Itside electr</i>		IA'N CDL RKERS - EAST LOCAL 104	08/28/2016			\$8.89	\$0.00	\$47.44
For apprentice	rates see '	'Apprentice- LINEMAN"	09/03/2017	7 \$31.66	\$7.75	\$9.44	\$0.00	\$48.85
		IAN -Inexperienced (<2000 Hrs	08/28/2016	5 \$24.39	\$7.50	\$1.73	\$0.00	\$33.62
ITSIDE ELECTR	UCAL WO	RKERS - EAST LOCAL 104	09/03/2017			\$1.75	\$0.00	\$34.38

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
EQUIPMENT OPERATOR (Class A CDL)	08/28/2016	\$37.70	\$7.50	\$12.95	\$0.00	\$58.15
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$38.45	\$7.75	\$13.61	\$0.00	\$59.81
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class B CDL)	08/28/2016	\$33.26	\$7.50	\$9.63	\$0.00	\$50.39
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	08/28/2016	\$24.39	\$7.50	\$1.73	\$0.00	\$33.62
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.)	08/28/2016	\$19.96	\$7.50	\$1.60	\$0.00	\$29.06
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	08/28/2016	\$44.35	\$7.50	\$15.83	\$0.00	\$67.68
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$45.23	\$7.75	\$16.61	\$0.00	\$69.59

Apprentice -	LINEMAN	(Outside	Electrical) - Easi	Local	104
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Effect	ive Date -	08/28/2016				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$26.61	\$7.50	\$3.30	\$0.00	\$37.41	
2	65		\$28.83	\$7.50	\$3.36	\$0.00	\$39.69	
3	70		\$31.05	\$7.50	\$3.43	\$0.00	\$41.98	
4	75		\$33.26	\$7.50	\$5.00	\$0.00	\$45.76	
5	80		\$35.48	\$7.50	\$5.06	\$0.00	\$48.04	
6	85		\$37.70	\$7.50	\$5.13	\$0.00	\$50.33	
7	90		\$39.92	\$7.50	\$7.20	\$0.00	\$54.62	

Effect	ive Date - 09/03/2017				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	60	\$27.14	\$7.75	\$3.31	\$0.00	\$38.20
2	65	\$29.40	\$7.75	\$3.38	\$0.00	\$40.53
3	70	\$31,66	\$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
N 4					4	* *
Notes:	i					A contract

Apprentice to Journeyworker Ratio:1:2

TELEDATA CABLE SPLICER OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	01/01/2016	\$28.98	\$4.25	\$3.12	\$0.00	\$36.35
TELEDATA LINEMAN/EQUIPMENT OPERATOR OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	01/01/2016	\$27.31	\$4.25	\$3.07	\$0.00	\$34.63
TELEDATA WIREMAN/INSTALLER/TECHNICIAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	01/01/2016	\$27.3,1	\$4.25	\$3.07	\$0.00	\$34.63

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TREE TRIMMER Outside electrical workers - east local 104	01/31/2016	\$18.51	\$3.55	\$0.00	\$0.00	\$22.06
This classification applies only to tree work done: (a) for a utility compan operating, maintaining, or repairing the utility company's equipment, and This classification does not apply to wholesale tree removal.						
TREE TRIMMER GROUNDMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	01/31/2016	\$16.32	\$3.55	\$0.00	\$0.00	\$19.87
This classification applies only to tree work done: (a) for a utility compan operating, maintaining, or repairing the utility company's equipment, and classification does not apply to wholesale tree removal.	• •					

Additional Apprentice Information:

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

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

All steps are six months (1000 hours.)

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

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

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